



AB51

RISK MANAGEMENT

AB51

Effective Date: 08 November 2016
Revised Date: **NEW**
Last Reviewed Date: 08 November 2016

POLICY

1. The Delta Police Department (“Department”) is committed to a proactive approach to risk management through early identification of risks to employee and organizational effectiveness.

REASON FOR POLICY

2. Risk management identifies issues and behaviours that may place the organization and employees at risk.
3. Risk management adopts a collaborative approach that is designed to:
 - a) assist employees to meet and sustain the standards of conduct and performance required from each employee;
 - b) enhance the employee’s future potential within the organization;
 - c) reduce the number of complaints and allegations of misconduct;
 - d) reduce absenteeism;
 - e) strengthen supervisory responsibility and accountability;
 - f) promote professional conduct through reasonable intervention; and
 - g) increase public confidence in police.
4. Employee assistance, performance management and discipline are managed by processes separate from the objectives of this policy.



RELATED POLICIES

AB21 – Performance Management
AB43 – Employee and Family Assistance Program
AB53 – Critical Incident Stress Management Team
AC40 – Restoring Performance Standards

PROCEDURES

Risk Management Committee

5. The Risk Management Committee (“Committee”) will consist of the:
 - a) Chief Constable;
 - b) Deputy Chief Constables;
 - c) Inspector, Human Resources;
 - d) Inspector, Professional Standards Section;
 - e) OIC of the respective police sections; and
 - f) Senior duty NCO.
6. A Committee Chairperson shall be identified and will be responsible to schedule meetings, set the agenda and have the minutes recorded.
7. The Committee shall meet regularly, or as required.
8. Responsibilities for the Committee shall include:
 - a) identifying issues and employee behaviours that may lead to organizational liability or risk;
 - b) reviewing issues and employee behaviours;
 - c) initiating appropriate interventions for issues and employee behaviours; and
 - d) directing and having oversight of the Mentoring Program.



Identification of Organizational Issues and Employee Behaviours

9. The Committee shall consider various sources to identify issues and employee behaviours that may lead to organizational risk, including:
 - a) *Police Act* disciplinary matters, McNeil disclosure, civil litigation and Independent Investigation Office investigations of DPD members;
 - b) Department Policy and Labour Code disciplinary matters for police staff;
 - c) police involved vehicle collisions, member's use of force, traumatic events, and other indicators that may simultaneously overlap existing issues or behaviours under consideration by the Committee;
 - d) direct information and concerns from senior supervisors and senior managers related to the behaviours of members and police staff;
 - e) other issues arising that may lead to organizational risk.
10. In the practice of risk management, supervisors shall bring issues and concerns forward to the Committee directly or through their senior manager.

Confidentiality

11. Agenda, minutes and meeting discussion are to be treated with high confidentiality. Representation from PSS and HR will use discretion in meetings and discussion in the disclosure of confidential (personal or investigative) information.
12. Information related to an employee in a Supervisor's area of responsibility may be made available to assist a Supervisor in making workplace decisions through the Committee Chairperson. Shared information is subject to significant confidentiality and usage restrictions.