

OPP AUXILIARY PROGRAM

Preamble

The nature of policing in Ontario is changing dramatically, particularly as it relates to a variety of issues. The steady growth of community policing has presented the OPP with a challenge to meet these demands in unique and varied methods and yet remain within the framework of the financial realities of today.

In the "Organizational Review: A Process and Model for Change", the OPP policing policy states: "*Community policing is the fundamental principle under which all our policing services will be delivered.*" It also states that it is essential to employ "*the right people, with the right equipment in the right organizational structure*". This is a recognition that there exists within the police service, considerable talent and energy with the potential to implement policy in partnership with the community. The OPP Auxiliary is such a mechanism for partnership within the context of community policing.

The civilian character of the Auxiliary Police Program qualifies it to provide support to the professional police service as well as being a source of leadership and liaison to the community. The OPP Auxiliary Program is a community-oriented program, which must continuously change to reflect the needs of the OPP and the community.

The initial formation of the Auxiliary Police stemmed from the post-war era emphasizing the need for civil defence. The present character of it, however, has now evolved to include many non-traditional roles relating more directly to policing activities. Although the *Police Services Act* legislates the role of the Auxiliary police as an "emergency resource", it is important to clarify the evolving partnership functions of this volunteer organization in conjunction with that of the regular force.

Mission Statement of the OPP Auxiliary

"To provide fully trained volunteer auxiliary members to perform police duties only in special circumstances, including an emergency, that the police officers of the OPP are not sufficiently numerous to deal with."

Creating a partnership means recognising, developing and delegating roles to the volunteer Auxiliary Police personnel and to create community police initiatives that are clearly defined, meaningful and are realistically workable without jeopardizing safety or the integrity of the professional member. The challenge of the OPP is to realize the full potential of its volunteer resources while maintaining and enhancing the professional police officer that is ultimately the core of every police service.

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STATEMENT OF INTENT

A fundamental change in attitude must include creative thinking for the development and use of volunteers and to instil a genuine desire to see OPP resources at work in the community *including the Auxiliary Police*. Common challenges in such areas as professionalism, demeanour and police image/appearance to the general public can be addressed in the context of working relationships involving the OPP, Auxiliary Policing program and Associations.

All parties are committed to constant, open dialogue to ensure that "*full time equivalent*" (fte) jobs are not affected while developing a policing service, which recognizes the contribution of volunteerism.

To alleviate perceptions of improper or inappropriate use of Auxiliary police, it is mutually agreed and recognized:

1. *that* the Auxiliary Police shall not be utilized to replace regular members in any duties, which normally would be completed by regular personnel
2. *that* patrolling with a regular member is an important part of the Auxiliary training program but *this shall not be construed to replace a regular member*
3. *that* training must occur for Auxiliary personnel to a *level*, which will provide them with the necessary skills to safely, fulfil the requirements of their mandate under the Police Services Act. In particular, firearms training will be limited to an orientation level as directly by the Commissioner
4. *that* the Auxiliary Policing Program should participate more within those duties that enhance community policing efforts, crime prevention programs and public service as opposed to direct police service delivery

Supervision

"Supervision" means the degree of control and supervision of an Auxiliary member, which will vary with the task at hand. The Police Services Act anticipates that Auxiliary members' activities, due to their limited training, experience and authority, will be subject to a significant degree of supervision by police officers.

In instances where in the opinion of the supervising member, the Auxiliary member may be placed in a situation that has inherent danger or a high degree of risk, the Auxiliary member must be under direct supervision. Direct supervision requires having a member accompany the Auxiliary member.

In instances where in the opinion of the supervisory member, there is a very low probability that the Auxiliary member will be confronted with any of the inherent danger or risk as noted under direct supervision, the Auxiliary member may be placed under indirect supervision. Indirect supervision requires having a member accessible to the Auxiliary member. In such instances, accessibility will be determined by the supervising member.