

PNC OPP DETACHMENT BOARD MEETING

Monday, December 1, 2025, at 6:00 p.m.

Powassan Municipal Office, 250 Clark Street, Powassan

1. Call to Order

2. Land Acknowledgement

“We respectfully acknowledge that we are on the traditional territory of the Anishinaabe Peoples, under the terms of the Robinson-Huron Treaty of 1850 and the Williams Treaties of 1923. We wish to acknowledge the long history of First Nations and Metis Peoples in Ontario and show respect to the neighbouring Indigenous communities. We offer our gratitude towards the Indigenous peoples for their past and present stewardship over these lands, waterways, and resources. May we continue to honour their history, culture, and teachings as we work towards reconciliation.”

3. Disclosure of Conflict of Interest and/or Pecuniary Interest and General Nature Thereof

4. Approval of Agenda - Resolution

5. Approval of Past Minutes

5.1 Approval of the Minutes of September 29, 2025 – Resolution

6. Presentation/Delegations

7. Business from Previous Meetings

7.1 Insurance Update

7.2 Budget for 2026 - conference attendance, memberships, training and supplies for booths at local events



8. New Business

8.1 Detachment Commander Performance Feedback Review and Policy

8.2 Annual Report for Councils Draft

9. Reports

10. Correspondence

11. Closed Session

12. Next Meeting – January 26, 2026

13. Adjournment - Resolution



NORTH BAY OPP DETACHMENT BOARD 3

PNC Police Services Board

MEETING MINUTES

Monday, September 29, 2025, at 6:00 p.m.
Powassan Municipal Office, 250 Clark Street, Powassan

Members Present:

Councillor Kirkey, Nipissing Municipal Representative
Shawn Mahoney, Nipissing Community Representative
Keri Tache, Callander Community Representative
Marta Hughes-Bernard, Powassan Community Representative
Councillor Carr, Callander Municipal Representative

Non-Members Present: Acting Staff Sergeant Nash and Detective Sergeant Graham

Staff: Clerk, A. Quinn

Absent with regrets: Councillor Wand, Powassan Municipal Representative

1. Call to Order

The meeting was called to order at 6:00 p.m.

2. Land Acknowledgement

3. Disclosure of Conflict of Interest and/or Pecuniary Interest and General Nature Thereof
None.

4. Adoption of the Agenda - Resolution 2025-22

Moved by: S. Kirkey

Seconded by: J. Carr

That the agenda of the PNC Detachment Board meeting of September 29, 2025, be approved.

Carried

5. Approval of Past Minutes - Resolution 2025-23

Moved by: K. Tache

Seconded by: M. Hughes-Bernard

That the minutes of the PNC Detachment Board meeting of June 23, 2025, be adopted.

Carried



6. Presentations/Delegations

6.1 Sergeant Nash went through the January-September 2025 Reports for the Board area. Members discussed some of the statistics. It was agreed more education to the public is needed to help prevent some of the ongoing issues.

The Board previously hosted an Anti-Fraud event at 250 Clark in Powassan, in the afternoon. It was agreed another one could be done in Nipissing or Callander – in the evening.

The Powassan detachment is fully staffed again; the North Bay detachment are in the process of recruiting more Auxiliary Officers so the OPP can have a presence at more community events.

CamSafe week will begin October 6, 2025. North Bay Police and OPP officers will be canvassing communities to educate people on the program. www.camsafe.ca People who have cameras at their residence are encouraged to register with the program to save time and resources when Police are investigating an incident. They will know which houses have cameras so can go directly there for camera footage.

Hosting a Crimestoppers event was also discussed as well as inviting a member to a meeting.

7. Business Arising from Previous Minutes

7.1 Insurance Update – The insurance has been finalized through OAPSB. A copy of the policy will be sent out to members.

7.2 Budget for 2026 – A budget will be provided at the next meeting.

7.3 Recognition of Officer event/proactive acknowledgments – it was agreed a letter of recognition will be sent from the Board to the officer. S. Mahoney will contact Sergeant Nash for names of officers to recognize.

7.4 Membership sign up for all members at the OAPSB website – the link and code to be sent out to members.

7.5 Ride alongs for members – Members can contact Sergeant Nash to set up a ride-along.

8. New Business

8.1 Members reviewed this item. Further discussion was deferred to the next meeting.

8.2 Annual Report for Council Discussion – A draft report will be presented at the next meeting.

9. Reports - None.



10. Correspondence - None.

11. Addendum - None.

12. Closed Session - None.

13. Next Meeting

The next meeting will be held Monday, October 27, 2025.

14. Adjournment – Resolution 2025-24

Moved by: S. Kirkey

Seconded by: M. Hughes-Bernard

That the PNC Detachment Board meeting of September 29, 2025, be adjourned at 7:45 pm.

Carried

ASSETS

		FY-2024	FY-2025
ASSET TYPE	DESCRIPTION	PRIOR YEAR	CURRENT YEAR
Current assets	Cash	8,954	8,954
Current assets	Levy income from Callander 44%		3,606
Current assets	Levy income from Powassan 37%		3,032
Current assets	Levy income from Nipissing 19%		1,557
Current assets	Inventories		
Current assets	Accounts receivable		
Current assets	Pre-paid expenses		
Fixed assets	Property and equipment		
Fixed assets	Leasehold improvements		
Fixed assets	Equity and other investments		
Fixed assets	Less accumulated depreciation (negative value)		
Other assets	Charity		
TOTAL ASSETS		8,954	17,149

Expenses

		FY-2024	FY-2025
EXPENSE TYPE	DESCRIPTION	PRIOR YEAR	CURRENT YEAR
Long-term liabilities	Accounts payable	0	0
Long-term liabilities	Accrued compensation		
Current expenses			
Current expenses	Board Insurance		3,888
Current expenses	OAPSB Membership		1,167
Current expenses	Registration for OAPSB convention		3,140
Current expenses	Registration for Fall Zone 1		
Current liabilities			
TOTAL EXPENSES		0	8,195

Approx.

Hotel included

ASSETS

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ASSET TYPE	DESCRIPTION	PRIOR YEAR	CURRENT YEAR
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TOTAL ASSETS		17,149	8,954

Expenses

		2025	2026
EXPENSE TYPE	DESCRIPTION	PRIOR YEAR	CURRENT YEAR
Long-term liabilities	Accounts payable		0
Long-term liabilities	Accrued compensation		
Current expenses			
Current expenses	Board Insurance	3,888	4,000
Current expenses	OAPSB Membership	1,167	1,500
Current expenses	Registration for OAPSB convention - 2 members	1,950	2,000
Current expenses	Hotel costs for the year	1,190	4,000
Current expenses	Registration for Zone 1a Spring Convention - 2 members	0	300
Current expenses	Registration for Zone 1a Fall Convention - 2 members	300	300
Current expenses	Banners; materials for events; recognition		1,000
Current liabilities			
TOTAL EXPENSES		8,495	13,100

Based on two people attending
banners are
approx 200.00
each

149.99

169.99

174.99

299.99





Ontario Provincial Police

Standard Operating Procedure

Detachment Commander Performance Feedback Process from OPP Detachment Boards

Office of Primary Responsibility (OPR)			
Unit	Strategy Management Unit		
Section	Strategy Section		
Bureau	Strategic Planning and Analysis Bureau		
OPR Contact Info	opp.strategy.management@opp.ca		
Version	1	Revision Date	2025-01-03
Supersedes Version		Revision Date	Click here to enter a date.
Approvals			
Approved by	Deputy Commissioner Kari Dart		
	Deputy Commissioner Chris Harkins		
Approval Date	2025-03-01		

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**Ontario Provincial Police
Standard Operating Procedure
*Detachment Commander Performance Feedback Process
from OPP Detachment Boards***

1. Purpose

This Standard Operation Procedure (SOP) provides information about the Detachment Commander Evaluation Feedback Process from OPP Detachment Boards in relation to the legislated requirement for OPP Detachment Boards to monitor the performance of the detachment commander under section 68 of the *Community Safety and Policing Act, 2019* (CSPA).

Office of Primary Responsibility

Strategic Planning and Analysis Bureau (SPAB) is the Office of Primary Responsibility (OPR) for this SOP.

The Bureau Commander of SPAB is the accountable executive for this SOP and is responsible for notifying Business Management Bureau (BMB) of any amendments required to Police Orders.

**Ontario Provincial Police
Standard Operating Procedure
Detachment Commander Performance Feedback Process
from OPP Detachment Boards**

2. Background

The [Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1](#) (CSPA) came into force on April 1, 2024.

The CSPA legislates the requirement for each OPP detachment to have a minimum of one (1) OPP Detachment Board. Section 68 of the CSPA outlines the role of the OPP Detachment Board. This includes the responsibility of monitoring the performance of the detachment commander.

To support OPP Detachment Boards in meeting their legislated requirements and to support detachment commanders in receiving consistent and applicable performance feedback, Strategy Management Unit led the updating and enhancing of previous detachment commander performance feedback forms.

Strategy Management Unit developed an updated form based on the CSPA and engaged with a working group of detachment commanders and a working group of OPP Detachment Board members representing the Ontario Association of Police Service Boards (OAPSB) to review and provide input on the updated form.

Based on the engagement with these two working groups, this SOP has been created to provide additional information and guidance for the completion of annual performance evaluation feedback using the Detachment Commander Performance Feedback Form.

If you have any questions, concerns, or suggestions, please contact the Strategy Management Unit at opp.strategy.management@opp.ca.

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3. Strategy Management Unit

Strategy Management Unit is a part of the Strategy Section of SPAB.

Strategy Management Unit directly supports OPP executive and senior command in the development, implementation, measurement, and reporting of strategic priorities. Strategy Management Unit ensures that strategic priorities align with legislative requirements and incorporates information related to legislative compliance in annual reporting.

Strategy Management also provides direct support to the bureau, region, and detachment leadership in the development, implementation, measurement, and reporting of action plan priorities.

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4. Definitions & Acronyms

CSPA

The *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1 is the guiding piece of legislation for this SOP and is often referred to with the acronym “CSPA”.

OPP Detachment Board

When the CSPA came into force, it included legislation that created OPP Detachment Boards. OPP detachments no longer report to Police Service Boards and instead report to OPP Detachment Boards.

Per the [CSPA](#):

67 (1) There shall be an O.P.P. detachment board, or more than one O.P.P. detachment board in accordance with the regulations made by the Minister, for each detachment of the Ontario Provincial Police that provides policing in a municipality or in a First Nation reserve. 2019, c. 1, Sched. 1, s. 67 (1); 2023, c. 12, Sched. 1, s. 27 (1).

Per [O. Reg. 135/24: O.P.P. DETACHMENT BOARDS](#):

2. The following detachments of the Ontario Provincial Police are exempt from the requirement in subsection 67 (1) of the Act to have an O.P.P. detachment board:

1. The Aurora O.P.P. Detachment.
2. The Caledon O.P.P. Detachment.

Further information about the roles and responsibilities of an OPP Detachment Board are included in the CSPA and O. Reg. 135/24.

Detachment Commander Performance Feedback Form

OPP Detachment Boards are responsible for monitoring the performance of a detachment commander; however, it is not the same as the formal performance evaluation detachment commanders receive from their Regional Command.

The OPP Detachment Commander Performance Feedback Form referred to in this SOP is designed to support ongoing conversations about performance between the OPP Detachment Board and the detachment commander and to be a supplementary document in the formal performance evaluation provided by Regional Command.

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5. Authority

Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1

68 (1) The O.P.P. detachment board shall,

(a) consult with the Commissioner regarding the selection of a detachment commander and otherwise participate, in accordance with the regulations made by the Minister, in the selection of the detachment commander;

(b) determine objectives and priorities for the detachment, not inconsistent with the strategic plan prepared by the Minister, after consultation with the detachment commander or his or her designate;

(c) advise the detachment commander with respect to policing provided by the detachment;

(d) monitor the performance of the detachment commander;

(e) review the reports from the detachment commander regarding policing provided by the detachment; and

(f) on or before June 30 in each year, provide an annual report to the municipalities and band councils regarding the policing provided by the detachment in their municipalities or First Nation reserves. 2019, c. 1, Sched. 1, s. 68 (1); 2023, c. 12, Sched. 1, s. 28.

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6. Audience & Recommended Approval Levels

<u>Audience</u>	<u>Approval Level</u>
☒ OPP Detachment Board Members (external to OPP)	Commissioner
☒ All OPP Employees	Commissioner
☒ All Detachment Commanders & Regional Command	Provincial Command
☐ Uniform members Only	Provincial Command
☐ Civilian Members Only	Provincial Command
☐ Other	Region/Bureau Command

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7. Responsibilities

Strategic Planning and Analysis Bureau

Strategic Planning and Analysis Bureau is responsible for overseeing the following:

- the review and, if required, updating of this SOP on an annual basis;
- the consultation of appropriate stakeholders prior to any changes made; and
- the creation and maintenance of an archive of previous versions and revision approvals.

Strategy Management Unit

Strategy Management Unit is responsible for the following:

- reviewing and, if required, updating this SOP on an annual basis;
- consulting stakeholders prior to making any changes;
- maintaining an archive of previous versions of this SOP and revision approvals;
- communicating with OPP employees and OPP Detachment Boards about changes to the SOP and for other reasons as described in this SOP; and
- arranging additional engagement meetings with stakeholders as necessary.

Detachment Commanders

Detachment Commanders are responsible for the following:

- reviewing this SOP for information and actions related to their role;
- reading and understanding the applicable SOP sections to their specific responsibilities;
- communicating concerns or discrepancies, errors, or omissions related to this SOP to their supervisor; and
- regularly reviewing Strategy Management Unit SharePoint for SOP updates.

Regional Chief Superintendents

Regional Chief Superintendents are responsible for the following:

- reviewing this SOP for information and actions related to their role;
- reading and understanding the applicable SOP sections to their specific responsibilities;
- communicating concerns or discrepancies, errors, or omissions related to this SOP to the Strategy Management Unit; and
- regularly reviewing the Strategy Management Unit SharePoint for SOP updates.

OPP Detachment Board Members

OPP Detachment Board Members are responsible for the following:

- reviewing this SOP for information and actions related to their roles;
- reading and understanding the applicable SOP sections to their specific responsibilities;
- communicating concerns or discrepancies, errors, or omissions related to this SOP to the detachment commander; and
- reviewing SOP updates sent to the OPP Detachment Boards.

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8. Reference Documents

Detachment Commander Evaluation Feedback Form (PDF) – Appendix A

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9. Retention Requirements

SOP - 6750 MANUALS MGT

Retention – Destroy 2 years after the document is updated or replaced.
Previous versions will be kept for reference.

Policy Related Materials - PP2200 DIRECTIVES -OP POLICIES

Archive CCY+10 years after superseded or obsolete.

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10. Privacy/Confidentiality

An in-progress or completed Detachment Commander Performance Feedback Form is to be shared **only** with the parties directly involved, namely:

- OPP Detachment Board members of that detachment
- Detachment commander of that detachment
- Members of OPP senior command responsible for the supervision of that detachment commander

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11. Standard Operations Procedures

Initial Review of Evaluation Feedback Outline

Purpose

The purpose of this initial review and discussion between the OPP Detachment Board(s) and the Detachment Commander is to ensure a shared understanding of the performance evaluation feedback process. In this discussion, the OPP Detachment Board and Detachment Commander will:

- review the Detachment Commander Performance Feedback Form;
- set expectations for both parties; and
- develop the feedback criteria related to the Detachment Action Plan Commitments.

Process

The OPP Detachment Board(s) – does not need to be the full Board, could be the Chair(s) and/or designated representative(s) – and the applicable Detachment Commander should meet within the first three months of the calendar year to review the Detachment Commander Performance Feedback Form and address any related questions or concerns. It is advisable to meet as early as possible in the year, to allow for any necessary review and follow up. This could involve setting aside time in their meeting agenda to meet in-camera (not publicly) about performance or meeting at a separate time.

OPP Detachment Board(s) members/Chair(s) and the Detachment Commander will work together to determine which Action Plan Commitments will be prioritized during the upcoming calendar year and what supporting activities are recommended in order to meet those commitments. This will be done in a way that acknowledges community members' experiences and concerns, as well as the feasibility of certain activities during that time.

The Detachment Commander Performance Feedback Form with the Detachment Action Plan Commitments section completed digitally must be submitted to Strategy Management Unit (opp.strategy.management@opp.ca) for records keeping and compliance purposes.

The Detachment Commander Performance Feedback Form is not intended to be and **should not be printed**. Printing creates risks in privacy, confidentiality, and tracking.

Note: The Action Plan Commitments and supporting activities are intended to guide the detachment priorities for the year, however there must be an understanding that community safety needs and policing are dynamic, and some adjustments may need to be made at the mid-year review.

Initial Review Timeline

Initial review and Detachment Action Plan Commitments section (highlighted in light blue on the Detachment Commander Performance Feedback Form) must be completed and submitted to Strategy Management Unit (opp.strategy.management@opp.ca) by March 31st.

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Mid-Year Review

Purpose

The purpose of the mid-year review of the Detachment Commander Performance Feedback Form is to ensure that the commitments and activities agreed to at the beginning of the year still align with the priorities of the community/communities and the detachment. This review is meant to:

- support ongoing discussions related to expectations and results;
- assist in addressing any concerns from OPP Detachment Board(s) members or the Detachment Commander related to commitments and performance; and
- facilitate any changes that need to be made to the criteria/activities included in the Detachment Action Plan Commitments section.

Process

The OPP Detachment Board(s) members/Chair(s) and the applicable Detachment Commander should meet around the midway point of the calendar year (June/July) to review the Detachment Commander Performance Feedback Form. Understanding that not all OPP Detachment Boards meet over the summer months, it is advisable to meet beforehand.

OPP Detachment Board(s) members/Chair(s) and the Detachment Commander will meet to review the Detachment Commander Performance Feedback Form and address any current concerns based on expectations set out in the initial meeting. This may include adjusting or adding commitments and supporting activities to the Detachment Action Plan Commitments section.

If changes are made, the updated version of the Detachment Commander Performance Feedback Form must be submitted to the Strategy Management Unit (opp.strategy.management@opp.ca).

Reminder: The Detachment Commander Performance Feedback Form is not intended to be and **should not be printed**. Printing creates risks in privacy, confidentiality, and tracking.

Mid-Year Review Timeline

The mid-year review should take place around the midway point of the year (June/July) and must be completed by the end of August. Any changes must be submitted to Strategy Management Unit (opp.strategy.management@opp.ca) by August 31st.

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Year End Review – Providing Feedback and Submission to Regional Command

Purpose

The purpose of the year end review is to complete the Detachment Commander Performance Feedback Form for submission to Regional Command for inclusion in the Detachment Commander's formal performance evaluation.

Process

Based on information shared throughout the year by the Detachment Commander, the OPP Detachment Board(s) members/Chair(s) should complete the Detachment Commander Performance Feedback Form sections under the titles highlighted in light green:

- Detachment Commander Duties sections (Legislated Requirements): Feedback
- Detachment Action Plan Commitments section: Feedback
- Additional Comments from the OPP Detachment Board section: Feedback

Detachment Board(s) members/Chair(s) should ensure their feedback is based on the following:

- The current Detachment Commander
- Reports provided to them by the Detachment Commander or their designate
- Activities undertaken by the detachment under the leadership of the current Detachment Commander

Items that are not within the scope of performance feedback include:

- Staffing (ex. shortages, change in Detachment Commanders)
- Legislative/legal concerns

Note: OPP Detachment Board(s) members/Chair(s) should NOT fill out the optional response sections until the Detachment Commander has reviewed and provided their comments.

Once the OPP Detachment Board(s) members/Chair(s) has completed their feedback, the Detachment Commander will complete the comments/response sections under the subtitles highlighted in yellow. This allows for the Detachment Commander to add to and acknowledge the feedback provided by the OPP Detachment Board.

Once this is complete, the OPP Detachment Board(s) members/Chair(s) can fill in the optional response fields and address anything raised by the Detachment Commander in their comments. Upon final review, the designated OPP Detachment Board representative and the Detachment Commander should add their digital signatures to the form and each file a copy.

Reminder: The Detachment Commander Performance Feedback Form is not intended to be and **should not be printed**. Printing creates risks in privacy, confidentiality, and tracking

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Year End Timeline

The OPP Detachment Board(s) members/Chair(s) should have the Detachment Commander Performance Feedback Form completed and ready for discussion for or around the same time as their last meeting of the calendar year.

The Detachment Commander should review and provide comments/response to the OPP Detachment Board(s) in the appropriate sections of the Detachment Commander Performance Feedback Form no later December 31st.

The OPP Detachment Board(s)/Chair(s) should review and provide any optional comments/response to the Detachment Commander in the appropriate sections of the Detachment Commander Performance Feedback Form no later than January 31st.

Once final comments/response have been sent back to the Detachment Commander and both parties have digitally signed the document, the finalized feedback in the Detachment Commander Performance Feedback Form will be provided to the corresponding Regional Command for inclusion in the Detachment Commander's formal performance evaluation.

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Full Process Timeline Overview

January: Complete any outstanding sections/steps from the year prior.

January 31st: Final due date for the previous year's completed Detachment Commander Performance Feedback Form to be submitted to Regional Command.

January-March: OPP Detachment Board(s)/Chair(s) and detachment commander meet to review the Detachment Commander Performance Feedback Form, set expectations for both parties, and determine the criteria related to Detachment Action Plan Commitments. Note: this meeting(s) should take place when activities from the previous year are complete.

March 31st: Due date for current calendar year Detachment Action Plan Commitments section to be completed and submitted to Strategy Management Unit.

June-July: OPP Detachment Board(s)/Chair(s) and detachment commander meet to: review the Detachment Commander Performance Feedback Form and discuss results so far; address any concerns related to commitments and performance; and facilitate any changes that need to be made to the criteria/activities included in the Detachment Action Plan Commitments section.

August 31st: Submit any updates/changes made to the Detachment Action Plan Commitments section to Strategy Management Unit.

Last meeting of the calendar year: OPP Detachment Board(s)/Chair(s) shares the Detachment Commander Performance Feedback Form with their sections completed with the Detachment Commander for discussion.

December 31st: Deadline for the Detachment Commander to provide written comments/response in the Detachment Commander Performance Feedback Form to the OPP Detachment Board(s)/Chair(s) for review and optional response.

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Other Considerations

Change in Detachment Commander

The Detachment Commander Performance Feedback Form and the associated timelines have been created to support the ideal situation of having the same Detachment Commander through an entire calendar year, however it is acknowledged that this is not always the case.

If a new Detachment Commander is put in place with four (4) or more months left in the calendar year, at the first meeting with the new detachment commander, the OPP Detachment Board(s)/Chair(s) should provide an overview of the Detachment Commander Performance Feedback Form and an opportunity to discuss and amend the Detachment Action Plan Commitments section.

Any changes made should be submitted to Strategy Management Unit (opp.strategy.management@opp.ca).

If the previous Detachment Commander was in place for eight (8) or more months of the calendar year, the OPP Detachment Board(s)/Chair(s) should provide feedback to that Detachment Commander.

Other Significant Changes to Detachment Operations

The timeline for completion of the Detachment Commander Performance Feedback Form includes a mid-year review with the ability to amend the information in the Detachment Action Plan section, however if a significant event or change has taken place before or after the mid-year, the OPP Detachment Board(s) and/or a detachment commander can recommend changes be made to that section outside of the scheduled mid-year review. Examples include changes to a detachment's service area (ex. a community has transitioned from a municipal service to the OPP) or a major critical incident that required significant resources from the detachment.

Misalignment

If there is misalignment between the OPP Detachment Board(s) and the Detachment Commander at any step in the Detachment Commander Performance Feedback Form process, support can be requested from the Strategy Management Unit.



OPP Detachment Board Detachment Commander Performance Feedback Form

OPP Detachment Board:
OPP Detachment:
Detachment Commander:
Date (*new or updated*):

1. Legislated Requirements

Considering detachment board reports received and meetings with the OPP Detachment Commander over the evaluation period, what feedback does the Board have about the following?

Detachment Commander Duties

Feedback

The detachment commander provided the OPP detachment board with reports regarding policing provided by the detachment at the board's request (CSPA s. 68 (2)).

The detachment commander or their designate consulted with their OPP detachment board to determine objectives and priorities for the detachment, not inconsistent with the strategic plan prepared by the Minister (CSPA s. 68 (1)(b)).

The detachment commander ensured that their detachment provided policing in accordance with the local policies of his or her OPP detachment board (CSPA s. 69 (3)).

The detachment commander, in accordance with the regulations, prepared and adopted a local action plan for the provision of policing provided by the detachment (CSPA s. 70 (1)).

Comments/Response from the Detachment Commander

Response from the OPP Detachment Board (*optional*)

2. Legislated Requirements Continued

Considering the data and reports received from the OPP Detachment Commander over the evaluation period, what feedback does the Board have about the Detachment Commander ensuring the following policing functions were provided adequately and effectively by the detachment?

Detachment Commander Duties

Feedback

Crime prevention: crime prevention shall involve the provision of crime prevention initiatives, including community-based crime prevention initiatives.

Law enforcement: community patrol (general and directed), criminal intelligence process, crime analysis, and investigative supports.

Maintaining the public peace: maintaining the public peace shall include the functions of a public order unit that shall have the capacity to deploy to a public order incident and be deployed in a reasonable time.

Emergency response: response to emergency calls for service shall be provided 24 hours a day including a tactical unit, hostage rescue team, incident commander, crisis negotiator, and explosive disposal, and must be deployed within a reasonable time.

Assistance to victims of crime: victims of crime shall be offered assistance as soon as possible and shall be provided with referrals to, as appropriate in the circumstances, emergency services, health care professionals, victim support agencies, social service agencies and other appropriate governmental, non-governmental or community organizations.

Comments/Response from the Detachment Commander

Response from the OPP Detachment Board *(optional)*

3. Detachment Action Plan Commitments

Considering the data and reports received from the OPP Detachment Commander over the evaluation period, what feedback does the Board have about the Detachment Commander ensuring the detachment met the commitments/goals included in the Detachment Action Plan for this year? *(List up to 5)*

Commitment	Supporting Activities	Feedback
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Comments/Response from the Detachment Commander

Response from the OPP Detachment Board *(optional)*

4. Additional Feedback

Prompt

Feedback

Please provide any ***examples of excellence*** the Detachment Commander has demonstrated over the evaluation period.

Please describe any ***opportunities for development*** for the Detachment Commander based on the evaluation period.

Please provide any ***other feedback*** related to the Detachment Commander from the evaluation period.

Comments/Response from the Detachment Commander

Example: Most impactful ongoing initiatives and projects

Response from the OPP Detachment Board *(optional)*

5. Digital Signatures

OPP Detachment Board Representative

Detachment Commander



**POWASSAN NIPISSING CALLANDER OPP DETACHMENT BOARD
CONSEIL DU DÉTACHEMENT DE POWASSAN NIPISSING
CALLANDER DE LA POLICE PROVINCIALE**

**NORTH BAY OPP DETACHMENT
DÉTACHEMENT DE NORTH BAY DE LA POLICE PROVINCIALE**

**Annual Report to Council 2025
For the North Bay OPP Detachment Board 3
Communities of Powassan, Nipissing, and Callander**

BACKGROUND

Section 68 of the Community Safety and Policing Act (CSPA), 2019 states:

“On or before June 30 in each year, the police service board shall file an annual report with its municipality or band council regarding,

- (a) the implementation of the board’s strategic plan and the achievement of the performance objectives identified in the strategic plan;
- (b) the affairs of the police service;
- (c) the provision of policing as it relates to any community safety and well-being plans adopted by the municipalities or First Nations that are in the board’s area of policing responsibility; and
- (d) any other prescribed matters”.

Furthermore, the police service board must publish the annual report to Council on the internet in accordance with the regulations made by the Minister, if any.

The CSPA report to council is a key accountability mechanism, ensuring transparency and providing the public with information on how police services are operating and contributing to community safety and well-being.

OPP Detachment Boards officially came into effect on April 1st, 2024. The Powassan Nipissing Callander (PNC) Board had their first meeting in September of 2024 and moved forward with first steps to following the CSPA requirement. These requirements are relatively new and with not much time prior to June 2025, the 2026 report will be this Board’s first. All efforts have been made to meet the requirements within the CSPA.



POWASSAN NIPISSING CALLANDER OPP DETACHMENT BOARD CONSEIL DU DÉTACHEMENT DE POWASSAN NIPISSING CALLANDER DE LA POLICE PROVINCIALE

**NORTH BAY OPP DETACHMENT
DÉTACHEMENT DE NORTH BAY DE LA POLICE PROVINCIALE**

The PNC Board consists of Council and community representation from the Municipalities of Powassan, Nipissing, and Callander. Provincial appointments have not yet been made.

2024/2025 MEETINGS

Boards are required to meet four times per year, as per the CSPA. Since the Board had the first meeting in September of 2024, with permission, the second and last meeting of 2024 was in November. There was some leniency given to allow municipalities time to get their Board's established. In 2025 the Board has already surpassed that with five meetings and a sixth planned.

All meeting dates, agendas and minutes of the Board are shared with each member municipality and are on the Powassan website for public viewing.

Two members attended the Annual OAPSB Conference from June 3rd – 5th, 2025 in London, ON, and reported back their findings to the Board with many items creating interesting discussion and education for group.

FINANCIALS

The share of the expenses for each municipality is based on the yearly property counts provided by the OPP and are reviewed each year when preparing the annual budget to ensure accurate contributions to the Board. Budgeted items include conference costs, OAPSB membership, supplies for public education and officer appreciation, community advertising, and insurance.

Property count allotment for 2025:

Powassan: 37%

Nipissing: 19%

Callander: 44%

The total budget estimate for 2025 was \$11,00.00.



**POWASSAN NIPISSING CALLANDER OPP DETACHMENT BOARD
CONSEIL DU DÉTACHEMENT DE POWASSAN NIPISSING
CALLANDER DE LA POLICE PROVINCIALE**

**NORTH BAY OPP DETACHMENT
DÉTACHEMENT DE NORTH BAY DE LA POLICE PROVINCIALE**

APPROVED POLICIES

Since September 2024, the Board has adopted and implemented the following policies:

Terms of Reference

Procedural Bylaw

Electronic Participation in Board Meetings Policy

Bylaw to Amend the Name of the Board

Code of Conduct

All policies are available for public viewing.

PUBLIC EDUCATION & CAMPAIGNS

The Board supported the North Bay OPP Detachment's public education campaigns which the Board

The Board organized a free Canadian Anti-Fraud Centre session in the spring of 2025 at 250 Clark in Powassan. The session was well attended and participants learned about different fraud schemes, and how and when to report scams. The Board plans on hosting others in Nipissing and Callander.

The OPP initiated a Safe Streets Campaign in 2024. The campaign was to educate the public on panhandling, where the public can donate to help those in need, and to keep everyone safe. Information was shared via social media.

In the fall of 2025, the North East Region Community Directed Enforcement Unit held a meeting with members from all three Detachment Boards. It was an opportunity for everyone to meet and for the unit officers to share their upcoming initiatives and public education campaigns.

The CamSafe campaign was launched in early October 2025. The OPP and North Bay Police Service officers canvassed areas and raised awareness to have residents voluntarily register their home security cameras and indicate their willingness to share footage with officers.



**POWASSAN NIPISSING CALLANDER OPP DETACHMENT BOARD
CONSEIL DU DÉTACHEMENT DE POWASSAN NIPISSING
CALLANDER DE LA POLICE PROVINCIALE**

**NORTH BAY OPP DETACHMENT
DÉTACHEMENT DE NORTH BAY DE LA POLICE PROVINCIALE**

LOCAL CRIME TRENDS

The OPP representative presents the Board with crime trends and statistics for the Board's area at each meeting. 2025 statistics are trending downward, or are on par with 2024.

Quarterly Reports are available for public viewing as part of the Board Minutes.

COMMUNITY SAFETY AND WELL-BEING PLAN

Each member municipality is responsible for updating and implementing their own Community Safety Well-Being Plan.

NEXT STEPS

The North Bay OPP Detachment is working on their 2026-2029 Action Plan, along with the 2026-2029 OPP Strategic Plan, and are keeping the Boards updated on the progress of those important documents.

Future plans for the PNC OPP Detachment Board include working with Crimestoppers, more Anti-Fraud education, supporting the Detachment in their current and new education campaigns, and continuing to promote safety and well-being in all three communities.

PO Box 443, Temagami, ON P0H2H0 email: zone1a.coordinator@gmail.com

Zone 1A Draft Meeting Minutes
May 6 & 7, 2025
Best Western Premier Northwood Hotel, Timmins

Attendees:

Bill Hagborg, North Bay Police Service Board
Sue Perras, James Bay OPP Detachment Board
Mike Bauman, James Bay OPP Detachment Board
Pat Cliché, North Bay Police Services Board
Kraymr Grenke, Timmins Police Services Board
Al Sizer, Sudbury Police Services Board

May 6th

Joint session with Zone 1A OACP

- OACP Updates - Paul Pedersen, Executive Director
- Inspectorate of Policing Information & Updates – Morgan Terry, Senior Manager Strategic Initiatives, Office of Inspector General

OAPSB Breakout Meeting

Call to Order: Bill Hagborg, Zone 1A Chair called the meeting to order at 11:31 am

Note Taker: Debbie Morrow

- OAPSB Update 2025 - Bill Hagborg, Director Zone 1A. Presentation attached.
- Q&A session - Tom Gervais, Zone 1A Police Services Advisor, Inspectorate of Policing
- Roundtable Discussion - all
- Trauma Support Dog Program, Victim Services of Nipissing District (not presented, presentation attached as FYI)

May 7th

Joint session with Zone 1A OACP

- Welcome - Chief Sara Cunningham, Zone 1A Director
- Inspectorate of Policing Update, Q&A - Tom Gervais, Zone 1A Police Services Advisor
- WSIB Mental Stress Injury Program Strategy - Anthony Grimaldi, Senior Program Lead, Specialized Claims & Recovery Services; Kim Wood-Larus, Director, Mental Stress Injuries Program. Presentations attached.

OAPSB Zone 1A Business Meeting

Call to Order: 11:31 am

Note Taker: Debbie Morrow

Adoption of Agenda

Moved by Kraymr Grenke, 2nd by Pat Cliché. Carried.

Conflict of Interest/Pecuniary Interest Disclosure

None.

Adoption of Minutes of November 13-14, 2024 minutes

Moved By: Kraymr Grenke, 2nd by Pat Cliché

BE IT RESOLVED THAT: Minutes from November 13-14, 2024 be accepted as presented.

Carried.

Financial Report provided by Administrator

Bank Balance as of May 3, 2025: \$1,052.23.

Payment to OAPSB for Spring Conference Sponsorship \$500.00 in March.

Only other bank transactions are service fees of \$2.50 per month.

New Business

- Improvements of Communication to Zone 1A Board Members. Currently all emails are sent to Board Administrators for distribution to Board Members. In the future important information will be shared with contacts from Zone 1A Meeting Attendees as well.
- Police Board Websites are being designed for Timmins Police Services Board. Sudbury and North Bay are researching designing their own websites as well.
- Tom Gervais attended the meeting part way thru for a Q & A on various sections of the Police Service Act.

Next Meeting Date:

Joint meeting with Zone 1A OACP – late September/early October.

Adjournment:

Bill Hagborg adjourned meeting at 12:00pm

Moved By: Pat Cliché

BE IT RESOLVED THAT: Meeting be adjourned at 12:00pm

Carried.

Mental Stress Injuries Program Strategy Update

Ontario Association of Chiefs of Police (OACP)

May 7, 2025

Mental Stress Injury Program (MSIP) Strategy

PURPOSE: Reduce the impact of mental stress injuries with a timely / integrated return to work and recovery approach			
PILLARS	1 SERVICE EXPERIENCE – Consistent and proactive approach 	2 ENABLED WORKFORCE 	3 INTEGRATED RECOVERY AND RETURN TO WORK 
PRIORITIES	- Segment claims to enable focus, integrating proactive RTW framework - Standardize processes and enhance quality oversight - Support customers with knowledge and psychologically focused forms and tools, including an MSIP handbook for what to expect	- Role clarity and coordinated delivery - Align responsibilities with skill specialization, better leverage expert interventionists - Training opportunities with a focus on mental stress, integration and communication	- Strengthen linkages between return to work and recovery - Timely engagement of return-to-work services, and a broader approach to return to work including early skills development - Holistic recovery approach, and a right focus and engagement with health care providers
METRICS	CUSTOMER EXPERIENCE Timely decision making, Quality decisions, Reduced Call Escalations, Improved Customer Experience		
	FINANCIAL SUSTAINABILITY Reduced Durations, Increase in those on PLOE; Increase in RTW with IE and Non-IE		
	RECOVERY Duration of care, Timely Access to Specialized Care, Quality of Care		
	TRAINED & KNOWLEDGEABLE STAFF Employee engagement; Trained and Experienced Teams, Reduced caseload transitions		

Strategy to implementation

Steps to design the path forward

1. Established a Project Team and subject matter experts
2. Identified current-state pain points
3. Envisioned an “ideal” future state
4. Ideated improvement opportunities to achieve the future state
5. Prioritized initiatives to create an Implementation Roadmap

Mental Stress Injury Program Strategy

PURPOSE: Reduce the impact of mental stress injuries with a timely / integrated return to work and recovery approach			
Strategic Pillars	1 SERVICE EXPERIENCE – Consistent and proactive approach	2 ENABLED WORKFORCE	3 INTEGRATED RECOVERY AND RETURN TO WORK
	- Segment claims into short and long term to enable focus, integrating proactive RTW framework - Standardize processes and enhance quality oversight - Support customers with knowledge and psychologically focused forms and tools - Enhanced tools - Explore longer term behavioural changes	- Role clarity and coordinated delivery - Align responsibilities with skill specialization, better leverage expert interventionists - Training opportunities with a focus on mental stress, integration and communication	- Strengthen linkages between return to work and recovery - Timely engagement of return-to-work services - Holistic recovery approach
CUSTOMER EXPERIENCE Timely decision making, reviews & responses, Quality decisions, Entitlement, Call quality, CSAT, Burden			
FINANCIAL SUSTAINABILITY Durations: full / partial, Return to Work, IE, non-IE, no RTW			
RECOVERY Duration of care, Referrals to specialized, Appropriateness of actions, % of MRR by point in time			
TRAINED & KNOWLEDGEABLE STAFF Employee engagement, % of staff upskilled, quality decisions			

+30

Stakeholders involved in focus groups, shadow sessions, and workshops



+250

Pain points identified across seven personas and five journeys in the current state



40 hrs

Workshopping the current and future state journeys across multiple persona perspectives



+200

Improvement opportunities ideated through workshops across all five journeys



We created seven personas to highlight pain points and opportunities for each key MSIP claim stakeholder



Peter, Injured or Ill Person

I want to be able to receive effective treatment, and promptly return to work so I can continue to serve my community, make a living and support my family.



Jane, Employer

I want to support the Ill or Injured Person on my team so they can receive treatment, smoothly return and reintegrate back into their work environment and continue their service.



Stephanie, Manager

I want to improve the Case Management and Return to Work process by providing resources and coaching to my team, ensuring fair and timely outcomes.



Mark, Case Manager

I want to process the Injured or Ill Person's claim in a timely and efficient manner, balancing being empathetic to their situation with being objective when making Entitlement decisions.



Alex, WSIB Nurse Consultant

I want to be able to work with the case management team to develop intervention plans that mitigate recovery obstacles.



Megan, WSIB Return to Work Specialist

I want to ensure the Injured or Ill Person is supported in their recovery and that their return to work is safe, sustainable, and aligned with their health needs and the requirements of their role.



Andrea, Psychologist / Psychotherapist

I want to provide evidence-based treatment that support the Injured or Ill Person's recovery that includes regulating symptoms and restoring function.

Current-state persona: Employer



Jane

45 years old

Occupation

HR Disability Specialist and/or Manager

Overview

Jane is the HR Disability Specialist at the City of Toronto's Police Department who is responsible for overseeing Peter's unit. She is committed to creating a safe and productive work environment.

GOALS & PRIORITIES



- I want the Injured or Ill Person (IIP) on my team to return to work as soon as they are ready, recognizing the impact this has on the individual and my workforce.
- I want to maintain empathetic communication with my employee and ensure they feel valued, understood, and empowered through the claims process.

PAIN POINTS



- Impact on the daily operations during the Injured or Ill Person's absence.
- Uncertainty with the Injured or Ill Person's prognosis, return to work outcomes and the effectiveness of the support programs provided.
- Operational considerations with providing accommodations during the claims and return to work process.

NEEDS



- To support the IIPs so we can maintain that employee relationship while they receive services for recovery and return to work.
- To ensure teams can function smoothly while the employee is on leave and transitioning back into their work.
- To incorporate the IIPs recovery and their readiness to return to work with the organization's policies, collective agreements, processes and job duties.

EXPECTATIONS



- Relevant and accurate updates on the expected timelines for the Injured or Ill Person's recovery and return and functional information so that accommodations and operational decisions can be made.
- Clear communication and resources from WSIB to proactively support the Injured or Ill Person

Current state: journey mapping

EMPLOYER CURRENT STATE JOURNEY MAP

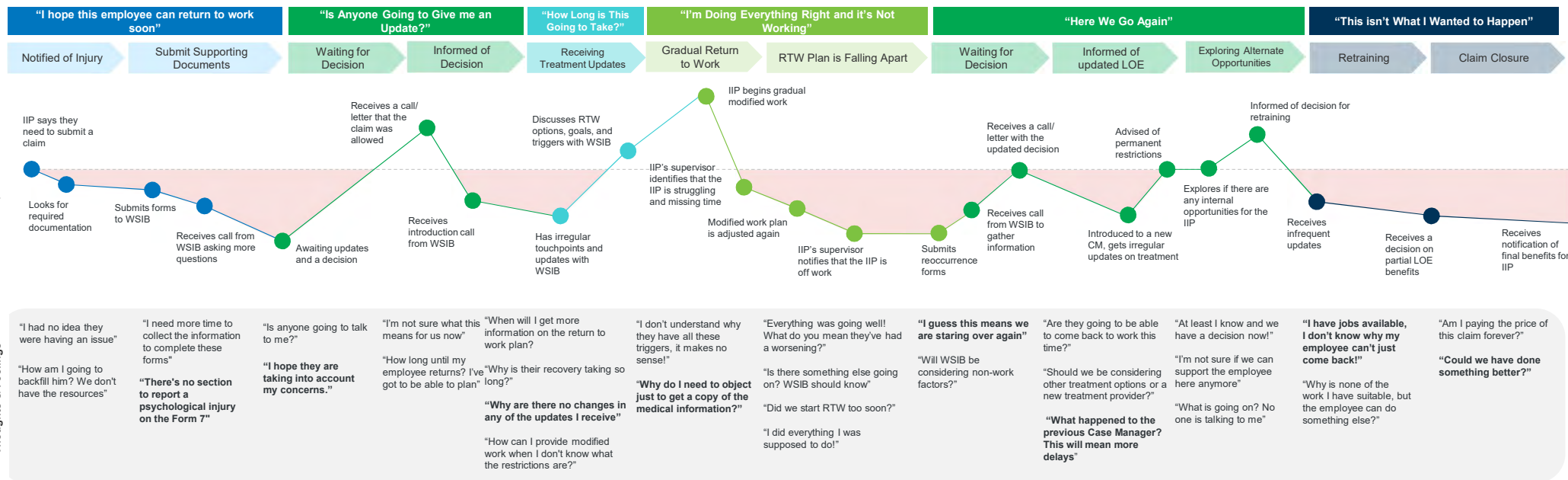


Jane the HR Disability Specialist and Manager

Age: 45

Overview: Jane is the HR Disability Specialist at the City of Toronto's Police Department who is responsible for overseeing Peter's unit. She is committed to creating a safe and productive work environment.

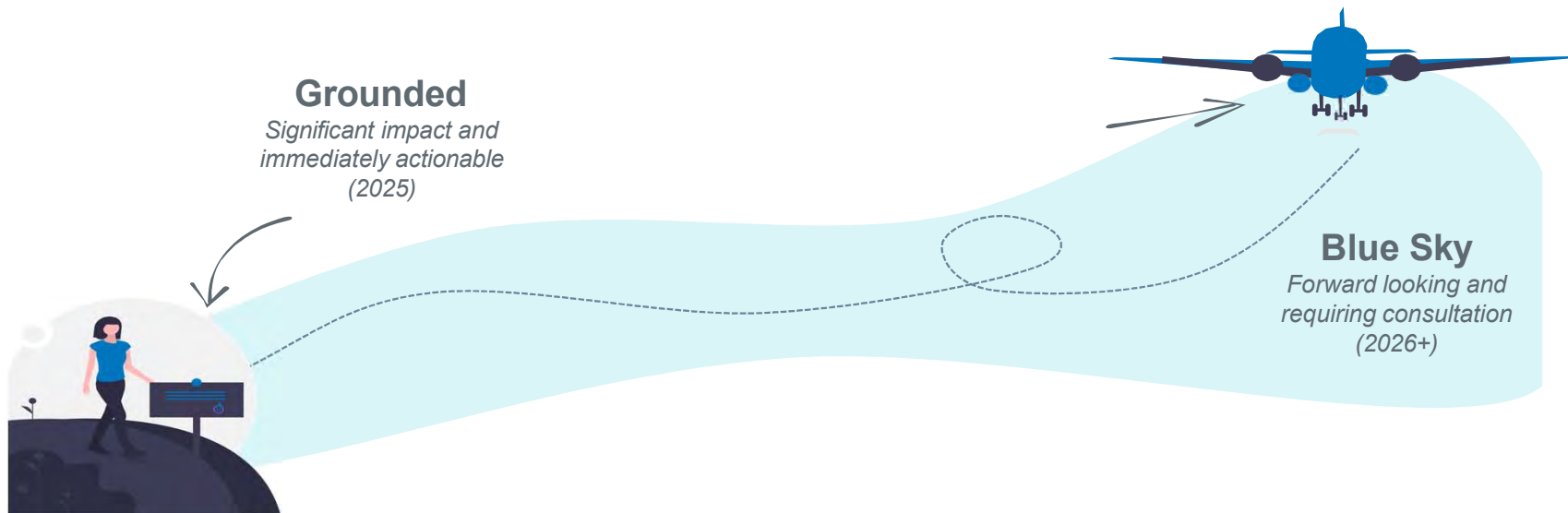
Experience Factors



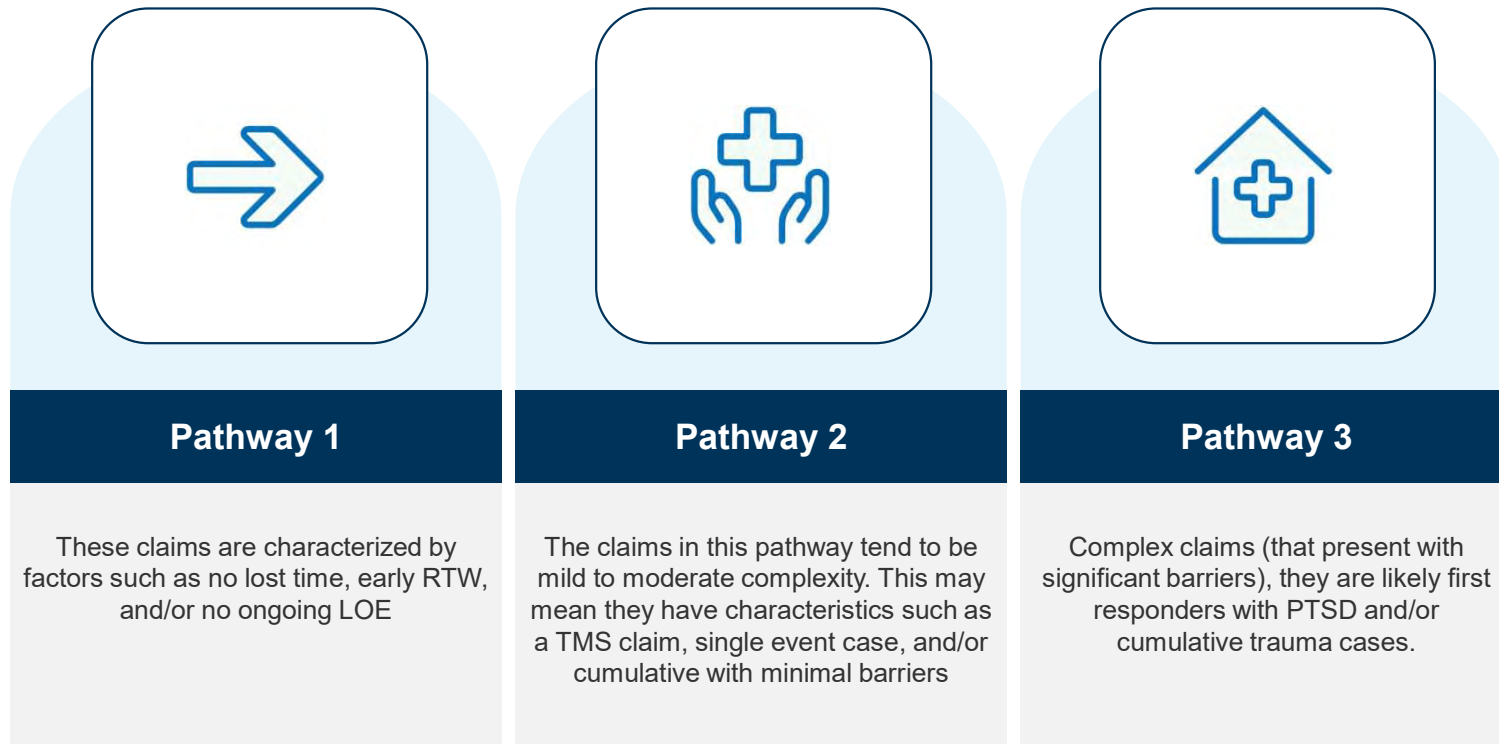
Future-state opportunities

Many improvement opportunities were ideated through the future-state workshops.

These were categorized as ideas that were 'grounded' and 'blue sky' and prioritized to create an Implementation Roadmap for 2025.



Future state claims pathways

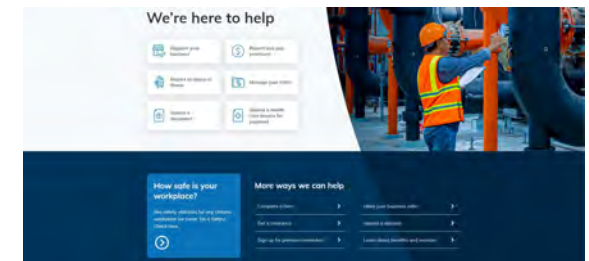


Highlights for early 2025

Training for all MSIP employees (Case Managers, Nurse Consultants, Return to Work Specialists) in partnership with Centre for Addiction and Mental Health.



Redesign of the mental stress injury page of the WSIB website to provide an improved experience and resources for injured/ill persons with mental stress injuries and employers. Will feature improved navigation, visual aids, valuable information and updated language.



Enhanced and expanded specialized care programs and services, including double the locations for mental health assessments and treatment, and expanded access to French language services.





Mental Stress Injuries Program Overview

Ontario Association of Chiefs of Police

May 7, 2025

Agenda

1. Mental Stress Injuries Policies
2. Case Management Approach
3. Return to Work Approach

Q & A

Mental Stress Injuries

The WSIB has a specialized Mental Stress Injuries Program (MSIP) which is dedicated to the adjudication and management of claims involving psychological injuries including:

Post-traumatic Stress Disorder (PTSD) Claim

Applies to first responders and other designated workers that have a specific post-traumatic stress disorder (PTSD) diagnosis. Often characterized by multiple events.

Traumatic Mental Stress (TMS) Claim

Generally identified as a result of an acute incident (no PTSD diagnosis); can evolve through treatment and end up being PTSD.

Chronic Mental Stress (CMS) Claim

Generally related to repeated workplace incidents (e.g., harassment)

MSIP claims are categorized **by the policy of allowance** – this is **not an exact indication of diagnosis** (which can change over time and often has to do with the information available to allow).

Post Traumatic Stress Disorder (PTSD) in First Responders and Other Designated Workers

PTSD is presumed to arise in and out of the course of employment if all the following criteria are met, unless the contrary is shown:

1

Employment requirement:

Employed as a first responder or other designated occupation



2

Diagnostic requirement:

Diagnosed by a psychologist or psychiatrist with PTSD under the Diagnostic and Statistical Manual of Mental Stress Disorders (DSM 5)



3

Causation Standard:
Significant Contribution



PTSD caused by an employer's management decisions or actions is generally not covered by the WSIB. This exclusion does not apply when an employer's actions include violence or threats of violence or conduct a reasonable person would perceive as egregious or abusive.

Traumatic Mental Stress (TMS) claims

All three **entitlement criteria** must be met:

1

Injuring process

One or more objectively traumatic events that arose out of and in the course of employment



2

Diagnostic Requirement

A diagnosis in accordance with the Diagnostic and Statistical Manual of Mental Stress Disorders (DSM) by a regulated health care professional pursuant to the Regulated Health Professions Act, 1991



3

Causation standard:
Significant contribution



Mental stress caused by an employer's management decisions or actions is generally not covered by the WSIB. This exclusion does not apply when an employer's actions include violence or threats of violence.

Chronic Mental Stress (CMS) claims

All three **entitlement criteria** must be met:

1

Injuring process:

Substantial work related stressor, including workplace bullying and harassment as defined by policy



2

Diagnostic Requirement:

A diagnosis in accordance with the Diagnostic and Statistical Manual of Mental Stress Disorders (DSM) by a regulated health care professional pursuant to the Regulated Health Professions Act, 1991



3

Causation standard: Predominant Cause



Mental stress caused by an employer's management decisions or actions is generally not covered by the WSIB. This exclusion does not apply when an employer's actions include violence or threats of violence.

WSIB Case Management Team

WSIB Case Management Team Roles & Responsibilities

Case Manager:

- Makes adjudicative decisions, including entitlement to areas of injuries
- Managing the claim which includes monitoring progress, setting goals, addressing barriers and developing plans to achieve optimal return to work and recovery outcomes

Nurse Consultant:

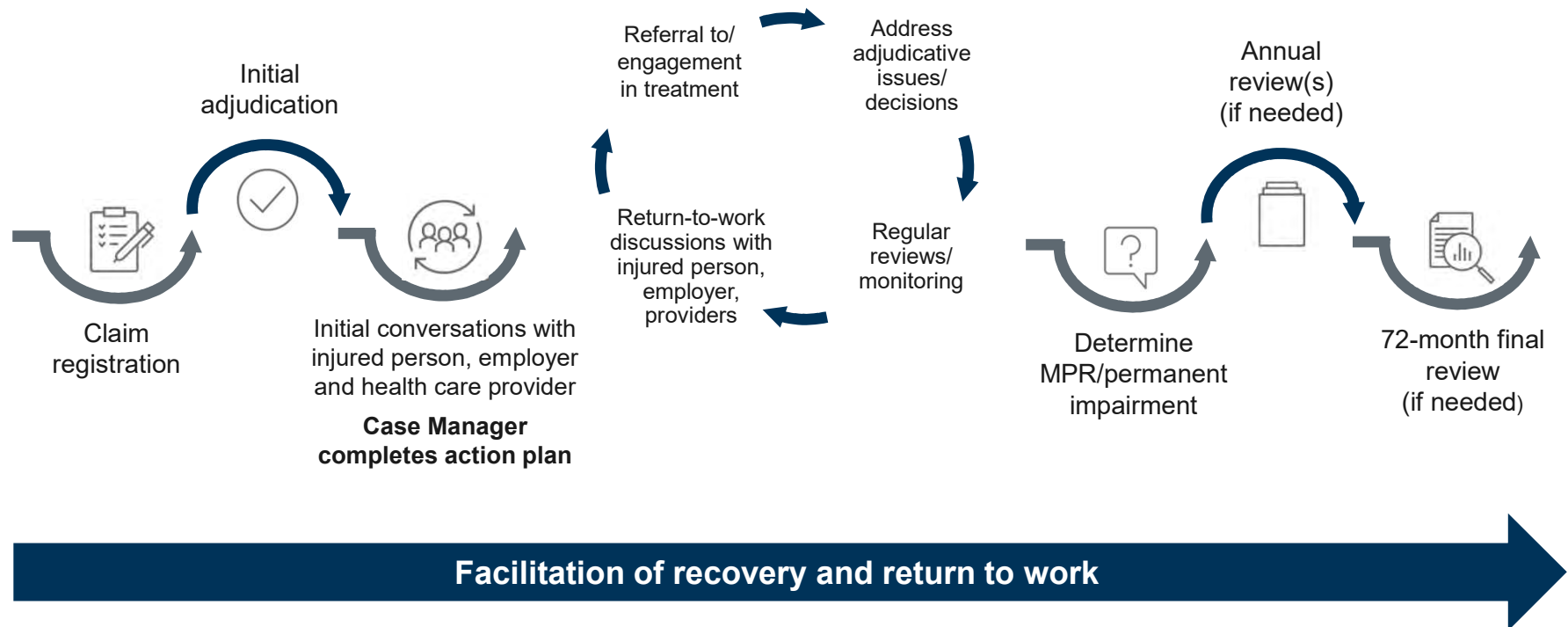
- Makes health care entitlement decisions, provide clinical expertise and advise and facilitates access to recovery services

Return to Work Specialist

- Facilitates discussions between the injured person, health care provider and employer
- Develop a RTW plan and address RTW barriers to generate possible solutions



Case Management Approach – mental stress injuries



Nurse Consultants

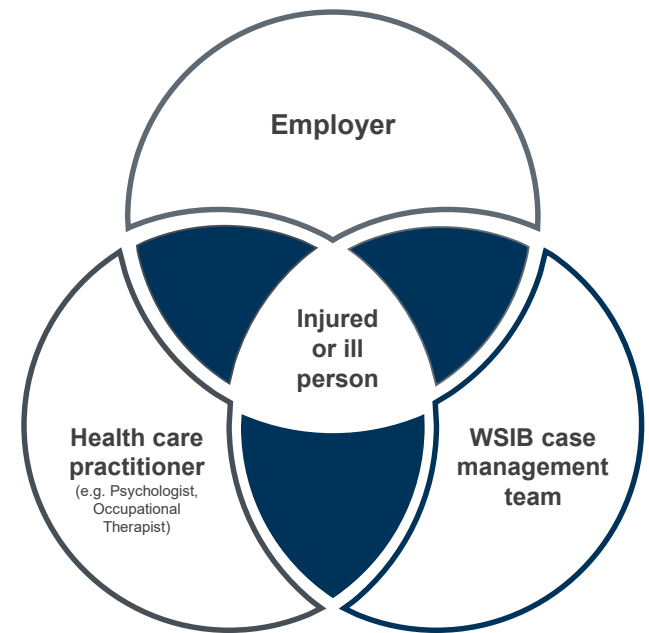
Render healthcare entitlement decision based on policy and clinical judgment.

Facilitate treatment support through referrals to healthcare including specialty programs and health care providers, and support through medication reviews.

Collaborate with Case Manager and Return to Work Specialists to identify and address recovery barriers.

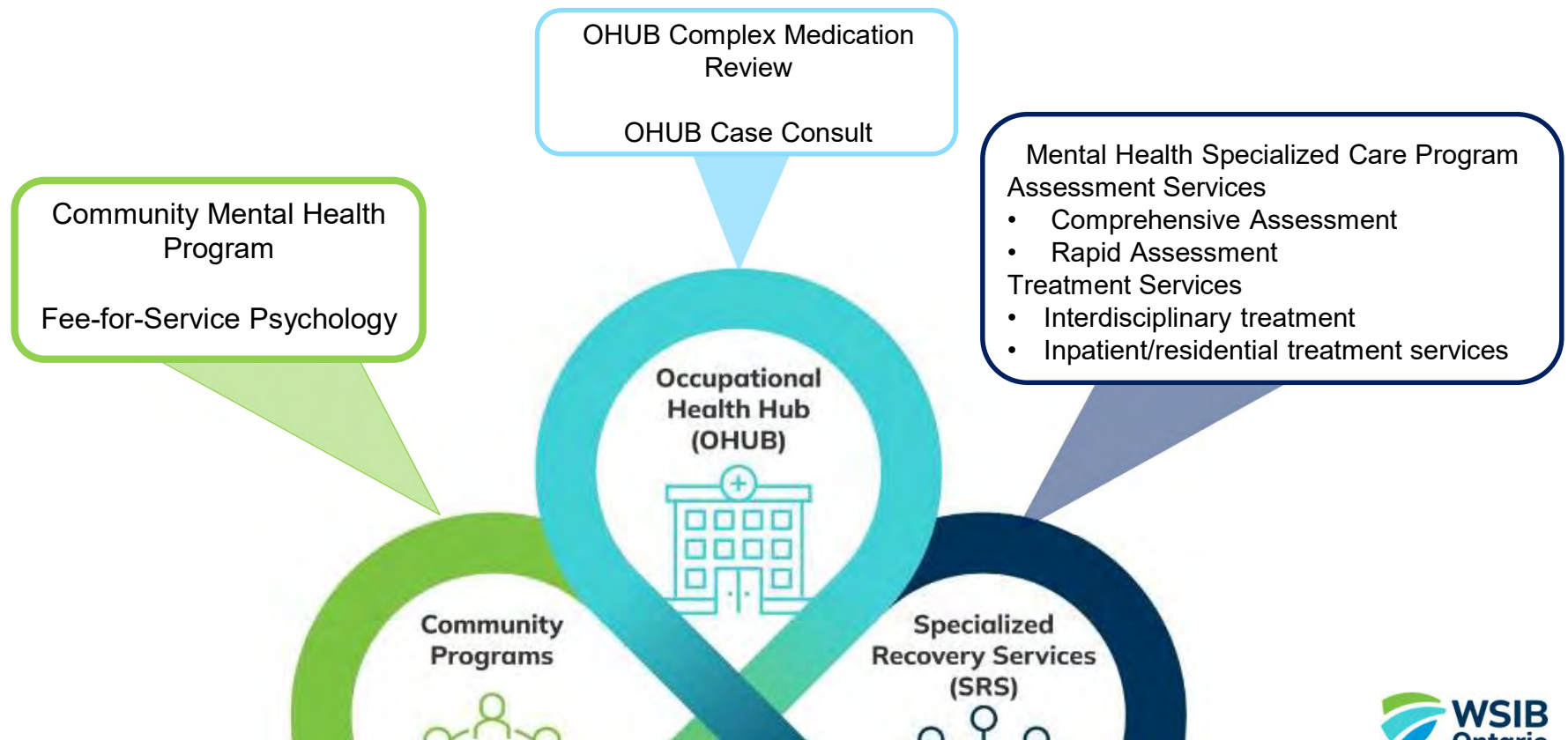
Educate workers about treatment, medications and other recommendations made by providers.

Provide clinical expertise and crisis intervention as needed.



Mental Health Programs and Services

Target Population: Injured Persons with primary and secondary mental health injuries that require assessment and treatment services



Mental Health Specialty Program Providers

The
Ottawa
Hospital

Centre for Addiction
and Mental Health
(CAMH)

Homewood Health in
partnership with The
University Health Network
(UHN)

St. Joseph's
Healthcare Hamilton

Trillium
Health
Partners
(THP)

Sunnybrook

Key changes

- Right size assessment at the right time
- Recovery management model of care
- Embedded transition planning
- Medication prescription and follow-up until stabilization
- Improved provincial access
- Reporting with a focus on functional abilities, and where applicable triggers and exposures

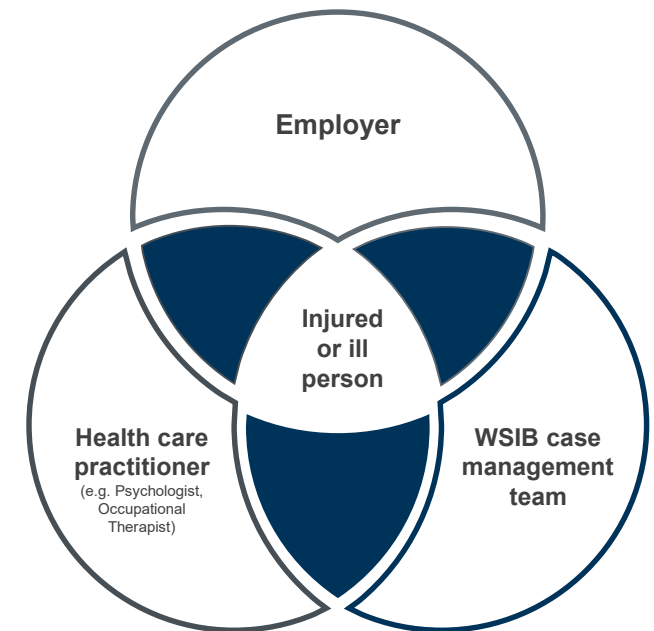
Return-to-work services

Return to Work Specialists intervene in some pending cases to support the injured or ill person, health professional and employer in planning for return to work.

Support people who remain at work sustain their occupational function through timely return-to-work interventions.

Collaborate with workplace parties to identify and contain/eliminate workplace stressor(s) and create necessary accommodations for suitable and safe return to work.

Promote and facilitate return to work where people are off work, including return to work plans with the employer or vocational rehabilitation planning



Engaging return-to-work services

Return-to-work services can be engaged at any time to address barriers

Employer/workplace

- Workplace culture
- Strained relationships
- Job demands analysis
- Pre-planning and work readiness activities

Injured/ill person

- Strained relationships
- Pending disciplinary action
- Lack of trust
- Pre-planning and work readiness activities

Health care practitioner

- Job expectations
- Work environment
- Workplace supports
- Job demands analysis
- Accommodations, recommendations for RTW

Return to work approach for mental stress claims

We apply a customized return-to-work approach to claims for mental stress injuries:

- Provide support and guidance
- Help to get back to day-to-day function
- Promote benefits of activity
- Support work readiness
- Support work sustainment
- Identify obstacles and facilitate return-to-work solutions
- Adapt the approach
- Build strategies to maintain/repair trust
- Provide employer support

Unique to mental stress injuries claims:

- Separate meetings with the injured/ill person and their employer
- Focus on identifying issues and barriers
- If required, more mediation techniques used to work with parties to repair or build relationships

Q & A

Victim Services of Nipissing District

- ▶ Non-profit organization
 - ▶ Established in 1997
- ▶ Provides 24/7 assistance to individuals who have been victimized by a crime or tragic circumstance
- ▶ Works in partnership with Police and other emergency services and community based services
 - ▶ Funded by the Government of Ontario

Trauma Support Dog Program



- ▶ Provides a specially trained Service Dog to comfort victims of crime and tragedy in the Nipissing District and is entirely funded through donations and grants

“Chewie”

is a 9-year-old
Labrador who was
generously donated
by the Citadel
Canine Society



Background

- ▶ Born in the United States
- ▶ Trained as a Police Scent Detection Dog in Washington, DC
- ▶ Repurposed to be a Service Dog and sent to the Citadel Canine Society in British Columbia, Canada
- ▶ Donated to Victim Services of Nipissing District in 2018
- ▶ Flown to Ontario to be partnered with a Handler and begin training
- ▶ Certified as a Service Dog in 2019

Training takes 2 years in accordance with the standards set by the Canadian Association of Service Dog Trainers

- ▶ General Obedience Training
- ▶ Desensitization Training
- ▶ Public Access Training
- ▶ Task Training



DAY TO DAY CHEWIE WORKS IN:

- ▶ Victim Services' office
- ▶ Child and Youth Advocacy Centre (CYAC)
- ▶ North Bay Police Service
- ▶ Community Agencies



The Child and Youth Advocacy Centre (CYAC) of Nipissing is a child-friendly facility where children and youths receive an individualized response and services after a suspected occurrence of child abuse.

What are the benefits of using a
Trauma Support Service Dog during
child forensic interviews?

Frequently asked question

Studies suggest that interacting with a dog can provide a sense of calm, comfort and safety and divert from a negative experience.





WHO HERE HAS A DOG?



Interacting with Chewie before an interview can also help facilitate more open and honest communication between children, youths, and Police Officers.



“Being with Chewie feels like
being at home on the couch with
my dog.”

Child during an interview with Police at the CYAC





CHEWIE STUFFIES

Are available for children and youths at the CYAC. North Bay Police cruises are also stocked for Officers to give them to victims on scene.

A Police Officer gave this stuffie to a child who had recently moved to Canada and felt fearful of the Police.

Police also made a request for Chewie's services and the child met Chewie in the Victim Services office at a later date.



COMMUNITY AGENCIES

- ▶ NIPISSING TRANSITION HOUSE
- ▶ OJIBWE WOMEN'S LODGE
- ▶ SUSWIN VILLAGE
- ▶ HANDS
- ▶ CHILDREN'S AID SOCIETY
- ▶ ARBOUR HOUSE
- ▶ CRISIS CENTRE FUTURE'S PROGRAM
- ▶ OUTLOUD 2SLGBTQ+ YOUTH HUB
- ▶ VICTIM WITNESS ASSISTANCE PROGRAM (COURT HOUSE)





Why does Chewie visit
multiple Community
Agencies each week?

Frequently asked question

These visits provide comfort and continuity, from start to finish, to people navigating the justice system, through multiple community agencies, and significant life changes.

Generally, Chewie works with the same clients from 6 months to 2 years.



“We relinquished our pets so seeing Chewie each week feels like we still have a dog.”

Mother and children living in transitional housing





COMMUNITY OUTREACH

- ▶ Chewie attends a variety of community events throughout the year with Victim Services and the North Bay Police Service.

What are the benefits of Chewie participating in community events?

Frequently asked question



Chewie's participation in community events enhances Victim Services' presence in the public by breaking down barriers through positive interactions and education. This helps some people feel more at ease reporting they have been the victim of a crime and to seek help.

Does Chewie visit schools?

Frequently asked question



Absolutely!

Chewie visits
kindergarten classes to
college classes
throughout the year
and even had his first
Canadore College field
placement student this
semester.

Chewie's presence
in the classroom
assists with
discussions on
challenging topics
and puts students
at ease.







CHEWIE SUPPORTS FIRST RESPONDERS

Chewie is a member of the North Bay and District Critical Incident Stress Team to provide support to First Responders following a critical incident during non-operational debriefs.





FIRST DOG IN ONTARIO TO BE RECOGNIZED WITH

- The Queen's Platinum Jubilee Pin
- The Ontario Attorney General's Victim Services Award of Distinction



MEET TOBY

NEXT-
GENERATION
TRAUMA



Follow on Social Media

FACEBOOK:
K9CHEWIE@TRAUMASUPPORT
TDOG

X:
@K9CHEWIE





🔄 You reposted

North Bay Police · 2023-08-25 ...

It's [#InternationalDogDay](#) and we want to recognize the incredible work of [@K9Chewie](#) -- thank you, Chewie, for everything you do for the [#NorthBay #Police](#) Service and those in need. You are an invaluable asset to our community!

HAPPY
INTERNATIONAL
DOG
DAY!

FOR EMERGENCIES CALL 911 | GENERAL LINE 705-497-5555



Great day with members of the [@NorthBayPolice](#) Emergency Response Team participating in the [#PullForUnitedWay](#) in partnership with [#22Wing](#), Jack Garland Airport, and [@VoyageurAvCorp](#). Funds raised from this event support [@WayOntario](#) programs in the community. [#UWCNEO](#)



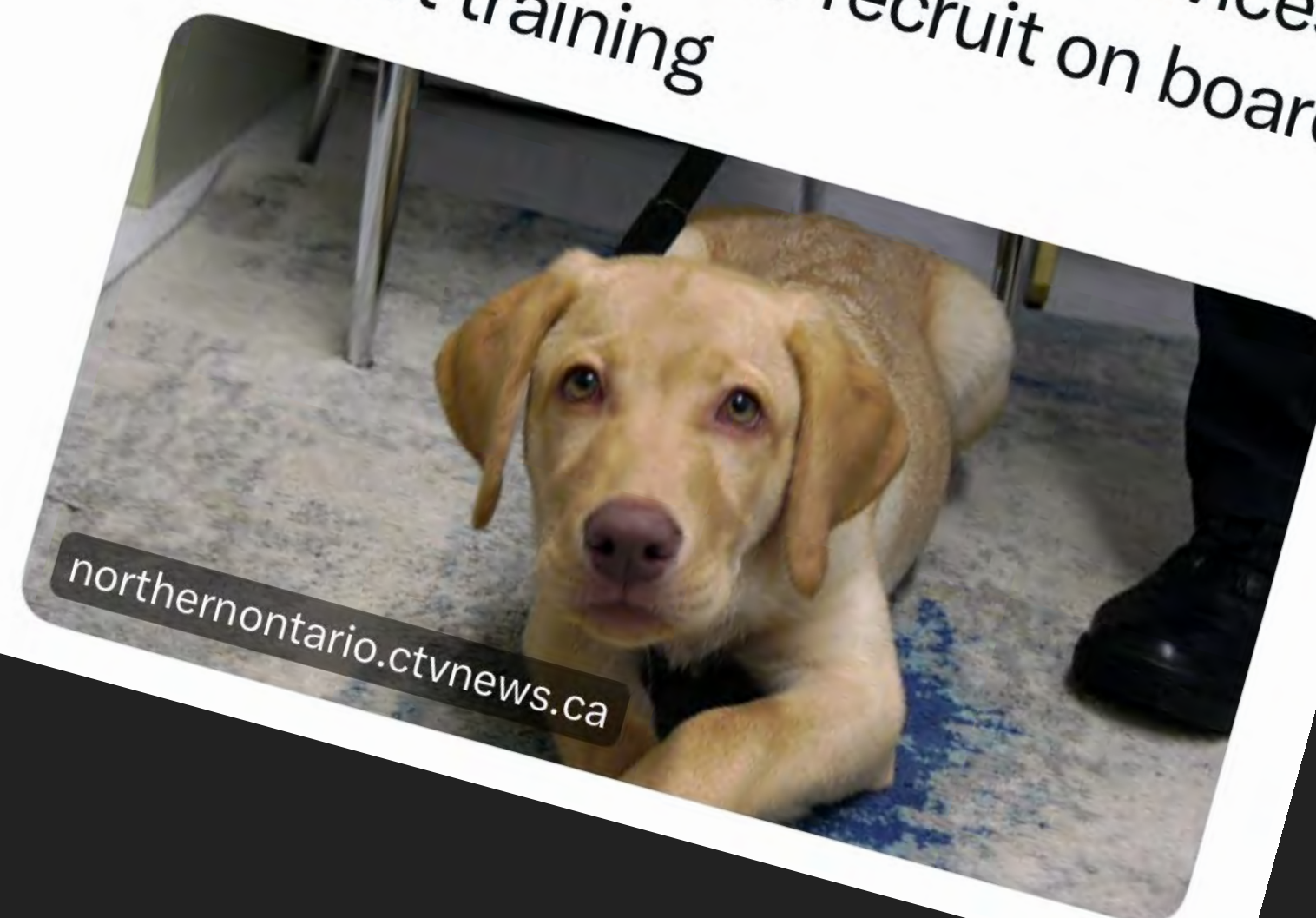
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