

**THE CORNWALL
PUBLIC INQUIRY**



**L'ENQUÊTE PUBLIQUE
SUR CORNWALL**

Public Hearing

Audience publique

Commissioner

**The Honourable Justice /
L'honorable juge
G. Normand Glaude**

Commissaire

VOLUME 36

Held at :

Hearings Room
709 Cotton Mill Street
Cornwall, Ontario
K6H 7K7

Tuesday, May 30, 2006

Tenue à:

Salle des audiences
709, rue de la Fabrique
Cornwall, Ontario
K6H 7K7

Mardi, le 30 mai 2006

Appearances/Comparutions

Mr. Pierre R. Dumais	Commission Counsel
Ms. Louise Mongeon	Registrar
Mr. John E. Callaghan	Cornwall Police Service Board
Mr. Neil Kozloff	Ontario Provincial Police
Ms. Suzanne Costom	
Mr. David Rose	Ontario Ministry of Community
Mr. Mike Lawless	and Correctional Services and Adult Community Corrections
Mr. Stephen Scharbach	Attorney General for Ontario
Mr. Peter Chisholm	The Children's Aid Society of the United Counties
Mr. Allan Manson	Citizens for Community Renewal
Mr. Dallas Lee	Victims Group
Ms. Lauren Schellenberger	
Mr. Jose Hannah-Suarez	Mr. Jacques Leduc
Mr. William Carroll	Ontario Provincial Police Association
Mr. Pierre R. Dumais	Director Rudy Gheyson

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1 --- Upon commencing at 10:05 a.m./

2 L'audience débute à 10h05

3 **THE REGISTRAR:** Order. All rise. À
4 l'ordre. Veuillez vous lever.

5 **THE COMMISSIONER:** Good morning.

6 **THE REGISTRAR:** This hearing of the Cornwall
7 Public Inquiry is now in session. The Honourable Mr.
8 Justice Normand Glaude presiding.

9 Please be seated. Veuillez vous asseoir.

10 **MR. DUMAIS:** Good morning, Commissioner.

11 Just as a brief overview of where we're
12 going this week, we'll be calling evidence from the Ontario
13 Police College.

14 **THE COMMISSIONER:** M'hm.

15 **MR. DUMAIS:** Three witnesses will be called.

16 The first witness to be called this morning is Rudy
17 Gheysen, the Director. Tomorrow, we will be calling Phil
18 DeBruyne who is an instructor and, finally on Thursday,
19 Irene Barath who is an instructor at the Ontario Police
20 College as well.

21 Just in terms of documents, I'll be
22 identifying them and filing them as an exhibit, but the
23 only difference with the presentation from the Ontario
24 Police College is the fact that there are three PowerPoint
25 presentations.

1 **THE COMMISSIONER:** Yes.

2 **MR. DUMAIS:** And I produced a hard copy of
3 the PowerPoint presentations to be able to follow them and
4 the reason for that is when we switch from the PowerPoint
5 presentation to the actual documents in the Book of
6 Documents we have got to quit that system and enter into
7 another system and so there's a bit of a delay when we
8 switch between the two documents. It's the only
9 difference.

10 **THE COMMISSIONER:** All right. Thank you.

11 **MR. DUMAIS:** So then, I'd like to call Mr.
12 Rudy Gheysen to the stand, please.

13 **THE REGISTRAR:** Place your right hand on the
14 Bible.

15 State your name, please.

16 **DIRECTOR GHEYSEN:** Rudy Gheysen.

17 **THE REGISTRAR:** How do you spell your last
18 name?

19 **DIRECTOR GHEYSEN:** G-H-E-Y-S-E-N.

20 **RUDY GHEYSEN, Sworn/Assermenté:**

21 **--- EXAMINATION IN-CHIEF BY/INTERROGATOIRE EN-CHEF PAR MR.**
22 **DUMAIS:**

23 **MR. DUMAIS:** Good morning, Director Gheysen.

24 **DIRECTOR GHEYSEN:** Good morning.

25 **MR. DUMAIS:** If I can bring your attention

1 to three volumes of documents which should be located at
2 your left which are titled "BOOK OF DOCUMENTS - Ontario
3 Police College", the first volume containing Tabs 1 to 22.
4 If you can turn to the index which is the first tab, it's a
5 page titled "Table of Contents". Is this a list of all of
6 the documents that either you or your two instructors will
7 be referring to in your presentation this week?

8 **DIRECTOR GHEYSEN:** Yes, it is.

9 **MR. DUMAIS:** And if you can turn to Tab 1,
10 if you can identify that document for us, please?

11 **DIRECTOR GHEYSEN:** That document is my bio.

12 **MR. DUMAIS:** And it's a current bio which
13 you've provided to us?

14 **DIRECTOR GHEYSEN:** Yes, it is.

15 **MR. DUMAIS:** And can you identify the
16 documents located at Tab 2?

17 **DIRECTOR GHEYSEN:** Tab 2 is my curriculum
18 vitae.

19 **MR. DUMAIS:** All right.

20 And that's current as well?

21 **DIRECTOR GHEYSEN:** Yes, it is.

22 **MR. DUMAIS:** And Tabs 4 and 5 are documents
23 that relate to Mr. DeBruyne; Tabs 6 and 7 are documents
24 that relate to Ms. Barath. Tab 7 is an outline of your
25 evidence, so a summary of the evidence that all three of

1 you will be presenting this week?

2 **DIRECTOR GHEYSEN:** Yes, it is.

3 **MR. DUMAIS:** And finally, Tab 8 is a hard
4 copy of your slide PowerPoint presentation; is that
5 correct?

6 **DIRECTOR GHEYSEN:** That's correct.

7 **MR. DUMAIS:** All right.

8 And you should as well have Volume 2 which
9 contains Tabs 23 to 51?

10 **DIRECTOR GHEYSEN:** Yes.

11 **MR. DUMAIS:** And a third volume which
12 contains Tabs 52 to 66?

13 **DIRECTOR GHEYSEN:** That's correct.

14 **MR. DUMAIS:** Fine.

15 Commissioner, if we can file these three
16 volumes as collective Exhibit 40?

17 **THE COMMISSIONER:** Yes, 1, 2 and 3.

18 **--- EXHIBIT NO./PIÈCE NO P-40:**

19 BOOK OF DOCUMENTS - Ontario Police College -
20 Volume 1 - Tabs 1 to 22

21 **--- EXHIBIT NO./PIÈCE NO P-40:**

22 BOOK OF DOCUMENTS - Ontario Police College -
23 Volume 2 - Tabs 23 to 51

24 **--- EXHIBIT NO./PIÈCE NO P-40:**

25 BOOK OF DOCUMENTS - Ontario Police College -

1 Volume 3 - Tabs 52 to 66

2 **MR. DUMAIS:** And I think I'll do that now as
3 well, Your Honour. There is a further document that has
4 not been enclosed in the volumes and I'll be asking that we
5 file that as Exhibit 41.

6 **THE COMMISSIONER:** All right.

7 **MR. DUMAIS:** And it's an All Chiefs memo
8 from Roger Hollingworth, Assistant Deputy Minister,
9 Policing Services Division. It's dated April 22nd, 2003 and
10 I have provided a copy to all the parties this morning.

11 **THE COMMISSIONER:** Very well. Thank you.
12 So that's Exhibit 41.

13 **MR. DUMAIS:** Yes, thank you.

14 --- **EXHIBIT NO./PIÈCE NO P-41:**

15 Memorandum to: All Chiefs of Police and
16 Commissioner Gwen Boniface

17 **MR. DUMAIS:** Director Gheysen, if I can turn
18 your attention, then, to Volume 1, Tab 2, which is your
19 résumé, and if you can start firstly with your education,
20 page 1, "Education", and I understand that you did register
21 as an undergraduate for an undergraduate degree program at
22 the Guelph University back in 1975; is that correct?

23 **DIRECTOR GHEYSEN:** That is correct.

24 **MR. DUMAIS:** All right.

25 My understanding is you left that program

1 and took employment as a police cadet with the London
2 Police Force; is that correct?

3 **DIRECTOR GHEYSEN:** That's correct.

4 **MR. DUMAIS:** And that was in 1975?

5 **DIRECTOR GHEYSEN:** August 1975.

6 **MR. DUMAIS:** All right.

7 So perhaps you can start from 1975 and give
8 us an idea of what you've done with your career?

9 **DIRECTOR GHEYSEN:** I began, as indicated, in
10 1975 as a cadet with the London City Police Service, as it
11 was known at that time; was promoted to constable and
12 attended the Ontario Police College. In 1977 I moved to
13 the Aylmer Police Service and in 1987 was promoted to the
14 rank of Chief, remained as Chief of Police until 1995, at
15 which time I was appointed Deputy Director of the Ontario
16 Police College with primary responsibility in patrol
17 training and was appointed Director of the College in July
18 of 2001.

19 **MR. DUMAIS:** And you're still the current
20 Director of the College today?

21 **DIRECTOR GHEYSEN:** Yes, I am.

22 **MR. DUMAIS:** All right.

23 And I see from your résumé, and I'm still
24 looking at page 1, that you did complete your diploma in
25 Police Management Studies at the University of Western.

1 Can you explain to us what is?

2 **DIRECTOR GHEYSEN:** That was concurrent
3 program requiring both courses at the Ontario Police
4 College or the Canadian Police College as well as the
5 University of Western Ontario and it ran concurrent in
6 order to qualify for that diploma.

7 **MR. DUMAIS:** And so you took some of the
8 courses at the Ontario Police College and some at Western?

9 **DIRECTOR GHEYSEN:** That's correct.

10 **MR. DUMAIS:** All right.

11 And as well, I believe, you, at the same
12 time you were taking courses and you obtained a B.A. at the
13 Faculty of Social Science at the University of Western as
14 well?

15 **DIRECTOR GHEYSEN:** Yes, night courses and
16 some day courses.

17 **MR. DUMAIS:** All right.

18 Now, if you can turn the page, and if I can
19 draw your attention at the different offices and committees
20 that you're presently a part of, I'm looking at the second
21 item from the bottom and we'll go up chronologically.

22 You're presently a member of the Ontario
23 Association of Chiefs of Police?

24 **DIRECTOR GHEYSEN:** Yes, I am.

25 **MR. DUMAIS:** And you are on their Training

1 Committee as well?

2 **DIRECTOR GHEYSEN:** Yes, I am.

3 **MR. DUMAIS:** And what does that mean,
4 Director; what's your involvement with their Training
5 Committee?

6 **DIRECTOR GHEYSEN:** I sit -- traditionally,
7 the Director of the Ontario Police College has had a
8 position on the Training Committee and sit as both an
9 advisor and as a full member. The Training Committee for
10 the Ontario Association of Chiefs of Police, OACP as it's
11 commonly known, looks at training issues that affect
12 policing in the province and we also -- the College also
13 looks to this group as an advisory body.

14 **MR. DUMAIS:** And are you also part of the
15 Community Policing Committee as well?

16 **DIRECTOR GHEYSEN:** I'm sorry?

17 **MR. DUMAIS:** Are you also part of the
18 Community Policing Committee at the OACP?

19 **DIRECTOR GHEYSEN:** No, not any longer. I
20 was at one time.

21 **MR. DUMAIS:** Oh, I see. So you were on that
22 committee from 1998 to 2000?

23 **DIRECTOR GHEYSEN:** That's correct.

24 **MR. DUMAIS:** Now, I understand that you were
25 also the Co-Chair of the Adequacy Standards Sub-Committee

1 in 1997. Can you tell us a bit about that?

2 **DIRECTOR GHEYSEN:** Yes, during the
3 development of the Adequacy Standards Sub-Committee, as
4 Deputy Director I was asked to assist in co-chairing that
5 committee in the development of the Adequacy Standards and
6 I did that for a short time in '97.

7 **MR. DUMAIS:** All right.

8 So your committee provided a recommendation
9 for the development of the Adequacy Regulations?

10 **DIRECTOR GHEYSEN:** That's correct.

11 **MR. DUMAIS:** Now, I understand that you're
12 also a member of the Canadian Association of Chiefs of
13 Police?

14 **DIRECTOR GHEYSEN:** Yes, I'm a life member.

15 **MR. DUMAIS:** And that you sit on their Human
16 Resources Committee?

17 **DIRECTOR GHEYSEN:** That's correct.

18 **MR. DUMAIS:** And you have also listed at
19 page 3 a number of other offices and committees which you
20 either sit as a member or sit as an officer; is that
21 correct?

22 **DIRECTOR GHEYSEN:** Page 3 are more
23 historical committees, ones I was formerly of.

24 **MR. DUMAIS:** And I understand that you have
25 been called to give a presentation as a guest panellist and

1 you have listed those activities on page 4 of your résumé?

2 **DIRECTOR GHEYSEN:** That's correct.

3 **MR. DUMAIS:** And I understand that
4 throughout your career you have taken different courses and
5 training and obtained different certificates and diplomas.
6 We can look at the first one which is the last item of
7 "Training" at page 5 of your résumé, "Police Management
8 Level I". Can you explain to us what that is?

9 **DIRECTOR GHEYSEN:** At that time that was
10 considered appropriate training for sergeants and staff
11 sergeants through the Ontario Police College.

12 **MR. DUMAIS:** And then you followed that
13 training with the "Police Management Level II"?

14 **DIRECTOR GHEYSEN:** Yes, which entailed --
15 which was geared towards staff sergeants and inspectors
16 within a police service.

17 **MR. DUMAIS:** And then, Director, you
18 completed a certificate in "Ontario Police Commanders
19 Course". Can you explain to us what that is?

20 **DIRECTOR GHEYSEN:** Yes, that course was
21 designed for deputy chiefs and chiefs of small to mid-size
22 police services in the province.

23 **MR. DUMAIS:** And at that time you were still
24 the Chief in Aylmer; is that correct?

25 **DIRECTOR GHEYSEN:** That's correct.

1 **MR. DUMAIS:** And then, you followed that up
2 with a diploma in Police Management Studies at the Canadian
3 Police College, and you've referred to that previously?

4 **DIRECTOR GHEYSEN:** Yes.

5 **MR. DUMAIS:** And finally, the last item I
6 wish for you to explain is the diploma in "Executive
7 Development Course" that you completed at the Canadian
8 Police College as well. Can you tell us what that is?

9 **DIRECTOR GHEYSEN:** That was a three-month
10 program, in-residence program at the Canadian Police
11 College for senior executives of police services from
12 across the country.

13 **MR. DUMAIS:** All right. Thank you very
14 much.

15 If then I can turn your attention to, in the
16 Book of Documents, Tab 8, which is your PowerPoint
17 presentation but we will be running that presentation as
18 soon as it's loaded up.

19 **THE COMMISSIONER:** M'hm.

20 **MR. DUMAIS:** Director Gheysen, if you can
21 start firstly with giving us a brief history of the Ontario
22 Police College starting in the 1950s and just take us
23 through the evolution of the college itself?

24 **DIRECTOR GHEYSEN:** Okay. In the mid-1950s
25 the Ontario Association of Chiefs of Police lobbied for a

1 central police training facility. Prior to the Ontario
2 Police College being established there was no central
3 training institution. Police services either did not train
4 their individuals or were responsible -- such as the City
5 of Toronto, Ontario Provincial Police and others would set
6 up their own training.

7 In 1959 a provincial commission studied the
8 concept and in 1962 the Ontario Police College was opened
9 at the former Royal Canadian Air Force base, which was a
10 training base in the town of Aylmer. Present facilities
11 were constructed in 1975 and replaced all of the Air Force
12 base buildings.

13 Today, over 35,000 recruits have graduated
14 since the college was opened and more than 40,000 other
15 students have taken various programs.

16 The facilities; 549 student rooms, 12
17 instructor apartments, 24 instructor suites with 30 regular
18 classrooms, three portables and we are one of the largest
19 residential police training facilities in North America.

20 **MR. DUMAIS:** Does that mean, Director, that
21 at any given time there can be 500-some students at the
22 college taking courses?

23 **DIRECTOR GHEYSEN:** In essence, actually more
24 than that, 549 in residence and we can have another three
25 to 400 on site as day students.

1 **MR. DUMAIS:** I don't know if you have those
2 numbers, but can you give us an idea of at what capacity
3 you presently operate, or does that vary?

4 **DIRECTOR GHEYSEN:** It varies. At the
5 present time we're maxed out. From a residential
6 standpoint we're full.

7 **MR. DUMAIS:** All right.

8 **DIRECTOR GHEYSEN:** This slide is just an
9 aerial view of the facility.

10 Staffing; presently, and this varies
11 depending on programs, we have 162 full and part-time staff
12 members at the Ontario Police College. We are the largest
13 unit within Policing Services Division which I could
14 explain later as to what that means. We have 49 full-time
15 instructors, 42 seconded instructors. "Seconded" means
16 they are in contract to us from various Police Services.
17 We have our own print shop, food services, computer,
18 nursing staff, et cetera; about 13 acres under one roof.

19 **MR. DUMAIS:** And your seconded instructors,
20 do they apply for that position? Is there a process for
21 hiring these instructors?

22 **DIRECTOR GHEYSON:** Yes, we'll indicate to
23 Police Services that we have interest in seconding
24 individuals from their service. The service will run a
25 competition, select two or three candidates. They then

1 come to our institution and we interview them and we select
2 one of the three or four, depending on how many come
3 forward.

4 The client base for most people here,
5 obviously, it's not new but it signifies the enormity of
6 the training issue for the Province of Ontario; almost 12
7 million people, over a million square kilometres from
8 Hudson's Bay in the north, the Detroit southern border;
9 22,000 police officers, including provincial and municipal
10 and First Nations police services.

11 This is the organizational structure and our
12 reporting relationship. The Ontario Police College is part
13 of the Policing Services Division within the Ministry
14 Community Safety and Correctional Services. I, as the
15 director, report to an Assistant Deputy Minister who
16 reports directly to the Deputy Minister who today is Ms.
17 Deborah Newman who, in turn, reports to the Ministry.

18 This slide, although it doesn't appear very
19 clear, is the organizational chart. I think in the printed
20 version it's a bit clearer.

21 **DIRECTOR GHEYSON:** Actually, Commissioner, I
22 believe there's a clearer version of the organizational
23 chart at Tab 13, which is the 2006 calendar of the Ontario
24 Police College.

25 **THE COMMISSIONER:** Very good. Is this the

1 one you're looking for, sir?

2 **DIRECTOR GHEYSON:** Yes, it is. Thanks, I
3 appreciate it.

4 The org chart indicates, obviously, the
5 structure which we operate locally at the Ontario Police
6 College; myself as director; the Registrar Office which
7 reports directly to me. I have two deputy directors and an
8 administrator as well as a chief instructor. The two
9 deputies, myself, the administrator and the chief
10 instructor make up the management team. That's the entire
11 management team of the Ontario Police College.

12 In the boxes that flow from those are team
13 leaders. Those would be in the instructional area,
14 instructors who have responsibility as a team leader for
15 their area of expertise.

16 **MR. DUMAIS:** Now, you've indicated that you
17 have a registrar that reports to you. What are the duties
18 and responsibilities of your registrar?

19 **DIRECTOR GHEYSEN:** The registrar is
20 responsible, obviously, for the registration of students on
21 programs, getting demand surveys out to police services,
22 being the liaison between the service and the college for
23 program needs, student needs at the institution.

24 **MR. DUMAIS:** And is the registrar the keeper
25 of all records as well?

1 **DIRECTOR GHEYSEN:** The registrar is the
2 keeper of all student records, yes.

3 **MR. DUMAIS:** And we'll be dealing with that
4 a little further on in your presentation.

5 You do have a deputy director that deals
6 with senior and special courses. Can you just give us an
7 idea of what those courses consist of?

8 **DIRECTOR GHEYSEN:** Yes, the college, for
9 ease of operation, we've split into two areas; patrol
10 training which looks after recruit training, advance patrol
11 training, coach officer, first-line supervisor. The deputy
12 in charge of senior and special courses looks after all
13 those courses that come under the umbrella of criminal
14 investigation; specialty areas, leadership, Canadian Police
15 Information Centre. Those type of programs as well as the
16 library resource center falls within that individual's
17 responsibilities.

18 **MR. DUMAIS:** All right.

19 You've indicated, and I'm looking at Slide 9
20 of your presentation ---

21 **DIRECTOR GHEYSEN:** Let me just get back to
22 that.

23 **MR. DUMAIS:** Now, you've indicated that the
24 Ontario Police College is a provincial government
25 institution. What do you mean by that?

1 **DIRECTOR GHEYSEN:** The purpose of that is to
2 -- sometimes because we use the term "college" we
3 occasionally get confused with universities and colleges
4 that come under the Ministry of Training Colleges and
5 Universities and could be broader public sector entities.
6 We are not a broader sector and we are part of the Ministry
7 and all public servants. So there's a distinction there.

8 **MR. DUMAIS:** And my understanding is that
9 the authority to operate the college is derived from
10 section 3(2) of the *Police Services Act*.

11 **DIRECTOR GHEYSEN:** Yes, the Act specifies
12 that it still use the term:

13 "Solicitor General shall operate the
14 Ontario Police College".

15 **MR. DUMAIS:** Now, one of the key functions
16 of the college is, as you've indicated, to train the
17 recruits for the province of Ontario for all police
18 services in the province of Ontario. Is that correct?

19 **DIRECTOR GHEYSEN:** That's correct.

20 **MR. DUMAIS:** And my understanding is that
21 recruits are statutorily placed on probation for a certain
22 period of time. Can you simply explain that to us, please?

23 **DIRECTOR GHEYSEN:** Yes, under section
24 44.1(2) of the *Police Services Act* it outlines the
25 probationary period and it indicates, and I can read them:

1 "The municipal police officer's
2 probation period begins on the day he
3 or she is appointed; ends on the latter
4 of first anniversary of date of that
5 appointment".

6 So one year from the date of being appointed
7 as a police officer or the first anniversary of the day the
8 police officer completes an initial period of training at
9 the Ontario Police College. And for our purposes that is
10 the basic constable training program.

11 **MR. DUMAIS:** Now, Director, that section
12 refers to a "municipal police officer".

13 **DIRECTOR GHEYSEN:** That's correct.

14 **MR. DUMAIS:** So what's the implication for
15 someone who is a member of the Ontario Provincial Police,
16 if any?

17 **DIRECTOR GHEYSEN:** There's no requirement
18 under the *Police Services Act* for them to attend. However,
19 it is government policy for them to attend.

20 **MR. DUMAIS:** But they are not governed by
21 this probationary period. So if the Ontario Provincial
22 Police has their own internal probationary period that's
23 fine. But they're not bound. Is that ---

24 **DIRECTOR GHEYSEN:** Not bound by *Police*
25 *Services Act*, may be bound by the *Public Service Act*.

1 **MR. DUMAIS:** All right.

2 Now, section 44.2 uses the definition of a
3 police officer rather than a municipal police officer.
4 Perhaps you can start by explaining what that section
5 provides.

6 **DIRECTOR GHEYSEN:** Well, the intent of 44.2
7 is to ensure individuals complete the training within six
8 months of the date of appointment. That's to preclude
9 anybody or any service from dragging out, if you will, not
10 sending somebody for their initial period of training or if
11 they were unsuccessful and needed to do a remedial on one
12 of the components; not allowing that to slip. There is a
13 requirement that it be completed within a certain
14 timeframe.

15 **MR. DUMAIS:** And the training itself has a
16 90-day duration. Is that correct?

17 **DIRECTOR GHEYSEN:** The training is 60
18 training days, three months.

19 **MR. DUMAIS:** All right.

20 Now, I understand that in 2002 there's a
21 specific regulation that was adopted that provides that all
22 recruits must be trained at the Ontario Police College.
23 Perhaps you can explain for us what that regulation
24 provided.

25 **DIRECTOR GHEYSEN:** The Ontario Regulation

1 3602, as the number indicates, came into effect in 2002 and
2 the intent of the regulation was for clarification of
3 section 44. There was some confusion as to the intent of
4 44 or whether 44 was solely concerned with probationary
5 periods as opposed to initial period of training. It was
6 felt at that time by the Ministry and the government that
7 there was a need for clarification and Regulation 3602 was
8 put into effect, and it clarifies that all municipal police
9 services send their recruits to the college for their basic
10 training to ensure consistency in training according to
11 provincial standards.

12 **MR. DUMAIS:** It did not mean that prior to
13 the adoption of this regulation, that recruits could be
14 trained elsewhere?

15 **DIRECTOR GHEYSEN:** No.

16 **MR. DUMAIS:** Now, my understanding is that
17 adequacy and effectiveness regulation was adopted in 1999.
18 Perhaps you can explain the regulation and start with
19 explaining what the regulation was and what it provided.

20 **DIRECTOR GHEYSEN:** As you've indicated, it
21 was passed in 1999, created to ensure that police services
22 provide adequate and effective policing. It was filed in
23 1999, but there was a two year grace period, if you like,
24 for police services to establish all season procedures to
25 meet the requirements of the regulation.

1 The Ministry also, at the same time, created
2 guidelines, Policing Standards Manual 2000, to assist
3 boards and chief in meeting the minimum requirements. And
4 that standards manual is actually an update of the 1992
5 version. The Adequacy Regulation came into effect on
6 January 1st, 2001, and the areas within the regulation which
7 require Ministry accredited training or equivalent are
8 spelled out.

9 The *Police Services Act* 1999 and the
10 Policing Standards Manual 2000 which flows from that is one
11 of the mechanisms which the Solicitor General meets the
12 statutory requirements, and the purpose of the guidelines
13 was to set out the Ministry's position in relation to
14 policy matters. It provides information and advice
15 respecting the management and operation of Police Services.
16 It provides recommendations for local policies, procedures
17 and programs and is designed to promote coordination in the
18 delivery of police services, promote the delivery of
19 community-oriented police services and promote professional
20 police practices, standards and, again, training.

21 The guidelines are advisory in nature but
22 assist in addressing compliance with the *Police Services*
23 *Act* and its regulations including adequacy.

24 **MR. DUMAIS:** All right.

25 If we can then start with the Adequacy

1 Regulation and how that influenced training or in what
2 areas did the adequacy mandate training.

3 **DIRECTOR GHEYSEN:** Adequacy specifies nine
4 areas requiring Ministry-approved standards for training.
5 They're outlined in the regulation itself and include
6 communicator and communication supervisor which is one
7 area; criminal investigator, crisis negotiator, forensic
8 identifications, scenes of crime officer, hostage rescue
9 team, major incident command, perimeter control containment
10 team and tactical response teams.

11 They must successfully complete required
12 training accredited by the Ministry, or have equivalent
13 qualifications or skills as approved by the Ministry.

14 **MR. DUMAIS:** Now, Director, what does that
15 mean "accredited training"?

16 **DIRECTOR GHEYSEN:** The Ontario Police
17 College, as part of the Ministry, is tasked with reviewing
18 training through submissions from police services and
19 accrediting them in one of those nine areas or all of the
20 nine areas, depending on the submissions.

21 **MR. DUMAIS:** So you do have accredited
22 training in other areas as well?

23 **DIRECTOR GHEYSEN:** Yes, everything we do, by
24 the nature that we are the Ontario Police College, is
25 accredited. We're the Ministry's accreditation body. So

1 if we design a program and deliver it by its nature it's
2 considered accredited.

3 **MR. DUMAIS:** So the only relevance of that
4 slide or the principle relevance of that slide is the fact
5 that adequacy only provides for these nine areas of
6 accredited training?

7 **DIRECTOR GHEYSEN:** Yes. Adequacy allows for
8 police services to submit a program of study or training to
9 us for accreditation in one of those nine areas.

10 **MR. DUMAIS:** All right.

11 Go ahead.

12 **DIRECTOR GHEYSEN:** I was just going to say
13 the next slide indicates the submissions that have come
14 forward.

15 **MR. DUMAIS:** Okay. And that slide refers to
16 a tab as well. Perhaps you can simply explain to us what
17 the concept -- the contents of the slide firstly, and then
18 we'll go to the specific document?

19 **DIRECTOR GHEYSEN:** Yes. To date, since its
20 inception, since 2001, 84 statements of accreditation have
21 been issued and what that is the police service a) submits
22 a course training standard for one of the nine areas
23 identified. We would review that with our staff to ensure
24 that it meets all of the Ministry standards required in a
25 training program of that nature and then we would certify

1 it. The accreditation is actually signed by the assistant
2 deputy minister and the service is notified of that.

3 So in essence, they submit all their
4 documents. We review them and approve them and send them,
5 if they meet the requirements.

6 **MR. DUMAIS:** And does the Ontario Police
7 College have standards on all of these courses already?

8 **DIRECTOR GHEYSEN:** We do now, yes; correct.

9 **MR. DUMAIS:** So can a police service in
10 Ontario take the standard from the Ontario Police College
11 and design its own course?

12 **DIRECTOR GHEYSEN:** Could they take one of
13 those standards? We would -- it actually works the other
14 way. They submit their program to us for review.

15 **MR. DUMAIS:** All right.

16 **DIRECTOR GHEYSEN:** We would make
17 recommendations, as indicated here, 11 submissions
18 withdrawn for revision. We've recommended on 11 of those
19 that they must be rewritten in certain areas to meet
20 standard.

21 **MR. DUMAIS:** All right. So they prepare
22 their program or their course, submit that and then you
23 prepare it to your standards?

24 **DIRECTOR GHEYSEN:** Yes.

25 **MR. DUMAIS:** All right.

1 **THE COMMISSIONER:** Just out of interest,
2 would you accredit -- let's assume a police officer who was
3 coming from another province, would you be looking at what
4 his education is like and maybe waive his six-month
5 training or anything like that?

6 **DIRECTOR GHEYSEN:** Yes, actually we do. We
7 have an equivalency process with the recruit program
8 allowing for equivalency for graduates of the Justice
9 Institute of British Columbia, Calgary, Edmonton, Winnipeg,
10 Quebec, Nicolet and the Atlantic Police Academy.

11 **MR. DUMAIS:** Now, if you can just turn to
12 your attention to Tab 17 and my understanding is that is a
13 current status report on the Course Training Standard
14 Accreditation. Perhaps you can just explain to us what
15 that is and what it represents?

16 **DIRECTOR GHEYSEN:** Yes. That is a listing
17 of all the services under the various subject areas that
18 have applied for and been granted certification under the
19 Adequacy Program. You'll see some of them are highlighted
20 to indicate the latest submissions validated to, for
21 example, 2008. A three-year review process requires the
22 services to resubmit prior to the expiration of their
23 certification and what they're required to do.

24 There's two things we look at; whether
25 there's been substantial change in a standard or a process

1 within the Ministry or the Ontario Police College training
2 or whether the services changed its program. So the
3 indicator has to be that there's been no substantial change
4 in either area in order to just recertify. If there has
5 been, it has to be -- the whole process begins all over.

6 **MR. DUMAIS:** Right. And if you redesigned a
7 standard prior -- I mean, at the college prior to the
8 expiry of the three-year period, can you revoke one of
9 those standards or do you wait for the three years to be
10 over?

11 **DIRECTOR GHEYSEN:** We would provide them
12 with new materials to ensure that they could insert them or
13 add them to their existing program.

14 **MR. DUMAIS:** All right.

15 Now, you've provided a summary at the end
16 and I'm looking at -- although, the pages are not numbered
17 -- page 4. It's a number of statements of Accreditation
18 84; a number of submissions under review.

19 What does that mean, "Submissions under
20 Review"?

21 **DIRECTOR GHEYSEN:** Those would be actually
22 in the process right now at the Police College where staff
23 are reviewing the documentation.

24 **MR. DUMAIS:** The number of withdrawn
25 applications "for Revision"?

1 **DIRECTOR GHEYSEN:** They were rejected --
2 that's not correct. They were supplied with suggestions to
3 change if they wished to have their applications be
4 successful. And "rejected" speaks for itself.

5 **MR. DUMAIS:** Yes. And these are the numbers
6 for 2006. Correct?

7 **DIRECTOR GHEYSEN:** That's correct. I
8 believe it's updated to May of this year.

9 **MR. DUMAIS:** Now, you spoke to us a bit
10 about the process of accreditation. Is there anything else
11 you want to say about that process?

12 **DIRECTOR GHEYSEN:** About the accreditation?
13 No, except that it's a process that's closely scrutinized
14 by the Ontario Police College and the certification is not
15 just obtained simply because you've submitted.

16 **MR. DUMAIS:** All right.

17 And who is responsible for making that
18 review? Do you have a committee? Are there specific
19 instructors assigned to that?

20 **DIRECTOR GHEYSEN:** It depends on the area,
21 the subject area. If we would -- obviously, within my
22 organization the deputy director in charge of senior
23 special courses are responsible -- is responsible for that.
24 He would then give it to staff with an expertise in the
25 subject area. If, for some reason, we did not feel we had

1 the expertise within that area we would look outside of our
2 organization; for example, to the Canadian Police College,
3 to see if they have an expert in the specific area to help
4 with the review.

5 **MR. DUMAIS:** Now, if a police service wishes
6 to run a course designed by the Ontario Police College
7 which is not mandated by adequacy, they go through a
8 completely different process. Correct?

9 **DIRECTOR GHEYSEN:** Totally different.

10 **MR. DUMAIS:** All right.

11 **DIRECTOR GHEYSEN:** And I think we touch on
12 it a little later in the material.

13 **MR. DUMAIS:** Now, the next slide deals with
14 the number of police agencies that OPC offers courses to.

15 **DIRECTOR GHEYSEN:** Yes, presently there's 61
16 police services in the Province of Ontario. So we deal
17 with all 61 of those and they vary in size from the Toronto
18 Police Service and the Ontario Provincial Police with a
19 combined sworn number over 10,000 to the smallest in
20 Stirling-Rawdon and Wingham with seven police officers
21 each. So we have quite a variance in client size.

22 **MR. DUMAIS:** So then, between the Toronto
23 Police Service and the OPP, that represents approximately
24 50 per cent of the police officers in the province?

25 **DIRECTOR GHEYSEN:** Just shy of 50 per cent,

1 yes.

2 **MR. DUMAIS:** Now, I understand that there
3 are six core functions that a police service must provide;
4 is that correct?

5 **DIRECTOR GHEYSEN:** That's correct. The
6 *Police Services Act* outlines six core functions that police
7 services, in order to be able to provide a police service
8 and be considered adequate and effective, there are six
9 core areas that they must ensure they can deliver and it's
10 crime prevention, law enforcement, assistance to victims of
11 crime, public order maintenance, emergency response and
12 administration and infrastructure. For our purposes, for
13 training, we want to ensure that our training aligns with
14 the needs of the police service and their core functions.

15 **MR. DUMAIS:** But in dealing with training,
16 you make sure that you -- that it aligns with the first
17 five core functions; is that correct?

18 **DIRECTOR GHEYSEN:** Yes, that's our main
19 emphasis with some leadership training and the
20 administrative infrastructure we don't touch.

21 **MR. DUMAIS:** So then you have listed at
22 Slide 19 a number of different courses of training that you
23 offer at the Ontario Police College; is that correct?

24 **DIRECTOR GHEYSEN:** Yes. Those are just
25 broad brush overviews of courses. There's sub-categories,

1 obviously, underneath those as well.

2 **MR. DUMAIS:** And one of these courses that
3 you've mentioned briefly is the Basic Constable Training
4 course. If we can look at that course a little more
5 specifically and if you can give us an overview, a
6 historical overview of how that course has evolved over the
7 years?

8 **DIRECTOR GHEYSEN:** Yes. The initial course
9 was offered in 1964 and '65 and it was a 12-week course at
10 that time. It then moved from '66 to '76 and I should
11 point out each time we see a change, it was the result of
12 either a review of the training ---

13 **THE COMMISSIONER:** M'hm?

14 **DIRECTOR GHEYSEN:** It was a result of a
15 review of the training.

16 **THE COMMISSIONER:** Right.

17 **DIRECTOR GHEYSEN:** So you'll see each block
18 where it changes as a result of either internal review or a
19 legislative change that required the program to change.
20 '66 to '76, a change, not in the entire length of the
21 program but how it was delivered; a Part A which was six
22 weeks at the Ontario Police College. The members then
23 would return to their police service for up to one year and
24 then return to the Ontario Police College for their second
25 six weeks of training. In '77 to '81, you'll ---

1 **MR. DUMAIS:** Sorry, Director, if we can just
2 stop there for a second.

3 So then in the Part A, the recruit would
4 attend at the Ontario Police College, go through an
5 academic training, go back to their police service for a
6 certain period of time, and my understanding is that that
7 field training, if we can call it like that, varied from
8 police service to police service; is that correct?

9 **DIRECTOR GHEYSEN:** Yes, that training could
10 vary from two weeks before they're returned to one year.
11 So then it depended on the service, on the needs at the
12 time, whether they needed those individuals on the street,
13 in the field, as to the length of field training they would
14 be exposed to.

15 **MR. DUMAIS:** Now, I don't know if you know
16 the answer to that question, but assuming that you have a
17 new bunch of recruits that go through the Part A program,
18 how is it determined when they come back for Part B and
19 would that vary depending on the police service?

20 **DIRECTOR GHEYSEN:** At that time I can tell
21 you it varied because I'm a product of that program. It
22 depended on the service, it depended on a number of factors
23 but there was no -- I don't think there was any silence to
24 how people returned for B part.

25 **MR. DUMAIS:** Right. So let's assume then

1 that Toronto Police Services felt that their recruits
2 needed nine months of field exposure, they would return the
3 recruits to the Ontario Police College after the expiry of
4 that time?

5 **DIRECTOR GHEYSEN:** Yeah, I can't -- I don't
6 know what their policy was at the time but ---

7 **MR. DUMAIS:** Yes.

8 **DIRECTOR GHEYSEN:** Yes. Just as an example,
9 yes.

10 **MR. DUMAIS:** And when you would return to
11 complete Part B you -- that would consist both of academic
12 and practical training; is that fair?

13 **DIRECTOR GHEYSEN:** Yes. Part A was intended
14 to be primary academic. Part B was academic with some
15 practical training involved.

16 **MR. DUMAIS:** So then the next significant
17 change was in 1977, and it appears that three weeks were
18 added to Part A or to the academic program.

19 **DIRECTOR GHEYSEN:** That's correct. My
20 understanding, the reason for that change was
21 acknowledgement that the officers were returning on Part B
22 with a higher skill level than had been anticipated. So
23 the move of the program was to front-end load it with the
24 remainder at five weeks and an increase from 12 to 15.

25 **MR. DUMAIS:** Now, the next change was in

1 1982. It appears that one week was removed from Part A and
2 transferred to Part B. Do you know what that ---

3 **DIRECTOR GHEYSEN:** I have no idea.

4 **MR. DUMAIS:** Now, then, the next change in
5 the Constable Training Program was in 1988.

6 **DIRECTOR GHEYSEN:** Yes, it was shifted to a
7 nine-week program, 45 days of training. It became part --
8 you'll see it says "Level II" on there.

9 **THE COMMISSIONER:** M'hm.

10 **DIRECTOR GHEYSEN:** There was an attempt to
11 stratify the training. Level I was considered your initial
12 period of training at your service when you were hired,
13 orientation, et cetera. Level II was the Constable
14 Training Program. Level III was a return to the police
15 service. Level IV was a return to the Ontario Police
16 College for an Advanced Patrol Training and Level V was
17 completion with a coach officer or whoever, field training
18 again.

19 **MR. DUMAIS:** And the Level IV is your
20 present Advanced Patrol Training Course?

21 **DIRECTOR GHEYSEN:** Yes, the equivalent.

22 **MR. DUMAIS:** So then there was a -- well, it
23 appears to have been a very minor change from 1990 to 1993
24 whereas two days were added to the Level II Training
25 Program?

1 **DIRECTOR GHEYSEN:** That's correct, two days
2 to include legislative changes that couldn't be fit into
3 the program prior to.

4 **MR. DUMAIS:** And the final change was in
5 1994 and that represents the present status of the Basic
6 Recruit Training Program; is that correct?

7 **DIRECTOR GHEYSEN:** That's correct. Now,
8 it's 60 days. The additional 13 days added in 1994
9 encompassed use of force training and race relations
10 training.

11 **MR. DUMAIS:** Was domestic violence also ---

12 **DIRECTOR GHEYSEN:** Yes, there was an
13 increase in domestic violence training at that time as
14 well.

15 **MR. DUMAIS:** All right.

16 So then if you could just give us an idea of
17 what your basic constable training program looks like
18 today?

19 **DIRECTOR GHEYSEN:** As indicated, it's 60
20 training days, a three month residential program. And it
21 is residential, a mandatory residential component because
22 of the timeframe. The students are trained from 6:00 in
23 the morning to some evenings depending on what -- if
24 they're doing night training it could be midnight or 1:00
25 in the morning. All recruits are already employed by the

1 police service. We're a post-higher institution. Again,
2 somewhat different then you would find in other police
3 training institutions, the Atlantic Academy for example. I
4 believe Nicolet, the Justice Institute, they are not
5 members of their service when attending.

6 **MR. DUMAIS:** Which means they must complete
7 the training program and then apply for a job?

8 **DIRECTOR GHEYSEN:** In the other places?

9 **MR. DUMAIS:** Yes.

10 **DIRECTOR GHEYSEN:** Yes, that's correct.

11 Must achieve 75 per cent to pass and then
12 they're issued with a diploma by me upon successful
13 completion.

14 Presently we have a capacity for 480
15 recruits per intake and there are three intakes per year
16 with a maximum capacity for recruits of 1,440 annually.

17 **MR. DUMAIS:** And is that essentially the
18 amount of recruits a college certifies every year or
19 graduates every year?

20 **DIRECTOR GHEYSEN:** We've never reached that
21 number. Probably 1,200 to 1,300 has been the max as far as
22 numbers.

23 The courses of study very broad brush here;
24 applied police learning, which are the academic components
25 such as provincial and federal stats, defensive tactics,

1 offer safety, firearms training, police vehicle operations,
2 physical training; very broad categories.

3 **MR. DUMAIS:** And I believe you have enclosed
4 at Tab 15 just a general description of the course, its
5 contexts, topics, a description.

6 Now, I believe that there is one correction
7 you wanted to make, which was the prerequisites to the
8 Basic Recruit Training Course which is found at page 3 of
9 that tab?

10 **DIRECTOR GHEYSEN:** Yes, there is a misprint
11 on page 3. It indicates a prerequisite:

12 "There must be a police officer as
13 defined in section 2 of the *Police*
14 *Services Act.*"

15 In fact, the prerequisite is there must be a
16 police officer, or cadet, or employee of the police service
17 to attend. So that's our error in our document.

18 **MR. DUMAIS:** All right.

19 And that definition is found in the Act ---

20 **DIRECTOR GHEYSEN:** Yes.

21 **MR. DUMAIS:** --- and I think the correct
22 definition is found on the application form?

23 **DIRECTOR GHEYSEN:** Yes, the application form
24 indicates those terms.

25 **MR. DUMAIS:** All right.

1 Now, in addition to the basic constable
2 training -- and you've indicated that that represents
3 approximately 50 per cent of the training you offer on a
4 yearly basis -- you do have the senior and special courses;
5 is that correct?

6 **DIRECTOR GHEYSEN:** Yes, by volume at one
7 time. This is the largest program. But yes, we have
8 senior and special training courses as well.

9 **MR. DUMAIS:** And these are more special
10 courses that typically a more experienced officer returns
11 to the college to complete and some of these courses and
12 the historical evolution of these courses are relevant to
13 the inquiry and your two instructors will be speaking to
14 those; is that correct?

15 **DIRECTOR GHEYSEN:** That's correct.

16 **MR. DUMAIS:** All right.

17 Now, the next slide, which is Slide 31,
18 deals with the OPC demand, sir. Can you explain to us what
19 that is and how it works and how it helps the Ontario
20 Police College design it's calendar and determine which
21 courses are being offered?

22 **DIRECTOR GHEYSEN:** Yes, in order for us to
23 establish the needs for training in the province we have to
24 have some idea of what's required. So we provide every
25 service, on an annual basis, a demand survey -- goes out to

1 every service in the spring of each year and it's used to
2 develop our course calendar. We list every program that we
3 are have offered or are intending on offering and it goes
4 out.

5 We ask -- two key areas that we ask a police
6 service to identify; the number of officers assigned to
7 specific area and then the number to be trained in the
8 coming year. The reason for asking those two questions are
9 sometimes people make errors when they're calculating
10 requirements. It gives us a snapshot.

11 So for example, you can see the second area
12 is "drug investigator". If a service indicates they have
13 10 drug investigators assigned to a unit but they want 50
14 trained, then obviously something has gone amiss and then
15 we will contact the service and say, "Okay. What's going
16 on here? What's the issue?"

17 Also, though, it may be if they say they
18 have 10 and "I need 6 trained" it's because they're doing a
19 huge changeover in a specific unit and "I need new people
20 trained up" and we need to know that information.

21 So that's the information we claim from the
22 report.

23 **MR. DUMAIS:** All right.

24 Let's assume for a minute that you're
25 dealing with a police service with 100 officers that have

1 three quarters of them trained in general investigative
2 training and on their demand survey of the police service
3 it indicates that they want to train an additional 10. Is
4 that something that you would weigh in determining whether
5 or not that police service is allocated a seat or seats?

6 **DIRECTOR GHEYSEN:** If you're talking about a
7 specific course, no, because that's a course that we
8 encourage everybody to have at a very early time in their
9 career. If you were talking about a more specific area of
10 training, more narrow in scope, yes, we would look at that
11 and say, you know, "Is that really your need?" So we'd
12 discuss it with the service. It's not done in isolation.
13 It's a fluid process.

14 **MR. DUMAIS:** All right.

15 Well, perhaps you can talk to us about the
16 process of it. I mean, the demand survey is returned to
17 the Ontario Police College. How is the allocation of seats
18 made?

19 **DIRECTOR GHEYSEN:** On return of the demand
20 survey it gives us an idea of overall needs. We then
21 attempt, at first blush, to see how many courses in each
22 discipline we would need to offer to meet that demand. If
23 for some reason there's some question of it we would
24 obviously contact specific services and review it.

25 Initially, what we try to do is allocate

1 based on size. We use a very rudimentary program that; for
2 example, Toronto and the Ontario Provincial Police,
3 represent 50 per cent of the policing in the province. They
4 get -- if the need is there -- 50 per cent of the seats on
5 any given program. But it's not an exact science because
6 if that had have been the case when I was a chief in
7 Aylmer, because we were such a small service, we would
8 never have gotten a seat in the program because we
9 represented such a small percentage of the total police
10 population. So we have to work with that. So it's fluid.

11 **MR. DUMAIS:** So is that where the weighing
12 comes in? And when you look at how many, for example, how
13 many investigators there are in a specific police service -
14 - let's say, for example, that if a police service -- if
15 you don't like that example we can take a different course.
16 Perhaps we can take the sexual assault investigation
17 course. Let's say, for example, if a police service had no
18 one trained with that course, would that weigh in as to
19 granting that police service a seat for that course?

20 **DIRECTOR GHEYSEN:** Definitely. As I said,
21 the process is not scientific. It's designed purposely for
22 those issues that allow for services to identify a specific
23 need.

24 You used the example of sexual assault where
25 someone didn't have anybody trained in that discipline.

1 Obviously, they need somebody trained in that discipline.
2 We would make allowances for that. Or there's a change in
3 the staffing or someone has retired and has left the
4 service in a dire situation for a trained individual to
5 pick up the portfolio, if you like.

6 **MR. DUMAIS:** Yes.

7 **DIRECTOR GHEYSEN:** So yes, we make those
8 allowances. We have to.

9 **MR. DUMAIS:** And the determination as to the
10 number of courses, specific courses, is not determined
11 prior to the return of the demand survey?

12 **DIRECTOR GHEYSEN:** No. We take that
13 information and we sit down with the Registrar and his
14 management team and instructors responsible for those
15 areas. We review the demand. We then decide how many
16 programs or courses in each program we can offer based on
17 staffing availability and resources. And then when we have
18 those laid out according to calendar, annual calendar, we
19 then send that out to the services with a list that they
20 can indicate timeframes.

21 For example, if a service wants 10 drug
22 officers charged -- or charged -- 10 drug officers trained,
23 they obviously don't want them all at the same time, or
24 maybe do, but they'll indicate that on the next document
25 that they receive. We then take that back. We have to

1 obviously make adjustments. Sometimes we say, "Can you
2 wait a couple weeks for that or can you come a little
3 earlier because we have lots of vacancies on the previous
4 course?" and make those adjustments in the program.

5 **MR. DUMAIS:** All right.

6 And do you ever run into a situation where
7 you have a number of officers to train in a specific police
8 service or a specific area that justifies the delivery of a
9 specific course of that police service, and then you would
10 advise them, "Well, listen, rather than sending your 30
11 officers over here why don't you deliver a course in your
12 area?"

13 **DIRECTOR GHEYSEN:** Yes, we've done that. If
14 a service has a specific need that goes beyond the norm,
15 for whatever reason, perhaps legislative change, whatever
16 the reason, we would deliver a specific program in their
17 area for them as long as they meet certain criteria, yes.

18 **MR. DUMAIS:** Yes, and we'll be looking at
19 the different delivery methods of courses a little later
20 on.

21 Now, perhaps it's appropriate to look at the
22 application forms at this point, and they can be found or
23 it is found at Tab 14. So what's the chronology of
24 preparing this application form and the process?

25 **DIRECTOR GHEYSEN:** The services all have

1 these forms on file within their training or HR area. It's
2 up to the service to make application. The individual
3 police officer cannot make application. We do not deal
4 with the individuals. We deal with the service. So the
5 service would indicate they have a desire for so and so to
6 attend a specific course at the Ontario Police College with
7 a preferential date indicated as well and then it requires
8 not only the signature of the chief or designate or a
9 commissioner or designate.

10 **MR. DUMAIS:** And the application form is
11 filled out by the police service after the demand survey
12 has been analyzed and the calendar published?

13 **DIRECTOR GHEYSEN:** Yes, that's the ideal.
14 Sometimes the publication of a calendar is delayed.

15 **MR. DUMAIS:** And when the police service
16 fills out the application form does it have to specifically
17 name which officers they wish to have trained?

18 **DIRECTOR GHEYSEN:** Yes. Yes, we have to
19 have the name.

20 **MR. DUMAIS:** Now, if you can just look at
21 Tab 16, and my understanding of this document is that it's
22 sort of a spreadsheet that is a working document that's to
23 be used by police services to help them fill out
24 applications for courses. Is that a fair description?

25 **DIRECTOR GHEYSEN:** Yes. A spreadsheet of

1 that nature would go with the calendar and other documents
2 and the service would indicate on here preferred dates of
3 the programs that they have indicated in their demand
4 survey that they needed. So for example, a front-line
5 supervisor they may have asked for seven seats but would
6 prefer half in December and half in May of that given year.

7 **MR. DUMAIS:** So now that working sheet is
8 derived from the calendar date ---

9 **DIRECTOR GHEYSEN:** Yes.

10 **MR. DUMAIS:** --- that you determined?

11 **DIRECTOR GHEYSEN:** Demand survey,
12 calendarization and then the actual needs.

13 **MR. DUMAIS:** Now, I'm looking at this
14 document, and I take it that's the 2006 list of courses.
15 While most of these site locations are OPC, which I
16 understand to be the Ontario Police College, some of them
17 have a different location. So the first one I see is about
18 the eighth or ninth line down, Durham Regional.

19 What does that mean, that there is a site
20 location at Durham Regional?

21 **DIRECTOR GHEYSEN:** That we would deliver
22 that program at Durham.

23 **MR. DUMAIS:** Okay.

24 **DIRECTOR GHEYSEN:** A front line supervisor.
25 We would deliver it at Durham, Ottawa, Timmins because of

1 specific needs, as you indicated earlier; specific needs
2 for the service, numbers require training.

3 **MR. DUMAIS:** And the fact that this course
4 forms part of that list means that site location has seats
5 available for other police services?

6 **DIRECTOR GHEYSEN:** Yes. What we would do is
7 if we're running one of our programs offsite we would
8 indicate to services in the area that we are running one at
9 that location and that there would be a percentage of the
10 seats available for the neighbouring services.

11 **MR. DUMAIS:** Now, you've spoken about the
12 Toronto Police Service and the OPP having 50 per cent of
13 the seats reserved for them in any given course. Is that
14 just a starting number?

15 **DIRECTOR GHEYSEN:** Yes, it varies, obviously
16 depending on the needs of those services. Sometimes they
17 don't need 50 per cent. Sometimes they need more.

18 **MR. DUMAIS:** M'hm.

19 **DIRECTOR GHEYSEN:** So again, it's fluid.
20 It's not a pure science, by any means.

21 **MR. DUMAIS:** All right.

22 But if the Ontario Provincial Police have a
23 number that exceeds 25 per cent of their seats they are
24 guaranteed at least 25 per cent of their seats; is that
25 fair?

1 **DIRECTOR GHEYSEN:** If they need 25, yes.

2 **MR. DUMAIS:** All right.

3 **THE COMMISSIONER:** Well, what happens if a
4 smaller police force is in dire need? Do you get those
5 situations where, you know, somebody says, "I am entitled
6 to my 25 per cent" but in a smaller police force the
7 economies of scale are such that they absolutely need to
8 get somebody in?

9 **DIRECTOR GHEYSEN:** Well, we would work with
10 that service to get them slotted in. It's very seldom that
11 there is a program that is over-subscribed in a given year.

12 **THE COMMISSIONER:** M'hm.

13 **DIRECTOR GHEYSEN:** Where the issue comes is
14 "I need it tomorrow" and, if I could use the analogy of a
15 car factory, a car factory can produce 250,000 cars in a
16 given year. You can't get them in one month.

17 **THE COMMISSIONER:** M'hm.

18 **DIRECTOR GHEYSEN:** It takes time to go
19 through the process and to meet whatever needs to be done.
20 We're no different. If you want everybody trained tomorrow
21 it's not going to happen. Within a given x-number of
22 months or a given year, yes, we can meet -- in 99 per cent
23 of those instances we can meet those demands.

24 And if for some reason it would occur that
25 we couldn't we also talk to the service and say "Can give

1 up one position to allow for Service B to take that slot
2 and then we'll work with you later on?" and that has
3 happened.

4 **THE COMMISSIONER:** M'hm.

5 **MR. DUMAIS:** Now, I'm looking at Tab 13,
6 page 89, which is titled "Group Application Form".

7 **THE COMMISSIONER:** M'hm.

8 **MR. DUMAIS:** What is that document and how
9 does it come into play?

10 **DIRECTOR GHEYSEN:** Those are for satellite
11 sites. It's just an easier document to work with when
12 you're doing group applications for a program. So if we
13 are running a satellite site we just have a group
14 application by the service done rather than the individual
15 sheets. It still requires signoff by a delegated
16 authority.

17 **MR. DUMAIS:** All right.

18 So it's not -- a group couldn't apply for a
19 non-site, and by that I mean a course at the Ontario Police
20 College?

21 **DIRECTOR GHEYSEN:** I didn't hear the last
22 part.

23 **MR. DUMAIS:** A course at the Ontario Police
24 College, delivered at the Ontario Police College?

25 **DIRECTOR GHEYSEN:** No, no.

1 **MR. DUMAIS:** It's strictly for satellite ---

2 **DIRECTOR GHEYSEN:** For police service-
3 delivered programs.

4 **MR. DUMAIS:** All right.

5 Now, the -- actually, perhaps we're better
6 off going back to your PowerPoint presentation.

7 **(SHORT PAUSE/COURTE PAUSE)**

8 **MR. DUMAIS:** Now, your next slide, which is
9 Slide 36, deals with the budget. Can you explain to us how
10 money is directed toward the Ontario Police College? Is
11 there a budget which you must submit to the Ministry every
12 year?

13 **DIRECTOR GHEYSEN:** Actually, it works in
14 reverse within the provincial government. We don't submit
15 a budget. We're allocated a budget and it runs a fiscal
16 year. The provincial fiscal year is April 1st to March 31st
17 of the following year. A management board actually
18 allocates the annual budget to the Ontario Police College
19 and we're required to operate within that -- what we term
20 as the "envelope", the amount of money we receive. So for
21 example, in 2006 and '07, our operating budget for the
22 college was \$15.5 million for operations.

23 We don't go through -- like in the municipal
24 world where you would make a submission, you would argue
25 that budget before a board and then before council, that's

1 not the way it works within our world in the provincial
2 government.

3 **MR. DUMAIS:** All right.

4 And since you have been at the college has
5 that budget significantly varied from year to year or do
6 you get a small increase every year?

7 **DIRECTOR GHEYSEN:** No, it has varied
8 significantly. It has seen some drastic cuts and some
9 increases since my term there, since 1995.

10 **MR. DUMAIS:** And I take it that your budget
11 or your envelope to a certain extent helps you determine
12 how many courses you can offer. Is that a fair statement?

13 **DIRECTOR GHEYSEN:** Yes, it's a very accurate
14 statement. Obviously, it does control. It controls
15 staffing. It controls resources to put programs on.

16 **MR. DUMAIS:** All right.

17 I'm not sure, Commissioner, when you wanted
18 to break this morning.

19 **THE COMMISSIONER:** Soon.

20 **MR. DUMAIS:** Let's break now -- heading into
21 training costs.

22 **THE COMMISSIONER:** All right.

23 So why don't we take our morning break and
24 we can come back in 15?

25 **MR. DUMAIS:** Thank you.

1 **THE REGISTRAR:** Order. All rise. Veuillez
2 vous lever. The hearing will reconvene at 11:30.

3 --- Upon recessing at 11:16 a.m./

4 L'audience est suspendue à 11h16

5 --- Upon resuming at 11:34 p.m.

6 L'audience est reprise à 11h34

7 **THE REGISTRAR:** Order. All rise. Veuillez
8 vous lever.

9 This hearing of the Cornwall Public Inquiry
10 is now in session. Please be seated. Veuillez vous
11 asseoir.

12 **Rudy Gheysen, Resumed/Sous le même serment:**

13 --- **EXAMINATION IN-CHIEF BY/INTERROGATOIRE EN-CHEF PAR MR.**
14 **DUMAIS (continued/suite):**

15 **MR. DUMAIS:** Director, I am looking at Tab -
16 - sorry, Slide 37, your PowerPoint presentation which deals
17 with the history of police training costs. If you could
18 just take us through that section and explain to us how
19 that has changed over the years?

20 **DIRECTOR GHEYSEN:** Yes. Initially, all
21 training for policing was delivered at no cost to municipal
22 services for the province and the Government of Ontario
23 paid for all that training. In 1997 there was a shift.
24 Cost recovery was implemented at the recruit level. Each
25 recruit was charged a fee of \$3,000 which at that time

1 represented about 35 per cent of the program cost to attend
2 the program.

3 In 1999 that was increased to \$5,000 or
4 approximately 50 per cent of the cost of the training. In
5 1999 as well cost recovery was extended to all police
6 college courses based on comparisons to post-secondary
7 education sector and it was decided to attempt to recover
8 35 per cent of the actual cost of post-recruit training.
9 This increase was born by the services or municipalities,
10 not by individual officers.

11 In January of 2005 the recruit fee was
12 increased to \$7,500, representing 75 per cent of the costs
13 approximately. And at the same time, fees for all post-
14 recruit courses were set at 100 per cent of cost recovery.

15 **MR. DUMAIS:** And does the money that is paid
16 to you to cover these costs form part of your budget
17 envelope as well or not?

18 **DIRECTOR GHEYSEN:** No, all revenue generated
19 goes to the General Revenue Fund for the province.

20 **MR. DUMAIS:** All right.

21 Do you have an idea of -- I don't know if
22 you know the answer to that question -- how much money this
23 represents, these fees being paid by different police
24 services.

25 **DIRECTOR GHEYSEN:** I can give you an idea of

1 all courses including the recruit program which is not paid
2 by the services. It is paid by individuals. Revenues
3 would vary from \$6 to \$9 million annually.

4 **MR. DUMAIS:** So this is the amount that's
5 being paid by different police services and ---

6 **DIRECTOR GHEYSEN:** And recruits.

7 **MR. DUMAIS:** Money is turned back to the
8 Ministry?

9 **DIRECTOR GHEYSEN:** To the General Revenue
10 Fund, yes.

11 **THE COMMISSIONER:** I'm sorry, what was your
12 budget? Your budget was ---

13 **DIRECTOR GHEYSEN:** \$15.3 -- \$15.5 million.

14 **THE COMMISSIONER:** And you said seven or
15 eight?

16 **DIRECTOR GHEYSEN:** Between \$6 and \$9 million
17 depending on the number of recruits in a given year.

18 **THE COMMISSIONER:** So 50 per cent of your
19 cost is recouped through revenues?

20 **DIRECTOR GHEYSEN:** In rough terms, yes.

21 **THE COMMISSIONER:** Okay.

22 **MR. DUMAIS:** Now, I'm looking at page 91 of
23 Tab 13 and that's the 2006 OPC Fee Structure. So these are
24 essentially the costs that are required to be paid by
25 different police services for individual officers

1 completing these courses. Correct?

2 **DIRECTOR GHEYSEN:** That's correct.

3 **MR. DUMAIS:** How is the determination as to
4 the cost of the course made?

5 **DIRECTOR GHEYSEN:** A number of variables are
6 taken into place ---

7 **MR. DUMAIS:** Yes.

8 **DIRECTOR GHEYSEN:** -- for any given course.
9 It depends on the number of instructors involved, it
10 depends on other resources; vehicles, computers, specialty
11 equipment. For example, in forensic identification there
12 is all kinds of chemicals that are used for processing. So
13 all of those factors are taken into account, including
14 guest lecturers which may or may not cost.

15 So they're all rolled up and then that gross
16 amount is divided by the number of students -- the average
17 number of students in a course.

18 **MR. DUMAIS:** Now, as well, there is a fee
19 structure for other types of course delivery, for example,
20 satellite delivery, and I'm looking more specifically at
21 the frontline supervisor course. The cost at the OPC is
22 \$940 and if it's delivered by satellite -- and we'll be
23 dealing with that more specifically shortly -- it's \$405.

24 **DIRECTOR GHEYSEN:** That's correct.

25 **MR. DUMAIS:** And when it is not indicated on

1 this fee structure, the cost for a satellite delivery; that
2 means that it's not being delivered by satellite; is that
3 correct?

4 **DIRECTOR GHEYSEN:** That's correct. If it's
5 a satellite course, there would be a cost associated to
6 that.

7 **MR. DUMAIS:** And if it's a police service
8 delivered course, that means that the specific police
9 service is delivering that course with your materials and
10 that's the cost -- their cost for delivering those
11 materials.

12 **DIRECTOR GHEYSEN:** Yes, the \$40 is an
13 administrative fee for development of all the materials,
14 copying, providing the materials and the certification, as
15 well as the learning management system.

16 **MR. DUMAIS:** And it's per trainee?

17 **DIRECTOR GHEYSEN:** Per trainee.

18 **MR. DUMAIS:** All right.

19 And are all police services subject to those
20 fees?

21 **DIRECTOR GHEYSEN:** No, only municipal police
22 services.

23 **MR. DUMAIS:** So this would not then -- the
24 OPP is the only one not affected by this fee structure?

25 **DIRECTOR GHEYSEN:** That's correct, yes.

1 Except for their recruits obviously would pay because they
2 pay themselves, as every recruit does, but all senior
3 special courses there's no fee to the Ontario Provincial
4 Police.

5 **MR. DUMAIS:** Now, then if I can just take
6 you back or take you to your outline, which is located at
7 Tab 7, page 2, and it's the last bullet out of
8 administration. And we've referred to the different
9 delivery modes that the Ontario Police College uses to
10 deliver its courses.

11 Can you take us through the different modes
12 and explain to us what the difference is?

13 **DIRECTOR GHEYSEN:** Yes, presently we're
14 using four delivery methodologies. The first one,
15 traditional, was up until 1995 pretty well all programs
16 were delivered only at the Ontario Police College.

17 Since that time we've evolved. We deliver
18 as well satellite, partnership, and police service
19 delivered. Satellite is delivered by our staff at a
20 location other than on our campus. A partnership is
21 delivered at a location other than our campus and we
22 provide one of the instructors and the police service is
23 responsible for assisting in the delivery of that.

24 **MR. DUMAIS:** M'hm.

25 **DIRECTOR GHEYSEN:** And then the fourth one

1 is obviously police service delivered where we have trained
2 their staff to deliver a specific program or they have
3 trained individuals. We provide all the course material.
4 They're required to deliver the material according to our
5 standard and then we would certify those individuals as
6 receiving our program.

7 Since that time, we are in the process now
8 of working on web delivered e-learning programs and we've
9 partnered with CPKN, which is Canadian Police Knowledge
10 Network consortium on the east coast that's federally
11 funded and we will be having some of our programs being
12 able to be delivered on the Net by this fall.

13 **MR. DUMAIS:** So you have not delivered one
14 of these programs yet?

15 **DIRECTOR GHEYSEN:** No.

16 **MR. DUMAIS:** And what's the first program
17 you're delivering now?

18 **DIRECTOR GHEYSEN:** General Investigative
19 Techniques. The entire program won't be delivered. There
20 will be a blended learning program where the theory and the
21 information components of the program will be delivered on
22 the Net. There will still be a requirement for practical
23 components at the service or with us.

24 **MR. DUMAIS:** Either at the service or at the
25 college?

1 **DIRECTOR GHEYSEN:** Yes.

2 **MR. DUMAIS:** All right.

3 Now, how -- what's the process for a police
4 service to be coming trained or qualified or certified to
5 deliver one of these courses offsite?

6 **DIRECTOR GHEYSEN:** Well, it depends on the
7 program but they have to make application. A service has
8 to make application in order to deliver a program. There
9 is certain criteria they must meet, as simple as having an
10 appropriate classroom or training venue to deliver whatever
11 it is they wish to deliver. They also have to -- if
12 they're going to deliver themselves -- have to have trained
13 individuals in that discipline. And that doesn't
14 necessarily mean trained by us but trained by a recognized
15 institution in order to do that.

16 So they would fill out basically an
17 application form, usually preempted by a letter from the
18 Chief or designate requesting that designation. So they go
19 through a process.

20 **MR. DUMAIS:** And is the application form
21 part of the demand survey or is that separate?

22 **DIRECTOR GHEYSEN:** No, totally separate.

23 **MR. DUMAIS:** And there's no set date for an
24 application; it can be done at any point of a year?

25 **DIRECTOR GHEYSEN:** Yes, any point at the

1 desire of the service to meet their needs.

2 **MR. DUMAIS:** Now, for the partnership
3 courses or the police service delivered courses, do those
4 instructors have to attend at the college and take a
5 specific course?

6 **DIRECTOR GHEYSEN:** It depends on the course.
7 If it's legislated -- and probably one of the easiest ones
8 to identify would be a use of Force course, which has very
9 specific requirements in skill and aptitudes, firearms,
10 usage of pepper spray, those types of things, those
11 individuals would have had to take a trainer course in
12 order to be certified. So the service would have to have
13 that trained individual on staff in order to deliver that
14 program.

15 **MR. DUMAIS:** All right.

16 And the courses that they are able to
17 deliver are the Ministry accredited courses?

18 **DIRECTOR GHEYSEN:** Or some of ours, such as
19 general investigative techniques, advanced patrol training.
20 I'd have to double-check the calendar again to rattle off
21 the rest of them.

22 **MR. DUMAIS:** All right.

23 So prior to the delivery of the course you
24 would have gone through the process of approving the
25 contents?

1 **DIRECTOR GHEYSEN:** Of approving?

2 **MR. DUMAIS:** The contents of that course.

3 **DIRECTOR GHEYSEN:** What would be our
4 content? Unless it was one of the adequacy ones ---

5 **MR. DUMAIS:** Yes.

6 **DIRECTOR GHEYSEN:** --- which they would have
7 received certification for already.

8 **MR. DUMAIS:** All right.

9 Now, you've spoken about the new delivery
10 method. Is that -- the pilot project, what are your
11 projections? Are you planning on training a large number
12 of police officers through that medium?

13 **DIRECTOR GHEYSEN:** I don't know. To be
14 honest with you, it's experimental. I'm not sure what the
15 uptake will be like. There is a number of issues,
16 infrastructure being one of them. In order to access all
17 of the materials you need high speed, you can't just have
18 dial-up. So there will be some of those issues to deal
19 with.

20 I'm not sure how well the client group will
21 accept that learning methodology, if you like. It is a
22 change for people. So I can't give you a good answer on
23 that one.

24 **MR. DUMAIS:** All right.

25 Now, I'm just going through some of the

1 relevant courses or relevant information that's part of
2 your calendar, which we haven't dealt with or briefly dealt
3 with, and I'll just ask you to comment on some of them, and
4 I'm looking at Tab 13. The first one is page 11. That is
5 your basic constable training course with a description of
6 contents and dates where it is being delivered; is that
7 correct?

8 **DIRECTOR GHEYSEN:** That's correct.

9 **MR. DUMAIS:** For 2006?

10 **DIRECTOR GHEYSEN:** Yes.

11 **MR. DUMAIS:** And at Tab 31, we have the
12 General Investigation Training Course and we'll be having
13 Mr. DeBruyne go through the evolution and we'll have Ms.
14 Barath speak to the specific standard that's in place today
15 as well as the course that's being delivered today as well.

16 **DIRECTOR GHEYSEN:** Yes.

17 **MR. DUMAIS:** And that's the same with page
18 33, the Investigating Offence Against Children course, page
19 35, the Ontario Major Case Management course, page 37, the
20 Sexual Assault Investigation course and page 39, the
21 Transitional Major Case Management course; is that correct?

22 **DIRECTOR GHEYSEN:** That's correct.

23 **MR. DUMAIS:** Now, just on this last course I
24 mentioned, the Transitional Major Case Management, perhaps
25 if you can just briefly explain to us what the difference

1 is between the Ontario Major Case Management course and the
2 transitional one.

3 **DIRECTOR GHEYSEN:** The transitional was a
4 short-term course put in place when the Ontario Major Case
5 Management course syllabus was changed, and the intent of
6 that was to bring people up to speed who had taken the
7 previous program. Some changes had been made, some
8 significant changes in the curriculum. So as you can see,
9 it ended April 7th. That was the last transitional course.
10 There will be no more offerings of that.

11 **MR. DUMAIS:** All right.

12 So from then on, you'll be -- the College
13 will simply deliver the Ontario Major Case Management
14 course?

15 **DIRECTOR GHEYSEN:** That's correct.

16 **MR. DUMAIS:** I'm looking now at a document
17 found at Tab 21, and that's a document entitled "Ontario
18 Police College Course Coordinator Handbook". Can you
19 explain to us what that document is?

20 **DIRECTOR GHEYSEN:** That document is intended
21 for course coordinators. It's a template, if you like, for
22 instructors on the development of courses, what process
23 they have to go through, what approval processes they have
24 to go through, what documents they should include in their
25 program. It's an aid, if you like, for instructors, and

1 that was developed in 2003 and finalized February of '04.

2 MR. DUMAIS: And if a police service wanted
3 to develop its own course, could they rely on this handbook
4 as well?

5 DIRECTOR GHEYSEN: No, it's intended -- the
6 way the documents are written it's intended for in-house
7 usage.

8 MR. DUMAIS: All right.

9 And is the intent, as well, to use this
10 document to help prepare the standards?

11 DIRECTOR GHEYSEN: I'm sorry?

12 MR. DUMAIS: Is this -- the intent of this
13 document to help prepare the standards to prepare the
14 course?

15 DIRECTOR GHEYSEN: No.

16 MR. DUMAIS: All right.

17 So once the standards have been prepared,
18 then you'd follow this how-to design guide on setting up
19 the new course?

20 DIRECTOR GHEYSEN: This is intended for our
21 staff in the development and approval. It speaks
22 specifically to the Ontario Police College. It doesn't
23 address outside of that.

24 MR. DUMAIS: All right.

25 And you would use this handbook both to

1 design new courses and redesign existing ones?

2 **DIRECTOR GHEYSEN:** Yes. Any previous course
3 that's under review is redesigned using this as the
4 standard.

5 **MR. DUMAIS:** And do you have a set process
6 for that for evaluating your courses from year to year and
7 making changes, and how is that made?

8 **DIRECTOR GHEYSEN:** There is a number of
9 things that would cause a re-evaluation of a program. It
10 could be as simple as a change in -- not as simple, but
11 change in legislation that would affect a specific program.
12 It could be inquiries with recommendations which would have
13 a direct effect on the training program.

14 Instructors review their material on an
15 annual basis to ensure that they're current in various
16 aspects, both methodologies and legally. So there's a
17 number of factors that lead to review and redesign of a
18 program.

19 **MR. DUMAIS:** And do you have someone at the
20 college specifically responsible for a course or a type of
21 course? Like say, for example, the General Investigative
22 Training course, do you have one person responsible for
23 that?

24 **DIRECTOR GHEYSEN:** Yes, every subject will
25 have a lead, we call a lead expert, if you like, of that

1 subject area, and they're responsible for that specific
2 subject. And then various subjects would be pooled under a
3 team leader who again has the responsibility to ensure that
4 those things are occurring.

5 **MR. DUMAIS:** And is it fair to say that
6 there is a review of all courses on a yearly basis or is
7 that not so?

8 **DIRECTOR GHEYSEN:** I don't know if I would
9 say on a yearly basis, but on an ongoing basis.

10 **MR. DUMAIS:** So then if something would come
11 up, then that would trigger this process?

12 **DIRECTOR GHEYSEN:** Yes.

13 **MR. DUMAIS:** And the flow of the process can
14 be seen at page 4 of this handbook?

15 **DIRECTOR GHEYSEN:** Yes, that's correct and
16 it indicates things that may identify training needs, as
17 was just mentioned, demand surveys and inquest inquiries;
18 police services indicating that programs not meeting their
19 needs. The content of the program doesn't meet their needs
20 could indicate to us that we need to review or re-evaluate
21 the program that we have developed and delivered.

22 **MR. DUMAIS:** And is it in this process that
23 the cost to deliver that specific course is determined? Or
24 how is ---

25 **DIRECTOR GHEYSEN:** It's part of this

1 process. In order for a course training standard to be
2 approved it goes through various levels of approval. It
3 goes from the instructor to their deputy director. It also
4 goes to my administrator who looks at the financial
5 implications and costing; and it goes to me and all of us
6 sign off on that course training standard.

7 **MR. DUMAIS:** All right. If you can just
8 turn your attention to page 23 and that's "Course Design
9 and Accountability Checklist". Can you explain to us what
10 that document is and how it is being used?

11 **DIRECTOR GHEYSEN:** It's intended for the
12 instructor to ensure that they've submitted the appropriate
13 paperwork and followed the appropriate steps. It also
14 underscores the fact that no course is offered without
15 having received the various levels of approval.

16 It's a quick checklist of why is the course
17 needed and what are the relevant pieces of legislation that
18 you're indicating need to have this occur.

19 It prevents individuals from developing
20 courses that, in their world, they think is significant and
21 yet it is not significant to anybody else.

22 **MR. DUMAIS:** Now, I am looking at page 39,
23 "Session Evaluation Forms". That's a form that is filled
24 out by every student or candidate that goes through a
25 course at the Ontario Police College?

1 **DIRECTOR GHEYSEN:** That's correct. It is
2 standardized for every program. Every program receives the
3 same one.

4 **MR. DUMAIS:** And who is responsible for
5 analyzing that data or how is that inputted in the process?

6 **DIRECTOR GHEYSEN:** We have a research and
7 evaluation unit made up of four individuals who have
8 specialties. Their background is in these areas. Two of
9 them are PhD's; two of them are Masters and have
10 specialties in the area of course evaluation and testing.

11 **MR. DUMAIS:** I am looking now at Tab 22.
12 It's a document entitled "Policy on Course Training
13 Standards and Archiving" dated August 1995. Can you
14 explain to us what that document is?

15 **DIRECTOR GHEYSEN:** Yes. The significance of
16 this document is the retention of documents and it's put
17 into two areas; Student Records, which you will find on
18 page 5 of that document, and the second area is page 8
19 which talks about "Course Documents".

20 Student records are kept for 55 years.
21 Course documents are archived for 30 years. The
22 responsibility for all student records fall within the
23 Office of the Registrar, and we have a learning management
24 system, computerized system, that keeps track of that.

25 The Course Training Standards are the

1 responsibility of the head librarian, and the library is
2 the location for the archiving of all pertinent documents
3 to do with the course.

4 **MR. DUMAIS:** So does this mean then that you
5 have student records going back from the first course that
6 was delivered at the Ontario Police College?

7 **DIRECTOR GHEYSEN:** That's correct.

8 **MR. DUMAIS:** All right. And how are these
9 documents filed; filed by student?

10 **DIRECTOR GHEYSEN:** Electronically by
11 student; hard copy by class and student.

12 **MR. DUMAIS:** So all these documents are
13 today available electronically?

14 **DIRECTOR GHEYSEN:** No, all the documents
15 would not be available electronically. Electronically,
16 they would tell us marks. They might tell us where the
17 documents are, but we have not gone back and scanned
18 everything, no.

19 **MR. DUMAIS:** All right. Did this archiving
20 policy replace a former archiving policy, do you know?

21 **DIRECTOR GHEYSEN:** This August of '95
22 document?

23 **MR. DUMAIS:** M'hm.

24 **DIRECTOR GHEYSEN:** I am not aware of the
25 previous documents.

1 **MR. DUMAIS:** But you are aware that you have
2 student records going back 55 years?

3 **DIRECTOR GHEYSEN:** Yes.

4 **MR. DUMAIS:** And this archiving policy, if I
5 can call it as such, also forms part of your Course
6 Coordinator Handbook, and I'm looking at page 7 of Tab 21.

7 **DIRECTOR GHEYSEN:** Page 7?

8 **MR. DUMAIS:** Correct.

9 **DIRECTOR GHEYSEN:** Yes.

10 **MR. DUMAIS:** And that refers to student
11 records being kept for 55 years. Also, it makes reference
12 to "student performance appraisals, written examinations
13 and any other information," and those records are kept for
14 two years?

15 **DIRECTOR GHEYSEN:** Yes, it depends on the
16 document. Not all documents are kept for the entire --
17 those that are pertinent to the standing of the student are
18 kept.

19 **MR. DUMAIS:** Your person hired as Registrar
20 is your records keeper, your archiver, if that's a word.

21 **DIRECTOR GHEYSEN:** Yes.

22 **MR. DUMAIS:** Archive person.

23 **DIRECTOR GHEYSEN:** Archive person.

24 **MR. DUMAIS:** Just, I believe, one last area,
25 Director. If we can switch to Volume 2, Tab 24, and as I

1 understand these documents, Director, as essentially
2 someone has gone back at the College, looked at the
3 calendar pages from 1994 to 2006 and copied the courses
4 which felt were relevant to this Inquiry. And I've
5 mentioned some of these courses that the other two
6 witnesses will be speaking to, and they've provided for the
7 calendar pages for these courses for the last 12 years; is
8 that correct?

9 **DIRECTOR GHEYSEN:** That's correct.

10 **MR. DUMAIS:** There's one matter, which I
11 wish to take with you, and I'm looking at page 36 of year
12 2003, and it's unfortunately not page 36 of that Tab, so we
13 are going to have to go to -- it's calendar page 36 for
14 that year.

15 **THE COMMISSIONER:** What tab? Tab 20?

16 **MR. DUMAIS:** Tab 24.

17 **THE COMMISSIONER:** Right, okay.

18 So how do we get to the -- is it "Sexual
19 Assault Investigations"?

20 **MR. DUMAIS:** Actually, I'll count,
21 Commissioner. I could show you if you want.

22 **THE COMMISSIONER:** Well, I have got 1994 at
23 the top there. Is there anywhere else I should be looking?

24 **MR. DUMAIS:** Bottom left, if you look for
25 the date of the course, you're looking for September 2003.

1 **THE COMMISSIONER:** I got it, okay.

2 **MR. DUMAIS:** It's the 27th page. Madam
3 Clerk, that would be -- the year 2003 is the year we are
4 looking for.

5 **THE COMMISSIONER:** Okay.

6 **MR. DUMAIS:** They're almost blank pages,
7 Commissioner.

8 **THE COMMISSIONER:** I'm sorry?

9 **MR. DUMAIS:** Almost blank, the pages you're
10 looking at?

11 **THE COMMISSIONER:** Yes, those are they?

12 **MR. DUMAIS:** Yes.

13 **THE COMMISSIONER:** Okay.

14 **MR. DUMAIS:** We're just waiting for ---

15 **DIRECTOR GHEYSEN:** There you are.

16 **MR. DUMAIS:** That's the one. Now, this is
17 out of the 2003 calendar and I understand that the two
18 instructors will be speaking to this issue but if you can
19 just simply explain. It indicates at that page -- and
20 that's dealing with the Investigation of Sexual Offences
21 Against Children Course. This course is being redesigned
22 and updated at the time of publication and it indicates
23 that an "All Chiefs Memo will be published with additional
24 information". We did obtain the All Chiefs Memo and that's
25 the document which I have filed this morning as Exhibit 41,

1 which provides somewhat of an explanation.

2 Can you tell us what you recall of the
3 removal of that course from the calendar?

4 **DIRECTOR GHEYSEN:** That course was under
5 review. I don't know that that was the correct one up on
6 the screen, but yes, the one you are referring to was
7 reviewed. There is a process we obviously go through and
8 we were following that process with these courses.
9 Children's Aid Society and us were partners in many of
10 these programs. In the late 2001-2002, a decision was made
11 to review the programs to see if (a) they were meeting the
12 needs of the clients, both ours and the Children's Aid
13 Societies, and it was decided at that time that a review
14 was needed in order to both meet the content needs but also
15 the numbers needs of the social workers that were tasked
16 with these investigations.

17 Now, I should add that it's not unusual for
18 us to cancel a program or review a program and delay its
19 offerings in a calendar. We do it on an ongoing basis.
20 There isn't a year probably that goes by that we don't have
21 one program or another. If you look at the current program
22 -- our current calendar, you'll see some of our leadership
23 programs have been withheld in order to review them and
24 that process is necessary simply because it's the same
25 staff delivering as those that are reviewing.

1 **MR. DUMAIS:** My understanding from the All
2 Chiefs Memo is that while the course could continue to be
3 delivered, the Ontario Police College was directed not to
4 issue certificates of completion after July 1, 2003?

5 **DIRECTOR GHEYSEN:** That's correct.

6 **MR. DUMAIS:** And then there's a comment in
7 the last paragraph about working together into designing a
8 new course of training, and I believe Ms. Barath will be
9 touching on that subject as to the relationship. But the
10 Ontario Police College no longer jointly delivers a course
11 with OACAS, or Ontario Children's Aid Societies, today?

12 **DIRECTOR GHEYSEN:** Not in that fashion. We
13 are still in partnership with them and they assist in the
14 delivery of our new program, but it's not the same program
15 as was delivered before.

16 **MR. DUMAIS:** All right. And the new course
17 that was designed following the suspension of this one was
18 first delivered in 2005; is that correct?

19 **DIRECTOR GHEYSEN:** That's correct.

20 **MR. DUMAIS:** I believe three courses were
21 delivered and it's presently being delivered as we speak,
22 in 2006?

23 **DIRECTOR GHEYSEN:** Yes, it is.

24 **MR. DUMAIS:** These are my questions,
25 Commissioner.

1 THE COMMISSIONER: All right.

2 MR. DUMAIS: Thank you, Director.

3 DIRECTOR GHEYSEN: Thank you.

4 THE COMMISSIONER: Mr. Manson, do you have
5 any questions?

6 MR. MANSON: I do, Mr. Commissioner. If I
7 could just have a few seconds to get myself organized.

8 THE COMMISSIONER: Oh, no computer today?

9 MR. MANSON: Pardon me?

10 THE COMMISSIONER: No computer today?

11 MR. MANSON: I'm going to rely on my memory.

12 THE COMMISSIONER: There you go.

13 (SHORT PAUSE/COURTE PAUSE)

14 --- CROSS-EXAMINATION BY/CONTRE-INTERROGATOIRE PAR MR.

15 MANSON:

16 MR. MANSON: Mr. Gheysen? Am I pronouncing

17 ---

18 DIRECTOR GHEYSEN: Gheysen.

19 MR. MANSON: Gheysen.

20 I have some questions about specific courses
21 but I'll leave those for your two colleagues that are
22 coming. But going back to 1985, I note that the Police
23 College had a Child Sexual Abuse Course. You've got it at
24 page -- it's at document 27, and it was a five-day course,
25 I believe.

1 Given that a major Canadian document, the
2 Badgley Report, was published in 1984, is it fair to say
3 that the elements of this course reflected some of the
4 content of the Badgley Report?

5 **DIRECTOR GHEYSEN:** I'm not familiar with
6 that report and I can't comment on it.

7 **MR. MANSON:** That's fair.

8 **MR. DUMAIS:** Just one comment, Mr.
9 Commissioner. Exhibit 27 was not referred to by Mr.
10 Gheysen. I don't necessarily object to the question but
11 perhaps you can give him the opportunity to review the
12 documents if the questions are to be ---

13 **THE COMMISSIONER:** Certainly.

14 **MR. MANSON:** I have no ---

15 **THE COMMISSIONER:** That's fine.

16 **MR. MANSON:** My real question was the next
17 one. This course was offered by the Ontario Police College
18 in 1985. Given that you keep records for 55 years, can you
19 tell us whether any or how many members of the Cornwall
20 Police attended this course between -- from 1985 on?

21 **DIRECTOR GHEYSEN:** I would have to -- we
22 would have to do a search of that.

23 **MR. MANSON:** And I take it that ---

24 **DIRECTOR GHEYSEN:** We could do ---

25 **MR. MANSON:** That information is available?

1 **DIRECTOR GHEYSEN:** Yes, it is.

2 **MR. MANSON:** Thank you.

3 At that time in 1985, this course would be
4 free?

5 **DIRECTOR GHEYSEN:** Yes, it would be.

6 **MR. MANSON:** But of course there would be
7 the personnel and transportation costs involved?

8 **DIRECTOR GHEYSEN:** That's correct.

9 **MR. MANSON:** You may know more about Ontario
10 geography than me, but can you tell us the mileage between
11 Cornwall and Aylmer?

12 **DIRECTOR GHEYSEN:** About 700 kilometres.

13 **MR. MANSON:** One way?

14 **DIRECTOR GHEYSEN:** One way.

15 **MR. MANSON:** So it's a 1,400-mile -- 1,400
16 kilometres?

17 **DIRECTOR GHEYSEN:** In rough terms, yes.

18 **MR. MANSON:** And since 1999, members of the
19 Cornwall Police who wanted to take OPC courses, the police
20 services would have to cover the cost?

21 **DIRECTOR GHEYSEN:** Yes.

22 **MR. MANSON:** Not talking about recruits.

23 **DIRECTOR GHEYSEN:** Yes, I believe it was '99
24 when we started the fees. Yes.

25 **MR. MANSON:** So on top of the personnel and

1 travel costs, we'd have \$1,165 for the Investigating
2 Offences Against Children Course?

3 **DIRECTOR GHEYSEN:** Yeah, I'd have to refer
4 to the document ---

5 **MR. MANSON:** I'm taking these off of
6 document 13 at page 91, if you want to look at it. I was
7 just simply going to point out that it was 1,165 for
8 Investigating Offences Against Children.

9 **DIRECTOR GHEYSEN:** Sounds correct, yes.

10 **MR. MANSON:** Eight-fifty (850) for the
11 General Investigation Training Course?

12 **DIRECTOR GHEYSEN:** That's correct.

13 **MR. MANSON:** And 5,000 for the Forensic
14 Investigation Course?

15 **DIRECTOR GHEYSEN:** That's correct.

16 **MR. MANSON:** Now, I'm not an expert on how
17 police services are divvied up across Ontario but from time
18 to time one hears that there are biddings as between police
19 municipal forces and the Ontario Provincial Police for
20 particular service contracts. That's correct, isn't it?

21 **DIRECTOR GHEYSEN:** I'm not privy to that, so
22 ---

23 **MR. MANSON:** Well, I'm not asking about any
24 details. I'm just suggesting that it is true that from
25 time to time service contracts come up and there is

1 competition between a municipal service and an Ontario
2 Provincial Police bid.

3 **DIRECTOR GHEYSEN:** The only thing I can
4 comment on is that I'm aware that the Ontario Provincial
5 Police have contracts with municipalities, yes. I can say
6 that.

7 **MR. MANSON:** That's all I wanted.

8 **DIRECTOR GHEYSEN:** Yes.

9 **MR. MANSON:** My point is simple. If there
10 was a bidding competition as between the Ontario Provincial
11 Police and a municipal force, with respect to a training
12 element in a budget, the municipal force has to include
13 that in dollars because it costs them money to send their
14 people to the OPC, but the OPP doesn't have to allocate
15 dollars for that particular budget element.

16 **DIRECTOR GHEYSEN:** For the course cost, no;
17 you're correct.

18 **MR. MANSON:** Thank you.

19 In your document 14, which was the
20 application, which you did refer to, there's a section for
21 method of payment.

22 Scroll down, please.

23 **DIRECTOR GHEYSEN:** Yes.

24 **MR. MANSON:** And in your evidence I think
25 you indicated that for senior courses, not recruits, the

1 payment would be made by the relevant police service.

2 **DIRECTOR GHEYSEN:** That's correct.

3 **MR. MANSON:** And so they all have MasterCard
4 and Visa and American Express?

5 **DIRECTOR GHEYSEN:** Some do.

6 **MR. MANSON:** Otherwise you would expect them
7 to send you a cheque or a money order?

8 **DIRECTOR GHEYSEN:** Cheques in the mail.

9 **MR. MANSON:** And so, again, this isn't
10 intended for the individual; this is to come from the
11 service, but it would name the individual and the course?

12 **DIRECTOR GHEYSEN:** That's correct.

13 **MR. MANSON:** So they would already be
14 selected ---

15 **DIRECTOR GHEYSEN:** By the service, yes.

16 **MR. MANSON:** Thank you.

17 Mr. Commissioner, if I can just check my
18 notes.

19 **THE COMMISSIONER:** M'hm.

20 **MR. MANSON:** The summaries of the calendars,
21 the calendars that are in the material, I take it they
22 include, if we were to go through them, and I don't intend
23 to, all of the courses that have been offered by the OPC?

24 **DIRECTOR GHEYSEN:** The historical ones?

25 **MR. MANSON:** Ah, you're reading my mind.

1 That's exactly what I'm ---

2 **DIRECTOR GHEYSEN:** The materials supplied
3 historically are those that we felt were relevant to this
4 Inquiry. They do not include all courses that were offered
5 at the Ontario Police College.

6 **MR. MANSON:** You're not quite reading my
7 mind because the question I wanted to ask you is: nowhere
8 do I see any specific course dealing with historical sexual
9 abuse crime investigation.

10 **DIRECTOR GHEYSEN:** There is no specific
11 course for that.

12 **MR. MANSON:** You see why I thought you were
13 reading my mind when you used the word "historically".

14 The questions I wanted to ask about course
15 content, I think, are better left for your colleagues with
16 one exception. Can we look at document 66 please; and I'm
17 interested in page 31. So we're leaving history and we're
18 now in the 2006 realm. This is the current course standard
19 for the course on Investigating Offences Against Children;
20 correct?

21 **DIRECTOR GHEYSEN:** Yes, it is.

22 **MR. MANSON:** And at page 31, we have this
23 specific topic, "Investigations Involving Teachers", and
24 the "Rationale" starts with:

25 "Persons in a position of trust and

1 authority are in a unique situation
2 where the law provides them some
3 protection in how they care for and
4 instruct children."

5 Do you know much about the content of this
6 specific course?

7 **DIRECTOR GHEYSEN:** No. I should -- it's not
8 a course, it's ---

9 **MR. MANSON:** I'm sorry, that's my -- it's an
10 element of the course.

11 **DIRECTOR GHEYSEN:** Yes.

12 **MR. MANSON:** Are any of your colleagues
13 going to be in a position to answer questions about this
14 element?

15 **DIRECTOR GHEYSEN:** Yes, Irene Barath will be
16 able to address those very specifically.

17 **MR. MANSON:** Then I have no further
18 questions.

19 Thank you.

20 **DIRECTOR GHEYSEN:** Thanks, Mr. Manson.

21 **THE COMMISSIONER:** Thank you.

22 Mr. Lee.

23 **MR. LEE:** Good afternoon, Mr. Commissioner.

24 **THE COMMISSIONER:** Good afternoon, sir.

25 --- CROSS-EXAMINATION BY/CONTRE-INTERROGATOIRE PAR MR. LEE:

1 **MR. LEE:** Director Gheysen, my name is
2 Dallas Lee. I represent the Victims Group at the Inquiry.

3 **DIRECTOR GHEYSEN:** Mr. Lee?

4 **MR. LEE:** Yes.

5 Earlier today, you spoke about the OPC
6 demand survey and specifically you included the covering
7 page from that at slide 31. I'm wondering how long the OPC
8 has been sending out demand surveys.

9 **DIRECTOR GHEYSEN:** In that format, that's a
10 fairly new format; however, I can only speak to the
11 timeframe that I've been at the College, and it's been in
12 existence since, of some sort, since 1995. Prior to that,
13 I don't know.

14 **MR. LEE:** Can you speak to how course
15 calendars were determined? Since 1995, have course
16 calendars largely been determined by the results of the
17 demands?

18 **DIRECTOR GHEYSEN:** Yes.

19 **MR. LEE:** Do you have any knowledge about
20 how course calendars were determined prior to 1995?

21 **DIRECTOR GHEYSEN:** No, we could determine
22 that, but I'm not aware of how at this point. We could
23 find that out.

24 **MR. LEE:** Clearly, you would have if demand
25 surveys existed prior to 1995?

1 **DIRECTOR GHEYSEN:** There was a similar
2 process. I don't think it was as scientific, if you like,
3 in its approach; more rudimentary.

4 **MR. LEE:** But that would be information that
5 may be available to you?

6 **DIRECTOR GHEYSEN:** We can make it available,
7 yes.

8 **MR. LEE:** Excellent.
9 Those are the only questions I have. Thank
10 you.

11 **THE COMMISSIONER:** Thank you.
12 Mr. Chisholm.

13 **MR. CHISHOLM:** Good afternoon, Mr.
14 Commissioner.

15 **--- CROSS-EXAMINATION BY/CONTRE-INTERROGATOIRE PAR MR.**
16 **CHISHOLM:**

17 **MR. CHISHOLM:** Director Gheysen, my name is
18 Peter Chisholm. I'm counsel for the local Children's Aid
19 Society.

20 Just one or two questions with respect to
21 Exhibit 41. That was the April 22, 2003 memo from the
22 Assistant Deputy Minister with respect to the temporary
23 suspension of the ISOAC course.

24 You told us today that the Ontario
25 Association of Children's Aid Societies has worked with the

1 Ontario Police College to develop the new course that
2 replaced ISOAC; is that right?

3 **DIRECTOR GHEYSEN:** That's correct.

4 **MR. CHISHOLM:** Can you give us any details
5 as to how the OACAS participated in the development of the
6 new program?

7 **DIRECTOR GHEYSEN:** They participated in the
8 development. They also participated in the delivery,
9 although it's somewhat limited compared to the old program,
10 but they do deliver one of the sessions on that program.
11 As well, there is still a very close connection between
12 police services and individual CAS societies across the
13 province, the intent being that there's a need to have
14 linkage between the Service members and the Societies
15 themselves at that local grassroots level.

16 **MR. CHISHOLM:** And with respect to the ISOAC
17 case or ISOAC course that no longer exists, I take it there
18 was -- you're aware of the joint training component of that
19 course?

20 **DIRECTOR GHEYSEN:** Of the previous course?

21 **MR. CHISHOLM:** Yes.

22 **DIRECTOR GHEYSEN:** Yes, yes.

23 **MR. CHISHOLM:** Am I correct that there is no
24 joint training with respect to the course that replaced it?

25 **DIRECTOR GHEYSEN:** That's correct.

1 **MR. CHISHOLM:** And the new course -- I am
2 correct that the new course is offered only to police
3 officers?

4 **DIRECTOR GHEYSEN:** Yes.

5 **MR. CHISHOLM:** And if I understand your
6 answer from a couple of seconds ago, is it the Ontario
7 Police College's hope that the individual police services
8 and the local Children's Aid Societies will get together
9 amongst themselves to develop the linkages that you spoke
10 of?

11 **DIRECTOR GHEYSEN:** Yes, that's a fair
12 statement, yes.

13 **MR. CHISHOLM:** Did anyone see any
14 difficulties with respect to the joint training or did you
15 see any difficulties with respect to the joint training
16 offered in previous ISOAC course?

17 **DIRECTOR GHEYSEN:** The issue was one from
18 the Societies themselves, numbers requiring training in a
19 very narrow, specific field and the desire from the CAS was
20 to have two days of interviewing training very specific to
21 their needs, hence the decision to devolve the program into
22 its present style of delivery.

23 **MR. CHISHOLM:** I take it the length of the -
24 - they're both 10-day courses; is that right?

25 **DIRECTOR GHEYSEN:** I'd have to double check.

1 **MR. CHISHOLM:** But now the long and the
2 short of it is the course is no longer offered to child
3 protection workers?

4 **DIRECTOR GHEYSEN:** It's police officers
5 only; that's correct.

6 **MR. CHISHOLM:** And with the reference to the
7 -- again, in the memo to the temporary suspension of the
8 ISOAC training while a new course is developed, I take it
9 the Ontario Police College is of the view that the new
10 course has been developed?

11 **DIRECTOR GHEYSEN:** Yes.

12 **MR. CHISHOLM:** And it will be ---

13 **DIRECTOR GHEYSEN:** And so are the other
14 groups involved. It wasn't done in isolation.

15 **MR. CHISHOLM:** No, you're saying it was done
16 in conjunction ---

17 **DIRECTOR GHEYSEN:** Yes.

18 **MR. CHISHOLM:** --- with the Ontario
19 Association of Children's Aid Societies.

20 **DIRECTOR GHEYSEN:** Yes, that's correct.

21 **MR. CHISHOLM:** Thank you, sir. Those are my
22 questions.

23 **DIRECTOR GHEYSEN:** Thank you.

24 **THE COMMISSIONER:** Thank you.

25 Messrs. Lawless or Rose, any questions?

1 **MR. LAWLESS:** No questions.

2 **THE COMMISSIONER:** Thank you.

3 Mr. Scharbach?

4 **MR. SCHARBACH:** No, sir, no questions.

5 **THE COMMISSIONER:** Thank you.

6 Mr. Hannah-Suarez.

7 **MR. HANNAH-SUAREZ:** Thank you. Just a
8 couple of questions.

9 --- CROSS-EXAMINATION BY/CONTRE-INTERROGATOIRE PAR MR.

10 **HANNAH-SUAREZ:**

11 **MR. HANNAH-SUAREZ:** I'm just going to be
12 touching upon the policies in place for reviewing the
13 courses that you testified about. Now, you indicated that
14 the course materials for each course are reviewed on an
15 ongoing basis. Is that correct?

16 **DIRECTOR GHEYSEN:** Could you restate that?

17 **MR. HANNAH-SUAREZ:** Sir, the course
18 materials for each individual course are reviewed on an
19 ongoing basis to make sure they're up to date?

20 **DIRECTOR GHEYSEN:** That's correct.

21 **MR. HANNAH-SUAREZ:** And you earlier
22 testified that it was on an annual basis. So then you
23 corrected your testimony. So I was just wondering, is it
24 approximately on an annual basis that this occurs?

25 **DIRECTOR GHEYSEN:** I wouldn't want to use

1 the term "annual" because it varies depending on the
2 course. If, for example, a ruling comes down from a higher
3 court stating that a search process that's been used
4 historically is no longer legal, we would immediately have
5 to change our programs. So you know, it's an ongoing
6 process.

7 **MR. HANNAH-SUAREZ:** Now, outside of external
8 things like courtrooms or, let's say, a question report
9 comes out, is there any process whereby the instructor sits
10 down and looks through all of the various components of the
11 course and just ensures that everything still is up to
12 date?

13 **DIRECTOR GHEYSEN:** Yes, they do. Yes.

14 **MR. HANNAH-SUAREZ:** And you -- I'm sorry.

15 And you also indicated that -- is it the
16 group director also reviews the materials? You indicated
17 that there is a director for the course, general course
18 topics. Did I understand that correctly?

19 **DIRECTOR GHEYSEN:** There's a team leader,
20 m'hm. That function is to assist in making sure there is a
21 connection between natural-linked courses.

22 **MR. HANNAH-SUAREZ:** Now, in terms of this
23 review that you say happens on an ongoing basis, are there
24 any policies in place to ensure that there is this
25 systematic review of all of the components every set period

1 of time?

2 **DIRECTOR GHEYSEN:** No.

3 **MR. HANNAH-SUAREZ:** Okay. And I'm also
4 interested in the precise manner in which the courses are
5 reviewed and, specifically, are there any external
6 standards to ensure that the OPC materials correspond with,
7 for example, the accepted practices in other jurisdictions?

8 **DIRECTOR GHEYSEN:** We do compare our
9 programs to other institutions. However, in more times
10 than not our programs are used as the standard across --
11 outside of even North America.

12 **THE COMMISSIONER:** Outside North America?

13 **DIRECTOR GHEYSEN:** Yes.

14 **MR. HANNAH-SUAREZ:** Now, in terms of another
15 area and in terms of external review of the programs, do
16 you ever call in experts in the particular area? And I'll
17 give you an example. For instance, in child interview
18 techniques do you call in child psychologists to just
19 review the interview techniques on a periodic basis?

20 **DIRECTOR GHEYSEN:** Yes, we use a number of
21 advisory committees for our programs. I'm just trying to
22 think of specifics; for example, domestic violence. We
23 have an advisory committee made up of experts in the field,
24 non-police experts who assist us in ensuring the materials
25 we are using are correct.

1 **MR. HANNAH-SUAREZ:** And again, in terms of
2 this process, is it on a set period that this happens or
3 just when you see a need for it?

4 **DIRECTOR GHEYSEN:** No, the advisory
5 committees meet on a regular basis.

6 **MR. HANNAH-SUAREZ:** Okay.

7 **DIRECTOR GHEYSEN:** Usually, if not more
8 often, a minimum of two times a year.

9 **MR. HANNAH-SUAREZ:** Okay.

10 Now, you testified earlier that the main
11 review occurs by the instructor of the course and also
12 their team leader. So are there ever any external audits
13 that you just call in someone completely independent to
14 come and look at the course?

15 **DIRECTOR GHEYSEN:** We do that with our
16 advisory committees.

17 **MR. HANNAH-SUAREZ:** Okay.

18 **DIRECTOR GHEYSEN:** They are external bodies
19 to our institution that would review the contents.

20 **MR. HANNAH-SUAREZ:** Now, in terms of -- I
21 just want to get into the policies again for the review of
22 the materials. Are you able to comment on how these
23 policies -- the policies that were in place in the early
24 nineties, would you say they were comparable review
25 policies in 1990s as you have established now?

1 **DIRECTOR GHEYSEN:** I think we utilize
2 advisory committees a little bit more than prior to 1990.

3 **MR. HANNAH-SUAREZ:** Yes, but when did these
4 advisory committees come into place?

5 **DIRECTOR GHEYSEN:** I'm aware of -- I sat on
6 some as a police chief. I'm aware of them being in place
7 in the early nineties. I can't speak to any timeframe
8 before that.

9 **MR. HANNAH-SUAREZ:** All right.
10 But you use them more now?

11 **DIRECTOR GHEYSEN:** Yes.

12 **MR. HANNAH-SUAREZ:** With that said, those
13 are my questions. Thank you very much.

14 **DIRECTOR GHEYSEN:** Thank you.

15 **THE COMMISSIONER:** Thank you.

16 Mr. Callaghan.

17 --- CROSS-EXAMINATION BY/CONTRE-INTERROGATOIRE PAR MR.

18 **CALLAGHAN:**

19 **MR. CALLAGHAN:** Good morning, Mr. Director.
20 My name is John Callaghan. I act for the Cornwall Police.

21 **DIRECTOR GHEYSEN:** Mr. Callaghan.

22 **MR. CALLAGHAN:** I take it it's fair to say
23 the OPC is the trainer of the municipal police forces.
24 Correct?

25 **DIRECTOR GHEYSEN:** The trainer of?

1 **MR. CALLAGHAN:** Trainers for the municipal
2 police ---

3 **DIRECTOR GHEYSEN:** Police officers in the
4 province of Ontario?

5 **MR. CALLAGHAN:** Well, I take it the OPP in
6 Toronto have their own training facilities on top of access
7 to the OPC. Correct?

8 **DIRECTOR GHEYSEN:** They have in-service
9 training institutions; that's correct.

10 **MR. CALLAGHAN:** All right.

11 But I'm thinking mostly of the smaller,
12 municipal police forces. They would predominantly rely on
13 the OPC. Correct?

14 **DIRECTOR GHEYSEN:** Every police, sir -- I
15 think there is some misunderstanding -- every police
16 service has an in-service training component that
17 regardless of size would conduct some training in that
18 environment.

19 **MR. CALLAGHAN:** No, but I'm taking the point
20 that a larger police force would have more resources to do
21 in-service training?

22 **DIRECTOR GHEYSEN:** Definitely.

23 **MR. CALLAGHAN:** Right. For example, when
24 you were at Aylmer I suspect you relied a lot on the OPC?

25 **DIRECTOR GHEYSEN:** Yes, because we were

1 right there.

2 MR. CALLAGHAN: Yes.

3 DIRECTOR GHEYSEN: Yes.

4 MR. CALLAGHAN: Notwithstanding the
5 requirement to have in-service training?

6 DIRECTOR GHEYSEN: Yes.

7 MR. CALLAGHAN: All right.

8 And just given the size of the OPP in
9 Toronto, why would they then get 50 per cent of the spots
10 if they have big in-service training facilities or
11 abilities?

12 DIRECTOR GHEYSEN: There's a difference
13 between in-service training and that requirement and the
14 provincial mandated training and the specialized training.

15 MR. CALLAGHAN: Okay. Well, on provincial
16 mandated training, until the Adequacy Standards came into
17 place, the only training required was basic training.
18 Correct?

19 DIRECTOR GHEYSEN: That's correct.

20 MR. CALLAGHAN: So the province didn't take
21 any step to mandate training beyond basic training prior to
22 1999. Correct?

23 DIRECTOR GHEYSEN: As far as I'm aware that
24 is correct.

25 MR. CALLAGHAN: And I take it it's fair to

1 say that the OPC exists, in part because the Minister, the
2 Solicitor General and its current ministry felt it was part
3 of the responsibility of the Ministry for the supervision
4 of police forces to provide training. Correct?

5 **DIRECTOR GHEYSEN:** It exists because it's
6 stated in the Act.

7 **MR. CALLAGHAN:** Right, but is it considered
8 part of the oversight requirement of the Ministry or is it
9 simply something different?

10 **DIRECTOR GHEYSEN:** You'd have to ask the
11 Minister.

12 **MR. CALLAGHAN:** Okay. So you have no
13 understanding of that?

14 **DIRECTOR GHEYSEN:** No.

15 **MR. CALLAGHAN:** Okay. Now, in respect of
16 the Adequacy Standards, I take it -- and I'm using your
17 words that these Adequacy Standards was a whole new way of
18 doing business in the province for policing, and you'll
19 find that at Tab 12 of the material.

20 **DIRECTOR GHEYSEN:** Those are my words, yes,
21 right.

22 **MR. CALLAGHAN:** And I take it that it had an
23 impact on the OPC; that is, Adequacy Standards?

24 **DIRECTOR GHEYSEN:** Yes, it did.

25 **MR. CALLAGHAN:** And I take it, it required

1 you to provide more training than previously required?

2 **DIRECTOR GHEYSEN:** If you're talking volume-
3 wise, no.

4 **MR. CALLAGHAN:** No?

5 **DIRECTOR GHEYSEN:** No, I don't think so.

6 **MR. CALLAGHAN:** It didn't require more
7 volume?

8 **DIRECTOR GHEYSEN:** No, I don't think so.

9 **MR. CALLAGHAN:** What happened with the
10 requirement to have specific training in nine areas?

11 **DIRECTOR GHEYSEN:** The impact -- the
12 adequacy really was directed towards the police services.
13 The Ontario Police College relation with that is because of
14 the nine areas that have been identified requiring specific
15 training or equivalency.

16 **MR. CALLAGHAN:** Right.

17 **DIRECTOR GHEYSEN:** So that's where our role
18 comes in as the certifying body for those ministry-
19 accredited training programs. So that's the impact it had
20 on the Ontario Police College.

21 **MR. CALLAGHAN:** Just so I understand now,
22 does that mean that certain courses came off the curriculum
23 and new courses came on?

24 **DIRECTOR GHEYSEN:** No, no.

25 **MR. CALLAGHAN:** So were people in the --

1 were the police forces in the province getting the required
2 training that was mandated adequacy training before it was
3 mandated?

4 **DIRECTOR GHEYSEN:** Some were, yes.

5 **MR. CALLAGHAN:** And I'm not sure I can
6 understand how it is that the requirements for training
7 wouldn't have gone up with the mandated ---

8 **DIRECTOR GHEYSEN:** Because we don't deliver
9 most of those training aspects that were mandated under
10 adequacy such as tactical training public order units.

11 **MR. CALLAGHAN:** I see.

12 **DIRECTOR GHEYSEN:** They don't come within
13 our training package.

14 **MR. CALLAGHAN:** Oh, I see. So those would
15 be sourced elsewhere.

16 **DIRECTOR GHEYSEN:** They were, yes, delivered
17 by the services themselves as they had historically been or
18 by another training institution.

19 **MR. CALLAGHAN:** At page 4 of your article
20 you say:

21 "Adequacy Standards will impact
22 differently on different services.
23 Some services will only be slightly
24 affected and will generally continue
25 business as usual. At the other

1 extreme there will be a small number of
2 services that will cease to do business
3 since they will be unable to meet the
4 regulatory requirements. The vast
5 majority, however, will be somewhat in
6 the middle and will require varying
7 degrees of adjustments in an effort to
8 be in compliance."

9 Did that turn out to be true, that
10 statement?

11 **DIRECTOR GHEYSEN:** Yes. This document is a
12 personal opinion paper intended for staff and I stand by
13 those remarks.

14 **MR. CALLAGHAN:** In fact, I think you
15 referred that there are 61 police services remaining in the
16 province. Can you tell us, say, in 1995 when you started
17 at the OPC how many police services there were in the
18 province?

19 **DIRECTOR GHEYSEN:** I believe it was slightly
20 over 100.

21 **MR. CALLAGHAN:** And is there -- would you
22 have a figure, say, back to 1990?

23 **DIRECTOR GHEYSEN:** Probably 120 or more.
24 I'm guessing.

25 **MR. CALLAGHAN:** But I take it the number of

1 police services has gone down?

2 **DIRECTOR GHEYSEN:** That's correct.

3 **MR. CALLAGHAN:** Right. And I take it -- you
4 talked about balloting for course selections. If you were
5 to take, for example, at Tab 31 -- I only use it by way of
6 example ---

7 **DIRECTOR GHEYSEN:** You said Tab 31, Mr.
8 Callaghan?

9 **MR. CALLAGHAN:** Well, I did say that. I
10 think I might have misspoke in terms of the actual tab.
11 Tab 32. My apologies.

12 Now, this is a course called "Child Sexual
13 Abuse Advanced Interviewing". It has 20 spots but only 10
14 for police officers. Do you see that?

15 **DIRECTOR GHEYSEN:** Yes, I do.

16 **MR. CALLAGHAN:** All right.

17 And I assume from what you said that five of
18 those spots would be first allocated, in theory anyway, to
19 the OPP or Metro Toronto. Correct?

20 **DIRECTOR GHEYSEN:** If they needed them.

21 **MR. CALLAGHAN:** Right. And given that we
22 have over 100 police services and, assuming they needed
23 them, that left five spots for the remaining 100 police
24 services. Correct?

25 **DIRECTOR GHEYSEN:** For that one course, yes.

1 **MR. CALLAGHAN:** One course, right.

2 So that explains why in circumstances in
3 that particular course someone might not get the course
4 for, say, a year while we offer the course. Correct?

5 **DIRECTOR GHEYSEN:** Don't know. I wasn't
6 involved in that in 1994.

7 **MR. CALLAGHAN:** But in, say, 1995 when you
8 were involved I don't think the numbers changed
9 considerably?

10 **DIRECTOR GHEYSEN:** I'd have to check. I
11 don't have that information.

12 **MR. CALLAGHAN:** But I'm just going back on
13 your earlier testimony and just trying to provide an
14 illustration as to why it would be that you may not get
15 your course immediately.

16 **DIRECTOR GHEYSEN:** That's correct. As I
17 indicated, if everybody wanted their course tomorrow they
18 wouldn't get it.

19 **MR. CALLAGHAN:** Then, if I could go back to
20 your article at page 5, and it's Tab 12? I'm just into the
21 second sentence and it says:

22 "A significant section of the regulation
23 speaks to the issue of accredited training
24 and competency requirements for a prescribed
25 number of functions. As a result, services

1 will need to address both their financial
2 and human resources abilities to meet the
3 criteria."

4 Are you aware of whether there was any
5 funding to services to meet these requirements by the
6 province?

7 **DIRECTOR GHEYSEN:** No, I'm not aware.

8 **MR. CALLAGHAN:** And it says:

9 "Services unable to provide competent
10 or trained staff were required to enter
11 into formal agreements with other
12 service providers to set out service
13 delivery options. This differs greatly
14 from today's practices of informal
15 verbal agreements to assist each
16 other."

17 I take it that when you talked about the
18 requirements -- I think it was Tab 17 -- so the status
19 report, there would be some services who would have
20 contracted out those provisions of services and wouldn't
21 have that requirement. Correct?

22 **DIRECTOR GHEYSEN:** That's correct, but it's
23 not just limited to those areas.

24 **MR. CALLAGHAN:** Correct.

25 **DIRECTOR GHEYSEN:** It could be all

1 encompassing.

2 **MR. CALLAGHAN:** And I take it that the
3 standard of the day was to have verbal agreements and if a
4 police force, say Cornwall and the OPP had a written
5 agreement dating prior to 1999, that would be above the
6 standard of the verbal agreement. Correct?

7 **DIRECTOR GHEYSEN:** There was no standard
8 before that.

9 **MR. CALLAGHAN:** There wasn't a standard.
10 Okay.

11 If I could ask you to turn to Tab 9, page
12 76? This is an excerpt from Archie Campbell's report.

13 **MR. CALLAGHAN:** If I could ask you to turn
14 to Tab 9, page 76. This is an excerpt from Archie
15 Campbell's report. You're familiar with that report?

16 **DIRECTOR GHEYSEN:** Yes, I did read it a
17 number of years ago.

18 **MR. CALLAGHAN:** Right. It would have landed
19 on your desk within your first year.

20 I'm not using it as a jumping off point. I
21 realize this is not your presentation. But this report was
22 issued in June 1996 and I take it the Solicitor General at
23 that point was responsible for paying for the training at
24 OPC; correct?

25 **DIRECTOR GHEYSEN:** That's correct.

1 **MR. CALLAGHAN:** And you're aware that the
2 report was actually addressed to the Solicitor General? In
3 fact, it was the Solicitor General that requested Mr.
4 Campbell's report?

5 **DIRECTOR GHEYSEN:** Yes.

6 **MR. CALLAGHAN:** All right.

7 So we can take a look at recommendation
8 number 27. And you're aware, of course, that Mr. Justice
9 Campbell found that there were some inadequacies with the
10 level of training in sexual assault investigations in the
11 province?

12 **DIRECTOR GHEYSEN:** I'm sorry, I missed that.

13 **MR. CALLAGHAN:** Sorry. You're aware that
14 Mr. Justice Campbell found some inadequacies as it related
15 to sexual assault training in the province at that time?

16 **DIRECTOR GHEYSEN:** Yes.

17 **MR. CALLAGHAN:** All right.

18 So he says in the recommendation number 27:

19 "Funding is required for the training
20 packages. The necessary funds are
21 modest compared with the human and
22 financial costs of failing to increase
23 to a more reasonable level the systems
24 of public protection against serial
25 predators. It would be institutionally

1 reckless to fail to do so."

2 And I take it -- as I say, that's a
3 recommendation to the Solicitor General; correct?

4 **DIRECTOR GHEYSEN:** It's a recommendation,
5 yes.

6 **MR. CALLAGHAN:** All right.

7 And I guess the question is, is that you've
8 taken us through the funding formula and we go from in 1996
9 being 100 per cent paid by the Solicitor General who
10 receives this recommendation to being paid zero by the
11 Solicitor General.

12 Have you ever had any communication with the
13 Solicitor General or his staff as to why they pulled the
14 funding and left it with municipalities in light of this
15 recommendation?

16 **DIRECTOR GHEYSEN:** No.

17 **MR. CALLAGHAN:** And the recovery element,
18 you'd indicated it goes into general revenues. That is the
19 recovery for the courses?

20 **DIRECTOR GHEYSEN:** Yes. Correct.

21 **MR. CALLAGHAN:** So I take it you have to go
22 through the process that every other agency for the
23 government does with respect to budgeting? In other words,
24 you have to provide a budget up to your Ministry who then
25 would negotiate with you as to how much you need; correct?

1 **DIRECTOR GHEYSEN:** No.

2 **MR. CALLAGHAN:** No? It doesn't work like
3 that?

4 **DIRECTOR GHEYSEN:** No.

5 **MR. CALLAGHAN:** You work differently?

6 **DIRECTOR GHEYSEN:** Yes.

7 **MR. CALLAGHAN:** How does the budgeting
8 process work?

9 **DIRECTOR GHEYSEN:** We are provided with the
10 budget.

11 **MR. CALLAGHAN:** I see. So you're given a
12 budget then told to work within the \$15.5 million?

13 **DIRECTOR GHEYSEN:** That's correct.

14 **MR. CALLAGHAN:** All right.

15 So you can't even take the revenue received
16 from the courses and apply it for new training, you have to
17 go with the budget provided by the Ministry of the
18 Solicitor General?

19 **DIRECTOR GHEYSEN:** That's correct.

20 **MR. CALLAGHAN:** And you talked about the way
21 you did the full cost recovery. As I understood it, and
22 maybe I'm wrong, you take the cost associated with that
23 course and divide the cost amongst a number of participants
24 coming up with a cost per participant?

25 **DIRECTOR GHEYSEN:** Yes.

1 **MR. CALLAGHAN:** And what happens to the OPP
2 people who take the course, the 25 per cent of them?

3 **DIRECTOR GHEYSEN:** What do you mean what
4 happens with them?

5 **MR. CALLAGHAN:** Well, they're not paying.

6 **DIRECTOR GHEYSEN:** That's correct.

7 **MR. CALLAGHAN:** So does that mean that's not
8 recovered or does that mean that the remaining 75 per cent
9 are paying for 100 per cent of the course?

10 **DIRECTOR GHEYSEN:** No, the -- no. The
11 calculation is based on the entire number of students in
12 the class and the Ministry is paying itself for those
13 members from the OPP.

14 **MR. CALLAGHAN:** And just so I'm clear, is
15 there a cost recovery with respect to, say, overheads, for
16 example?

17 **DIRECTOR GHEYSEN:** It depends on what you
18 term as overheads?

19 **MR. CALLAGHAN:** Well, for example, your
20 salary.

21 **DIRECTOR GHEYSEN:** Is my salary calculated
22 in that, no.

23 **MR. CALLAGHAN:** There's no number for
24 general overhead?

25 **DIRECTOR GHEYSEN:** There's a small

1 percentage, administrative percentage included in the
2 costing and I don't have a costing sheet with me so I'd
3 have to look at it to tell you exactly what that is.

4 **MR. CALLAGHAN:** Okay. And you talked about
5 your budget being increased and cut since 1995. Can you
6 give us sort of a range as to where the increase and cuts
7 took place?

8 **DIRECTOR GHEYSEN:** In general terms?

9 **MR. CALLAGHAN:** Yes.

10 **DIRECTOR GHEYSEN:** Without having the
11 budget, sir, it varied from a 35 per cent cut to increases
12 in specific areas without percentages. Without the
13 documents I'm reluctant to give you percentages.

14 **MR. CALLAGHAN:** Let me give you a guess.
15 The 35 per cent cut was some time ago, in '96?

16 **DIRECTOR GHEYSEN:** Yes, it was.

17 **MR. CALLAGHAN:** When you first started?

18 **DIRECTOR GHEYSEN:** Yes.

19 **MR. CALLAGHAN:** And that was, as a result,
20 that was after the "who does what analysis" that you talk
21 about?

22 **DIRECTOR GHEYSEN:** I didn't speak about who
23 does what.

24 **MR. CALLAGHAN:** You didn't?

25 **DIRECTOR GHEYSEN:** No.

1 **MR. CALLAGHAN:** All right.

2 So that -- how do you manage to provide the
3 services for training after Archie Campbell gives his
4 report in '96 with the 35 per cent cut in training? How
5 does that work?

6 **DIRECTOR GHEYSEN:** How does that work?

7 **MR. CALLAGHAN:** Yes, I just don't see how
8 the math works, 35 per cent less requirement to get more
9 training.

10 **DIRECTOR GHEYSEN:** If I might, the largest
11 percentage of cut was to the recruit training program.
12 They were restricted to numbers down to as low as 140
13 recruit positions down from a traditional, at that time,
14 240. So the majority of the savings, if you like, to meet
15 the budgetary requirements came out of patrol training.

16 **MR. CALLAGHAN:** But there must have been
17 some that had to be found elsewhere in the continuing
18 training?

19 **DIRECTOR GHEYSEN:** Yes, some of that was
20 found through the reduction of management staff from eight
21 to the present five.

22 **MR. CALLAGHAN:** But that nothing affected
23 courses?

24 **DIRECTOR GHEYSEN:** Yes, it would have
25 affected courses across the board.

1 **MR. CALLAGHAN:** And I take it as a
2 percentage did that affect smaller police forces trying to
3 get access to courses ---

4 **DIRECTOR GHEYSEN:** No.

5 **MR. CALLAGHAN:** --- or would the big -- no?

6 **DIRECTOR GHEYSEN:** No.

7 **MR. CALLAGHAN:** Everybody was affected the
8 same?

9 **DIRECTOR GHEYSEN:** Yes. So everybody is
10 treated the same.

11 **MR. CALLAGHAN:** But if you have 25 per cent
12 of the courses and you go down to 23 per cent and you've
13 got 2 per cent of the courses and you go down to 1.5 per
14 cent ---

15 **DIRECTOR GHEYSEN:** But I didn't say that.

16 **MR. CALLAGHAN:** Well, okay. I don't want to
17 put words in your mouth.

18 I'm just trying to understand it. This is
19 important to the positions taken in this inquiry and what
20 recommendations might come out. I just need to have an
21 understanding as to what the training elements were.

22 **DIRECTOR GHEYSEN:** Yes. Without the
23 documentation it's very difficult and, I mean, I was there
24 but we're talking 10 years ago. I'd have to pull those
25 documentations and examine them. I do recall, because I

1 was in charge of patrol training, that my budget, which was
2 almost -- was cut by 50 per cent internally to match the 35
3 per cent requirement. So the majority of the cuts were
4 faced in the patrol area. Minor cuts were made across the
5 board in all other areas.

6 **MR. CALLAGHAN:** When you say the patrol
7 area, does that mean we have less new recruits, in other
8 words?

9 **DIRECTOR GHEYSEN:** At that time, yes.

10 **MR. CALLAGHAN:** For example, with the 1,000
11 police officer promise that came out about a year ago, did
12 your budget go up?

13 **DIRECTOR GHEYSEN:** We have funding for those
14 numbers, yes.

15 **MR. CALLAGHAN:** I just -- another issue in
16 terms of this percentage issue. I think Commission counsel
17 asked you if the police force did not have the sexual
18 assault person trained that you would make room to make
19 sure that course had someone trained within a reasonable
20 period of time; correct?

21 **DIRECTOR GHEYSEN:** Yes.

22 **MR. CALLAGHAN:** Is there some percentage
23 that you use as to how many sexual assault trained officers
24 there has to be per 10,000 residents?

25 **DIRECTOR GHEYSEN:** No, I'm not aware of any

1 formula for that.

2 **MR. CALLAGHAN:** And going back to your
3 budgets for one second, I take it you're a line item in the
4 Solicitor General's budget?

5 **DIRECTOR GHEYSEN:** That's correct.

6 **MR. CALLAGHAN:** So we could find out from
7 there as to what the ebbs and flows of your budget were?

8 **DIRECTOR GHEYSEN:** Yes, that would be a
9 matter of public record.

10 **MR. CALLAGHAN:** Okay. Those are my
11 questions.

12 Thank you.

13 **THE COMMISSIONER:** Thank you.

14 Mr. Kozloff?

15 **MR. KOZLOFF:** I have no questions.

16 **THE COMMISSIONER:** Thank you.

17 Mr. Carroll?

18 **MR. CARROLL:** Yes, I have questions.

19 --- CROSS-EXAMINATION BY/CONTRE-INTERROGATOIRE PAR MR.

20 **CARROLL:**

21 **MR. CARROLL:** Good afternoon. My name is
22 Carroll. I'm counsel for the Ontario Provincial Police
23 Association.

24 **DIRECTOR GHEYSEN:** Mr. Carroll.

25 **MR. CARROLL:** I wanted to ask you a bit

1 about questions concerning Exhibit 41. That's the All
2 Chiefs Memo that you were provided this morning. Do you
3 have a copy of that in front of you?

4 **DIRECTOR GHEYSEN:** I have.

5 **MR. CARROLL:** All right.

6 You became the director in what year?

7 **DIRECTOR GHEYSEN:** In 2001.

8 **MR. CARROLL:** Were you there then when -- as
9 Exhibit 41 refers to the joint training protocol being
10 updated?

11 **DIRECTOR GHEYSEN:** Was I director at that
12 time?

13 **MR. CARROLL:** Yes.

14 **DIRECTOR GHEYSEN:** Yes.

15 **MR. CARROLL:** Okay. And the letter -- and I
16 just want to ask you if you agree with some of the comments
17 in here. It's from Roger Hollingworth who was the
18 Assistant Deputy Minister at the time, right?

19 **DIRECTOR GHEYSEN:** That's correct.

20 **MR. CARROLL:** All right.

21 In his letter he says that the protocol that
22 was updated was built upon a solid foundation, right?

23 **DIRECTOR GHEYSEN:** Yes.

24 **MR. CARROLL:** Based on your knowledge of
25 that protocol, would you agree with that statement?

1 **DIRECTOR GHEYSEN:** Yes.

2 **MR. CARROLL:** And the main focus of the
3 partnership was on the delivery of Investigation of Sexual
4 Offences Against Children Course, right? And it says:

5 "This course has provided many benefits
6 to both the children's aid workers and
7 members of the police services across
8 the province."

9 Do you agree with that statement?

10 **DIRECTOR GHEYSEN:** Yes, I do.

11 **MR. CARROLL:** And by definition then or by
12 extension I guess it also provided enormous benefits to the
13 citizens of this province, in a sense that it improved the
14 investigative techniques of both agencies?

15 **DIRECTOR GHEYSEN:** I would think so, yes.

16 **MR. CARROLL:** All right.

17 Then it goes on to talk about a recent
18 meeting between managers of the OPC and the Ontario
19 Association of Children's Aid Societies, right?

20 **DIRECTOR GHEYSEN:** Yes.

21 **MR. CARROLL:** Were you in attendance at
22 those meetings?

23 **DIRECTOR GHEYSEN:** No, that would have been
24 my deputy.

25 **MR. CARROLL:** And who was that at the time?

1 **DIRECTOR GHEYSEN:** Bill Stephens, I believe.

2 **MR. CARROLL:** So they go into this meeting,
3 and to your knowledge, did Mr. Stephens share your views
4 and those of Mr. Hollingworth that this was a very
5 worthwhile program that benefited both workers and police
6 officers?

7 **DIRECTOR GHEYSEN:** My update about the
8 meetings was yes.

9 **MR. CARROLL:** All right.

10 So so far, to your knowledge, the people
11 from the college are very much in favour of the delivery of
12 this program?

13 **DIRECTOR GHEYSEN:** Were reviewing the
14 delivery of the program. Were not in favour or against it;
15 it was a review of the program.

16 **MR. CARROLL:** No, no, but at the point when
17 you go into the review it seemed to me that if you agree
18 with the statements that I've read to you so far you would
19 agree that it is a worthwhile program that is delivering
20 valuable services?

21 **DIRECTOR GHEYSEN:** At the time it was, yes.

22 **MR. CARROLL:** And at the time of the
23 meeting?

24 **DIRECTOR GHEYSEN:** Probably, yes.

25 **MR. CARROLL:** Do you have any doubt about

1 that?

2 DIRECTOR GHEYSEN: I wasn't at the meeting.

3 MR. CARROLL: No, no, but the ---

4 DIRECTOR GHEYSEN: I don't understand your
5 question.

6 MR. CARROLL: You don't understand?

7 DIRECTOR GHEYSEN: No, I don't understand
8 the question.

9 MR. CARROLL: All right.

10 I understood you to agree with the
11 proposition that it was your view -- that is, the view of
12 Hollingworth shared by you -- that this was a worthwhile
13 program that benefited both CAS workers and the frontline
14 officers who delivered the services to the province?

15 DIRECTOR GHEYSEN: Yes, it was.

16 MR. CARROLL: All right.

17 And was it your view -- did that continue to
18 be your view as of this meeting that your deputy attended?

19 DIRECTOR GHEYSEN: That that had been a
20 worthwhile program, yes.

21 MR. CARROLL: And continued to be ---

22 DIRECTOR GHEYSEN: But it ---

23 MR. CARROLL: --- or did something change?

24 DIRECTOR GHEYSEN: Yes, conditions changed.

25 MR. CARROLL: What conditions caused you to

1 change your view then?

2 **DIRECTOR GHEYSEN:** It wasn't meeting the
3 needs of the CAS or the policing community.

4 **MR. CARROLL:** Well, I heard you to say
5 earlier that it was essentially the CAS that wanted to opt
6 out. Am I correct in that interpretation?

7 **DIRECTOR GHEYSEN:** That's my understanding,
8 yes.

9 **MR. CARROLL:** So it wasn't the policing
10 community that wanted out, it was the CAS that wanted out.
11 Is that your view or your understanding?

12 **DIRECTOR GHEYSEN:** My view is that in order
13 to meet the needs of the CAS the program had to change.

14 **MR. CARROLL:** Had to expand or be disbanded?

15 **DIRECTOR GHEYSEN:** Had to change, whatever
16 course that took. A course of action required to do that
17 resulted in the course being fundamentally changed.

18 **MR. CARROLL:** Well, the course was
19 fundamentally stopped, was it not?

20 **DIRECTOR GHEYSEN:** No, it was changed.

21 **MR. CARROLL:** Was it not suspended?

22 **DIRECTOR GHEYSEN:** This course ---

23 **MR. CARROLL:** The delivery of it?

24 **DIRECTOR GHEYSEN:** Yes.

25 **MR. CARROLL:** Well ---

1 **DIRECTOR GHEYSEN:** This course doesn't exist
2 anymore. That's correct.

3 **MR. CARROLL:** Maybe the questions aren't
4 clear here. This course that we've been talking about up
5 to this point no longer exists, does it?

6 **DIRECTOR GHEYSEN:** That's correct.

7 **MR. CARROLL:** And it was suspended as of the
8 date of this memo or as of 2003?

9 **DIRECTOR GHEYSEN:** That's correct.

10 **MR. CARROLL:** All right.

11 So this valuable, worthwhile course was
12 stopped, was suspended, never to be reinstituted; correct?

13 **DIRECTOR GHEYSEN:** Not in that format.
14 That's correct.

15 **MR. CARROLL:** Right. Joint training is what
16 we're talking about.

17 **DIRECTOR GHEYSEN:** Joint training at the
18 Ontario Police College.

19 **MR. CARROLL:** Yes.

20 **DIRECTOR GHEYSEN:** That's correct.

21 **MR. CARROLL:** And that was a program that
22 you were of the view was a positive program benefiting both
23 CAS and police?

24 **DIRECTOR GHEYSEN:** Up until that time it was
25 a benefit. Yes, that's correct.

1 **MR. CARROLL:** And you don't know of any
2 factors that caused that usefulness to diminish, do you?

3 **DIRECTOR GHEYSEN:** Yes, it wasn't meeting
4 the needs of either client.

5 **MR. CARROLL:** What needs of the police
6 service was it not meeting, sir?

7 **DIRECTOR GHEYSEN:** It was narrow in scope.
8 It wasn't meeting the numbers need. It was not meeting the
9 need of the CAS for their numbers. Their request was for
10 two days interview training specific to their needs looking
11 at huge numbers in the neighbourhood of 2,000 interviews.

12 **MR. CARROLL:** Leaving CAS aside for a
13 moment, if you will.

14 **DIRECTOR GHEYSEN:** Yes.

15 **MR. CARROLL:** You said that it wasn't
16 meeting the needs of the policing community and I'm asking
17 you specifically what needs of the policing community were
18 not being addressed by the delivery of the course.

19 **DIRECTOR GHEYSEN:** It was too narrow in
20 scope.

21 **MR. CARROLL:** So it needed to be expanded?

22 **DIRECTOR GHEYSEN:** Yes.

23 **MR. CARROLL:** There was nothing wrong with
24 the content, it just needed to be added upon?

25 **DIRECTOR GHEYSEN:** It needed to be altered,

1 changed, reworked, redesigned.

2 **MR. CARROLL:** It needed to have the training
3 that was in existence continue and add features to it?

4 **DIRECTOR GHEYSEN:** No, simply adding
5 features to a course does not make it a worthwhile program.
6 That's fundamentally flawed in approach to training.

7 **MR. CARROLL:** I'm asking you about the
8 police view; all right? You said that the police advised
9 you or you've attained to understand that the police were
10 not being adequately served by this program.

11 **DIRECTOR GHEYSEN:** That's correct.

12 **MR. CARROLL:** And that's because you said it
13 needed to be expanded.

14 **DIRECTOR GHEYSEN:** Yes.

15 **MR. CARROLL:** Did anything in the existing
16 course needed -- from a police perspective -- did anything
17 in the existing course need to be eliminated?

18 **DIRECTOR GHEYSEN:** Without going through the
19 existing course -- and I would suggest that one of my staff
20 would be better versed in answering those questions,
21 because I'd have to sit back and review the entire program.

22 **MR. CARROLL:** Well, you were the one who I
23 understood you to say your understanding was the police
24 advised you that their needs were not being met by this
25 course.

1 **DIRECTOR GHEYSEN:** That's correct. In
2 general statements, yes.

3 **MR. CARROLL:** I beg you pardon?

4 **DIRECTOR GHEYSEN:** In general statements
5 that's correct.

6 **MR. CARROLL:** And how did that advice ---

7 **DIRECTOR GHEYSEN:** Through my deputy.

8 **MR. CARROLL:** So and this is again?

9 **DIRECTOR GHEYSEN:** Bill Stevens.

10 **MR. CARROLL:** Is he here?

11 **DIRECTOR GHEYSEN:** No, he's not.

12 **MR. CARROLL:** But he has the answers to that
13 question?

14 **DIRECTOR GHEYSEN:** If he attended the
15 meeting, he should have the answer, yes.

16 **MR. CARROLL:** He never advised you? He
17 didn't advise you or you just don't recall when he told
18 you?

19 **DIRECTOR GHEYSEN:** I don't recall now, no.

20 **MR. CARROLL:** So you can't tell us what
21 specific needs the police said were not being met?

22 **DIRECTOR GHEYSEN:** We would have done a
23 needs analysis on that.

24 **MR. CARROLL:** You cannot tell us today what
25 specific needs ---

1 **DIRECTOR GHEYSEN:** No, sorry.

2 **MR. CARROLL:** --- the police say were not
3 being met by the delivery of this program?

4 **DIRECTOR GHEYSEN:** No, I can't.

5 **MR. CARROLL:** And have you followed this
6 inquiry, sir? Have you paid attention to the evidence that
7 we've heard?

8 **DIRECTOR GHEYSEN:** Only bits and pieces of
9 it.

10 **MR. CARROLL:** Were you aware that we had
11 several contextual experts early on in the proceedings that
12 were very high in their praise of joint training or joint
13 interviews and so on?

14 **DIRECTOR GHEYSEN:** I was aware of that, yes.

15 **MR. CARROLL:** Does that continue to be your
16 view that that's a worthwhile ---

17 **DIRECTOR GHEYSEN:** If you recall my earlier
18 statements, that's why I indicated about the significance
19 at the local level of those things continuing to occur
20 between police services and their local agencies.

21 **MR. CARROLL:** But without being accredited
22 by the Ontario Police College.

23 **DIRECTOR GHEYSEN:** No need for
24 accreditation. It's separate from ---

25 **MR. CARROLL:** Oh, so there's no need for the

1 Police College to deliver these services?

2 **DIRECTOR GHEYSEN:** It's not what I said.

3 **MR. CARROLL:** No need for accreditation.

4 **DIRECTOR GHEYSEN:** I'm saying that's a
5 separate issue from accreditation of a program. That
6 working relationship and ensuring there's an understanding
7 between two agencies occurs all the time at different
8 levels. It's not necessary for everybody to have one
9 course in that discipline to address all those issues.

10 **MR. CARROLL:** And was that -- did that
11 factor in the decision to suspend the course?

12 **DIRECTOR GHEYSEN:** Yes, there was a number
13 of issues, as I indicated, that factored into that.

14 **MR. CARROLL:** You told us about the CAS and
15 the issues that they had.

16 **DIRECTOR GHEYSEN:** Yes.

17 **MR. CARROLL:** You've told us there were
18 police issues, but you can't tell us what they were?

19 **DIRECTOR GHEYSEN:** Not specifics, I don't
20 have them, no.

21 **MR. CARROLL:** What other issues aside from
22 those two areas? You said there were a number; what else?

23 **DIRECTOR GHEYSEN:** Can't think of anything
24 off hand. I would have to review the documentation.

25 **MR. CARROLL:** Well, in preparation for

1 testifying today, you did review the documentation
2 specifically as it related to joint training, didn't you?

3 **DIRECTOR GHEYSEN:** No, actually, that was
4 going to be covered by my instructor who is in charge of
5 that training hearing.

6 **MR. CARROLL:** And that is?

7 **DIRECTOR GHEYSEN:** It would be either Phil
8 DeBruyne if it's historical or Irene Barath for the present
9 state.

10 **MR. CARROLL:** When you say "historical", I
11 want to make sure of our terms here, you mean in the past?

12 **DIRECTOR GHEYSEN:** Yes.

13 **MR. CARROLL:** As opposed to historical
14 sexual assaults in the investigations?

15 **DIRECTOR GHEYSEN:** Yes, yes.

16 **MR. CARROLL:** Yes, okay. So Mr. DeBruyne
17 would be better able to answer than you some of these
18 questions?

19 **DIRECTOR GHEYSEN:** Or Irene Barath.

20 **MR. CARROLL:** Depending on the era that we
21 are asking?

22 **DIRECTOR GHEYSEN:** That's correct.

23 **MR. CARROLL:** What about the era, say, in
24 2001? To whom should we be addressing those questions? It
25 would be Mr. DeBruyne, I would think?

1 **DIRECTOR GHEYSEN:** I would have to double-
2 check their CVs to see who was in charge of that area at
3 that time. There was a transition period so ---

4 **MR. CARROLL:** In any event, those two
5 persons would be able to give us more definitive responses
6 to the questions I've put to you than you've been able to?

7 **DIRECTOR GHEYSEN:** Very much so.

8 **MR. CARROLL:** Thank you sir.

9 Thank you Mr. Commissioner.

10 **THE COMMISSIONER:** Thank you.

11 Maître Dumais, do you have any re-
12 examination?

13 **MR. DUMAIS:** No reexamination, Commissioner.

14 **THE COMMISSIONER:** Thank you.

15 So I take it that's the evidence for today?

16 **MR. DUMAIS:** That is and we will be calling
17 Mr. Phil DeBruyne tomorrow morning at 10:00.

18 **THE COMMISSIONER:** All right. Thank you.

19 Thank you very much. We will resume
20 tomorrow at 10:00 a.m.

21 **MR. DUMAIS:** Thank you.

22 **THE REGISTRAR:** Order. All rise. À
23 l'ordre. Veuillez vous lever.

24 The hearing is adjourned. L'audience est
25 ajournée.

1 --- Upon adjourning at 12:59 p.m./

2 L'audience est ajournée à 12h59

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C E R T I F I C A T I O N

I, Marc Demers a certified court reporter in the Province of Ontario, hereby certify the foregoing pages to be an accurate transcription of my notes/records to the best of my skill and ability, and I so swear.

Je, Marc Demers, un sténographe officiel dans la province de l'Ontario, certifie que les pages ci-hautes sont une transcription conforme de mes notes/enregistrements au meilleur de mes capacités, et je le jure.



Marc Demers, CVR-CM