

Report to / Rapport au:

**OTTAWA POLICE SERVICE BOARD
LA COMMISSION DE SERVICE DE POLICE D'OTTAWA**

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Submitted by / Soumis par:

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**SUBJECT: CSPA UPDATE: TRAINING COMPLIANCE CURRENT STATE AND
RECOMMENDATIONS**

**OBJET: MISE À JOUR DE LA CSPA : CONFORMITÉ EN MATIÈRE DE
FORMATION SITUATION ACTUELLE ET RECOMMANDATIONS**

REPORT RECOMMENDATIONS

That the Ottawa Police Service Board receive this report for information.

RECOMMANDATIONS DU RAPPORT

**Que la Commission de service de police d'Ottawa prenne connaissance du
présent rapport à titre d'information.**

BACKGROUND

The Community Safety and Policing Act, 2019 (CSPA) is founded on principles of effective policing, emphasizing collaboration, transparency, and inclusivity. It aims to modernize policing while ensuring safety and well-being for all Ontarians. With a focus on governance, accountability, and equity, the Act reflects the evolving needs of a diverse society. Further background on the development of the CSPA can be found in the 22 April 2025 OPS Board Report.

Included within the CSPA are 32 Regulations to provide detailed, legislative rules and frameworks that operationalize and enforce the principles and mandate outlined in the Act. [SO 2019, c 1, Sch 1 | Community Safety and Policing Act, 2019 | CanLII](#)

The majority of the 32 Regulations under the CSPA apply and extend to municipal police services and/or municipal police service boards, including the Ottawa Police Service Board (Board).

DISCUSSION

The Ottawa Police Service (OPS) has been working closely with internal and external partners, as well as the Ottawa Police Services Board (OPSB), since December 2023 to implement the changes required under the Community Safety and Policing Act (CSPA). Led by the Strategy and Communications Directorate, this work reflects a sustained commitment to legislative compliance, community service, operational excellence and member wellness. The Board continues to receive regular updates through committee presentations and formal reporting.

This report outlines OPS's progress toward training compliance under the Act and its Regulations, including the implementation plan and current status across the organization.

1. Key Highlights

- OPS has achieved full Use of Force training compliance for Special Constables, whose deployment has returned thousands of hours to frontline patrol and enhanced service delivery.
- Staff across all directorates are actively engaged in training efforts, demonstrating resilience and commitment despite limited course availability and evolving legislative requirements.
- Facility constraints are being addressed through interim solutions and long-term planning to maintain continuity of essential programs like IRD and Mental Health Crisis Response.
- OPS is modernizing its IT systems to strengthen training governance, reduce manual processes and enable real-time compliance tracking.
- A phased implementation strategy is underway, prioritizing high-impact training, internal capacity building and strategic partnerships to meet CSPA obligations while maintaining public trust and operational effectiveness.

2. CSPA Training Summary

OPS is actively implementing 71 training mandates under O/Reg 87/24, with deadlines ranging from April 2025 through 2026 and beyond. These mandates affect multiple

areas of the organization and reflect a significant shift in training expectations under the Community Safety and Policing Act (CSPA).

To meet these obligations, the CSPA team has engaged internal interest holders to assess progress, identify opportunities and address challenges. A comprehensive assessment conducted between February and August revealed the complexity of tracking compliance and highlighted the need for modernized IT systems and coordinated planning.

While current OPS systems do not yet provide fully automated or real-time training compliance tracking, cross-sectional collaboration has allowed us to develop reliable estimates with a high degree of confidence. It is important to note that, in the absence of a live reporting system, the data reflects figures as of August 2025. Training is ongoing, with members participating daily as we continue to advance toward full compliance.

3. Key observations include:

- Some training was already in place under the previous Police Services Act and required minimal adjustment.
- Several mandated courses were standard practice but now apply to specific roles, increasing demand and straining resources due to limited course availability.
- New training areas require additional instructors, infrastructure and support, with some courses mandated for all members or all sworn members.

OPS is prioritizing training that aligns with legislative timelines, operational needs and community expectations. Modernization of IT systems and governance structures is underway to support real-time compliance tracking and reduce manual processes. These improvements will benefit not only CSPA compliance but also other legislated areas such as OHSA, WHMIS and WSIB. OPS remains committed to delivering effective training while maintaining public safety, operational readiness and member wellness.

4. Key Accomplishments

- 75% of FLD Staff Sergeants have completed IC-300
- 40% of Community Patrol have carbine. The legislated deadline is April 1, 2026.
- 84% of Community Patrol have completed IMS 100,
- 100% - Special Constables are 100% compliant with their training requirements.
- 100% - The Forensic Identification Section is 100% compliant

- Field Training Officer (Coach Course) has been accredited and is currently running.
- 95% - The Specialized Policing Directorate is 95% compliant.
- CID is optimistic they will have an accredited sexual assault course this year.

Project Completion

5. Community Patrol Training

A priority for compliance assessment was focused on courses that are impacted by our least frequent, but highest risk incidents. Figure 1 illustrates compliance rates for community patrol functions, showing strength in some areas, and the need for support and resources in others.

As illustrated by the IC courses in Figure 1, our incident command structure is showing strong progress, ensuring 24/7 coverage of incident command.

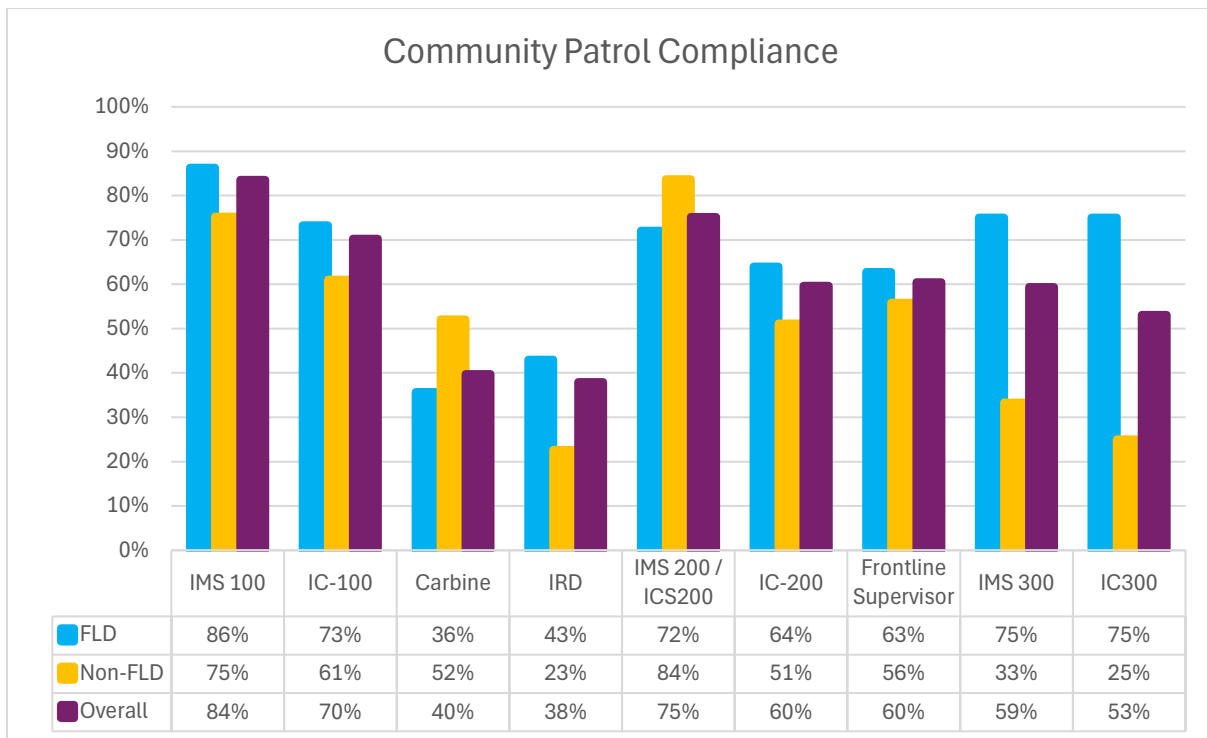


Figure 1

Special Constable Training

OPS has achieved full Use of Force training compliance for all Special Constables through Project Compliment. The addition of 24 Special Constables has returned an estimated 8,000 hours to frontline patrol. To sustain progress, OPS launched a pilot

initiative that includes a dedicated training supervisor, three instructors and an administrative support role to establish a Centre of Excellence.

Specialized Policing Directorate

Units within the Specialized Policing Directorate—including Tactical, K9, CBRNE, Traffic, Marine, Mounted, and Emergency Services—are approximately 95% compliant with unit-specific training. A small backlog remains due to provincial course prioritization. Community patrol-related training continues to advance, with a focus on frontline deployment.

Investigative Sections

Criminal Investigations and CID Support Sections are meeting CSPA compliance standards and are recognized for exceeding provincial best practices. However, increased legislative requirements and limited training access have added pressure, particularly in high-demand areas such as Sexual Assault, Child Abuse and Intimate Partner Violence. OPS is actively managing these challenges while maintaining service quality and professional standards.

6. Training Compliance Challenges

As OPS continues to implement the training requirements under the CSPA, several operational challenges have emerged that require thoughtful management and strategic planning. These challenges reflect the scale and complexity of the legislative changes and the organization's commitment to meeting them without compromising service delivery or member wellness.

OPS teams have shown exceptional dedication and resilience in navigating these demands. While resource limitations persist, efforts are underway to address them through collaboration, innovation and phased implementation. The following areas are currently impacting training compliance targets:

- **Course Availability:** As of April 1, 2025, O/Reg 87/24 mandates specialized training and requalification in several areas. Province-wide, access to these courses is limited due to cancellations, a shortage of instructors, infrequent offerings and ongoing updates to course content. Some required courses are still under development, and accreditation for local delivery is being explored.
- **Facility Space:** Training infrastructure is under strain, particularly following the partial closure of Algonquin College facilities. OPS is actively pursuing interim solutions and long-term planning to support expanded training needs.

- **Immediate Rapid Deployment (IRD) Training:** Compliance with IRD requirements is challenged by facility constraints. OPS is prioritizing solutions to resume and sustain delivery of this critical training.
- **Member Wellness:** Increased training demands have placed pressure on staff. OPS continues to integrate wellness safeguards into planning and delivery to support member health and performance.
- **System Alignment:** Manual tracking systems are being replaced with modernized IT solutions to improve accuracy, reduce administrative burden and support real-time compliance monitoring.

OPS remains focused on managing these challenges responsibly while maintaining operational readiness and public trust

7. Facility Space

The Board's Strategic Plan emphasizes the importance of a stable, well-supported workforce and recognizes that professional development is key to operational excellence.

Training does occur at the Professional Development Centre (Algonquin College), various rented venues across the city and Slack Road sites but it is recognized that the current training facility conditions, including Slack Road, limit the Service's ability to deliver high-quality, scalable training.

Overcrowded spaces, poor climate control and aging infrastructure continue to present challenges that affect both training effectiveness and member experience.

Management is aware of the impact these conditions have on morale and wellness and is actively working to address them. More work is required to solve these issues.

Efforts are underway with internal and external stakeholders to find cost-effective solutions aligned with the Board's strategic priorities. However, many issues remain unresolved, reinforcing the need for a long-term facilities strategy that supports high-performance training environments.

The extended lease at Slack Road highlights the urgency of investing in infrastructure that enables effective training and fosters pride in the workplace. By treating these challenges as opportunities for strategic improvement, the Service and the Board can demonstrate their commitment to excellence and member engagement.

8. Strategic Priorities and Operational Considerations

OPS continues to advance its training compliance efforts under the CSPA with a focus on operational readiness, member wellness and long-term sustainability. While progress is evident, several interconnected challenges require ongoing attention and strategic investment.

Mental Health Crisis Response Training

All sworn members must complete this training by April 1, 2026, with annual requalification. Delivery involves proprietary software, licensing fees and certified facilitators, along with dedicated staff and facilities. Recognizing its importance to both compliance and community expectations, OPS has proactively identified train-the-trainer opportunities and is working with partners to secure the necessary infrastructure. Once in place, the service will be positioned to deliver and sustain this training effectively.

Immediate Rapid Deployment (IRD) Training

Compliance was required by April 1, 2025. Current completion stands at 38 percent; however, all members trained prior to CSPA implementation will begin to expire on April 1, 2026.

Staffing and facility constraints have necessitated a pause in IRD training. As of April 1, 2026, members trained prior to the implementation of the CSPA will require renewal to maintain compliance. We are actively working with Facilities, organization partners and outside agencies to secure the resources needed to resume delivery in a sustainable and effective manner.

Member Wellness

Training demands have increased operational pressure. OPS continues to integrate wellness safeguards into planning and delivery, recognizing that member health is essential to performance and community service.

IT Systems Alignment

Manual tracking systems have proven inefficient and prone to error. OPS is modernizing its IT infrastructure to support real-time compliance monitoring, reduce administrative burden and align with broader legislative requirements including OHSa, WHMIS and WSIB.

Implementation Strategy and Governance

OPS is advancing a phased implementation strategy focused on governance, accreditation and infrastructure. Interim measures such as shared facilities and regional

partnerships are being explored to support high-priority training. The service is also pursuing course accreditation to reduce reliance on external providers and expand internal capacity. Ongoing reporting to the Board and collaboration with the Inspectorate of Policing will ensure transparency and alignment with oversight expectations.

OPS remains committed to delivering effective policing while meeting legislative obligations. With continued support and strategic investment, the organization is well-positioned to manage these challenges and maintain public trust.

CONCLUSION

OPS remains firmly committed to achieving full compliance with the Community Safety and Policing Act (CSPA) through strategic planning, collaboration and sustained investment. Significant progress has been made, particularly in Special Constable training, where full compliance has been achieved and operational efficiencies are being realized.

The organization continues to navigate complex challenges including limited course availability, facility constraints and evolving legislative requirements. These pressures are being actively managed through phased implementation, internal capacity building and strong engagement with partners.

OPS is modernizing its IT systems to improve training governance and reduce reliance on manual processes. Member wellness remains a priority, with safeguards integrated into training delivery to support performance and resilience. Interim solutions and long-term planning are underway to address infrastructure gaps, including those affecting Immediate Rapid Deployment and Mental Health Crisis Response training. OPS recognizes that compliance is not only a regulatory obligation but a reflection of its commitment to excellence, public trust and member support. With continued Board support, the organization is well-positioned to meet its obligations while maintaining operational readiness and community confidence.