



What is the Canadian Police Sector Council?

The PSC is a federally-funded, initiative to identify workable solutions to the top human resource priorities for Canadian police at a national level. These priorities include recruiting, retention, e-learning, training, and leadership development along with other key initiatives to improve police productivity, performance, and long-term sustainability.

Who is involved?

The PSC's Board of Directors includes 30 of the most influential decision-makers in Canadian policing. It is co-chaired by Commissioner Gwen Boniface of the Ontario Provincial Police (OPP) and Dale Kinnear, Director of Labour Services for the Canadian Professional Police Association. Board members bring knowledge and experience from a wide variety of police agencies, unions, police boards, training institutes and all three levels of government.

Why was the Council formed?

The PSC was created following extensive consultations with more than 700 different Canadians from a cross-section of police agencies and stakeholders and documented in a comprehensive police human resources Sector Study. The study was funded by the Government of Canada, conducted from 1998 to 2000, and published in 2001.

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

Specifically, what has the Council done for the Canadian police community?

With strong support from its Board of Directors, the Council became operational in January 2004 and has moved quickly on several initiatives:

- surveyed more than 200 police agencies about their HR plans and priorities
- generated valuable data on youth attitudes towards policing
- hosted the first meeting of the Council's new Education and Training Committee
- built a customized Web site
- secured access to Canada's most comprehensive media monitoring service
- initiated an update of the 2001 sector study
- developed formal submissions for research on recruitment/retention issues in policing and competency-based HR planning and management.

What else is the Council planning to do?

The critical role of the council will be to create links throughout the police community and to catalyze change in the planning and management of human resources.

- "approve" best practices - through its Board of Directors, various committees, and communications products, we will encourage knowledge leaders in the sector to submit best practices that target priority HR issues.
- secure funding - in addition to serving as an information and knowledge "hub", we will continue to secure funding for diagnostic assessments of the policing environment as well as further research and analysis.
- focus research - short-term Board priorities include research into the e-learning options for policing and leadership development.
- share information - the Council will seek out leading-edge research, media articles and relevant reports to be posted on the Web site.
- focus on the future - build the foundations for a more collaborative and horizontal understanding and approach to the challenges facing policing as a national sector.

Where does the funding come from?

The PSC is one of about 31 sector councils funded by the Government of Canada's Sector Council Program. Funding is provided for infrastructure, research projects and initiatives.

How can I find out more?

- browse - the best source of information is the Council's Web site at www.policecouncil.ca. That is the "hub" for customized tools and valuable resources dealing with the HR issues that matter most to the police community: from recruiting to retention; from leadership development to Web-based learning.
- call or write - contact the Council's Executive Director, Geoff Gruson, by phone at (613) 729-2789, fax to (613) 729-9691, or email to ggruson@policecouncil.ca
- read - the PSC publishes a quarterly newsletter called The Council Blotter. It is distributed across the police community via email or in hard copy and is available on the Web site.

How can I get involved?

Again, the Web site provides information on the many benefits of Council membership. Click on [Members](#) in the navigation column to register on-line.