

Section 2.0 –	Training for Police Officers	Page 1 of 3
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: March 12, 2021

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 appointed under section 4.1, 18.1 or 26 of the *Police Act* who is certified by the Director of the Police Academy to have:

- (i) Successfully completed the Police Recruit Training Program (blocks 1-4), or
- (ii) Been exempted from blocks 1-3 of the Police Recruit Training Program and successfully completed block 4 of the Police Recruit Training Program.

“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 complies with the standards set by the Director of Police Services under section 40 (1) (a.1) of the *Police Act*, as amended from time to time.

“Officer” – a constable appointed under the *Police Act* or an Enforcement Officer appointed under s. 18.1 of the *Police Act*.

“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 Recruit Training Program” - periods of training at or under the auspices of the Police Academy during which recruits 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 appointed under section 4.1, 18.1 or 26 of the *Police Act* who 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/or 3 of the Police Recruit Training Program.

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 Police 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 an Officer's participation in a course or program, the Officer'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.