

Policy Type: **EXECUTIVE LIMITATIONS**

Policy Title: **Administration of Human Resources**



Policy Statement

As the employer of members of the Durham Regional Police Service, the Board recognizes that its greatest asset are the sworn and civilian personnel who dedicate their careers to community safety. The Board is committed to ensuring that human resources are administered with fairness, impartiality, transparency and efficiency to advance organizational goals and to support individual career development and job satisfaction. Human resource decisions based on merit and associated to a comprehensive human resources strategy will support the DRPS in building public trust.

Policy Application

The Chief of Police shall:

1. Establish written procedures addressing the recruitment, selection, and promotion of members. These procedures shall address the following:
 - eligibility requirements;
 - recruitment methods;
 - candidate assessment;
 - interviews;
 - competency evaluations;
 - promotional competitions and criteria for selection;
 - background investigations;
 - reference verification;
 - documentation of decisions;
 - accommodation of applicants where required;
 - consistency with the Board's Diversity Plan under section 37(1)(e) of the *Community Safety and Policing Act*, to ensure that the members of the Police Service reflect the diversity of Durham Region.

Potential police officer recruits shall be subject to rigorous psychological assessment. The assessment will be reviewed on an annual basis to ensure that candidate suitability and resilience, and any potential biases in the assessment tool, are appropriately addressed.

2. Ensure members are prepared to perform their duties effectively and safely in accordance with legislated and/or commonly accepted performance standards.
3. Ensure working conditions and provide necessary training and professional development to support diversity, equity and inclusion and human rights.
4. Establish written procedures that address
 - a. the transfer and separation of members;
 - b. employment accommodation and return to work protocols to assist members who are temporarily or permanently disabled; and
 - c. administration related to Auxiliary members and volunteers.
5. Ensure the development of a skills development and learning plan that addresses:
 - (a) the plan's objectives;
 - (b) the implementation of a program to coach or mentor new officers; and
 - (c) the development and maintenance of the knowledge, skills and abilities of members of the police force, including,
 - (i) the police force's criminal investigators,
 - (ii) members who provide investigative support functions, if any,
 - (iii) members of a public order unit, if any, and
 - (iv) members who provide any emergency response service
 - d) formal educational opportunities that may be available to members to support their professional development, and report to the Board on the number of members supported, the programs in which they were enrolled, the cost for each member's participation, and whether the member completed the educational program.
6. Present for Board consent, with supporting data where warranted, all member hires and separations.
7. Ensure that exit interviews are pursued with members who retire or resign to enable the Service to gather information on the experience working at the DRPS.
8. Implement and maintain a performance appraisal system for all members to define performance expectations, assess work performance and guide the development of members of the police service.
9. Ensure that the provisions of the collective agreements with the Durham Regional Police Association and Senior Officers' Association are adhered to and that grievances are handled effectively.

10. Comply with the provisions of the *Ontario Human Rights Code*, the *Occupational Health and Safety Act*, the *Pay Equity Act*, and any other applicable employment legislation.
11. Develop a procedure that meets the requirements of the *Employment Standards Act*, which outlines obligations related to electronically monitoring employees. The procedure shall only apply to civilian members, and shall:
 - i. Provide a description of how and in what circumstances the Service electronically monitors employees;
 - ii. Explain the purposes for which information obtained through electronic monitoring may be used by the Service; and
 - iii. Include such other information as may be prescribed.
- b. In the development of the procedure, the following factors shall be prioritized: the importance of the security of the Service's assets; the protection of the Service's reputation and image; the limited expectation of privacy when using Service equipment.
- c. All civilian members shall be provided with a copy of this Policy and the associated Procedure, and any amended versions of the Policy and associated Procedure, within 30 days of approval or amendment. All new civilian members shall be provided a copy of this Policy and associated Procedure, within 30 days of a civilian member's hire date.
12. Establish procedures regarding the legal indemnification of members, consistent with obligations in the collective agreements and relevant legislation, and report to the Board annually on the total costs of legal indemnification.

Reporting

The Chief of Police shall submit an annual report to the Board to demonstrate compliance with this policy.

A separate, in-camera report shall be submitted to the Board to provide the names of members corresponding to the information provided in accordance with paragraph 5d of this policy, related to funding for education.