

Section 2.0 – Training for Police Officers	Page 1 of 2
Sub Section 2.3 – Appeals	
Subject 2.3.1P – Process for Appealing Decisions of the Director of the Police Academy	Effective: January 30, 2012 Revised effective: February 1, 2015

Definitions

“Appeal review committee” - a committee consisting of a representative of the BC Association of Municipal Chiefs of Police, a representative of the BC Police Association and a representative of the police training advisory committee.

“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 Act” - *Police Act*, R.S.B.C. 1996, c. 367.

“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.

Policy Directive

Decisions that may be appealed

- (1) Where an officer fails to attain the status of qualified constable within 18 months of their appointment under section 4.1, 18.1 or 26 of the *Police Act*, and the director of the Police Academy does not allow an extension, the officer's chief constable or chief officer may appeal the decision to the director of police services.
- (2) Where a qualified constable fails to attain 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*, and the director of the Police Academy does not allow an extension, the officer's chief constable or chief officer may appeal the decision to the director of police services.
- (3) Where the director of the Police Academy determines that a candidate is not suitable for exemption from blocks 1, 2 or 3 of the recruit training program, the candidate's chief constable or chief officer may appeal the decision to the director of police services.
- (4) Where the director of the Police Academy terminates a student's participation in a course or program, the student's chief constable or chief officer may appeal the decision to the director of police services.

Appeal process

- (5) All appeals must be submitted to the director of police services within 30 days of the date of the decision being appealed.
- (6) All appeals must be outlined in a statement of grievance, and submitted to the director of police services via the chief constable or chief officer of the police force of which the officer is a member.
- (7) The director of police services may refer a statement of grievance to the appeal review committee for a recommendation regarding the disposition of the appeal.