



SECONDARY ACTIVITIES PRP-HR-002

Effective Date: 2004/09/17
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Policy Statement

It is the policy of the Regional Municipality of Peel Police Services Board that the requirements set out in this document shall form part of the Board Policies and the Chief of Police is hereby directed to implement and comply with these requirements in his/her administration and operation of the Peel Regional Police.

1. Subject

The guiding principles under which the Chief of Police is to establish procedures and processes relating to secondary employment/activities.

2. Specific Definitions

“member”

Means a police officer or civilian employee of the service;

“secondary activities”

Means off-duty employment/activities other than the police service.

3. Policy Requirements

The Board directs that this section of the policy and any police service directive and/or procedure relating to secondary employment/activities be based on the following principles:

- 1) That it does not conflict with duties as a member of the police service, nor is it likely to place a member in a position of a conflict of interest;
- 2) That when a member proposes to engage in any activity as stated in Section 49(1)(d) of the *Police Services Act* which may lead to the creation of copyright, the member shall first discuss issues pertaining to the ownership and/or exercise of the potential copyright with the Chief. Unless and until the member enters into a written agreement concerning these matters, the Chief may direct the member not to engage in the activity in question. Where a member has already commenced such an activity, s/he shall discontinue the activity until the issues are dealt with under the applicable police service directive;
- 3) That members do not engage in any activity contrary to Section 49 of the *Police Services Act*;
- 4) That the Chief of Police shall consult with the Board with respect to any secondary activities that s/he believe may be inconsistent with the policy's guiding principles, yet may be of assistance to the police service.

4. Measurement Methods

The Chief of Police shall conduct ongoing statistical analysis and a qualitative and quantitative review of all secondary activities to ensure the integrity of the police service directive and/or procedure.

5. Reporting

On an annual basis, the Chief of Police shall report to the Board in sufficient detail so as to ensure compliance with this policy. The report, at a minimum, shall document the nature of employment and total number of applicants approved or refused for secondary employment.

Notwithstanding the annual report, the Chief of Police shall also report to the Board on an exception basis any secondary employment/activities that s/he believes should be brought to the Board's immediate attention.

6. Authority/Legislative Reference

Police Services Act, Sections 31(1)(g) and 49

Board Minute #IC201/04

Board Minute #IC161/05

Board Minute #56/07

Board Minute #75/13

7. Linkage to Appropriate Police Service Procedure/Directive

I-A-212 (O) Secondary Activities