



St'atl'imx Tribal Police Service

Administrative Policy: AC130 Discipline

Effective Date: 2010-06-11 Revision Date:

1.0 Policy

- 1.1. Discipline within the St'atl'imx Tribal Police Service (STPS) will be in accordance with the Police Act as well as STPS Policy and Procedure
- 1.2. The disciplinary authority for the STPS is the STPS Chief Officer
 - Or a STPS Constable that the STPS Chief Officer appoints in writing
- 1.3. All STPS personnel will:
 - Set a positive example to others in carrying out their particular work related duties and assignments
- 1.4. STPS Constables will:
 - Set a positive example to others in carrying out their assignments and displaying a strict sense of duty and impartiality in dealing with subordinates
 - Deal directly with personnel under their supervision
 - Apply disciplinary measures within the established authority attendant to each level of supervision

2.0 Reason for Policy

- 2.1. To establish guidelines for Discipline



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3.0 Procedures

Internal Discipline Matter:

In relation to matters concerning conduct, department and STPS Policy

3.1. STPS Personnel (all)

3.1.1. The STPS Chief Officer and the STPS Departmental Sergeant's have discipline authority for their respective subordinates

3.1.2. The role of STPS supervisors is crucial:

- The STPS Chief Officer and the STPS Departmental Sergeant's have the best opportunity to observe the conduct and appearance of STPS personnel and detect those instances when corrective actions are warranted
- STPS Chief Officer and the STPS Departmental Sergeant's also have the opportunity to understand the personality traits of the personnel under their supervision and to determine the most effective remedial measures

3.1.3. Review the Police Act, to ensure the issue to be resolved complies with the Police Act

- Specifically related to sworn members
- Also reference 3.2 of this policy

3.1.4. Decide on the severity of the issue, as necessary and where applicable, discuss with the STPS Chief Officer

3.1.5. Decide on the desired outcome, discuss with the STPS Chief Officer as necessary and where applicable

- What best satisfies the STPS short term and long term
- What corrective measures suit the issue

3.1.6. Corrective Action, may include but is not limited to:

- Dismissal



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- Reduction in rank
- Suspension with or without pay
- Direction to work under close supervision
- Direction to undertake special training or retraining
- Direction to undertake professional counselling
- Written reprimand
- Verbal reprimand

3.2. STPS Members:

3.2.1. Discipline regarding sworn members must adhere to processes outlined in the police act

- Definition from Police Act:
 - **"internal discipline matter"** means a matter concerning the conduct or deportment of a member that :
 - a. Is not the subject of an admissible complaint or an investigation under Division 3 [Process Respecting Alleged Misconduct], and
 - b. Does not directly involve or affect the public
 - If the issue to be resolved is covered by the definition of "internal discipline matter" follow processes outlined in 3.1 of this policy
 - If the issue to be resolved is not covered by the definition of "internal discipline matter" follow processes outlined in the Police Act

3.2.2. Suspension from duty

- The necessary authority and conditions for suspension is outlined in the Police Act