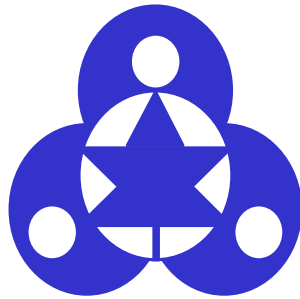


# **An Opportunity for Interaction**



Pacific Region NJC

An Operational Training Role?

**A Discussion Paper**

R.E. Bob Brown  
Pacific NJC  
Executive Committee

2003 08 19

**Pacific Region NJC  
An Opportunity for Interaction**

Table of Contents	02
Executive Summary	03
Introduction	05
Agencies Overview	06
Critical Responsibilities	08
Overview of Pacific NJC Activities 2001 to 2003	08
SWOT Model Analysis	12
CAPRA Model Analysis	13
Appendix 1 - Agency Mandates	16
Appendix 2 - Sex Offender Assessment Training Evaluations	18
Appendix 3 - Ministry of Public Safety and Solicitor General, & Ministry of the Attorney General Service Plans	22

# **Pacific Region NJC**

## **An Opportunity for Interaction**

### **Executive Summary**

This report, review and analysis is provided with the intent of generating significant discussion by the Training Committee about the potential for Pacific NJC assuming a “training” role within the Pacific Region criminal justice community.

From this review it is clear that:

1. the mandate of the National Joint Committee of Senior Criminal Justice Officials (NJC) and ;
2. the decision by the Pacific NJC Executive Committee to consider a strategic training initiative are:
  - mutually compatible, and;
  - consistent with the missions of NJC member and supporting agencies.

Significant components of the report are highlighted below.

- The missions, mandates and priorities of NJC member and supporting agencies are reviewed.
- Past related Pacific NJC activities are highlighted. Is there precedent for NJC training involvement?
- In considering a training role for NJC a brief and basic SWOT (strengths, weaknesses, opportunities and threats) model analysis was completed.
- A “coordinated CJS approach to training” was reviewed utilizing a variation of the RCMP CAPRA (clients, analysis, partnerships, and response assessment) model.

Further comments which are representative of the report are highlighted below.

- The sustainability of a realistic operating budget (not suggesting an increase in the allocation) to cover potential Regional and Zone “training” and or activities is critical.
- If an enhanced training capability was supported it would be beneficial to initiate a two year “training/activity” plan.
- The Pacific NJC has a history of successful training and orientation sessions and workshops.
- From a training perspective “certain operational realities ‘cry out’ for a coordinated, criminal justice system’s approach”.
- A coordinated, multi disciplinary, cross-jurisdictional training, orientation capability would enhance community protection.

## **Pacific Region NJC An Opportunity for Interaction**

- A coordinated, multi disciplinary, cross-jurisdictional training, orientation capability would minimize various acknowledged and publicly known deficiencies.
- The Bernardo Inquiry conducted in 1996 by Mr. Justice Archie G. Campbell is a lightning rod for exposing deficiencies related to:
  - the exchange and sharing of offender specific information; and,
  - the monitoring and or supervising of “high risk” individuals.
- Partnerships are critical. This need not be debated nor discussed. There is however an urgent need for leadership to allow for an appropriate shifting from theoretical and “lip service” to the operational and transparent.
- A coordinated, multi disciplinary, cross-jurisdictional training, orientation capability would enhance opportunities for interaction at all levels and among all components of the criminal justice system.
- The commitment of the Pacific NJC Executive Committee will be required to allay any concerns that may arise from existing training entities.
- “Training” should be a regular agenda for quarterly Pacific NJC Executive meetings.
- The Pacific NJC should assume a leadership role in brokering a coordinated, multi disciplinary, cross-jurisdictional training, orientation capability and take advantage of this significant and much needed **Opportunity for Interaction.**

## **Pacific Region NJC An Opportunity for Interaction**

### **(A) Introduction**

This report, review and analysis resulted from a decision made at the Pacific NJC Executive Meeting held in Vancouver on Tuesday 2003 07 15. A portion of the minutes of that meeting read:

“Considerable discussion occurred concerning the sharing of the required information as part of a coordinated and “strategic” training plan.

**Action:** Bob/Matt/Teal/Fraser to develop a training plan. Bob to prepare a preliminary paper for discussion at the first Training Meeting to be held at NPB on August 26, 2003 at 1:00 PM”

This leads to the first of a number of fundamental questions. Does it make sense for the Pacific NJC to consider or initiate a coordinated and strategic training plan? It is hoped that the following review will assist the Training Committee and the Executive in responding to this question and the related challenge.

To assist with introducing this discussion paper it would be appropriate to review the NJC mission, values and mandate.

### **Mission**

- The promotion of effective partnerships to improve the administration of criminal justice in Canada.

### **Values**

- Co-operation, understanding and mutual respect.

### **Mandate**

- To establish and maintain efficient and effective mechanisms of communication and consultation between the Police, the Correctional Service of Canada, the National Parole Board, the Canadian Association of Crown Counsel and any other agency which is part of the Criminal Justice System.
- To work in partnership with Governments and all agencies and services in the provision of advice on any matter referred to it by any such governments, agencies and services. To develop an enlightened public opinion regarding the cooperation between the components of the Criminal Justice System. To develop and maintain regional committees with a similar mandate, to coordinate their activities and assist them where possible in carrying out their mandate.

## **Pacific Region NJC An Opportunity for Interaction**

### **(B) Agencies Overview**

A selected scan of member and supporting agencies highlights a number of goals, mandates, and objectives that are consistent in principle with the initiation of a coordinated and strategic training capability. Portions of the agencies mandates are found below with further information found in **Appendix 1**.

#### **British Columbia Association of Chiefs of Police (Appendix 1-A)**

The BCACP is a provincial organization, which represents all police within the Province of British Columbia and is dedicated to the following objectives:

- encouraging and developing cooperation among all it's member in the pursuit and attainment of their goal;
- encouraging the development and implementation of efficient practices in the presentation and detection of crime.

#### **Royal Canadian Mounted Police (Appendix 1-B)**

##### **RCMP Mission**

The Royal Canadian Mounted Police is Canada's national police service. Proud of our traditions and confident in meeting future challenges, we commit to preserve the peace, uphold the law and provide quality service in partnership with our communities.

##### **RCMP Vision**

We will:

- Provide the highest quality service through dynamic leadership, education and technology in partnership with the diverse communities we serve.
- Ensure a healthy work environment that encourages team building, open communication and mutual respect.
- Promote safe communities.
- Demonstrate leadership in the pursuit of excellence.

##### **RCMP Commitment to Our Communities**

The employees of the Royal Canadian Mounted Police are committed to our communities through:

- Mutual problem solving.
- Enhancement of public safety.
- Partnerships and consultation.
- Effective and efficient use of resources.

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An Opportunity for Interaction**

**RCMP Depot Division Canadian Law Enforcement Training**

**Mission**

The Canadian Law Enforcement Training Unit's mission is to provide the highest quality of training via experienced professionals, as well as state of the art methodology, facilities and technology. Through our professional quality service to our partners and clients, CLETU will promote "Depot" as a show place of the RCMP.

We are committed to providing quality and leading edge law enforcement training to other law enforcement agencies allowing them to meet the changing needs of their communities.

**Justice Institute of British Columbia (Appendix 1-C)**

**Vision**

A learning centred organization, based in British Columbia, internationally recognized for our expertise and leadership in:

- Education.
- Training.
- Professional standards and practice.
- Justice, public safety and human services.

**Mission - our purpose**

To enhance the quality of life for all by educating and training those who make communities safer.

**Correctional Service of Canada Pacific  
Region Correctional Staff College (RCSC)**

- Learning is the vehicle for understanding our purpose, defining our destiny, and building a shared vision.

**RCSC Mission Statement – From the CSC Mission**

We believe that our strength and our major resource in achieving our objectives is our staff and that human relationships are the cornerstone of our endeavor.

**Strategic Objective 3.8** To provide staff training and development opportunities that are based on achievement of our Mission, develop the full potential of staff members, and emphasize interpersonal skills, leadership, and respect for the unique differences and needs of all offenders.

**Pacific Region NJC**  
**An Opportunity for Interaction**

**National Parole Board (NPB)**

**Core Value 3**

We believe that the contribution of qualified and motivated individuals is essential to promoting the achievement of the Parole Board's Mission.

**Strategic Objectives**

- To ensure that the personnel of the Parole Board have an understanding of criminal justice policies and can assist in the attainment of the Board's Mission.
- To provide learning opportunities to better enable the personnel of the Parole Board to carry out their responsibilities and to improve their capacity to achieve the intent of the Board's Mission.
- To develop and maintain opportunities with the Correctional Service of Canada and others, to exchange information and ideas that will contribute to the establishment of improved practices and shared values.

**(C) Critical Responsibilities**

Clearly, as independent agencies and partners within the criminal justice system there are "in house" responsibilities, critical cross jurisdictional responsibilities such as:

- promoting effective partnerships to improve the administration of criminal justice in Canada;
- encouraging efficient practices;
- providing quality service in partnership with our communities;
- providing learning opportunities to better enable personnel to carry out their responsibilities;
- educating and training those who make communities safer;
- demonstrating leadership in the pursuit of excellence;
- providing quality and leading edge law enforcement training to other law enforcement agencies, and;
- developing the full potential of staff members.

**(D) Overview of Pacific NJC Activities 2001 to 2003**

As we review the Pacific NJC activities over the last two years other critical questions are posed, questions that deserve further review and deliberation. Should NJC become involved in functions that are currently the responsibilities of specific agencies and functional entities within member agencies? If NJC did become involved in such a venture what relationship should there be with

**Pacific Region NJC  
An Opportunity for Interaction**

existing “training” components? What topics or issues would be appropriate for NJC to consider?

In 02/03 Zone Chairs, initiated 08 forums for interaction with our Criminal Justice partners. No specific training opportunities occurred. It is significant to compare the participation in fiscal year 02/03 with the previous year. Considerable momentum had been established in 01/02 and it was Pacific NJC’s plan to significantly increase the number of sessions and the number of participants in our planned activities. Unfortunately due to an external “depletion” of the Pacific NJC’s operating budget a number of activities were cancelled. As noted below in 02/03 activities were held in only two of the five Pacific Zones. **The sustainability of a realistic operating budget to cover both Regional and Zone activities is critical to the future of this soon to be 30 year old organization.**

With access to less than 20% of the original operating budget the Pacific NJC accomplished the following activities during fiscal year 02/03.

**Grid 01 - Session Activities 2002 2003**

<b>Convenor</b>	<b>Location</b>	<b>Date</b>	<b>CSC/NPB</b>	<b>Partners</b>	<b>Total</b>
Pacific Regional Meeting	Vancouver Police	03 03 17	04	05	09
Vancouver Zone Workshop	Justice Institute, New Westminster	03 02 14	56	55	111
Regional Executive Meeting	Best Western Coquitlam	03 02 11	03	02	05
National Meeting	Lord Elgin Hotel, Ottawa	02 11 21	01	02	03
Vancouver Island Zone Workshop	Victoria Police	02 11 07	04	26	30
Vancouver Island Zone Meeting	Executive House Victoria	02 10 23	04	09	13
Pacific Region Workshop	Surrey District III RCMP	02 07 04	17	18	35
Pacific Region Workshop	Regional Health Centre, Abbotsford	02 07 03	02	14	16
National Meeting	Fort Gary Hotel Winnipeg	02 05 23	01	02	03
Pacific Regional Meeting	Regional Health Centre, Abbotsford	02 05 10	10	08	18
<b>Total</b>	<b>2002/2003</b>		<b>102</b>	<b>141</b>	<b>243</b>

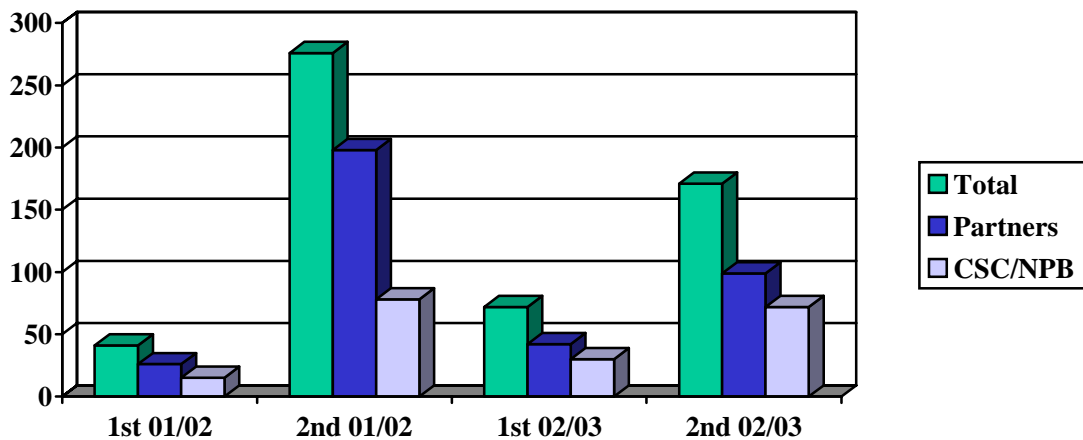
**Pacific Region NJC  
An Opportunity for Interaction**

Upon review of **Grid 01** above it is evident that a total of 10 different sessions with 243 participants occurred in 02/03. A review of **Graph 01** below indicates that although during the first 06 months of 02/03 there was more activity than the first six months of the 01/02 the trend did not continue for the last six months of 02/03. Again with reference to **Graph 01** if the momentum could have been maintained, 300 participants for the last six months of 02/03 would not have been unreasonable. Unfortunately this was not attained, with 171 participants involved in the last 06 months of 02/03. This shortfall is directly related to the depletion of the Pacific NJC budget to assist with National NJC funding pressures. Once again the need to confirm a sustainable budget at the beginning of each fiscal year is critical to operationalizing annual plans.

**Grid 02 - Session Participation 01/02**

Session	Partners	CSC/NPB	Total
06 Workshops	138	54	192
03 Meetings	18	09	27
02 Training Sessions	46	16	62
02 National Meetings	02	02	04
<b>13 Sessions</b>	<b>204</b>	<b>81</b>	<b>285</b>

**Graph 01 - Comparison of Participation by 06 Month Blocks  
for Fiscal Year 2001/2002 vs. 2002/2003**



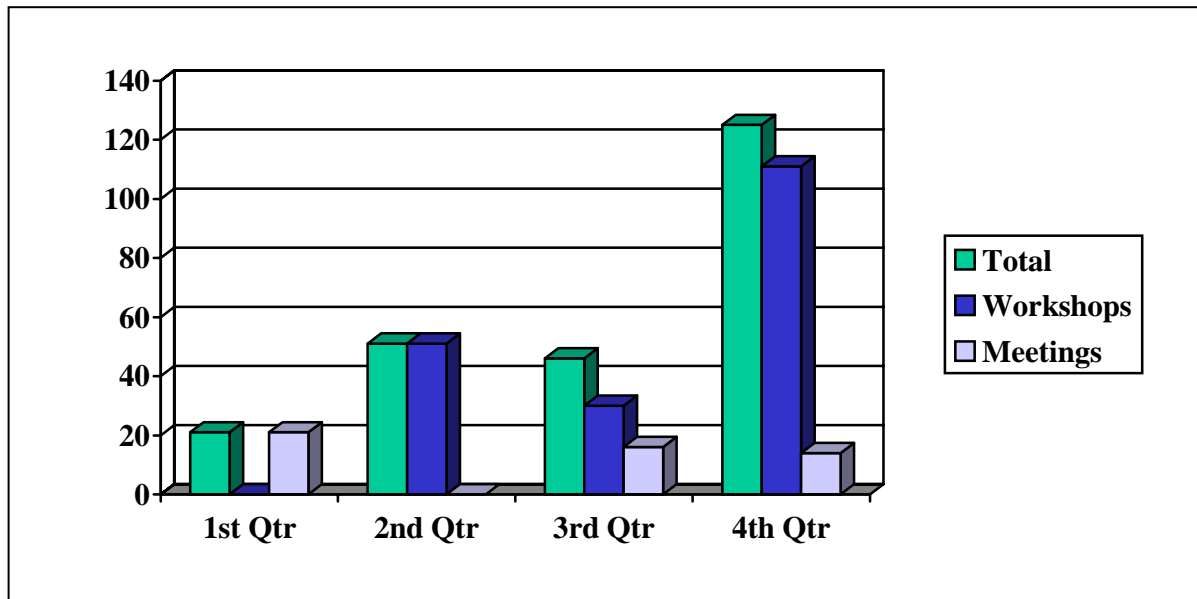
Upon review of **Grid 03** and **Graph 02** both found below it is evident that the majority of workshop activity occurred in the last quarter of the fiscal year. This remains a significant planning issue for the Regional Executive and Zone Representatives. The end of the fiscal year is always an extremely busy time re criminal justice training and year-end activities. Again this speaks to the issue of knowing ones budget at the outset of the fiscal year to allow for activities to take place on both sides of the summer annual leave period. If an enhanced training capability was supported it would be beneficial to initiate a two year “training/activity” plan.

**Pacific Region NJC  
An Opportunity for Interaction**

**Grid 03 - Session Participation 02/03**

Session	Partners	CSC/NPB	Total
04 Workshops	113	79	192
04 Meetings	24	21	45
02 National Meetings	04	02	06
<b>10 Sessions</b>	<b>141</b>	<b>102</b>	<b>243</b>

**Graph 02 - Comparison of Participant Activity  
for the 04 Quarters of FY 02/03**



**NJC Coordinated Sex Offender Assessment Training March 2002**

As noted above training events occurred twice during the past two fiscal years, both in 01/02. It would be of assistance to review the evaluations of these two sessions. One was held at Surrey RCMP and the second took place at the Victoria Police Department. The “trainers” were primarily psychology staff from CSC supported by a presentation on Circles of Support & Accountability by a CSC contract person and a Staff Sergeant from Hamilton Police Services. Attendees were primarily from the police community.

**NJC Sex Offender Assessment Training Session - Surrey - 2002 03 27/28**

Forty participants attended this two day session that was held in the Training Room of Surrey RCMP. 74% of the respondents to the evaluation rated the two day session "very good" or a 5 out of 5. The complete Session Evaluation Report is attached as Appendix 2 - A.

**Pacific Region NJC**  
**An Opportunity for Interaction**

**NJC Sex Offender Assessment Training Session - Victoria - 02 03 25/26**

Twenty-two participants attended this two day session that was held in the Training Room of the Victoria Police Department. 86% of the respondents to the evaluation rated the two day session "very good" or a 5 out of 5. The complete Session Evaluation Report is attached as Appendix 2 – B.

A desire for more information and access to ongoing training was a common theme in both of the evaluations.

**(E) SWOT (strengths, weaknesses, opportunities, threats) Model Analysis**

Pacific NJC - is there an operational training role?

**Strengths** are defined as positive aspects internal to the entity (Pacific NJC)

- A representative and committed Regional Executive.
- A history of making both a local and national contribution to the mandate.
- Access to key operational, cross-jurisdictional resource personnel.

**Weaknesses** are defined as negative aspects internal to the entity

- Sustainable resourcing

**Opportunities** are defined as positive aspects external to the entity

- Criminal justice system “need” for better coordination and cooperation – certain operational realities “cry out” for a coordinated system approach.
- Willingness of operational personnel to assist with training, orienting staff from other agencies.

**Threats** are defined as negative aspects external to the entity

- External marketability.
- “Silo” approach to training utilized by some criminal justice partners.
- A crossing of “business lines” – conflict with existing training entities and their perceived threat.

**SWOT Analysis**

A sustainable resourcing base is the most critical issue. The future not only of this possible initiative but NJC as an entity will “rise or fall” on this issue. If resourcing (not suggesting an increase in the allocation) is successfully addressed the commitment of the Executive Committee will be required to allay any concerns that may arise from existing training entities. The strengths and the potential for a better “mousetrap” outweigh the threats.

**Pacific Region NJC  
An Opportunity for Interaction**

**(F) CAPRA (Clients, Analysis, Partnerships, Response, Assessment) Model  
Analysis**

A significant degree of license has been taken with adapting the CAPRA Model to the following scenario.

***From a training perspective “certain operational realities ‘cry out’ for a coordinated, criminal justice system’s approach”.***

**Clients**

- **Primary Clients**

Community protection is the primary mandate of all criminal justice partners – the community is the primary client.

- **Direct Clients**

The direct clients or beneficiaries of an efficient, coordinated criminal justice system’s approach to issues that are multi disciplinary would be the personnel of the respective criminal justice partners that are involved with such cross jurisdictional issues as:

- the exchange and sharing of offender specific information; and,
- the monitoring and supervising the “high risk” offender.

- **Indirect Clients**

This would include supporting and peripheral agencies to the criminal justice system, i.e. Regional Health Boards and Victim Groups.

***A coordinated, multi disciplinary, cross-jurisdictional training, orientation capability would enhance community protection.***

**Analysis**

With the intent of remaining brief, one completed review will be referenced. Although the Bernardo Inquiry conducted by Mr. Justice Archie G. Campbell predominantly addressed police issues, unfortunately the systemic issues highlighted in his report are equally relevant to other key components of the criminal justice system. His report is also a lightning rod for exposing deficiencies related to:

- the exchange and sharing of offender specific information; and,
- the monitoring and or supervising the “high risk” individuals.

## **Pacific Region NJC An Opportunity for Interaction**

A successful venture down this road was evident by the NJC coordinated and partially sponsored Sex Offender Assessment Workshops hosted by Surrey RCMP and Victoria Police Department in the spring of 2002. Further examples would be the workshops that addressed information sharing and the interface between automated systems.

As noted in **Appendix 3-A** the Ministry of Public Safety and Solicitor General's 2003/04 – 2005/06 Service Plan includes the following under **Policing and Community Safety**:

- enhance effectiveness of police agencies through technological, structural and operational changes;
- ensure police have adequate resources to protect the public and apprehend offenders;
- protect children; and,
- update training requirements, curricula and training regulations.

As noted in **Appendix 3-B** the Ministry of Attorney General 2003/04 – 2005/06 Service Plan includes the following under **Prosecution Services**:

- Protect the community from high-risk and violent offenders by making dangerous offender, long-term offender and recognizance applications where appropriate.

As noted in **Appendix 3-C** the Ministry of Public Safety and Solicitor General's 2003/04 – 2005/06 Service Plan includes the following under **Corrections**:

- enforce court orders efficiently and effectively;
- provide custody and community supervision to offenders;
- manage offenders based on risk to re-offend; and,
- reduce risk of re-offending.

It is also significant to note that addressing the deficiencies and the goals and objectives highlighted above is consistent with a current Pacific NJC initiative. A multi jurisdictional approach has been key to the preparation of the document entitled *Warrant Expiry Date Releases & Community Safety*.

***A coordinated, multi disciplinary, cross-jurisdictional training, orientation capability would minimize such deficiencies.***

### **Partnerships**

Partnerships are critical. This need not be debated nor discussed. There is however an urgent need for leadership to allow for an appropriate shifting from theoretical and "lip service" to the operational and transparent.

***A coordinated, multi disciplinary, cross-jurisdictional training, orientation capability would enhance opportunities for interaction at all levels and all components of the criminal justice system.***

**Pacific Region NJC  
An Opportunity for Interaction**

**Response**

It is recommended that the Pacific NJC assume a leadership role in the brokering of a coordinated, multi disciplinary, cross-jurisdictional training, orientation capability for the criminal justice community.

**Assessment**

This issue should be a regular agenda for quarterly Pacific NJC Executive meetings.

## **Pacific Region NJC An Opportunity for Interaction**

### **(Appendix 1 – A) British Columbia Association of Chiefs of Police**

The BCACP is a provincial organization, which represents all police within the Province of British Columbia and is dedicated to the following objectives:

- encouraging and developing cooperation among all its member in the pursuit and attainment of their goal;
- promoting a high standard of ethics, integrity, honour and conduct; fostering uniformity of police practices;
- encouraging the development and implementation of efficient practices in the presentation and detection of crime; and
- effectively communicating problems and concerns to appropriate levels of authority.

### **(Appendix 1 – B) Royal Canadian Mounted Police**

#### **RCMP Mission**

The Royal Canadian Mounted Police is Canada's national police service. Proud of our traditions and confident in meeting future challenges, we commit to preserve the peace, uphold the law and provide quality service in partnership with our communities.

#### **RCMP Vision**

We will:

- Be a progressive, pro-active and innovative organization
- Provide the highest quality service through dynamic leadership, education and technology in partnership with the diverse communities we serve
- Be accountable and efficient through shared decision-making
- Ensure a healthy work environment that encourages team building, open communication and mutual respect
- Promote safe communities
- Demonstrate leadership in the pursuit of excellence

#### **RCMP Core Values** (in effect, the RCMP code of ethics.)

Recognizing the dedication of all employees, we will create and maintain an environment of individual safety, well-being and development. We are guided by:

- Integrity
- Honesty
- Professionalism
- Compassion
- Respect
- Accountability

#### **RCMP Commitment to Our Communities**

The employees of the Royal Canadian Mounted Police are committed to our communities through:

- Unbiased and respectful treatment of all people
- Accountability
- Mutual problem solving
- Cultural sensitivity

## **Pacific Region NJC An Opportunity for Interaction**

- Enhancement of public safety
- Partnerships and consultation
- Open and honest communication
- Effective and efficient use of resources
- Quality and timely service

### **(Appendix 1- C) Justice Institute of British Columbia**

#### **Vision** - how we will be seen

A learning centred organization, based in British Columbia, internationally recognized for our expertise and leadership in:

- education
- training
- professional standards and practice
- in justice, public safety and human services.

#### **Mission** - our purpose

To enhance the quality of life for all by educating and training those who make communities safer.

#### **The JI Way** - what we value and how we do our work

- We are learning centred, quality driven and committed to continuous improvement.
- We combine professional expertise, work experience and instructional skills to design and deliver programs that are practical and relevant.
- We provide a safe and healthy working and learning environment.
- We communicate openly and work collaboratively and cooperatively throughout the Institute to build trust and strengthen the organization.
- We are ethical and treat all people with fairness, integrity, and respect.
- We foster innovation and an entrepreneurial spirit.
- We integrate our structures and processes to enhance efficiency and effectiveness.
- We are fiscally responsible, focusing our resources on our core competencies.
- We are accountable for our performance and results.

# Pacific Region NJC An Opportunity for Interaction

## (Appendix 2- A) Surrey RCMP Training Room Sex Offender Assessment Workshop March 27 & 28 2002 Session Evaluation Report

### Section A - Sex Offender Assessment

**1. Was this session beneficial to you in relation to your present work assignment?**

- 61% of attendees found the sex offender assessment presentation very useful when evaluated on a five point scale.

**2. What portion of the sex offender assessment presentation was the most useful?**

- Recognizing different personality types & how to appeal to them in an interview to get the best results.
- Information on risk assessment scales.
- Hamilton Police experience using a community model.
- Circles of Support and Accountability. (didn't know it existed).
- Crime cycles.
- Assessing levels of risk.
- Explanation of sexual deviance.
- Interviewing techniques specific to each type of sex offender.
- Learning about the steps taken before an offender is released.
- Sexual self regulation and attitudes supportive of sexual assault.
- Accounts of actual cases.
- Profiling sex offenders/typologies.
- Identifying questions and interview techniques, sample questions.
- Case examples.

**3. What subjects or sessions deserve more attention?**

- More questions to ask offenders.
- Interviewing techniques.
- More case examples.
- Precursors to offences.
- How to assess risk levels, supply copies of assessment tools.
- More information on crime cycles/behaviours.
- Example of completed sex offender risk assessment.
- Actual cases presented via video.

### Section B – Hamilton Model

**1. Was this session beneficial to you in relation to your present work assignment?**

- 57% of attendees found this presentation to be useful.

**2. What portion of this presentation was the most useful?**

- Stable factors to intimacy deficits.
- Good assessment of how police/corrections can work together to ensure public protection.
- Good to see an acting model.
- Use of 810 orders & relating subjects to current 810s.
- Learning viewpoint of sex offenders and how police/public pressure can increase chances of reoffending.

## **Pacific Region NJC An Opportunity for Interaction**

- More tips on how to start similar program in BC.
- Points raised against public notification and why it doesn't work.
- Positive ways to prevent reoffending & interviews.
- Police perspective on community based, police driven prevention initiatives.

### **Question C – High Risk Offenders, A Community Model**

**1. Was this session beneficial to you in your present work assignment?**

- **52%** of attendees found this presentation to be useful.

**2. What portion of this presentation was the most useful?**

- Information on circles in general.
- Alternatives for police to choose from.
- Support circle video.
- How to create a similar model and who should be involved.
- Interviewing questions to determine levels of risk.
- Understanding corrections process & programs.
- Applicability of model in other areas & Networking.
- Risk factor/crime cycle.
- Info on structure and screening.

### **Section D - Overall Assessment of Workshop**

- **74%** of attendees felt the workshop was very good when rated on a five-point scale.

**1. What topics or issues would you recommend for future NJC workshops?**

- Principles & practices supporting information sharing.
- More videos of sex offenders.
- More information on how police can access corrections psychologists.
- More information on circles referrals.
- More information on NCRMD offenders & mental disorders FAS & FAE
- More information on interviewing offenders.
- Identifying risk, more interview models.
- Information on training for police on risk assessment.

**2. Other comments from attendees are as follows:**

- More videos needed & contact list important.
- Ongoing training recommended.
- Great information sharing opportunity.
- Would be beneficial for entire department (Vancouver Police) to take this training.
- Fantastic information, will assist me in my work.
- Would like a template for interview questions.
- Would like to attend more of these sessions.
- Enjoyed the fact that it was interactive.
- More case studies of offenders would be beneficial.
- What worked & didn't work in the treatment of these offenders.
- Good examples of actual case histories.
- The Chiefs of police must make positions available so that proactive work like this can be done.
- Course location and food was great!
- Great to hear from experts & people working in the field with case examples.

# Pacific Region NJC An Opportunity for Interaction

## (Appendix 2- B) Victoria Police Training Room Sex Offender Assessment Workshop March 25 & 26 2002 Session Evaluation Report

### Section A - Sex Offender Assessment

**1. Was this session beneficial to you in relation to your present work assignment?**

- 50% of the respondents found this presentation to be very beneficial ranking it at a 5 out of a possible 5. The remaining 50% ranked the presentation at a 4 out of 5.

**2. What portion of the sex offender assessment presentation was the most useful?**

- Sexual self regulation and attitudes supportive of sexual assault.
- Accounts of actual cases.
- Profiling sex offenders.
- Identifying questions and interview techniques.
- Psychopathy.
- Learning the different meanings of the PCLR.
- Case examples.
- Connection of research models procedure to investigation tactics.

**3. What subjects or sessions deserve more attention?**

- Attitudes supportive of sexual assault and interviewing techniques.
- How can this assist the police?
- More case examples.
- Actual cases presented from attendees & analysis from same.

### Section B – Hamilton Model

**1. Was this session beneficial to you in relation to your present work assignment?**

- 62.5% of the respondents found this presentation to be very beneficial ranking it at a 5 out of a possible 5. (12.5% a 4, and 25% a 3).

**2. What portion of this presentation was the most useful?**

- Case management.
- Its practicality.
- Learning from actual experience.
- Police perspective on community based, police driven prevention initiatives.
- Understanding a working model from other areas.

### Section C – High Risk Offenders, A Community Model

**1. Was this session beneficial to you in relation to your present work assignment?**

- 50% of the respondents found this presentation to be very beneficial ranking it at a 5 out of a possible 5 (25% a 4, and 25% a 3).

**2. What portion of this presentation was the most useful?**

- Info on structure and screening.
- Knowledge on research resource.

# Pacific Region NJC

## An Opportunity for Interaction

### Section D - Overall Assessment of Workshop

- **86%** of respondents stated workshop was very good on a 5 point rating scale.
- 1. What topics or issues would you recommend for future NJC workshops?**
    - More information on interviewing offenders.
    - What should police officers look for when interviewing.
    - More offender profiling.
    - Triggers, common denominators.
    - Identifying risk.
    - Laymen terminology would be more fitting for target audience.
    - Interview questioning.
    - Alternatives when conditions breached or new offences committed.
    - More info on women offenders.
    - More interview models.
  - 2. Other comments:**
    - Would be very helpful for charge approval crown & detectives to attend.
    - Hourly coffee breaks.
    - Very informative and applicable.
    - Very beneficial material.
    - Ongoing training recommended.

**Pacific Region NJC  
An Opportunity for Interaction**

**(Appendix 3-A) Ministry of Public Safety and Solicitor General  
2003/04 – 2005/06 Service Plan  
Core Business Area: Policing and Community Safety**

**Goals, Objectives, Strategies, Performance Measures, Targets and Expenditures**

<b>Goal:</b>	<b>Adequate, effective, accountable policing and law enforcement throughout British Columbia</b>
<b>Objective:</b>	Enhance effectiveness of police agencies through technological, structural and operational changes
<b>Strategies:</b>	<ul style="list-style-type: none"> <li>• Focus on critical infrastructure, specialized police services, and other enhancement projects</li> <li>• Integrate overlapping and duplicate police services</li> </ul>
<b>Objective:</b>	Ensure police have adequate resources to protect the public and apprehend offenders
<b>Strategies:</b>	<ul style="list-style-type: none"> <li>• Administer and monitor agreements for the delivery of RCMP services</li> <li>• Restructure police financing to ensure equity in funding policing costs</li> </ul>
<b>Objective:</b>	Ensure that appropriate and effective accountability mechanisms are in place
<b>Strategies:</b>	<ul style="list-style-type: none"> <li>• Implement accountability measures resulting from evaluations and internal audits</li> <li>• Update training requirements, curricula and training regulations</li> <li>• Improve appointment and training processes for Police Board members</li> </ul>
<b>Goal:</b>	<b>Enhanced community safety</b>
<b>Objective:</b>	Make communities and schools safer
<b>Strategies:</b>	<ul style="list-style-type: none"> <li>• Strengthen and continue community-based restorative justice initiatives (Community Accountability Programs (CAPs)), and support the initiation of new CAPs</li> <li>• Reduce violence against vulnerable citizens through the enforcement of civil and criminal protection orders</li> <li>• Continue to support all communities, especially First Nations communities, in developing crime prevention and restorative justice programs</li> </ul>
<b>Objective:</b>	Protect children
<b>Strategies:</b>	<ul style="list-style-type: none"> <li>• Provide criminal record checks for individuals working with or afforded unsupervised access to children</li> <li>• Support communities in developing strategies to prevent youth crime, violence, bullying and sexual exploitation of children and youth</li> </ul>
<b>Objective:</b>	Enhance public safety and confidence in the private security industry
<b>Strategy:</b>	<ul style="list-style-type: none"> <li>• Strengthen government oversight of the private security industry</li> </ul>
<b>Objective:</b>	Ensure that no unexplained death is overlooked, concealed or ignored
<b>Strategy:</b>	<ul style="list-style-type: none"> <li>• Provide onsite investigations</li> </ul>
<b>Goal:</b>	<b>Enhanced support for victims of crime</b>
<b>Objective:</b>	Enhance the delivery of victim services programs
<b>Strategies:</b>	<ul style="list-style-type: none"> <li>• Improve access and timely provision of benefits and services for victims of crime</li> <li>• Streamline service delivery under a victims mandate and provide more appropriate benefits and services to all claimants</li> <li>• Provide equitable access to victim services by funding 24 new police-based and community-based victim service programs and implementing a 24-hour, provincewide crisis line for victims of family and sexual violence</li> </ul>
<b>Goal:</b>	<b>Reduced financial costs associated with emergencies and disasters</b>
<b>Objective:</b>	Maintain effective awareness, preparedness, response and recovery programs
<b>Strategies:</b>	<ul style="list-style-type: none"> <li>• Enhance public and multi-jurisdictional co-operation</li> <li>• Employ the use of technology to achieve faster and fuller return of federal Disaster Financial Assistance (DFA) contributions</li> <li>• Maintain the readiness status of provincial emergency programs and continue to expand the capabilities of trained and experienced staff</li> </ul>

**Pacific Region NJC  
An Opportunity for Interaction**

**(Appendix 3-B) Ministry of Attorney General  
2003/04 – 2005/06 Service Plan  
Core Business Area: Prosecution Services**

**Objectives, Strategies, Measures and Targets**

<b>Prosecution Services</b>	
This core business area supports the following ministry goals:	
<ul style="list-style-type: none"> <li>• Laws and justice services are administered fairly, equitably, and efficiently to all British Columbians, while individual rights and judicial independence are protected</li> <li>• Citizens and communities of British Columbia receive protection from crime and its social and economic consequences</li> </ul>	
<b>Objective:</b>	<b>Process criminal cases in a timely and efficient manner within three levels of court</b>
<b>Strategies:</b>	<ul style="list-style-type: none"> <li>• Conduct charge assessments of allegations of criminal offences</li> <li>• Increase appropriate referrals to alternative measures programs</li> <li>• Use victim statements/information at sentencing where appropriate</li> </ul>
<b>Objective:</b>	<b>Protect the community from high-risk and violent offenders by making dangerous offender, long-term offender and recognizance applications where appropriate</b>

**(Appendix 3-C) Ministry of Public Safety and Solicitor General  
2003/04 – 2005/06 Service Plan  
Core Business Area: Corrections**

**Goals, Objectives, Strategies, Performance Measures, Targets and Expenditures**

<b>Goal:</b>	<b>Communities that are safe from high-risk offenders</b>
<b>Objective:</b>	<b>Enforce court orders efficiently and effectively</b>
<b>Strategies:</b>	<ul style="list-style-type: none"> <li>• Provide custody and community supervision to offenders</li> <li>• Consolidate resources while maintaining staff and offender safety</li> </ul>
<b>Objective:</b>	<b>Manage offenders based on risk to re-offend</b>
<b>Strategy:</b>	• Conduct offender risk/needs assessments to determine appropriate supervision
<b>Objective:</b>	<b>Reduce risk of re-offending</b>
<b>Strategy:</b>	• Provide core programs that target offender risk and need

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