

# Lethbridge Police Service

## Action Plan



Maintaining public confidence, public trust and a healthy organization in the coming years must focus on how we recruit, train and promote. The demands facing front line police officers, police leaders and civilian staff are complex and multidimensional. They include a strong emphasis on ethics and leadership development, monitoring intelligence-led policing efforts, protecting civil liberties and maintaining transparency in an accountable organization.

The Minister’s concerns surrounding recruitment, training, oversight, discipline and transparency are articulated in several initiatives under the following five pillars:

Ethics and Accountability	Leadership Development	Employee Wellness/ Mental Health Education	Database Access	Communication Strategy
<p>This is the most critical area that we want to focus on. The initiatives under this pillar are:</p> <ul style="list-style-type: none"> <li>• Management of Conduct Files</li> <li>• Deliberate Engagement and Partnership with the Lethbridge Police Association</li> <li>• Annual Ethics Training</li> <li>• Review of LPS Social Media Policy</li> <li>• Active Bystandership for Law Enforcement Training (ABLE)</li> </ul>	<p>Developing future leaders is an important element of the ongoing success of the organization. These initiatives will focus on developing skills for our current and future leaders and also ensuring we develop the right leadership values in all employees regardless of their rank and/or position.</p> <ul style="list-style-type: none"> <li>• Recruitment</li> <li>• Field Training Officer</li> <li>• Promotion Process</li> <li>• Harassment Training</li> <li>• Leadership Development</li> <li>• Comp Stat and Crime Reduction</li> </ul>	<p>Continuing to develop a robust wellness program focused on reducing the stigma of mental illness, increasing awareness of mental health, offering resources to staff to maintain a positive mental health and creating a more supportive environment by strengthening organizational culture will be a priority.</p> <ul style="list-style-type: none"> <li>• The Working Mind (R2MR)</li> <li>• Brain Story Certification</li> <li>• Cordico Wellness App</li> <li>• Chaplain Support</li> <li>• Critical Incident Stress Management (CISM)</li> </ul>	<p>The LPS operates an electronic records management system known as NICHE to store police investigative information. Because of the sensitivity of the information contained within NICHE, security is of the utmost importance. Given recent issues around unauthorized database searches, LPS will be making two changes to NICHE access and use.</p> <ul style="list-style-type: none"> <li>• Mandatory Field on NICHE for any search</li> <li>• Warning statement when accessing NICHE</li> <li>• Increased Review of Policy</li> </ul>	<p>The LPS will take a two-pronged approach to provide more transparent communications with our external and internal partners moving forward.</p> <ul style="list-style-type: none"> <li>• Develop short-term communication strategy</li> <li>• Develop long-term communication strategy internally and externally</li> </ul>