

Section 2.0 – Training for Police Officers	Page 1 of 4
Sub Section 2.1 – Recruit and Advanced Training	Effective: January 30, 2012
Subject 2.1.1 – Recruit and Advanced Training	Revised effective: February 1, 2015

Definitions

"Board" – a municipal police board or a designated board, as defined in the *Police Act*.

"Certified constable" - an officer who:

- (a) On or prior to April 1, 1977 was and has since that date been a continuous employee of a board by virtue of section 26 (3) of the Police Act;
- (b) Was appointed under section 4.1, 18.1 or 26 of the Police Act and is certified by the director of the Police Academy to have:
 - (i) Successfully completed the police recruit training program (blocks 1-4),
 - (ii) Been exempted from blocks 1-3 of the police recruit training program and successfully completed block 4 of the police recruit training program.
- (c) Is a member of the provincial police force who has served in the province for a minimum of two continuous years or more, and who successfully applied to be a constable in a municipal police department, designated policing unit or designated law enforcement unit.

"Director of police services" – the director of police services referred to in section 39 (1) of the *Police Act*.

"Director of the Police Academy" - the person employed to administer the Police Academy and to ensure that the training of recruits, qualified and certified constables is in compliance with the standards set by the director of police services.

"Field trainer" - a certified constable who is appointed by his/her chief constable or chief officer to supervise students of the police recruit training program during their practicum periods.

"Police Academy" - the entity authorized by the director of police services to administer provincially-approved recruit and advanced training for municipal constables, designated constables and enforcement officers.

"Police recruit training program" - periods of training at or under the auspices of the Police Academy during which students will acquire the knowledge, skills, experience and understanding to function as police officers. The police recruit training program is divided into 4 distinct blocks of training:

- (a) The first and third are comprised of curriculum developed by the Police Academy in consultation with the police training advisory committee and in compliance with standards set by the director of police services;
- (b) The second block is a practicum monitored by the director of the Police Academy or designate, during which the recruit works under the direct supervision of a field trainer; and
- (c) The fourth block is a minimum 1 year field practicum requiring a satisfactory competency-based assessment of performance by the recruit's supervisor and approved by the recruit's chief constable or chief officer and training officer and certified by the director of the Police Academy.

"Police training advisory committee" – a committee co-chaired by the director of police services (or designate) and the director of the Police Academy (or designate) and comprised of police representatives, to advise on the training programs conducted by the Police Academy.

"Qualified constable" – an officer who:

- (a) Was appointed under section 4.1, 18.1 or 26 of the Police Act and is certified by the director of the Police Academy to have
 - (i) Successfully completed blocks 1, 2, and 3 of the recruit training program, or
 - (ii) Been exempted from blocks 1, 2, and 3 of the recruit training program; or
- (b) Was a member of the provincial police force who has served in the province for a minimum of 12 continuous months but less than 24 continuous months, and who successfully applied to be a constable in a municipal police department, designated policing unit or designated law enforcement unit.

"Training officer" – an officer who has been appointed by their chief constable or chief officer to administer the training obligations of the police force and attend meetings of the police training advisory committee.

Standards

Training – qualified constable

- (1) The board must ensure that any officer it has appointed under section 4.1, 18.1 or 26 of the *Police Act*:
 - (a) Attains the status of qualified constable within 18 months of their appointment, or;
 - (b) Is granted an extension to the time limit under (a) from the director of the Police Academy, upon application by the chief constable or chief officer.

Training - certified constable

- (2) The board must ensure that every qualified constable of the police force it governs:
 - (a) Attains the status of certified constable prior to the third anniversary of their appointment under section 4.1, 18.1 or 26 of the *Police Act*; or
 - (b) Is granted an extension to the time limit under (a) from the director of the Police Academy, upon application by the chief constable or chief officer.

Exemptions

- (3) A chief constable or chief officer must apply to the director of police services to exempt a police officer employed outside of British Columbia or a person with previous police experience from attending the police recruit training program (blocks 1, 2 and 3 only).

NOTE: *the exemption process is outlined in BCPPS Policy Directive 2.2.1P – Exemption Process.*

Training function

- (4) The chief constable or chief officer must ensure that a training function is established for the police force. At minimum, the responsibilities of the training function must include:
 - (a) Maintaining training records;
 - (b) Ensuring that all required training, requalification and recertifications are completed; and
 - (c) Ensuring that training is provided through a provincially-approved training course where required. This includes recruit, core advanced and fee-for-service training.

Training records

- (5) The chief constable or chief officer must ensure that records are maintained of each training class, including:
 - (a) Course content;
 - (b) Names of attendees; and
 - (c) Performance of individual attendees, as measured by tests, if administered.

Municipal constable registry

- (6) The board must ensure that officers of the police force it governs are registered with the Police Academy by submitting, within 30 days of the commencement of their employment, and keeping current the following information:
 - (a) Full name and date of birth;
 - (b) Date of appointment;
 - (c) Termination of employment; and

- (d) Successfully completed training or educational courses which are prerequisite to a status or rank.

Termination of training

- (7) Where the director of the Police Academy has determined, in consultation with the training officer of the police force of which the student is a member, that a student's participation in a course or program is unsatisfactory and the Director of the Police Academy so terminates the student's participation in the course or program, the chief constable must:
 - (a) Inform the board; and
 - (b) Accept the decision; or
 - (c) Appeal the decision to the director of police services.

NOTE: the appeal process is outlined in BCPPS Police Directive 2.3.1P – Process for Appealing Decisions of the Director of the Police Academy.