



## October 1, 2005 - The Council is Born After a 6 Year Gestation

According to Commissioner Gwen Boniface of the Ontario Provincial Police, "the Canadian police sector is faced with serious HR issues and must move quickly to tackle these challenges." Commissioner Boniface is co-chair of a new national initiative called the Canadian Police Sector Council (PSC).

The Council is now "operational" with an aim on practical solutions to pressing human resource issues that threaten the entire policing sector. "Canadian police are wrestling with an unprecedented number and complexity of issues, and human resource issues - like recruitment, retention and training - are right at the top of our list of priorities."

PSC's other co-chair is Dale Kinnear, Director of Labour Services for the CPPA, says "the Council brings together more than 30 of the most influential decision-makers in Canadian policing who represent the entire sector - police agencies, unions, police boards, training institutes and all levels of government." Adds Mr. Kinnear, "this is the most complete, integrated group of senior people ever assembled to tackle a major priority in policing."

The PSC reflects growing national concerns about:

- a shrinking pool of potential recruits for policing
- a rapid decrease in the number and quality of applicants with the skills and abilities to meet future demands
- aggressive youth marketing from other sectors attracting good candidates
- police services not reflecting the increasingly culturally diverse communities
- aging demographics that have created vacancies in executive-level positions
- a shortage of training and leadership development opportunities for the next generation of senior police leaders

The creation of the new Council responds to a police sector human resources study funded by the Federal Government, conducted 1998-2000, and published in 2001.

With the support of the Government of Canada's Sector Council Program, the PSC provides an opportunity to find solutions to pressing issues - share best practices, conduct leading-edge research, and build an inventory of practical tools and resources for policing Canada-wide.

Already, the Council has: published an environmental scan - "Policing Environment 2005"; surveyed more than 200 police agencies about their HR demographics, practices and processes; generated valuable data on youth attitudes towards policing; established a sector-wide Board of Directors and formalized a strategic/business plan; built a web-site of information, research and best practices; and developed proposals for other research on priority issues.

Additional information can be found online at [www.policecouncil.ca](http://www.policecouncil.ca)