



**NORTH BAY POLICE SERVICE BOARD
BY-LAW #24**

SKILLS DEVELOPMENT AND LEARNING

POLICY #	NBPSB-AI-002	
DATE APPROVED	01 January 2001	04/2000
DATE(S) AMENDED		
DATE REVIEWED		
REPORTING REQUIREMENT	Chief to Report to Board once every three years	
LEGISLATION	<i>Police Services Act, R.S.O. 1990, c.P.15, as amended, s. 31(1)(c). Adequacy and Effectiveness of Police Services, O. Reg. 3/99, s. 33.</i>	
OTHER	<i>Policing Standards Manual (2000), AI-002</i>	

It is the Policy of the North Bay Police Services Board with respect to skills development and learning that the Chief of Police will:

- a) prepare a three year skills development and learning plan that:
 - i. provides an overview of the police service’s existing and anticipated future needs in relation to skills development and learning;
 - ii. identifies the police service’s skills development and learning objectives;
 - iii. promotes cost-effective and innovative delivery of skills development and learning, including potential partnerships with other service providers;
 - iv. supports coaching or mentoring of new officers;
 - v. ensures the development and maintenance of the knowledge, skills and abilities of members of the police service consistent with the Adequacy Standards Regulation;
 - vi. emphasizes the importance of organizational learning; and
 - vii. addresses the responsibility of members for career development and skills development and learning.