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MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Services Boards

FROM: Tony Tessarolo, for
Stephen Waldie
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

SUBJECT: **Approach to Constable Selection**

DATE OF ISSUE:	August 22, 2019
CLASSIFICATION:	General Information
RETENTION:	Indefinite
INDEX NO.:	19-0063
PRIORITY:	High

As you know, the Ministry of the Solicitor General (ministry) has been reviewing the Constable Selection System (CSS). Previous work of the review has involved an in-depth analysis of data provided by the Ontario Association of Chiefs of Police (OACP), a survey that was sent out to all police services in Ontario, and the provision of an interim direct licensing option to provide police services with greater flexibility.

I am pleased to announce that the review of the CSS is complete, and we will be moving forward with an approach to constable selection in which police services have local flexibility to determine their hiring and selection processes, with expert advice informing post-hire assessments at the Ontario Police College (OPC).

Maximize Local Flexibility in Screening and Selection

The ministry will make the existing CSS tools available, on an as-is basis, for use by police services, or by organizations interested in providing pre-hire screening services, including the OACP. Police services and organizations may choose to use all, some, or none of the CSS tools. While the CSS has always been voluntary for police services, the ministry will no longer promote the CSS, nor will the CSS tools be reviewed, updated, or legally defended by the ministry, as of **September 1, 2019**.

Expert Advice on Common Minimum Standards Assessed at the OPC

All CSS components are already assessed as part of Basic Constable Training (BCT), either through formal assessments, or through occupational tasks (see Appendix A for a comparison).

-2-

An advisory body to the OPC, the Executive Education and Training Advisory Group (EETAG), is being established to provide ongoing input and feedback on the curriculum and assessments for BCT and other areas as appropriate.

The first task of the EETAG will be to provide input and feedback on the appropriate assessment for testing physical skills and abilities. In the interim, the Physical Readiness Evaluation for Police (PREP) is being re-implemented in BCT as a pilot as of **September 1, 2019**.

Operational Changes

As part of this move, there are additional operational changes with respect to stage two of the CSS hearing assessment, which involves the Hearing in Noise Test (HINT). For this part of the assessment, candidates with aided hearing must be tested in a sound field. Candidates who fail the HINT with Applicant Testing Services are eligible for a re-test in a sound field, as well. Currently, the Audiology and Speech Language Pathology Program at the University of Ottawa is the only clinic that provides sound field testing for the HINT as part of the CSS.

Going forward, the decision to require the HINT as an assessment of a candidate's hearing abilities will be at the discretion of police services. As part of the transition, the ministry will continue to cover expenses for candidates being tested in Ottawa **until January 1, 2020**.

If you would like to obtain the CSS tools from the ministry for use in your recruitment process, or if you have any questions, please contact Lindsey Gray, Manager, Operations Unit, at lindsey.gray@ontario.ca.

Sincerely,



Tony Tessarolo, for
Stephen Waldie
Assistant Deputy Minister
Public Safety Division and Public Safety Training Division

Attachment

Comparison of Constable Selection System Competencies and Assessments in Basic Constable Training

Current CSS Competencies	Current CSS Assessments	BCT Assessments at OPC
Analytical thinking	Police Analytical Thinking Inventory (PATI); Background Reference Check (BRC)	Judgement Scenarios (multiple) – a method of demonstrating that a person can think analytically under pressure and then articulate their reasoning within a legal/ethical framework
Self confidence	Behavioural Personnel Assessment Device (BPAD); Essential Competencies Interview (ECI); BRC	Judgement Scenarios (multiple); Class presentations, Leadership roles; Delivering evidence to the class and defending decision making; Defending ethical decision making. The purpose of the BCT is to develop the officers to be able to confidently assume the duties of their office during their coach officer phase.
Communication skills	Written Communications Test (WCT); BPAD; ECI; BRC	Notebook Practical Tests; Crown Brief and Court Preparation; Defence Tactics Flash Scenarios; Judgement Scenarios; Dealing with individuals in crisis.
Flexibility / dealing with diversity	BPAD; ECI; BRC	Diversity and Professional Practice; Street checks curriculum; implicit bias training; Assessed in class and through final exams
Self control	BPAD; ECI; Psychological Assessment MMPI-2 RF	Road to Mental Readiness; Ethics lessons; Scenario based training; Working teams; Drills; Development of discipline
Relationship building	ECI; BRC	Communications; Diversity and Professional Practice; Scenarios; Team building, leadership roles; Charter of Rights and Freedoms
Achievement orientation	BRC; pre-interview selection process	Achievement orientation is woven throughout the BCT program as a “golden thread”; Civilian to policing mindset (self-sacrifice, working for the greater good); Defense tactics scenarios; Leadership roles
Physical skills and abilities	Physical Readiness Evaluation for Police (PREP)	PREP will be re-implemented in BCT as of September 1, 2019
Vision and Hearing	Vision and hearing standards and assessments	Vision and hearing are assessed via occupational tasks throughout BCT