

BC Provincial
Policing Standards
Compliance Evaluation
Focused on Select
Use-of-Force Standards

REPORT TO THE DIRECTOR OF POLICE SERVICES

January 2022

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Glossary of Abbreviations

AED	Automated External Defibrillator
APD	Abbotsford Police Department
BBSG	Beanbag Shotgun
BC	British Columbia
BCPA	British Columbia Police Academy
BCPPS	British Columbia Provincial Policing Standards
CC	Chief Constable
CEW	Conducted Energy Weapon
CID	Crisis Intervention and De-Escalation
CPKN	Canadian Police Knowledge Network
CSPS	Central Saanich Police Service
CTS	Course Training Standard
CUFIC	Certified Use-of-Force Instructor Course
CV	Curriculum Vitae
DPD	Delta Police Department
EDP	Emotionally Disturbed Person
EPP	Effective Presentation Program
ERIW	Extended Range Impact Weapon
ETU	Education Training Unit
FOTU	Force Options Training Unit
FPI	Foundations of Police Instruction
FROIC	Force Response Options Instructor Course
GVERT	Greater Victoria Emergency Response Team
HRMIS	Human Resource Management Information System
IARD	Immediate Action Rapid Deployment
IPDMA	Purpose-built software
IRD	Immediate Rapid Deployment
ISW	Instructional Skills Workshop
JIBC	Justice Institute of British Columbia
KEIW	Kinetic Energy Impact Weapon
LMD ERT	Lower Mainland District Emergency Response Team
MOU	Memorandum of Understanding
MVTP	Metro Vancouver Transit Police
NCO	Reality-Based Training
NPD	Nelson Police Department
NWPD	New Westminster Police Department
NUFF BC CID	National Use of Force Framework British Columbia Crisis Intervention De-Escalation

OBPD	Oak Bay Police Department
OC	Oleoresin Capsicum
OSU	Operational Skills Unit
PMPD	Port Moody Police Department
PRTC	Pacific Regional Training Centre
PSB	Policing and Security Branch
PSS	Professional Standards Section
PSU	Professional Standards Unit
RBT	Reality-Based Training
RCMP	Royal Canadian Mounted Police
SBOR	Subject Behaviour Officer Response
SPC	Special Provincial Constable
SPD	Saanich Police Department
STPS	Stl'atl'imx Tribal Police Service
SUFIC	Standardized Use-of-Force Instructor Course
TSERT	Tactical Skills Enhancement & Re-Certification Training
TTC	Tactical Training Center
UCO	Under Cover Operator
VICPD	Victoria Police Department
VNR	Vascular Neck Restraint
VPD	Vancouver Police Department
WVPD	West Vancouver Police Department

Provincial Summary

Background

Various BC Provincial Policing Standards (BCPPS) related to use-of-force training have been in effect since 2012. Many of these were developed as a result of recommendations from the Braidwood Commission on Conducted Energy Weapon Use (2009)¹.

Under Section 40 of the *Police Act*, the Director of Police Services has the authority to evaluate police agency compliance with the BCPPS. Between January and October 2020, Policing and Security Branch (PSB) staff conducted a compliance evaluation focussed on the BCPPS related to use-of-force training. Specifically, these included:

- BCPPS 1.1.2 Firearms Training and Qualification (Standards (1) – (9)) [\[see End Note i\]](#)
- BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5)) [\[see End Note ii\]](#)
- BCPPS 3.2.1 CEW Training (Standards (1) – (4), (7)) [\[see End Note iii\]](#)
- BCPPS 3.2.2 CID Training (Standards ((1)-(3)) [\[see End Note iv\]](#)
- BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9)) [\[see End Note v\]](#)

It is worth noting that during the course of the evaluation, these standards were temporarily suspended due to the challenges associated with safely maintaining in-person training during the COVID-19 pandemic. The suspension took effect on March 21, 2020 and as of the time of writing this report, it continues to be in place. Aside from delaying some of the site visits, the suspension did not significantly impact the evaluation methodology or the findings.

Approach and Methodology

The evaluation process included two parts:

1. An advance questionnaire, to provide an overview of agency policies, practices and programs related to these standards. The questionnaires

¹ Braidwood, T.R. (2009), Restoring public confidence: Restricting the use of conducted energy weapons, Braidwood Commission of Inquiry on Conducted Energy Weapon Use (B.C.), The Braidwood Commission of Inquiry on Conducted Energy Weapon Use, Vancouver, BC

were completed by agencies and returned to the PSB for analysis prior to site visits; and

2. Site visits, where PSB staff (the evaluation team) met with agency personnel who provided access to relevant training records for inspection. The site visits also provided an opportunity for the evaluation team to clarify questionnaire responses as needed.

Advance Questionnaire

The evaluation team sent the advance questionnaire to the eleven BC municipal police agencies, Metro Vancouver Transit Police (MVTP), Stl'atl'imx Tribal Police Service (STPS), and RCMP beginning in January 2020. The questionnaire requested the following information:

- Relevant policies and procedures;
- Description of processes used by police agencies to ensure that officers requalify in pistols, other firearms, intermediate weapons, and Crisis Intervention and De-Escalation (CID) training as required by the standards;
- The date and results of the agency's most recent internal audit for compliance with requalification/qualification requirements, and what steps were taken to address any significant variance discovered;
- Information related to BCPPS 1.1.2 Firearms Training and Qualification (Standards (1)-(9))ⁱ, including an inventory of firearms approved for use by the chief constable, chief officer, or commissioner, and a description of the agency firearms training program;
- Information related to BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5))ⁱⁱ, including an inventory of intermediate weapons approved for use by the chief constable, chief officer, or commissioner, and a description of the training provided for each type of intermediate weapon;
- Information related to BCPPS 3.2.1 Conducted Energy Weapon (CEW) Operator Training (Standards (1)-(4), (7))ⁱⁱⁱ, including an inventory of CEWs used by the agency, and a description of their agency's selection criteria for CEW operators and CEW training program;
- Information related to BCPPS 3.2.2 Crisis Intervention De-escalation (CID) Training (Standards (1)-(3))^{iv}, and what process is in place to identify officers who may need to requalify prior to their next scheduled requalification date, including officers whose ability to effectively utilize CID techniques is not sufficient; and
- Information related to BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9))^v, including what course(s) the agency uses to fulfill the

instructional skills training requirement, and if the agency has difficulty identifying potential or retaining certified use-of-force instructors.

The evaluation team used the questionnaire responses to assess whether agency policy was in compliance with the standards, as well as to assist in preparing for the compliance evaluation of training records during the site visits.

On-Site Inspection Methodology

Between March and August 2020, the evaluation team attended each municipal police department, MVTP and STPS, and were provided access to the agency's training records.² For agencies with 100 or fewer officers, the evaluation team inspected the training records for all police officers. For agencies with more than 100 officers, the evaluation team inspected the training records of a random sample of 100 officers.

The RCMP has over 6,000 officers working in BC, with considerable movement of officers between different policing jurisdictions. This requires a complex and centralized system of maintaining training records and delivering training. As a result, the evaluation team took a different approach with the RCMP. The evaluation team did not inspect the training records of individual officers. Rather, staff at Pacific Regional Training Centre (PRTC) provided reports generated from their records management software detailing the number of officers required to requalify in each discipline and the corresponding numbers of officers who had completed the requalification, and the number who had not, on the date the reports were prepared. The RCMP reports provided the evaluation team with 'point-in-time' information to assess the level of compliance with the standards.

Findings

Compliance with the BCPPS

Overall, the evaluation demonstrated that agencies are meeting the use-of-force training requirements set out in the BCPPS.

The evaluation team found that police agency policies and procedures incorporated the direction regarding use-of-force training from the BCPPS as either directly required by the BCPPS or to support awareness of and compliance

² The timing of some of the site visits was delayed due to the COVID-19 pandemic.

with the BCPPS by the police agency. Where gaps were noted, they were minor and identified to the agency contact for attention as well as noted in the agency-level reports. Gaps noted in more than one jurisdiction included:

- Policy not reflecting the full range of requirements under the BCPPS to maintain CID qualification (in particular, as a prerequisite to annual firearm certification);
- Policy not reflecting the requirements in the BCPPS related to lethal force articulation and practice training (tactics, decision-making and shooting at distances greater than 25 metres);
- Not describing the agency's CEW operator selection criteria in written policy;
- Not having policy governing the requirements for use-of-force instructors;
- Not having updated a policy following the introduction or amendment of a relevant BCPPS.

Generally, self-audits indicated high compliance with requalification requirements for firearms, CEWs, intermediate weapons and CID, and these findings were consistent with the evaluation team's examination of training records during site visits. In a few cases, compliance rates below 95% were noted either for a specific type of requalification within a municipal or designated police agency that otherwise had high compliance (3 police agencies), or across multiple types of requalifications within a police agency (2 police agencies). Where compliance rates below 95% were noted, in all but one case the police agency was able to provide an explanation that mitigated the finding to the satisfaction of the evaluation team (e.g., delays in updating some officers' training records upon training completion, limitations of the record keeping system that prevented them from excluding officers who were away from active duty due to injury or other leave, or officers re-assigned to a different role which no longer required a specific requalification). In the remaining case, follow-up evaluation is required to better understand the role that gaps in record-keeping may have played in the observations. In all cases, police agencies had taken corrective action to address the non-compliance (e.g., officers had since been registered for and completed outstanding training).

As noted above, for the RCMP, the evaluation team reviewed reports generated from their records management software rather than individual officers' training records. This review also indicated high compliance, though some variance was evident. The RCMP advised that officers found to be behind schedule on any requirement on the day the report was generated would be scheduled for

training/requalification in the near future, which would bring them in compliance with the BCPPS.

The evaluation team made recommendations to police agencies regarding training and record-keeping as appropriate.

While all police agencies were found to be maintaining records of training, the methods used varied considerably. Examples include:

- Excel spreadsheets
- Electronic folders containing training documents (Word, PowerPoint, etc.)
- Paper files
- Purpose-built software programs.

The evaluation team found that purpose-built software programs offered the greatest efficiencies for training units/coordinators in tracking and scheduling training for officers as well as for auditing/evaluating compliance with the BCPPS.

Use-of-force instructor requirements under BCPPS 3.2.3 include not only completion of the Standardized Use-of-Force instructor Course (SUFIC) or other provincially-approved training for use-of-force instructors, instructional skills training, but also non-training requirements such as delivering at least 30 hours of use-of-force instruction each year and not having any substantiated use-of-force complaints within the previous 5 years. When BCPPS 3.2.3 was introduced in 2017, it was understood that it was intended to cover instruction in less-lethal force options. One of the key considerations was that standardized training for firearms instructors was not readily available and would need to be developed. While this scope is not clearly stated in the standard, in practice this continues to be how the standard is being interpreted and applied and the evaluation team observed high compliance with BCPPS 3.2.3 for less lethal use-of-force instructors.

The site visits also provided an opportunity for the evaluation team to discuss challenges or gaps with the BCPPS. There was consensus that the absence of prerequisites or training standards for firearms instructors is an important gap to address in the BCPPS moving forward. As a lethal force option, it is critical that training is consistent and relevant to the BC policing context, and that training on the technical aspects of firearms also incorporate information related to decision-making and crisis intervention de-escalation. The evaluation team is aware that a new pistol instructors' course is being developed for municipal police

and recently reviewed and observed the training to assist in determining the viability of developing a BCPPS for firearms instructors.

Overall, while all police agencies were found to be in compliance with the BCPPS, some agencies appeared better positioned to meet and exceed the standards and fulfill other responsibilities of the training function not explicitly required by the BCPPS. For example,

- Agencies with more than one staff member assigned to training units on a full-time basis appeared to more easily manage both the administrative and operational aspects of a training function. These agencies typically had more advanced record-keeping capabilities (Excel or purpose-built software programs), staff to assist with robust course development (course training standards, lesson plans, and related reference documents) and were able to have more instructors, role players, and support staff on hand for all training sessions.
- Many police agencies require requalification on intermediate weapons every year. This exceeds the requirements of the BCPPS, which mandate requalification at minimum every three years.

Related Challenges Described to the Evaluation Team

Training personnel spoken to during the course of this evaluation identified three common challenges: facilities, staffing and funding.

1. FACILITIES:

To conduct use-of-force training as required by the BCPPS and/or local agency policies, agencies need access to firearms ranges (for firearm requalifications and practice), reality-based training facilities (for practical components and scenario-based exercises), classrooms (for theoretical components and computer-based learning) and gymnasiums (for hands-on components that require space and protective equipment such as mats). Currently, the only agencies with all of these facilities are the RCMP (Pacific Region Training Centre) and Vancouver Police Department (Tactical Training Centre). Few of the remaining agencies have ready access to designated training facilities and instead rely on renting community-based or private facilities. A partnership has also been formed between the Delta, New Westminister, Port Moody, West Vancouver, and Metro Vancouver Transit police departments who have collaborated on developing the

Regional Municipal Training Centre. Although this facility does not have a live-fire firearms range, the centre includes a state-of-the-art virtual reality training simulator, a classroom, and a full mat room for practicing physical control techniques.

The lack of readily available full training venues for all agencies creates challenges and risks associated with cost (rentals and in some cases, significant travel to and from the facility), availability and reliability as police agencies compete for time with other user groups who have priority, privacy from the public during training exercises, the suitability of the facility as a learning environment, and the health and safety of officers, particularly where abandoned and derelict buildings are used for reality-based training venues. The lack of designated training facilities makes the delivery of training and compliance with the BCPPS challenging.

2. STAFFING:

The size and staffing model for training functions varies. Some small and mid-sized agencies have one, full-time use-of-force instructor who is responsible for both delivering all use-of-force training as well as administrative functions such as creating defensible training documents, record-keeping, scheduling the required training facilities and equipment, as well as managing the budget. Not only can this be an unsafe practice (e.g., high learner to instructor ratios creates risks), but it also limits the training function to skill maintenance versus continuing to advance the skills of officers throughout their careers.

In other agencies, training is a part-time responsibility on top of other job duties. Like their full-time counterparts described above, part-time trainers are responsible for administrative functions in addition to delivering training. This part-time job becomes full-time in practice and trainers described being criticized for neglecting their primary job functions for the training portfolio.

Larger agencies with full-time training staff are better positioned to deliver a robust training function. That said, training staff in these agencies stated that they too struggle on occasion to ensure that, depending on the training topic, they have sufficient staff available to ensure safe and effective training. In some of the agencies with full-time trainers, these personnel focus solely on the delivery of training. They have staff to book outside facilities or have ready access to in-house facilities, create defensible training documents, manage the budget, etc.

To ensure they are able to comply with the BCPPS related to Conducted Energy Weapons, most police agencies have created a CEW Coordinator position. Agencies with full-time training sections are better positioned to dedicate this role to an individual who can manage all aspects of the associated BCPPS. Agencies with part-time training staff most often had a part-time trainer take on this position, adding further to the challenges faced by part-time trainers described above.

Lastly, the evaluation team also noted that small and large training sections alike lacked succession planning to support them in quickly replacing certified use-of-force instructors when they are lost due to turnover or re-assignment.

3. FUNDING:

Training is an essential function of a police agency. It is also expensive. A consistent theme in discussions with training personnel was a concern that training is underfunded. This was closely tied to challenges noted above related to facilities and staffing. For example, some use-of-force trainers observed that a large portion of the training budget is spent on renting firearms ranges. While they agreed that the yearly requirement to qualify on firearms is necessary to avoid skills decay and potential liability, these rental costs often mean that other areas of training, such as skill enhancement, are minimized or deleted from programs. For example, instructors stated that departments are reluctant to bring additional training staff (full or part-time) in on overtime to assist with training sessions or to pay for facility rentals when doing advanced training such as Immediate Rapid Deployment (IRD).

Limited budgets also mean that instructor development is often limited as training staff are not attending conferences or workshops designed to promote knowledge of emerging trends and best practices and further develop instructor skills.

Put another way, while use-of-force training budgets may be generally sufficient for complying with the training and requalification requirements set out in the BCPPS, it can be challenging to fund training that goes beyond those mandatory, minimum requirements within existing budgets.

Limited budgets also leave little contingency funding for unanticipated costs.

Summary of Findings and Recommendations

Table 1: Findings

	Standard Met	Standard Met In Practice
BCPPS 1.1.2 Firearms Training and Qualification (Standards (1) – (9))	<ul style="list-style-type: none"> • APD • DPD • MVTP • NWPDP • SPD • VPD • VicPD • WVPD 	<ul style="list-style-type: none"> • CSPS • NPD • PMPD • STPS • RCMP
BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5))	<ul style="list-style-type: none"> • APD • DPD • MVTP • NWPDP • PMPD • SPD • VPD • VicPD • WVPD • RCMP 	<ul style="list-style-type: none"> • CSPS • NPD • STPS
BCPPS 3.2.1 CEW Training (Standards (1)-(4), (7))	<ul style="list-style-type: none"> • APD • MVTP • NWPDP • PMPD • SPD • VPD • VicPD • WVPD • RCMP 	<ul style="list-style-type: none"> • CSPS • DPD • NPD • STPS
BCPPS 3.2.2 CID Training (Standards (1)-(3))	<ul style="list-style-type: none"> • APD • DPD • MVTP • NWPDP • SPD • VPD • VicPD • WVPD • RCMP 	<ul style="list-style-type: none"> • CSPS • NPD • STPS • PMPD
BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9))	<ul style="list-style-type: none"> • APD • DPD • MVTP • NWPDP • VicPD • WVPD 	<ul style="list-style-type: none"> • CSPS • NPD • OBPD • PMPD • SPD • STPS • VPD • RCMP
<p>NOTE: After the findings of this evaluation were shared with police agencies, the CC of OBPD expressed concerns with the completeness and accuracy of the information provided to the evaluation team. The evaluation team will conduct a follow-up evaluation and will update this report to incorporate findings related to OBPD after the follow-up evaluation is completed.</p>		

Table 2: Overview of Recommendations

Recommendations	Agencies
Recommendations related to amending, developing, or reviewing written policies and procedures to ensure full compliance with the BCPPS.	<ul style="list-style-type: none"> • Central Saanich PS • Delta PD • Nelson PD • Oak Bay PD • Port Moody PD • Saanich PD • Stl’atl’imx Tribal PS • Vancouver PD • Victoria PD • RCMP
Recommendations related to amending policies and procedures to ensure alignment with related legislation or best practices.	<ul style="list-style-type: none"> • Central Saanich PS • Victoria PD
Recommendations related to refining record keeping to better support tracking and compliance monitoring.	<ul style="list-style-type: none"> • New Westminster PD • Oak Bay PD • Vancouver Police Department
Recommendations related to ensuring members found to be behind on training / requalification have since completed the training / requalification.	<ul style="list-style-type: none"> • Nelson PD • Port Moody PD
Recommendations related to providing information to the Director of Police Services.	<ul style="list-style-type: none"> • Oak Bay PD • Stl’atl’imx Tribal PS • RCMP
No recommendations	<ul style="list-style-type: none"> • Abbotsford PD • Metro Vancouver Transit Police • West Vancouver Police Department

Next Steps

Each agency has received a report summarizing the findings and recommendations related to their agency. PSB will follow up with agencies regarding the recommendations in 6 months of report distribution.

The evaluation team will conduct a follow-up evaluation with OBPD and update this report to incorporate findings related to OBPD once completed.

The evaluation revealed considerable support for bringing firearms instructors into the scope of the BCPPS governing use-of-force instructors. PSB will continue to monitor the development of pistol instructor training and will explore the development of a BCPPS specific to firearms instructors.

Departmental Report

West Vancouver Police Department (WVPD)

Site Visit

- March 10, 2020

Evaluation Criteria

The scope of the evaluation included the following BC Provincial Policing Standards:

- BCPPS 1.1.2 Firearms Training and Qualification (Standards (1) – (9)) [see End Note i]
- BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5)) [see End Note ii]
- BCPPS 3.2.1 CEW Training (Standards (1) – (4), (7)) [see End Note iii]
- BCPPS 3.2.2 CID Training (Standards ((1)-(3)) [see End Note iv]
- BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9)) [see End Note v]

Methodology

WVPD was asked to designate a contact person to assist the evaluation team. In advance of the site visit, the evaluation team provided a questionnaire to the contact person for completion. The questionnaire (see Appendix A) was designed to provide the evaluation team an overview of agency policies, procedures and practices related to the Standards included in the scope of the evaluation, and the results of internal auditing or compliance evaluation.

After reviewing and analyzing information received through the questionnaire, the evaluation team conducted a site visit where they met with the Recruiting and Staff Development Sergeant and inspected officer training records. This provided an opportunity to verify internal audit results and address any questions related to the completed questionnaire.

Observations

Policies and Procedures

- AG 065 – Firearms
- AH 0010 – Service Firearms
- AH 0020 – Use of Force
- AH 0040 – Less Lethal Shotgun

The evaluation team found the WVPD policies and procedures to be well-written and fully compliant with the BCPPS included in the scope of the evaluation. For example, WVPD Policy AH 0010 – Service Firearms, Service Firearm Training and Requalification, sections 4.4 to 4.6 provide extensive details on pistol and rifle training and qualifications related to the standards, including the requirement for officers who are authorized to carry and use a firearm being required to be certified in CID – a detail which was often observed to be missing from policies and procedures during the course of the province-wide evaluation.

Practice

The WVPD use an electronic personnel management system called IPDMA. This digital database keeps records of all training, courses, dates, and hours an officer commits to training and requalification.

To keep the entire training management process simple, the WVPD conduct annual block training from September to November. During this period, each officer is assigned to a specific week where they will receive all of their training and requalifications. Every officer conducts their pistol, rifle (those approved), shotgun (those approved), intermediate weapons, CEWs (those approved), and BC CID course yearly and thus a diary date system is not required. The WVPD has simplified the tracking by surpassing the minimum requirements from three years in some cases (CID and Intermediate Weapons) to every year.

Completion of block training is mandatory. Any sworn officer that misses training due to unforeseen absences (parental leave, WorkSafeBC, etc.) will be scheduled to either join another block session or have individual training in all indices upon return to work and prior to operational deployment. Dedicated days and/or sessions will be scheduled to conduct the one-on-one training and requalification.

In addition to the general observations outlined above, the evaluation team also made the following observations specific to each Standard included in the scope of the evaluation:

BCPPS 1.1.2 – Firearms Training and Qualification

The Chief Constable of WVPD has authorized issuing the following pistols to officers who are required to requalify annually:

- Glock Gen 4 Model 22, .40 calibre pistol
- Glock Gen 4 Model 23, .40 calibre pistol
- Glock Gen 4 Model 27, .40 calibre pistol

In addition to duty pistols issued to all officers, the Chief Constable of WVPD has also authorized the use of the following special purpose firearm to select officers who are required to requalify annually:

- Colt Canada C8 Carbine in 223/ 5.56 Caliber.

The Chief Constable has approved a minimum of five voluntary pistol skills training days with a morning and afternoon session and these are spread throughout the year. During Day 1 of their annual block training, officers complete a live-fire practice session, including a qualification course of fire. Day 2 covers rifle/Less Lethal Shotgun. As part of the block training week, officers usually complete six to eight different RBT Scenarios plus Immediate Rapid Deployment (IRD) tactics training; three of these simulations are specifically scripted to calls involving firearms deployment. The scenarios conclude with the officers articulating their choice of force options, up to and including lethal force.

Carbine operators are first selected based on their basic pistol skills and then attend a dedicated three-day basic rifle operator course conducted by the in-house firearms team. Throughout the year carbine operators can attend five practice days to hone their skills. Finally, and as noted above, rifle operators complete a full day rifle training/qualification session during block training, which includes carbine related simulations and an articulation exercise. Starting in 2020, WVPD will have a four-day rifle course.

WVPD does not have access to a dedicated full-service firearms range and rents public firearms ranges to conduct firearms training and requalifications.

BCPPS 1.2.2 Intermediate Weapons

The Chief Constable of WVPD has authorized issuing the following Intermediate Weapons to officers who requalify as outlined below for each weapon:

- Baton: All Officers:
 - Peacekeeper 24" RCB Expandable Baton
 - Monadnock 22" Autolock Expandable baton
- OC Spray: All Officers
 - Saber Red Crossfire
- Remington Model 870 Pmax Less-Lethal Beanbag Shotgun (BBSG) with the CTS model 2581 Super-sock round.

All municipal recruits receive their initial use-of-force training/qualification, including baton and OC Spray, while at the Police Academy (JIBC). Experienced officers hired from agencies outside BC are requalified upon arrival at WVPD by a certified use-of-force instructor. Every officer of the WVPD maintains their qualifications in OC Spray and baton use yearly. Regardless of position/assignment, all officers have access to all of their assigned intermediate weapons.

Intermediate weapons training involves practical policing skills practice, written exams, and RBT scenarios followed by articulation exercises, and a review of the National Use of Force Framework and all relevant WVPD policies. All of this training is conducted during the Day 3 session of the yearly block training session and then directly applied using RBT requiring articulation during the Day 4 simulation sessions.

Less lethal shotgun (LLS) operators are selected based on knowledge, skills, and abilities demonstrated during the pistol, carbine, and CEW courses. Only once they have completed these courses, will they be selected for the LLS. The LLS course consists of a three-day basic shotgun operator course with a less lethal component. LLS operators must attend Day 2 of the block training session and practice/qualify. Finally, the LLS operators are run through LLS designed RBT, requiring operators to articulate their decisions made during the scenarios.

WVPD exceeds the requirements of the standards and requires every officer to requalify once per year on all intermediate weapons.

BCPPS 3.2.1 CEW Operator

WVPD use the Axon Model X26P and follow the requirements for training and requalification stipulated in BCPPS 3.2.1 CEW Operator Training.

The WVPD selects CEW operators based on a multitude of criteria including:

1. Candidates must have completed police recruit training.
2. Must not have complaints related to use-of-force.
3. Must have demonstrated proficiency in training using their pistol.
4. Must have a demonstrated aptitude for good decision-making.

Prior to attending the WVPD CEW Operator Course, officers must complete the BC CID Course and BC CEW Operator Course (CPKN). The basic CEW Operator Course (up to and including 2019) is a one-day course including weapon-handling skills,

RBT scenarios involving practical decision making/articulation exercises, and a written exam that covers all course content and policy. Commencing in 2020 the in-house CEW Operator Course will be extended to two days.

CEW Requalification includes yearly completion of the BC CID Course (exceeding the three-year requirement of the standard) and BC CEW Operator Course (CPKN) prior to attending the practical portion of the CEW portion of their block training. The practical portion involves scenario-based drills that cover deployment considerations, such as CEW failures, reloading, appropriate target selection, and deployment with follow-up care procedures. Operators must also complete a written exam and RBT scenarios with articulation exercises that are graded.

Should an officer operate a CEW in contravention to the standards or policy they will be immediately subject to a review by the Training Coordinator. The CEW operator will be subjected to either remedial practice or testing, a full re-course of the CEW Program, and/or the removal of their CEW Operator Certificate.

BCPPS 3.2.2 CID Training

After completing the BC CID Course through CPKN, newly hired experienced officers from outside BC and recruits receive the eight-hour face-to-face training session in CID at the Police Academy (JIBC). WVPD requalify all officers in BC CID yearly which exceeds the three-year requirement of the standard.

Should an officer's ability to effectively utilize CID techniques be deemed inappropriate, they become subject to review by the Training Coordinator. The Training Coordinator may be notified by a supervisor, Professional Standards Section, training staff, or through the SBOR reviews. The officer in question may be subject to extra RBT sessions with actors, attending the JIBC and participating with the recruit training, retaking the online BC CID Course, and/or coaching and mentoring by the instructors or supervisors.

BCPPS 3.2.3 Use-of-Force Instructor Training

This standard has several requirements for officers wishing to become use-of-force instructors. At the time of the evaluation, WVPD had three part-time certified use-of-force instructors.

The WVPD does not have difficulty maintaining an adequate number of use-of-force instructors to meet its training needs. The three use-of-force instructors along with five additional firearms/tactics instructors are able to

manage all of the required training, so long as all instructors are capable of participating in block training sessions. The instructor cadre is pulled from operations during the fall block training session to commit fully to the training cycle.

To ensure instructor suitability and comply with the standards, use-of-force instructors must provide yearly updates to their McNeil disclosure forms and they are resubmitted to Crown Counsel. The PSS Sergeant manages this portion. Upon receiving a complaint/report or any breach, the Chief Constable will suspend the use-of-force Instructor’s tasks until it is resolved.

WVPD use-of-force instructors generally substantially surpass the thirty-hour instruction requirement. All use-of-force instructors are personally responsible to manage their hours logged and seek out opportunities to add to their portfolio.

Records regarding use-of-force instructor requalification showed a level of compliance reflecting the results of the self-audit provided to the evaluation team prior to attendance at the agency.

Internal Audit Results

As noted under Methodology, the advance questionnaire requested information about the approach to and the results of the department’s internal auditing for compliance with use-of-force training requirements.

Following are the results of an initial internal audit, conducted by the Human Resources Division, regarding force options training at WVPD:

	CID	Pistol	Other Firearms	CEW Operator	Int. Weapons
Date of last audit	20/02/14	19/11/14	19/11/14	20/02/14	19/11/14
Compliance rate (%)	95%	97%	99%	72%	97%

Two factors were noted as contributing to the lower rate of compliance for CEW operator training:

- a small number of officers had completed the training but had not submitted their completed BC CEW Operator Course (CPKN) certificate.

- Five CEW operators, who were not in front-line policing roles and did not take CEWs out onto the road, had not completed the online training at the time of the internal audit. All of these officers subsequently completed the on-line training in early 2020.

In light of these considerations and the follow up action taken, the 72% compliance rate did not raise significant concerns for the evaluation team. Further, previous internal monitoring in 2019 indicated one hundred percent compliance with CEW operator training requirements.

PSB Site Visit Observations

WVPD has an adjusted strength of 81 officers³. The evaluation team examined the training records of all officers where it was noted that the results corroborated the WVPD's internal audit.

For the use-of-force instructor, the evaluation team examined records related to the completion of instructional skills training, provincially approved use-of-force instructor training, and the number of hours of use-of-force instruction provided by each instructor. The use-of-force instructor's certification was found compliant with the standard.

Findings

BCPPS 1.1.2 Firearms Training and Qualification (Standards (1) – (9)):	Standard met
BCPPS 1.2.2 Intermediate Weapons (Standards (3)-(5)):	Standard met
BCPPS 3.2.1 CEW Training (Standards (1)-(4), (7)):	Standard met
BCPPS 3.2.2 CID Training (Standards (1)-(3)):	Standard met
BCPPS 3.2.3 Use-of-Force Instructor Training (Standards (2)-(9)):	Standard met

Recommendations

None.

³ Obtained from <https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/criminal-justice/police/publications/statistics/police-resources.pdf>, Page 10, accessed on April 19, 2021.

End Notes

ⁱ BCPPS 1.1.2 – Firearms Training and Qualification requires the chief constable/chief officer/commissioner to ensure that officers successfully complete initial training and annual qualification for each type of firearm they are authorized to carry and use. This includes duty pistols and any special purpose firearms authorized by the chief constable/chief officer/commissioner. For duty pistols, a standardized course of fire (BC Pistol Qualification, attached to the Standard) must be completed. For other firearms, the qualification is determined by the chief constable/chief officer/commissioner. The Standard also requires officers equipped with firearms to comply with the CID training requirements set out in BCPPS 3.2.2 (see below), and to, at least once every three years, articulate the grounds for lethal force to a use-of-force instructor and complete practice training regarding firearms and use-of-force decision-making. The Standard also requires that written records of firearms training and testing be maintained, and that written policies and procedures are consistent with the Standards.

ⁱⁱ BCPPS 1.2.2 – Intermediate Weapons requires the chief constable/chief officer/commissioner to ensure that police officers successfully complete initial training and requalify at least once every three years on any intermediate weapon they are authorized to carry and use.

ⁱⁱⁱ BCPPS 3.2.1 – CEW Training requires the chief constable/chief officer/commissioner to ensure that any officer authorized to carry and use a CEW has successfully completed BC’s CEW Operator Training course, or other provincially-approved training for CEW operators. Officers must also qualify on CEW annually, by reviewing provincially-approved training and completing a Provincially-approved assessment. Re-qualification is also required any time a police agency determines that an officer has not operated a CEW in accordance with any of the BC Provincial Policing Standards. Officers equipped with CEWs must also comply with the CID training requirements set out in BCPPS 3.2.2 (see below) and meet the selection criteria established by the police agency for CEW operator training. The Standard also requires that written records of CEW operator certification and requalification be maintained.

^{iv} BCPPS 3.2.2 CID Training requires the chief constable/chief officer/commissioner to ensure that all front-line police officers and supervisors, and recruits graduating from the police recruit training program have completed BC’s Crisis Intervention and De-escalation (CID) Training course, or other provincially-approved CID training. Officers must also update their CID skills by completing provincially-approved training at least once every three years. Completion of the training is also required for any front-line police officer deemed by their police agency as unable to effectively utilize CID techniques. The Standard also requires that written records of CID training and requalification be maintained.

^v BCPPS 3.2.3 Use-of-Force Instructor Training requires the chief constable/chief officer/commissioner to ensure that use-of-force instructors have successfully completed a provincially-approved instructional skills course, and BC’s Standardized Use-of-Force Instructor Course (SUFIC) or other provincially-approved training. These initial training requirements may be waived for persons who were authorized to act as use-of-force instructors in a BC police force prior to 1 April 2013. All use-of-force instructors (including those who are exempt from the initial training requirement) must also satisfy and maintain compliance with other prerequisites listed in the Standard, related to their service history and record. Qualification must be maintained by providing a minimum of 30 hours of use-of-force instruction each year and participating in professional workshops or courses at least once every two years. The Standard also provides guidance re. lapses in qualification and requires that written records of instructor qualification be maintained.

Provincial Inspection for Compliance with Use of Force/Firearms

Appendix A

Members of the Standards and Evaluation Unit, Policing and Security Branch are conducting an inspection for compliance with British Columbia Provincial Policing Standards (BCPPS) 1.1.2, 1.2.2 Standards (3)-(5), 3.2.1, 3.2.2, and 3.2.3. The Standards can be found at: <https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>.

This inspection will be for sworn police officers only and not Special Municipal Constables, Special Provincial Constables, or Auxiliary/Reserve police.

We ask that the following information be prepared and available for review during the review team's visit:

1. List of current sworn membership including:
 - Member name/PIN;
 - Hire date for each member; and
 - Current assignment(s) (e.g., patrol, investigative services, ERT, etc.).
2. A completed version of the Excel spreadsheet for BCPPS 3.2.3 - Use-of-Force Instructor Training (attached to the same email as this document).

Prior to the inspection team's visit to your location, we ask that the following background information be sent to [REDACTED]

1. Policies and procedures:
 - Governing use of force, including police firearms and all intermediate weapons; and
 - Governing re-certification requirements for issued firearms, intermediate weapons (all), BC Crisis Intervention De-escalation Training, use of force instructor recertification.
2. Description of process used by your police agency to ensure that officers re-qualify/re-certify in pistols, other firearms, intermediate weapons and CID training as required by the standards (e.g., how are diary dates tracked):
 - Pistols – annual recertification required using the BC Pistol Qualification (BCPPS 1.1.2);
 - Other firearms – annual recertification required, training determined by police agency (BCPPS 1.1.2);
 - Intermediate weapons – requalification required every 3 years, training determined by police agency (BCPPS 1.2.2);
 - CEWs – annual recertification required by completing online portion of BC CEW Operator course (BCPPS 3.2.1); and
 - CID – recertification required for front-line officers and supervisors, officers equipped with pistols/firearms/CEWs, and use-of-force instructors, every three years by completing online portion of BC CEW Operator Course (BCPPS 3.2.2).

Provincial Inspection for Compliance with Use of Force/Firearms

3. The date and results of the most recent internal audit your agency has conducted for compliance with re-training requirements (e.g., % of officers who had successfully requalified within the required timelines).

	CID	Pistol	Other Firearms	CEW Operator	Int. Weapons
Date of last audit					
Compliance rate (%)					

- o What steps were taken to address any significant variance found?

4. BCPPS 1.1.2 – Firearms Training and Qualification

- a. List of all firearms authorized/used by the police agency, including:
 - i. Description of what positions/deployment types are authorized to carry/use each type of firearm (e.g., patrol, ERT, etc.).
 - ii. Description of the training that is required by your police agency for each type of firearm;
- b. How does your agency ensure that officers articulate grounds for lethal force to an instructor every three years?
- c. How does your agency ensure that officers complete practice training regarding firearms tactics and use-of-force decision making?
- d. How does the department ensure that officers complete practice training regarding shooting at distances of 25 metres and greater?

5. BCPPS 1.2.2 – Intermediate Weapons

- a. List of intermediate weapons authorized/used by the policy agency, including:
- b. Description of what positions/deployment types are authorized to carry/use each type of intermediate weapons (e.g., patrol, CMU, ERT, etc.); and
- c. Description of the training provided for each type of intermediate weapon.

6. BCPPS 3.2.1 – CEW Operator Training

- a. List of CEW models currently used by your agency;
- b. Description of your agency selection criteria for CEW operators;
- c. Description of the training provided for CEW:
- d. What process is in place to identify officers who may need to requalify/recertify prior to their next scheduled requalification/recertification date, including:
 - i. Officers who have operated a CEW in a manner that is not consistent with the standards.

7. BCPPS 3.2.2 – CID Training

- a. What process is in place to identify officers who may need to requalify/recertify prior to their next scheduled requalification/recertification date, including:
 - i. Officers whose ability to effectively utilized CID techniques is not sufficient.

Provincial Inspection for Compliance with Use of Force/Firearms

8. BCPPS 3.2.3 – Use-of-Force Instructor Training

- a. What course(s) does your agency use to fulfill the instructional skills training requirement (BCPPS 3.2.3 (2)(a));
- b. Does your agency have difficulty maintaining the number of use-of-force instructors needed to meet the department's needs;
- c. How does your agency monitor for past or new misconduct or other allegations that could affect the instructor's compliance with pre-requisites for use-of-force instructors in BCPPS 3.2.3 (4)(d)-(f);
- d. How does your agency ensure that instructors conduct at least 30 hours of use-of-force instruction each year? (BCPPS 3.2.3 (5)(a)); and
- e. What courses does your agency rely on to ensure that instructors participate in a BC Police Academy or RCMP Pacific Region Training Centre endorsed professional workshop or course at least once every two years (BCPPS 3.2.3 (5)(b))?