



Sarnia Police Services Board Policy

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Subject: Skills Development and Learning Plan	Effective Date:
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Approved By: Board Chair	Signature: <i>Paul Wiersma</i>

A Legislative/Regulatory Requirements

Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by **Section 10** of the *CSPA*.

O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services.

Ontario Regulation 399/23 General Matters under the Authority of the Lieutenant Governor in Council provides that a skills development and learning plan be established for member of the police service.

B Policy Statement

1. It is the policy of the Sarnia Police Service Board that the Chief of Police establish a Skills Development and Learning Plan for the members of the Service in accordance with **Ontario Regulation 399/23 General Matters under the Authority of the Lieutenant Governor in Council** and established policy.

C Board Policy

1. The Chief of Police will establish a Skills Development and Learning Plan for the members of the police service that addresses:
 - (a) The provision of a program to coach or mentor new officers; and
 - (b) The development and maintenance of the capabilities of members of the police service, including:
 - (i) The police service's criminal investigators;
 - (ii) Members of the police service who provide investigative support functions, if any;
 - (iii) Members of a public order unit, if any; and
 - (iv) Members of the police service who provide any emergency response functions.
2. The Chief of Police will provide information in the annual report with respect to the Skills Development and Learning Plan.