



KINGSTON POLICE SERVICE BOARD

Organizational Structure and Adequacy of Supervision Policy (AI-018)

Adopted: Aug. 27/26

Reviewed:

Revised:

Expires: Indefinite

Rescinds:

Legislation: O. Reg. 392/23: Adequate and Effective Policing (General), 2019.

1. **Policy Statement**

The Kingston Police Service Board (the Board) recognizes that a clearly defined organizational structure and proper supervision are essential to ensuring accountability and operational effectiveness. The Board is committed to ensuring that the Kingston Police Service (the Service) maintains an organizational structure and supervisory framework that provides appropriate leadership, oversight, direction, and support for policing functions and operations.

2. **Board Policy**

It is the policy of the Board that the Chief of Police shall establish and maintain procedures that:

- a. Ensure the Service maintains an organizational structure that clearly defines responsibilities, authority, reporting relationships, and accountability throughout the Service;
- b. Ensure 24-hour supervision is available to members of the police service;

- c. Establish procedures on supervision that set out the circumstances where a supervisor must be contacted and when a supervisor must be present at an incident, including all major case incidents;
- d. Provide training through supervision and succession of training programs, both formal and informal, to develop the knowledge and skills of members of this service, to attain greater service efficiency for the residents of the City of Kingston; and
- e. Establish a selection process that ensures members appointed permanently to supervisory positions have the knowledge, skills and abilities required for the supervisory positions.

"original signed by Chair"
Chair

"original signed by Board Administrator"
Board Administrator