



St. Thomas Police Service BOARD POLICY

Subject:	Skills Development & Learning
Policy Number:	AI-002
Effective Date:	April 1, 2024
Reviewed:	April 22, 2026
Authorized:	Police Services Board

Purpose

To establish service-level requirements that support the St. Thomas Police Service Board's Skills Development & Learning Policy and ensure compliance with Adequacy and Effectiveness requirements under the Community Safety and Policing Act, 2019 and Ontario Regulation 392/23.

Policy

The St. Thomas Police Service shall maintain a structured, risk-informed, and sustainable approach to skills development and learning to ensure members possess the competencies required to deliver adequate and effective policing.

Requirements

1. The Chief of Police, or designate, shall: a. develop, implement, and maintain a Skills Development and Learning Plan aligned with the Board-approved policy; b. ensure the plan is reviewed and updated at least once every three years, or more frequently as required; c. ensure learning priorities are informed by legislative requirements, operational risk, service demands, and emerging trends; d. promote cost-effective delivery of training, including the use of internal expertise, partnerships, and external providers where appropriate.
2. The Skills Development and Learning Plan shall: a. identify mandatory, role-specific, and specialized training requirements; b. support coaching, mentoring, and succession planning; c. promote organizational learning and knowledge retention; d. address information technology-related training where required; e. support member awareness of individual responsibilities for professional development.
3. Supervisors and managers shall: a. support member participation in required learning activities; b. monitor compliance with mandatory training requirements; c. identify emerging skills gaps within their areas of responsibility.
4. Members of the Service shall: a. participate in required training and learning activities; b. take reasonable responsibility for their own professional and career development, consistent with Service policies and collective agreements.

Documentation and Reporting

The Service shall maintain records of skills development and learning activities sufficient to demonstrate compliance with Board policy and Adequacy and Effectiveness requirements.

Legislative Reference

- *Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1*
- *Ontario Regulation 392/23 – Adequate and Effective Policing (General)*