



UNION INFO—March 2012

National Learning and Development Committee

UCCO-SACC-CSN met with the employer February 28 to discuss a number of training issues. The union was represented by Pierre Mallette, Pierre Dumont, Jason Godin and Michel Bouchard. Mr. Fabiano, Mr. Tremblay and Ms. Proulx represented the employer.

The employer reviewed the role and structure of the learning and development committee, explaining that there is a governance board (sub-committee of EXCOM) that ultimately decides what moves forward in terms of training development. The role of learning and development is to build the training once approval has been given.

The security branch also has a role to play, as some training may have to be developed as a result of decisions or agreements reached in this sector of CSC.

The discussion was informative and gave us a better understanding of where to discuss training issues and how the process works.

CTP Training (Recruits) – The new CTP has been evaluated and will move forward. The employer acknowledged the excellent work of Jean-Luc Chamaillard in conducting the evaluations and insisted that the participation of our members was essential in building good training for correctional officers.

We also talked about the success of recruits graduating from the RCMP Depot in Regina and the noticeable difference in the type of recruit. The employer also mentioned the re-introduction of physical fitness standards and the introduction of the ceremonial dress on CTP.

We learned that there is huge funding gap between other agencies as it pertains to new recruit training: The RCMP Depot spends approximately \$63 million per year, CBSA (customs) around \$24 million per year and CSC around \$7 million per year. This is an issue that we will be discussing in various forums.

Block Training – We talked about the pilot project in the Pacific region with respect to block training. Despite a few minor issues the both parties agreed the pilot was a success and we agreed to move forward with this type of training. This training will next move to Ontario and Atlantic.

Scenario Training and 9mm Handgun – We spoke about the scenario training both parties reviewed at the RCMP Depot in Regina. More specifically, we discussed the dry-fire scenario training with the 9mm hand gun. The employer agreed that this type of training was useful and cost effective and they agreed to pursue it.

We pointed out that the success rate of new officers qualifying on this weapon following the dry fire was around 98%. We hope it will help us deal with the high failure rate of new recruits in some regions. We likewise discussed the high failure rate in requalification. We indicated that increasing the amount of munitions during practice prior to the requalification would be helpful in lowering the failure rate. The employer said the shooting distances would be reviewed. Other discussions will have to take place.

We pointed out that we were not seeking to change the firearms course but to improve upon current training. We submitted some ideas and committed to giving the employer more information on this matter. The employer suggested an enhancement of this type of training would best be served by introducing it into CTP.

The employer also indicated that gas simulator training would soon be introduced in the Ontario Region.

SMO Training – The employer informed us that new training packages were currently being developed for SMOs. The employer has two trainers who deliver initial training to SMOs, which is the same as the initial RCMP training. The employer is developing more advanced SMO training as they gain more years of experience. The employer is developing new SMO training based on the duties outlined in the job description.



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CSC is also analyzing resourcing for SMOs. Discussions with SMOs will be scheduled with the security branch in Ottawa in the near future.

IERT (Institutional Emergency Response Team) Training – The employer informed us that there was a presentation made to EXCOM in December around new IERT training that included the following: high-risk escorts, hostage training, sufficient training for breaching, and sniper training. The employer indicated that the governance board via EXCOM had agreed on a working group that will examine a number of IERT issues. However, on hostage and high-risk escorts, the employer was still not there yet. The working group to develop new IERT training will begin in March 2012. Ryan Deback and Rob Finucan will sit on this committee for UCCO-SACC-CSN.

We pointed out the importance of discussing and developing IERT training for open-concept institutions, which continue to be built. This has been discussed extensively in Ontario, stemming from Fenbrook Institution some time ago.

Shield Training – This has been agreed to in the National Safety and Security Committee. The employer indicated that including this into PSR training was not an option, so they were looking at where it might fit in. They are currently working on the development of this training and what it should include: i.e., pinning, deflecting and where it will fit into our current training.

Gang Training – The employer indicated that they still had no mandate to develop this type of training. We expressed our disappointment and informed the employer that we had participated in a joint committee with CSC to move this forward. We will raise this with the security branch.

The employer gave us a draft list of training priorities for the next year and indicated that the biggest challenge facing them this year will be training on the new law (Bill C-10) as it must be delivered to all CSC staff with different course content depending on position held within CSC.

Dynamic security Training – We clarified that this training includes a video and time with a trainer/instructor. In the Pacific region they insist that it remain only an online/computer training course. The employer will clarify this immediately.

We thanked the employer for this extensive discussion, which we felt was informative and productive. At UCCO-SACC-CSN, we continue to pursue objectives identified in the joint training report between union and management (National Working Group Report – Correctional Officer Training, 2008).