



[National Home](#) > [RCMP Manuals](#) > [Operational Manual](#) > OM - ch. 38.1. Aboriginal Policing Services

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Directive Amended: 2011-09-28

For information regarding this policy, contact National Aboriginal Policing Services, Contract and Aboriginal Policing at GroupWise address [National_Aboriginal_Policing_Services](#).

1. [Policy](#)
 2. [General](#)
 3. [Aboriginal Consultative Committee/Group](#)
 4. [Commanding Officer's Aboriginal Advisory Committee](#)
 5. [Commissioner's National Aboriginal Advisory Committee](#)
 6. [Aboriginal Pre-Cadet Training Program \(APTP\)](#)
- App. 38-1-1 [Commissioner's National Aboriginal Advisory Committee Members](#)

1. Policy

1. 1. In partnership with the representatives of aboriginal communities, the RCMP will provide practical, unique and culturally appropriate policing services that are based and reviewed against the needs and recommendations of these communities.

2. General

2. 1. Where so requested by communities with a high concentration of aboriginal peoples, i.e. First Nations, Inuit, non-status and Metis, the RCMP will endeavour to deploy members with identical or similar ethnic and cultural backgrounds as part of the aboriginal policing component.

3. Aboriginal Consultative Committee/Group

3. 1. In each Aboriginal community, the commander will create an Aboriginal Consultative Committee/Group from persons representing the aboriginal population, e.g. elders, women, youth and band, hamlet or community councils.

3. 2. While a member can be part of a committee/group, he/she should not be the chairperson.

3. 3. The purpose of the committee is to improve dialogue and social interaction between the police and aboriginal people through a formal communication structure. It also provides an opportunity for the community to contribute to policy-making decisions affecting the community.

3. 4. Records of meetings must be kept for audit purposes.

3. 5. The commander/delegate will deliver a monthly policing report, orally and in writing, to the band chief/mayor and council in compliance with division policy.

4. Commanding Officer's Aboriginal Advisory Committee

4. 1. In each division, the CO will create an Aboriginal Advisory Committee from persons representing the aboriginal population, e.g. elders, women, youth and band, hamlet or community councils.
4. 2. The purpose of the committee is to improve dialogue and social interaction between the police and aboriginal people through a formal communication structure. The committee also provides an opportunity for communities to contribute to policy-making decisions affecting the division.
4. 3. Records of meetings and minutes must be kept for audit purposes and a copy forwarded after each meeting to National Headquarters, ATTN: National Aboriginal Policing Services.

5. Commissioner's National Aboriginal Advisory Committee

5. 1. This committee is comprised of 13 aboriginal people who meet with the Commissioner and RCMP senior management twice a year. The committee provides the Commissioner with strategic advice and cultural perspective on matters pertaining to the delivery of the highest quality of aboriginal policing services.
5. 2. For the list of committee members, see [App. 38-1-1](#).

6. Aboriginal Pre-Cadet Training Program (AFTP)

6. 1. General

6. 1. 1. The AFTP provides summer employment for Aboriginal Youth, exposing them to a broad range of policing issues and responsibilities.
6. 1. 2. Students will not be exposed to hazardous situations. The member is accountable if he/she fails to conduct a proper risk assessment including the abilities of the student.
6. 1. 3. COs/delegates are responsible for selecting and hiring the successful candidates, and for managing the division AFTP.
6. 1. 4. Students will wear a uniform while on duty. For entitlements, see [UDM App. 6-2](#).

EXCEPTION: When he/she is accompanying an RM on plainclothes duty.
6. 1. 5. The RMs assigned to supervise the students are selected based on their demonstration of the core competencies, particularly in the area of leadership.

NOTE: Supervising RMs must obtain a score of 80% on the Managing Safely Course available from the division summer student program coordinators on CD or through the Infoweb, RCMP U Online.

6. 2. Qualifications

6. 2. 1. Students must be Aboriginal, Metis or Inuit and verification is required.
6. 2. 2. Students can be selected from university/college career placement centers or from Aboriginal, Metis or Inuit communities. Preference is given to students who have completed more than one year of postsecondary studies.

6. 2. 3. Students must provide proof of current university/college registration (if applicable), and must be Canadian citizens, at least 18 years old before engagement, and be in good physical condition. Students must undergo medical examinations by a qualified medical practitioner and the results recorded on [Form 3380](#).

6. 2. 4. Students must be of good character and pass an enhanced reliability operational check.

6. 2. 5. Students with demonstrated abilities who are continuing their postsecondary education to become an RM can be employed on an ongoing basis.

6. 2. 6. Relatives of RCMP members will not be given preference in the selection process.

6. 3. Hiring Procedures

6. 3. 1. General

6. 3. 1. 1. The following forms must be completed before a student is engaged in the APTP:

6. 3. 1. 1. 1. Forms [1800](#), [1980](#), [3380](#), [2344](#), [A-323](#) (retained by division), C-216C, [TBS/SCT 330-47](#) and [TD-1-IN](#);

6. 3. 1. 1. 2. Oath of Secrecy, worded similarly to [Form A114B](#); and

6. 3. 1. 1. 3. identification card Form 1446, available from National Communication Services, containing the required pertinent information.

6. 3. 1. 1. 3. 1. For security reasons, this card must be destroyed by the unit commander upon termination of the student's employment.

6. 3. 2. S&PO

6. 3. 2. 1. Contact National Aboriginal Policing Services to ensure funding has been established for upcoming APTP fiscal year.

6. 3. 2. 2. If necessary, advertise the program in university/college career placement centers and in Aboriginal, Metis and Inuit communities.

6. 3. 2. 3. Interview students selected on the basis of their qualifications and desire to become a member. Notify all unsuccessful candidates.

6. 3. 2. 4. Ensure that you meet your division position allotment. If unable to fill these positions, inform National Aboriginal Policing Services.

6. 3. 3. Div. Sec. O.

6. 3. 3. 1. Conduct an enhanced reliability operational check in accordance with [SM Part 1](#).

6. 3. 3. 2. See [sec. 6.3.1.1](#) for a list of engagement documents.

6. 3. 4. Regional/Divisional Corporate Management Officer

6. 3. 4. 1. Ensure that sufficient unencumbered funds are available for student engagements.

6. 3. 4. 2. Monitor expenditures to ensure that only salaries, vacation pay and other salary-related benefits are charged to this program.

6. 4. Pay and Benefits

6. 4. 1. See [AM II.31.](#)

6. 4. 2. The hourly rate will be reviewed annually.

6. 4. 3. Vacation pay is at the rate of four percent of salary.

6. 4. 4. Refer to [AM II.31.K.](#) for designated paid holiday premium pay.

6. 4. 5. Students employed at an isolated post will receive allowances as outlined in the Isolated Posts Directive.

6. 4. 6. Students are entitled to shift premium (see [AM II.4.J.4.](#)) and other benefits given to TCEs, see [AM II.31.](#)

6. 4. 7. Students are employed for a maximum of 637.5 hours. They may be employed on 8-, 10- or 12-hour shifts.

6. 4. 7. 1. Program funds do not permit payment of total wages in excess of 37.5 hours a week for a 17-week period (37.5 hours x 17 weeks = 637.5 hours-total hours payable to each student).

6. 4. 7. 2. No overtime funds are available from the program. When exceptional circumstances exist and a student exceeds the total number of hours payable from the program funds, the student is entitled to payment, which must come out of the division overtime budget.

6. 4. 7. 3. If a student wishes to work in excess of the total hours payable from the program funds, this overtime is voluntary.

6. 4. 8. If a student is required to attend court after termination of employment in the program, the rate of pay will be the hourly rate (plus benefits) for the additional hours employed. This must be paid by the division and not through APTP funds. See [AM II.4.J.5.](#)

6. 4. 9. The RCMP is responsible for the health and safety of all students.

6. 4. 9. 1. Students must provide proof that they are covered by provincial health insurance.

6. 4. 9. 2. Students are covered under the *Government Employees Compensation Act*.

6. 4. 9. 3. Students are not members of the RCMP within the meaning of [Sec. 2](#), *RCMP Act*, and therefore are not eligible for benefits under the Supplementary Income Benefit Plan for Survivors of Members of the RCMP Killed on Duty, the Long-Term Disability Insurance Plan, or the Pension Act.

6. 4. 10. One-time return travel costs are reimbursable for students to proceed to the worksite, if employed outside the unit of work area.

6. 4. 11. Students are responsible for obtaining their own accommodation.

6. 5. Terms of Engagement

6. 5. 1. The students are hired as TCEs under the authority of the [Sec. 10\(2\)](#), *RCMP Act*. They are employed for a period of 17 weeks from May to September.

6. 5. 2. They are appointed peace officers pursuant to [Sec. 7\(1\)\(d\)](#), *RCMP Act*. Students, in their conduct, will be guided by and conform with the *RCMP Act*, [Part I \(Sec. 7 and 10\)](#) and [Part VII](#). Failure to comply could result in dismissal in accordance with the standard practice for termination.

6. 5. 3. If the conduct of a student warrants it, dismissal or discharge procedures will be initiated through channels urgently.

6. 6. Duties

6. 6. 1. Students are an aid to RCMP municipal, provincial and territorial personnel by providing community-based initiatives in partnership with our Aboriginal communities and can assist in low risk, non-emergency and civil emergency situations under the direct supervision of an RM.

6. 6. 2. Students will not be employed on full-time office or clerical duties.

6. 6. 3. Students will not initiate enforcement actions/procedures as they are not trained to the same level as an RM. They will not be used in the role as first responder to any incident requiring special skills and intervention practices (i.e. complaints involving violent acts, domestic assaults, situations where violence is inevitable, chemical, biological, radioactive and nuclear incidents or where there exists the potential for grievous bodily harm).

6. 6. 4. Students will not be involved in domestic disputes, complaints involving firearms, or situations where violence is likely or in any situation that places them at risk, such as emergency vehicle operations, search warrant execution and guarding of prisoners.

6. 6. 5. Non-enforcement activities may include the promotion of community-based initiatives that contribute to safer and healthier Aboriginal communities such as community and crime preventions, school talks, bike rodeos, Aboriginal day or provide a community presence with on-duty members.

6. 6. 6. Students may operate police transport in a non-operational function, subject to:

6. 6. 6. 1. the approval of the CO;

6. 6. 6. 2. verification by the student's supervisor that he/she holds a valid driver's license to operate a police transport and is a competent driver;

6. 6. 6. 3. being accompanied by an RM in a marked police transport; and

6. 6. 6. 4. not operating a police transport under hazardous conditions, e.g. emergency vehicle operation.

6. 6. 7. Students operating RCMP transport will be afforded indemnification protection under the Treasury Board Policy on the Indemnification of and Legal Assistance for Crown Servants, provided the student is:

6. 6. 7. 1. operating the transport while on duty,

6. 6. 7. 2. acting within the scope of his/her employment duties, and

6. 6. 7. 3. acting honestly and without malice.

6. 6. 8. In the event of a mishap, should a student be operating police transport beyond the criteria outlined in [sec. 6.6.6.](#), the provisions of [AM VIII.2.](#) are applicable and the student may be subject to a demand for recovery of all or part of the Crown's loss.

6. 7. Training and Supervision

6. 7. 1. Member

6. 7. 1. 1. Ensure students are competent in performing the tasks they are trained to perform. Record in the student's notebook and your own, the instructions given and the manner in which the duties were performed.

6. 7. 2. Commander

6. 7. 2. 1. Ensure supervising members have successfully completed the Managing Safely training package and that the test results are forwarded to the Director, Occupational Health and Safety Directorate (if taken by CD) for inclusion on HRMIS. See also the NOTE at [sec. 6.1.5.](#)

6. 7. 2. 2. Every month, review and initial the student's notebook, record of instructions and demonstration of abilities as outlined in [sec. 6.7.1.1.](#)

6. 7. 3. Division Coordinator

6. 7. 3. 1. Ensure training has been completed at "Depot" Division for each student. Obtain an evaluation on the student from "Depot" Division identifying strengths, weaknesses and supervision level needed. Forward a copy of the evaluation and supervision level needed to the respective commander.

6. 7. 3. 2. Ensure the program objectives and job functions are outlined clearly to students and their supervisors.

References

Date Modified: 2011-09-28

Exhibit: *National Inquiry into Missing and Murdered Indigenous Women and Girls*

Location/Phase: Part 2: Regina

Witness: Brenda Lucki

Submitted by: Anne Turley, Canada

Add'l info: PO2 PO2 PO101

Date: JUN 25 2018

Initials

I/D

Entered

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5