



Resolution 2015-05

Competency-based HR Management Framework for Ontario Police Services

Approved at the 64th Annual General Meeting, June 17th, 2015

Preamble:

Over the past eight years, the Police Sector Council, funded by the Government of Canada, undertook the development of a Competency-based HR Management Framework (CBMF) to improve and enhance HR management and police professionalism. That framework and the supporting materials – competency profiles and task lists for over 180 roles in policing from Constable to Chief in three work streams (general duty, investigative, and leadership/management), more than seven guides for managers, and more than 40 tools and templates for HR management – were developed “for policing, by policing” through extensive input and contribution from police services, individuals, partners, and stakeholders.

This was a huge investment of time, effort, and funding by so many in policing and resulted in national occupational standards and very readily available, practical and valuable materials to improve the way we manage staff and resources at all levels.

The Police Sector Council was dissolved in April 2014 due to lack of funding, but the Framework and the policing Intellectual Property has been “gifted” to the Canadian Police Knowledge Network (CPKN) to ensure the stewardship and sustainability of the work.

WHEREAS the OACP Human Resources Committee has recognized the immense value of the competency-based management framework, and

WHEREAS police services and employees across the province access the CBMF materials daily to assist in succession management, executive development, promotional process, talent management, learning plans, and performance management, and

WHEREAS we all, in policing, have invested significantly in its development and have a vested interest in ensuring the CBMF continues to be available, accessible, implemented and maintained.

THEREFOR BE IT RESOLVED that the Ontario Association of Chiefs of Police encourages and supports the use of the national CBMF for use by Ontario’s police services, and

BE IT FURTHER RESOLVED that the Ontario Association of Chiefs of Police calls on the Government of Canada (Public Safety Canada) to provide the necessary funding for the on-going accessibility and ever-greening of the CBMF, and

BE IT FURTHER RESOLVED that the Ontario Association of Chiefs of Police encourages other provincial Chiefs of Police Associations and the Canadian Association of Chiefs of Police (CACP) to support the OACP's call for the Government of Canada (Public Safety Canada) to ensure the necessary funding is provided through CPKN for the on-going accessibility and ever-greening of the CBMF.

Submitted the 9th day of June 2015 by Chief Kimberley Greenwood, Chair, OACP Human Resources Committee