

TORONTO STAFF REPORT

October 26, 2006

To: Toronto Police Services Board

From: Auditor General

Subject: Review of Police Training, Opportunities for Improvement –
Toronto Police Service

Purpose:

Attached is the Auditor General's report entitled "Review of Police Training, Opportunities for Improvement - Toronto Police Service" dated October 26, 2006. This review was conducted as part of the Auditor General's 2006 Annual Work Plan.

Financial Implications and Impact Statement:

The implementation of certain recommendations contained in this report will require additional ongoing resources. Some of these additional costs may be accommodated through the re-allocation of existing resources. It is also possible that the implementation of other recommendations may result in cost savings. Future costs and potential cost savings are not determinable at this time.

Recommendations:

It is recommended that:

- (1) the recommendations in the attached Auditor General's report entitled "Review of Police Training, Opportunities for Improvement – Toronto Police Service" be adopted; and
- (2) the report be forwarded to the City's Audit Committee for information.

Background:

During the Auditor General's Review of the Investigation of Sexual Assaults – Toronto Police Service in late 1999, a recurring theme throughout the audit was the issue of police training. The 1999 review made 18 recommendations in relation to training. In a follow-up report dated October 2004 entitled "The Auditor General's Follow-up Review on the October 1999 Report

Entitled: Review of the Investigation of Sexual Assaults, Toronto Police Service”, a number of the recommendations relating to training had not been implemented or were only partially implemented. In this context and in view of the significant funds expended on training, it was determined that a review of training at the Toronto Police Service should be included in the Auditor General’s 2006 Work Plan.

The Terms of Reference for this particular review was submitted to the Toronto Police Services Board in early 2006.

Comments:

The attached report contains 39 recommendations. The Chief of Police, in a separate report, has prepared a detailed response to each of the recommendations.

Conclusions:

This review of police training is intended to bring a fresh independent perspective on the current training activities in place at the Toronto Police Service and to make practical, constructive and cost-effective recommendations. In conducting this review, significant research has been conducted on a wide range of publications and information relating to police training. While this research has provided us with significant background information, this review is not a comprehensive analysis of all facets of police training at the Toronto Police Service. This review is limited to the scope outlined in the section of the report entitled “Audit Objectives, Scope and Methodology”. We have not, for instance, reviewed the content of various training courses taught at either C. O. Bick College or by the specialized Units, nor have we reviewed in detail the functionality of the management information system supporting the training program.

We have attempted to develop recommendations which are practical and can be implemented with minimal or no cost. Where there may be additional costs in certain areas, such as the need to comply with training relating to the use of force legislation, we are of the view that there may be cost savings elsewhere which compensate for this.

The recommendations contained in this report are a first step towards improving the training process at the Police. The next step, as indicated in many of our recommendations, is for the Chief of Police to evaluate the relevance and appropriateness of each one of the recommendations. Further, it is important that the implementation of the recommendations is given an appropriate level of attention, a process which has not always been the case with previous audit recommendations. We are of the view that the implementation of the recommendations will further improve the training process at the Toronto Police Service.

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List of Attachments

Review of Police Training, Opportunities for Improvement – Toronto Police Service,
October 26, 2006

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