



The BC Prosecution Service – Vision Statement

An independent and impartial prosecution service
that pursues justice and respect for the rule of law.

Mission

We conduct principled and fair charge assessments and prosecutions.

Values

Independence

- The BC Prosecution Service approaches the challenging nature of our work with resolve and integrity.

Fairness

- The BC Prosecution Service pursues our work impartially, with an open mind, and makes principled decisions.

Reconciliation

- The BC Prosecution Service is committed to reconciliation, building trust, and promoting better relationships with Indigenous peoples.

Respect

- The BC Prosecution Service promotes a healthy work environment where all are valued, respected, and supported.



Goal One

The BC Prosecution Service prosecutes offences in a principled and timely manner.

Objective #1 - Conduct charge assessments in a timely manner

Action

- 1.1.1. The BC Prosecution Service will identify and address barriers to completing charge assessments.

Objective #2 – Conclude prosecutions in a timely manner

Actions

- 1.2.1. The BC Prosecution Service will endeavour to minimize delay in conducting prosecutions.
- 1.2.2. The BC Prosecution Service will pursue early resolution of prosecutions in a principled manner.

Objective #3 – Continue our reconciliation efforts with Indigenous Peoples

Action

- 1.3.1. The BC Prosecution Service will follow the path set out in the BCPS Indigenous Justice Framework.



Goal Two

The BC Prosecution Service has the tools, training, and resources to fulfill our responsibilities.

Objective #1 – Recruitment and Retention

Actions

- 2.1.1. The BC Prosecution Service will fill vacant positions through fair and transparent hiring competitions.
- 2.1.2. The BC Prosecution Service will strive for a workforce that is reflective of the people we serve.
- 2.1.3. The BC Prosecution Service will prioritize recruitment and retention to best serve remote communities.
- 2.1.4. The BC Prosecution Service will enhance the recognition, growth, and advancement of professional staff creating clear career pathways and opportunities for skill development.

Objective #2– Training and Development

Actions

- 2.2.1. The BC Prosecution Service will provide education, training, and information-sharing opportunities for our employees to support their work.
- 2.2.2. The BC Prosecution Service will support career development and succession planning.



Objective #3 – Technology

Actions

- 2.3.1. The BC Prosecution Service will dedicate technical and training resources to support our employees in the implementation and use of technology.
- 2.3.2. The BC Prosecution Service will expand the use of innovative technological tools to support prosecutions.
- 2.3.3. The BC Prosecution Service will provide data security education and training to safeguard sensitive information and ensure continued compliance with security standards.



Goal Three

The BC Prosecution Service supports a safe, healthy, and inclusive work environment.

Objective #1 – Cultivate a positive work environment

Actions

- 3.1.1. The BC Prosecution Service will promote a respectful and supportive work environment for all employees.
- 3.1.2. The BC Prosecution Service will provide a workplace free from discrimination, bullying, and harassment.
- 3.1.3. The BC Prosecution Service will strive to have diverse and inclusive teams

Objective #2 – Safe and Secure Workplace

Action

- 3.2.1 The BC Prosecution Service will enhance personal and physical space security protocols, awareness, and education.

Objective #3 – Employee Support

Actions

- 3.3.1. The BC Prosecution Service will provide training and resources on mental health and wellness.
- 3.3.2. The BC Prosecution Service will support a culture of recognition.



Goal Four

The BC Prosecution Service promotes understanding of our role and responsibilities.

Objective 1 – External Communications

Actions

- 4.1.1. The BC Prosecution Service will provide information and assistance to victims and witnesses to support their participation in the criminal justice system.
- 4.1.2. The BC Prosecution Service will promote understanding and cooperation between the BCPS, justice system partners, and other agencies.
- 4.1.3. The BC Prosecution Service will continue to communicate publicly to further understanding of our role and responsibilities.