



EM21

TRAINING

EM21

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POLICY

1. Delta Police Department (Department) employees are required to successfully complete all training, as required for their position.
2. The Chief Constable shall provide Procedures, pursuant to this Policy, regarding the administration of employee training.

REASON FOR POLICY

3. To ensure all employees receive the training necessary to carry out the duties of their position and to comply with the BCPPS.

RELATED POLICIES

- EM10 – Employee Records
- EM11 – Rank & Position Descriptions
- EM20 – Recruitment & Selection
- EM22 – Education
- EM23 – Promotional Process



PROCEDURES

Oversight

4. The Superintendent i/c Administration Bureau (Superintendent) or delegate shall oversee the administration of employee training, including:
 - a) ensuring employees complete required training for their position;
 - b) determining criteria and objectives for participation in optional training opportunities, as required; and
 - c) evaluating training content and participant performance, as required.
5. The Superintendent or delegate shall maintain training records, including but not limited to required training, training content/details, employee participation and performance, and qualifications/certifications.

Police Recruit Training Program

6. The Superintendent or delegate must ensure that Department members appointed under *Police Act* s. 26:
 - a) attain the status of Qualified Constable by completing blocks 1-3 of the Police Recruit Training Program, within 18 months of their appointment, unless granted an extension by the Director of the Police Academy; and
 - b) attain the status of Certified Constable by completing block 4 of the Police Recruit Training Program, within 36 months of their appointment, unless granted an extension by the Director of the Police Academy.

British Columbia Provincial Policing Standards (BCPPS) 2.1.1

7. The Chief Constable may approve the appointment of an applicant without requiring completion of the Police Recruit Training Program, if:
 - a) the applicant satisfies the conditions of an experienced applicant under BCPPS 2.1.1 (3); or
 - b) an application for an exemption is made under BCPPS 2.1.1 (7) and is approved by the Director of Police Services.



8. If the Director of the Police Academy determines that a member's participation is unsatisfactory and terminates them, the Chief Constable shall determine whether to accept the decision or appeal the decision to the Director of Police Services, and inform the Board of the same.

Provided Training

9. The Superintendent or delegate shall ensure the provision of the following employee training, specific to each employee's position, as required or available:
 - a) employee orientation;
 - b) initial recruit and employee training;
 - c) development and specialized training (e.g., approved courses, seminars, workshops, etc. for interest or career development);
 - d) in-service training and increment training;
 - e) learning briefings; and
 - f) any other appropriate training to satisfy local needs, updating of knowledge and skills, or changes in Department policies or legislation.
10. Employees may request training programs or courses by expressing interest to their supervisor, and if approved, submitting a written request to the Superintendent or delegate.

*Revised Dates:
10 October 2012
27 April 2022