

Section 2.0 – Training for Police Officers	Page 1 of 4
Sub Section 2.2 – Exemptions	Effective: January 30, 2012
Subject 2.2.1P – Exemption Process	Revised effective: February 1, 2015

Definitions

"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 recruit training program (blocks 1-4),
 - (ii) Been exempted from blocks 1-3 of the recruit training program and successfully completed block 4 of the 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.

"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 four 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 police recruit training program, or
 - (ii) Been exempted from blocks 1, 2, and 3 of the police 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.

Policy Directive

In accordance with *BCPPS 2.1.1 (3)*, the chief constable or chief officer must ensure that any candidate seeking to be exempted from attending blocks 1, 2 or 3 of the police recruit training program is certified as exempt through one of the following processes: (1) Exemption process for candidates from within Canada; or (2) Exemption process for candidates from outside Canada.

Candidates from within Canada may be exempted from blocks 1, 2 and 3 of the police recruit training program while international candidates may be exempted from block 3 only. Candidates from within BC who are currently working for a municipal police department, designated policing unit, designated law enforcement unit or the provincial police force may satisfy the definition of qualified or certified constable under *BCPPS 2.1.1* and would therefore not be required to go through the exemption process. Please refer to *BCPPS 2.1.1* for more information.

(1) Exemption candidates from within Canada:

- (a) The chief constable or chief officer must submit a written request to the director of police services to consider a candidate's exemption from blocks 1, 2 and 3 of the police recruit training program. Candidates must complete block 4.

- (b) The request must include a description of the candidate's previous police experience, all education and training transcripts, and a minimum of two reference letters confirming the competence and expertise claimed.
- (c) If the director of police services is satisfied that the candidate is eligible for consideration, the director of police services will refer the candidate to the Police Academy for examinations and testing of skills.
- (d) The Police Academy will coordinate the examinations and testing. Testing will consist of a written exam and the Police Officers' Physical Abilities Test (POPAT). To be exempted from the police recruit training program (blocks 1, 2 and 3 only), candidates must score at least 70% on the written exam and complete the POPAT in a time of less than 4 minutes 15 seconds. When the examination and testing are completed, the director of the Police Academy will notify in writing the chief constable or chief officer and the director of police services of the candidate's test results and the Police Academy's decision on exemption. The director of the Police Academy may specify additional training requirements or attach conditions to the exemption.
- (e) If the director of the Police Academy certifies a candidate as exempt from block 1, 2 and 3 of the police recruit training program, the candidate attains the status of qualified constable.
- (f) A candidate's exemption from blocks 1, 2 and 3 of the police recruit training program may remain in place for a period not exceeding 12 months.

(2) Exemption candidates from outside Canada:

- (a) Upon hiring a police officer employed outside Canada or a person with previous policing experience from outside Canada, the chief constable or chief officer must submit a written request to the director of police services and the director of the Police Academy to consider a candidate's exemption from block 3 of the police recruit training program. Candidates must complete blocks 1, 2 and 4.
- (b) The request must include a certificate confirming completion of a police recruit training program and a course outline from that program, and all education and training transcripts.
- (c) If the director of police services is satisfied that the candidate is eligible for consideration, the director of police services will refer the candidate to the Police Academy for assessment.

- (d) The Police Academy will assess the candidate's performance during block 1 and 2. The director of the Police Academy will notify in writing the chief constable or chief officer and the director of police services of the candidate's performance and the Police Academy's decision on exemption. The director of the Police Academy may specify additional training requirements or attach conditions to the exemption.
- (e) If the director of the Police Academy certifies a candidate as exempt from block 3 of the police recruit training program, the candidate attains the status of qualified constable.
- (f) A candidate's exemption from block 3 of the police recruit training program may remain in place for a period not exceeding 12 months.

(3) General

- (a) The director of the Police Academy, in consultation with the director of police services, shall make policies regarding the examination and testing of skills, the distribution of study material, periods of time for familiarization of program content, rewriting of examinations, invigilation and like matters relevant to the exemption process.