

Section 2.0 – Training for Police Officers	Page 1 of 5
Sub Section 2.1 – Recruit and Advanced Training	Effective: January 30, 2012
Subject 2.1.1 – Recruit and Advanced Training	Revised effective: March 12, 2021

Definitions

“Accepted Equivalent” – police recruit training, including any and all field training required as part of that training, provided by any of the following:

- RCMP Training Academy (Depot)
- Ontario Police College
- Chief Crowfoot Learning Centre (Calgary Police Service)
- Edmonton Police Service, Basic Recruit Training
- Lethbridge College
- Winnipeg Police Service, Police Recruit Training Academy
- Royal Newfoundland Constabulary
- Saskatchewan Police College
- École Nationale de Police du Québec
- Atlantic Police Academy
- Canadian Forces Military Police Academy

“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.

“Experienced Applicant” – a person whose previous police training and experience satisfies the conditions set out in the BC Provincial Policing Standards for appointment as an Officer under section 4.1, 18.1 or 26 of the *Police Act* without completion of the Police Recruit Training Program or a request for an exemption.

"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.

"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 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 chaired by a member of the Police Academy Chiefs Committee and comprised of police representatives, to advise on the training programs conducted by the Police Academy.

"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.

"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.

Standards

Training requirements following appointment

- (1) The Board must ensure that any Officer it has appointed under section 4.1, 18.1 or 26 of the *Police Act*, either:
 - (a) Completes blocks 1-4 of the Police Recruit Training Program; or

- (b) Satisfies the conditions and requirements for hiring an Experienced Applicant set out in Standard (3); or
- (c) Receives an exemption from blocks 1-3 of the Police Recruit Training Program following the process set out in BCPPS 2.2.1P and completes block 4.

Training - Certified Constable

- (2) Further to Standard (1)(a), the Board must ensure that Officers required to complete the Police Recruit Training Program:
 - (a) Complete blocks 1-3 and attain the status of Qualified Constable within 18 months of their appointment; and
 - (b) Complete block 4 and attain the status of Certified Constable within 36 months of their appointment; or
 - (c) Receive an extension to either or both of the above time limits from the Director of the Police Academy, upon application by the Chief Constable or Chief Officer.

Experienced Applicants

- (3) The Board may appoint an Experienced Applicant as an Officer under s. 4.1, 18.1 or 26 of the *Police Act* without requiring completion of the Police Recruit Training Program provided that the Chief Constable or Chief Officer, or in the case of the appointment of a Chief Constable or Chief Officer, the Board, is satisfied that:
 - (a) The applicant successfully completed the Police Recruit Training Program or an Accepted Equivalent prior to their appointment;
 - (b) the applicant has been employed as a police officer with a Canadian police service within the previous three years;
 - (c) a background investigation concerning the applicant has been successfully completed which included, at minimum:
 - (i) verifying the training and experience claimed; and
 - (ii) unless the Officer is being appointed to the role of Chief Constable or Deputy Chief Constable, verifying, through a professional assessment or through testing using a recognized protocol, that the applicant is physically fit to perform the duties of a police officer; and
 - (d) the applicant is required to complete a probationary period.
- (4) The Chief Constable or Chief Officer must ensure that any Experienced Applicant appointed by the Board as permitted by Standard (3) successfully completes the following courses within 12 months of their appointment:
 - (a) Advanced Operational Policing Skills (AOPS) VII- Immediate Rapid Deployment;
 - (b) AOPS I- Subject Behavior Officer Response Training (SBORT) Building Containment and Searching; High Risk Encounters;
 - (c) Provincially-mandated domestic violence training; and

- (d) Core Operational Policing Skills (COPS) Crisis Intervention de-escalation (CID).
- (5) Further to Standard (4), the Chief Constable or Chief Officer must also ensure compliance with any training requirements set out in other BC Provincial Policing Standards that are relevant to the Officer's function and equipment or weapons they will be authorized to carry or use.
- (6) The Board must ensure that a report is provided to the Director of Police Services within 30 days of the end of each calendar year, summarizing the appointments made as permitted by Standard (3). The report must include the following information:
 - (a) the number of Experienced Applicants appointed; and
 - (b) a list of the police recruit training programs where the experienced applicants completed their recruit training.

Exemptions

- (7) A Chief Constable or Chief Officer must successfully apply to the Director of Police Services to exempt a person whose previous policing experience does not meet the conditions for appointment as an Experienced Applicant under Standard (3) from attending the Police Recruit Training Program, prior to that person's appointment by the Board under s. 4.1, 18.1 or 26 of the *Police Act*.

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

Training function

- (8) 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

- (9) 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

- (10) 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) The location(s) and dates of any previous policing experience;
- (d) Successfully completed training or educational courses which are prerequisite to an appointment, status or rank, including but not limited to police recruit training; and
- (e) Termination of employment.

Termination of training

(11) 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.*