




HAMILTON POLICE SERVICE INFORMATION REPORT

TO:	Chair and Members Hamilton Police Service Board
BOARD MEETING DATE:	May 21, 2026
SUBJECT:	2025 Year End Report – Professional Standards Branch
REPORT NUMBER:	26-039
PRESENTATION:	Yes
OUTSTANDING BUSINESS ITEM:	No
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

The Community Safety and Policing Act, 2019 O. Reg. 399/23 s. 12(1)(b) requires the submission of an annual report for the Board relating to public complaints. The Professional Standards Branch 2025 Annual Report is provided in compliance with the Regulation.

The Professional Standards Branch 2025 Annual Report includes:

- An overview of all public complaints, Service complaints and internal investigations including workplace harassment, SIU investigations and their outcomes for 2025.
- Areas of risk such as police involved motor vehicle collisions and officer involved pursuits.
- Training overview, officer commendations, citizen awards and letters of appreciation

APPENDICES ATTACHED

Appendix A – Professional Standards Branch 2025 Annual Report

FB/W. Mason

c: Paul Hamilton, Deputy Chief – Support
Will Mason, Superintendent – Professional Development Division

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

2025

**Professional Standards Branch
Annual Report**

Prepared: May 2025



Professional Development Division

**HAMILTON
POLICE SERVICE**
Together. Stronger. Safer.

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Preface

This report is prepared in accordance with Ontario Regulation 3/99 of the *Police Services Act*, and also in accordance with Ontario regulation 399/23 of the *Community Safety and Policing Act, 2019*. It is a comparative statistical analysis of all complaints received and investigated in 2025.

The data contained in this report was finalized February 10, 2026.

Executive Summary

The total number of public complaints received overall from LECA was unchanged from 2024 to 2025. The number of complaints proceeding dropped from 53 in 2024 to 37 in 2025. Internal Chief's Complaint conduct investigations increased from 20 in 2024 to 26 in 2025. Additionally, the HPS investigated one external agency LECA complaint in 2025.

In 2025, the Hamilton Police Service had 198, 356 (as of March 24, 2026) interactions with the public. There were 149 public complaints made to the LECA in total, representing 0.07% of public contacts. The 149 public complaints can be categorized as follows:

Conduct Complaints

	TOTAL 2024	TOTAL 2025
TOTAL (<i>Proceeding & Screened Out</i>)	149	149
Proceeding	53	37
Screened Out	96	112
Policy Complaints	2	2
Service Complaints	2	11
External Investigations	0	1
Early Resolutions	6	6

The most common allegation of misconduct is Undermine Public Trust, followed by Neglect of Duty. Allegations of Excessive Force decreased from 2024 to 2025 as did allegations of Wrongful Arrest.

Conduct Complaints

	TOTAL 2024	TOTAL 2025
Charge #10 – Undermine Public Trust	21	16
Charge #19 – Neglect of Duty	20	13
Charge #11(1) – Unlawful Use of Authority (Excessive Force)	9	7
Charge #11(1) – Unlawful Use of Authority (Wrongful Arrest)	2	0
Charge #16(1) – Corrupt Practice	0	1

Out of the 37 proceeding conduct investigations, none resulted in findings of misconduct. All 11 service complaints are outstanding via the Inspectorate of Policing. In 2025, complainants requested a review of their investigation five times and LECA independent reviews upheld the HPS decision in all cases.

In 2025 there were 174 Internal complaints, not including Chief’s Internal Complaints, this is up 2% from 171 incidents in 2024. Damage to Clothing/Equipment was the most frequent form of misconduct with 159 allegations followed by Insubordination with 62 allegations. Damage to Clothing/Equipment includes police service collisions. There were seven complaints and/or allegations of workplace harassment in 2025. Of the harassment allegations one was unsubstantiated, four were substantiated, one was resolved by way of an Informal Resolution and one remains outstanding. Excluding MC, MVC, ASE, and RLC violations, (15 of 33) or 45% of the remaining 33 chief’s complaints (workplace harassment, and internal complaints) have resulted in substantiated misconduct, 3 were unsubstantiated and 10 are still ongoing at the time of this report. The following categories relate to internal complaints:

Internal Complaints

	TOTAL 2024	TOTAL 2025
Red Light Camera (RLC)	28	35
Motor Vehicle Collisions (MVC)	118	128
Missed Court (MC)	5	1
Automatic Speed Enforcement (ASE)	20	10

In 2025, the SIU was notified 14 times, and they invoked their mandate 12 times to investigate. Of the 14 notifications, two were not invoked on Hamilton Police Service, two were concluded by memo following a preliminary inquiry, while ten proceeded as formal investigations. Five investigations concluded with no reasonable grounds to believe that the subject officers committed a criminal offence, one was concluded by criminal charge and there are still four outstanding SIU investigations that have not yet concluded from 2025. The subsequent provincially mandated Section 81 investigations conducted by PSB for the 5 concluded investigations, determined that all HPS policies and procedures were followed, and no further action was required.

In 2025, 70 Fail to Stop reports were submitted, marking a 3% decrease from the previous year. Fail to Stop reports are filed when an individual fails to pull over after being signaled or directed by an officer. Pursuits were initiated in 54 of these incidents, representing 77% of the total Fail to Stop reports, while officers chose not to engage in a pursuit in 16 cases. Of the total reports, 31 involved Criminal Code violations by the suspect driver and 34 were for Highway Traffic Act violations by the suspect driver. There were seven MVC’s related to officer-initiated pursuits in 2025, compared to six in 2024.

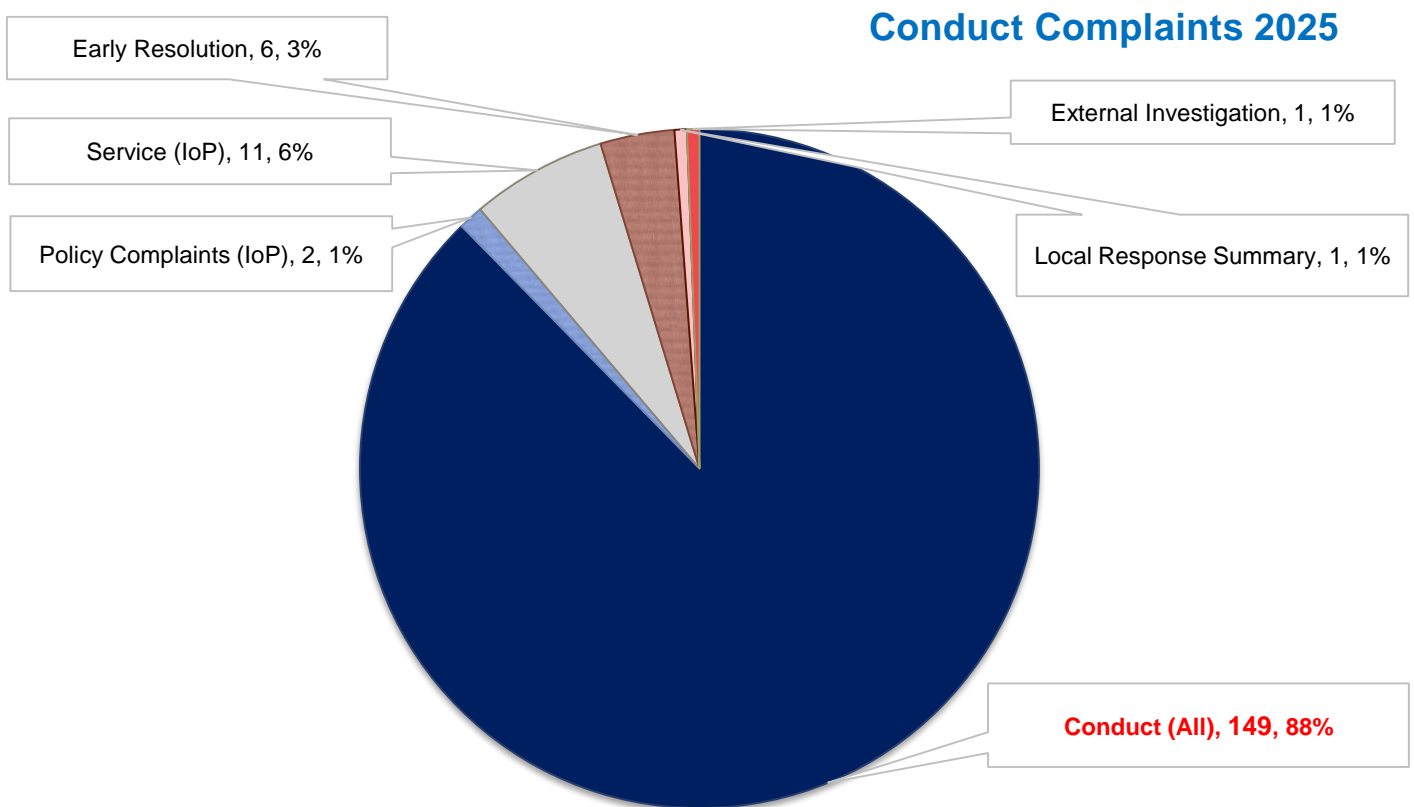
Public Complaints

In 2025, the Hamilton Police Service recorded 198,356 public interactions. A total of 149 complaints were submitted to LECA regarding the Hamilton Police Service, accounting for 0.07% of all interactions. The LECA performs an independent review of each complaint and determines which will proceed to investigation.

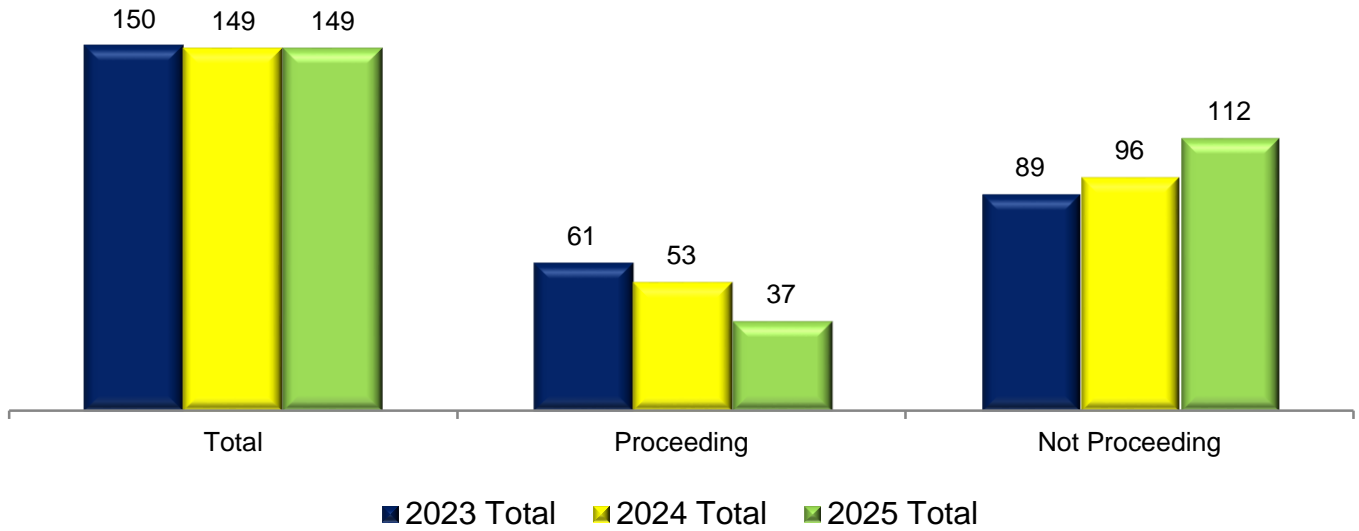
The 149 public complaints can be categorized as follows:

Public Complaints		
	TOTAL 2024	TOTAL 2025
Conduct Complaints (proceeding and screened out)	149 (with 53 screened in)	149 (with 37 screened in)
Policy Complaints	2	2
Service Complaints	2	11
External Investigation	0	1
Early resolution	6	6
Local response summary	0	1

It should be noted that an Early Resolution is a confidential process for less serious complaints that provides an opportunity to voluntarily resolve complaints before they are formally screened by LECA. Local Response Summary is a process where complaints are made directly to the HPS and a resolution is agreed upon by the involved parties.

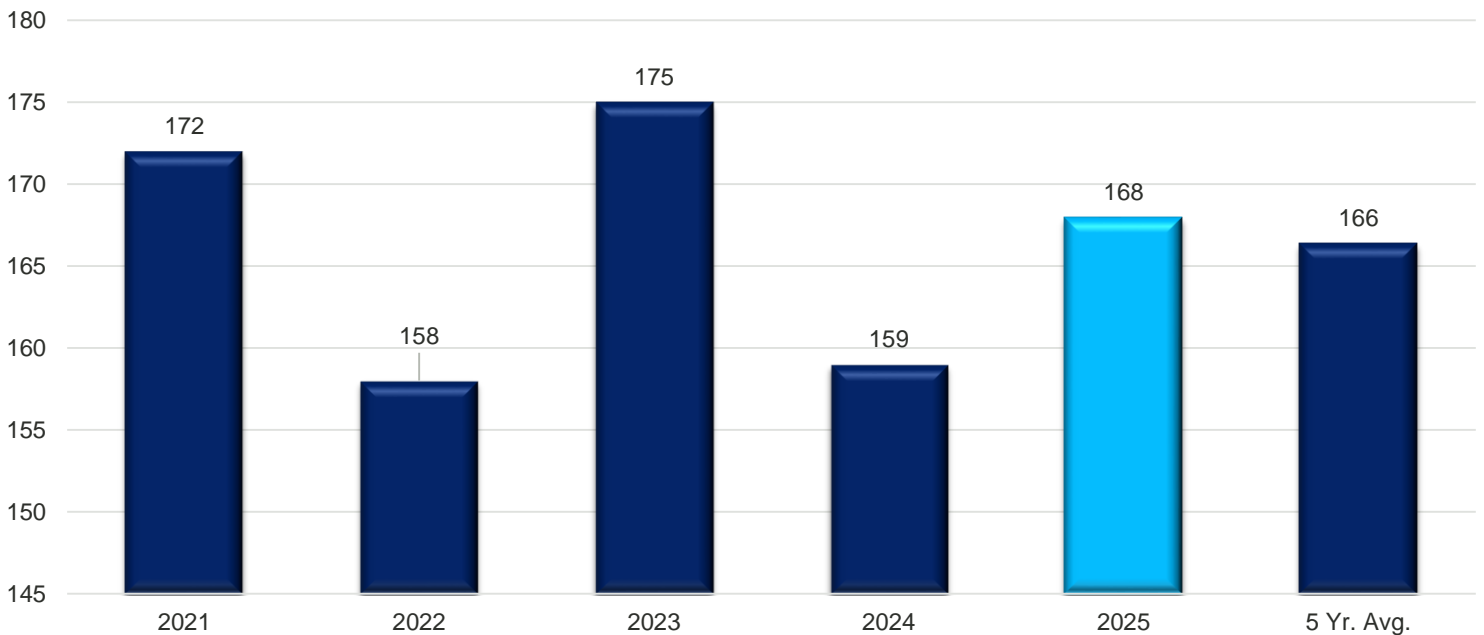


Conduct Complaints



LECA screened in 37 of the 112 conduct complaints in 2025 representing 33% of the total public complaints, this is 6% less than 2024. This screening process is conducted independently of the Hamilton Police Service. The average number of total public complaints (*inclusive of Conduct, Service, Policy and Early Resolution*) between 2021 and 2025 was 166. There was an increase from 159 in 2024 to 168 in 2025. Out of the 198,356 public interactions, the 37 complaints that proceeded to investigation represent 0.018% of all interactions.

Public Complaints - TOTALS (*Conduct, Policy, Service & Early Resolution*)



Conduct Complaints

When a member of the public raises a concern about a police officer's behavior and files a complaint, LECA classifies it as a conduct complaint. Of the 149 conduct complaints received, LECA independently determined that 112 did not require investigation, based on the following legislated criteria:

- the complaint is better dealt with under another law or act
- the complaint is frivolous – trivial or lacks an air of reality
- the complaint is not in the public interest
- the complaint is made over six months after the incident.

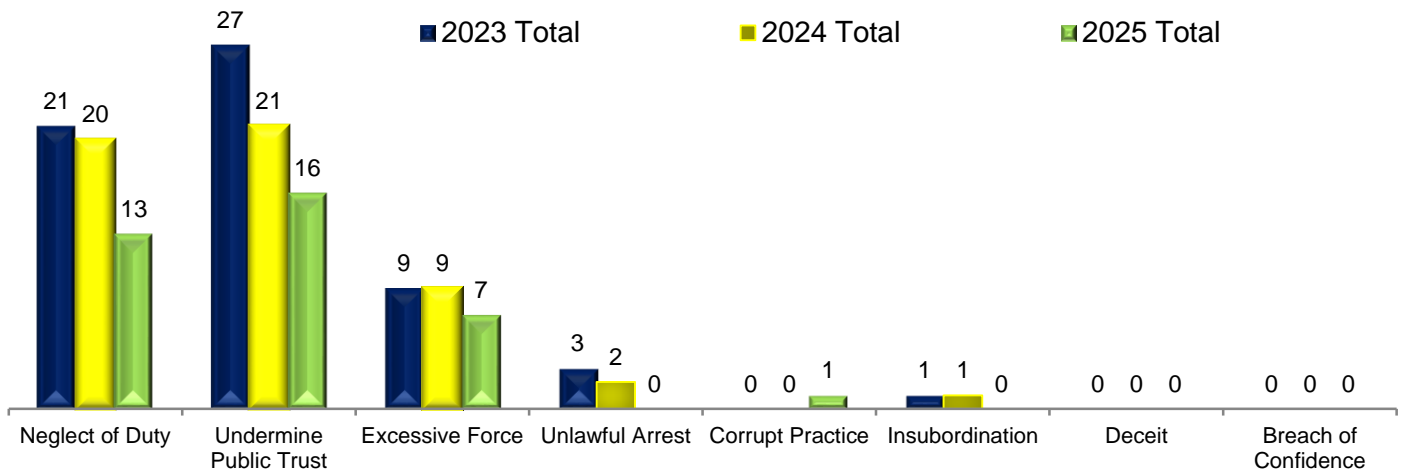
A comparison of 2025 conduct complaint data with that of 2024 shows no change in complaint submissions. Additionally, the number of screened in conduct complaints decreased by 30% compared to 2024.

Allegations of Misconduct

Neglect of Duty allegations decreased from 2024 to 2025, as did Excessive Force allegations. Conduct Undermining Public Trust and Neglect of Duty were the most common types of complaints in 2025, accounting for nearly all allegations. Complaints regarding Excessive Force ranked as the third most frequent type.

Conduct Complaints Proceeding by Allegation

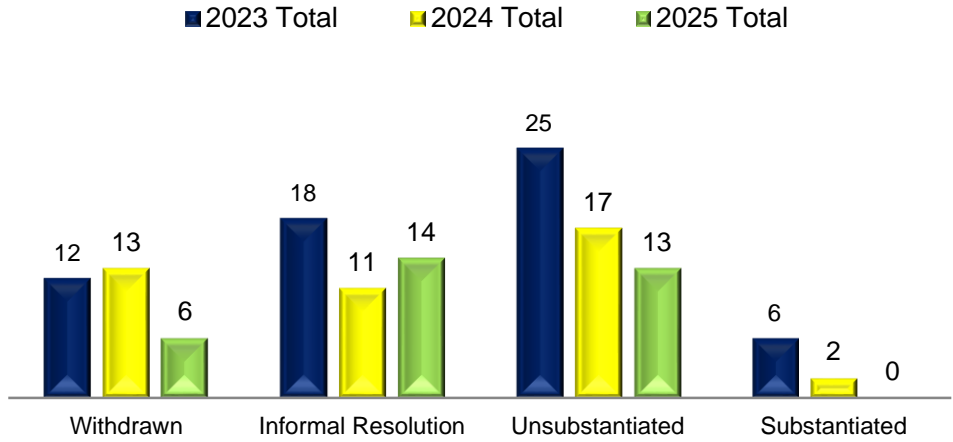
** For 2025 there were ZERO Substantiated allegations **



Disposition of Conduct Complaints

Of the 37 officer conduct investigations, 6 complainants voluntarily withdrew their complaints after receiving additional information. With the remaining complaints, 14 were resolved through informal resolution, and investigators found 13 officer misconduct allegations to be unsubstantiated. None of the original 37 conduct complaints resulted in a finding of misconduct, with no penalties imposed. As of February 11, 2026, four investigations remain open; one is being investigated by another Service on behalf of LECA, one has been put into abeyance by LECA and the remaining two are pending final conclusion.

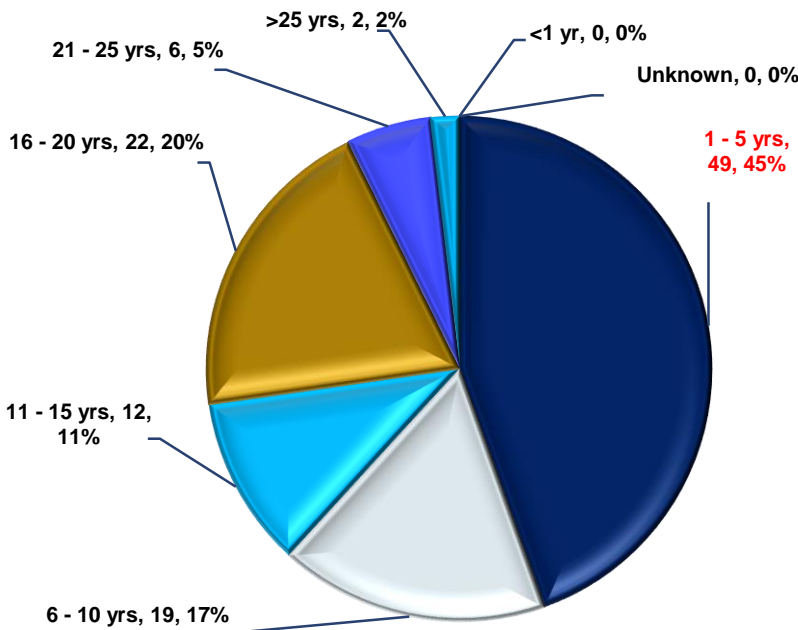
Disposition of Investigated Conduct Complaints



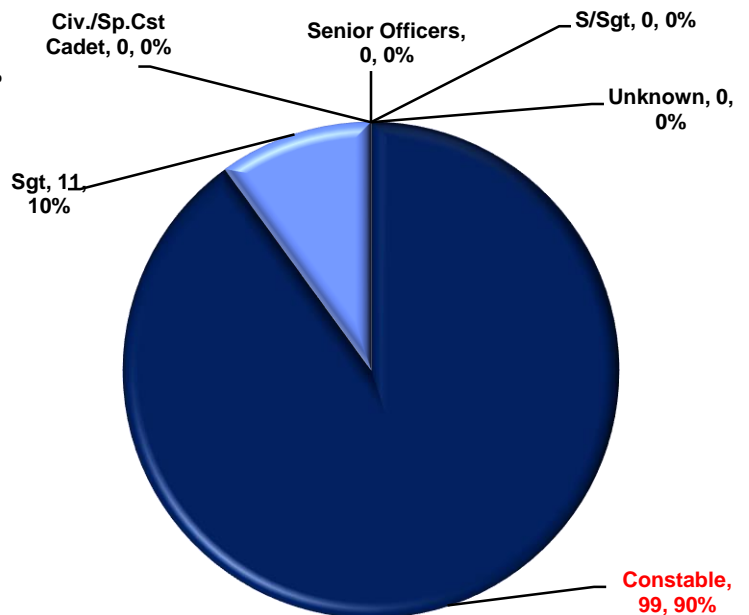
Demographics of Conduct Complaints

Most conduct complaints involve officers with one to five years of experience, typically uniformed police officers who have the most frequent contact with the public. In terms of rank, the majority of public complaints are made against Constables, as they have the highest level of interaction with the public and represent the largest portion of the police service. The charts below demonstrate the breakdown between years of service and Officer rank.

Years of Service of Subject Officer



Rank of Subject Officer



Service Complaints / Policy Complaints

Service complaints pertain to specific policies and/or procedures of the Hamilton Police Service. In 2025, eleven service complaints were filed against HPS. Under the CSPA all service and policy complaints are managed by the Inspectorate of Policing (IoP). The HPS has gathered and supplied all material requested by IoP investigators to the IoP. All of these investigations are currently outstanding with the IoP who has carriage of each investigation.

There were two Policy complaints in 2025, one was unsubstantiated and the other was directed to the Police Services Board.

Public Complaint Reviews

In the event that a complainant is not satisfied with the outcome of a complaint investigation, they may request a review by LECA. Complainants have 30 days from the day they are notified of the results of the investigation to make this request. Once LECA has received the file from the police, they will conduct a full independent assessment of the entire investigation and determine if the HPS Professional Standards conclusion is appropriate.

In 2025, the Hamilton Police Service received five requests from complainants for a LECA review. In all instances HPS conclusions were upheld by the LECA. At this time there are no outstanding Request for Reviews.

Special Constable Complaints

Under the new Community Safety and Policing Act a member of the public may file a complaint with the Police Service or the Police Services Board about the conduct of a Special Constable. There are a number of Special Constables in the Service who work in a variety of areas, broken down as follows:

Job Title	Members
Court Documents Clerk	8
Forensic Services Assistant	8
Special Constable – Technology Crimes	1
Special Constable – Custody (FT)	9
Special Constable – Courts (FT)	45
Special Constable – Part-Time	47
Special Constable – ORI (FT)	8
Special Constable – Wagon	16
Special Constable – Instructor	1
Summons Server	5
Special Constable Supervisor	3
TOTAL	151

In 2025 the Service did receive some complaints with regards to the conduct of our Special Constables:

Special Constable Complaints

	TOTAL 2024	TOTAL 2025
Substantiated	0	0
Unsubstantiated	1	1
Outstanding	0	2
Total	1	3

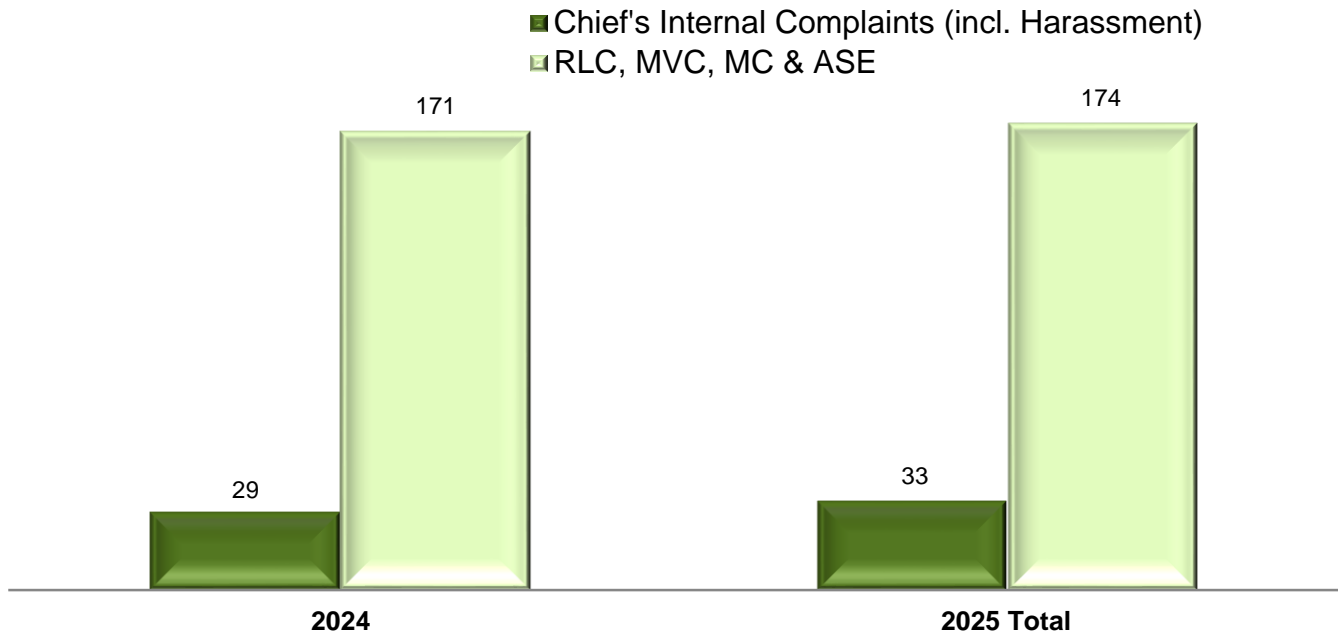
This is reflective of only 2% of complaints on our entire Special Constable complement for 2025, none substantiated at the date of this report.

Internal Complaints

Pursuant to the Community Safety and Policing Act, the Chief may conduct an investigation in relation to the conduct of a police officer employed by the Service. These internal complaints are typically initiated by an HPS supervisor. The findings of the investigation are provided to the Chief in a written report and, where required, discipline is implemented pursuant to the *Hamilton Police Service Discipline Policy*.

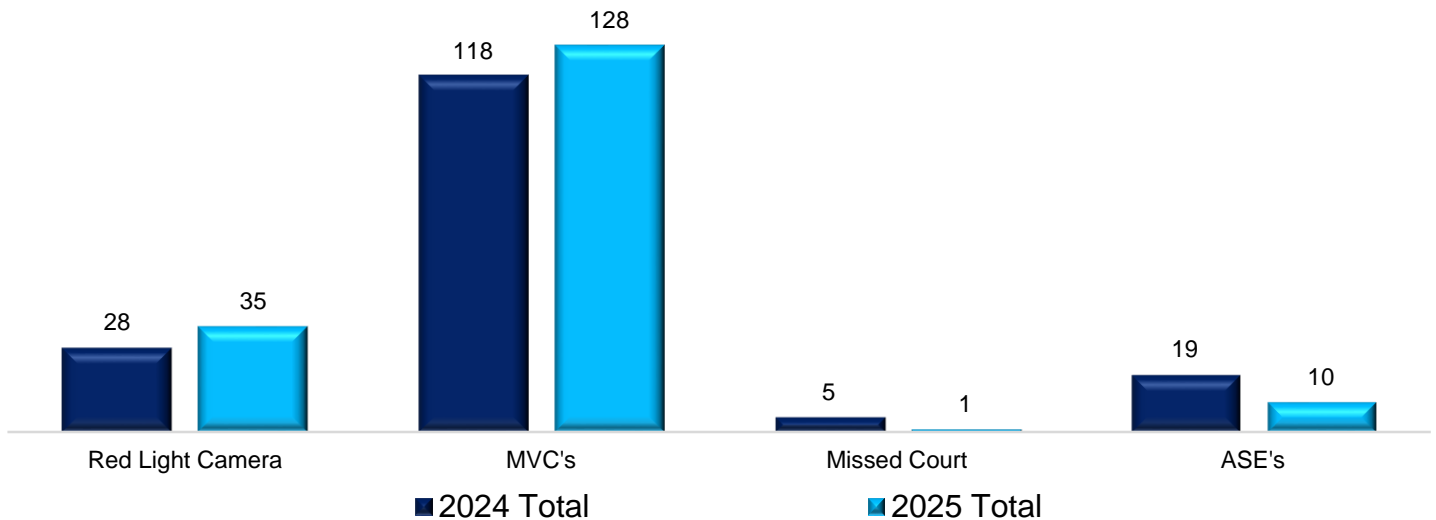
Simple violations such as RLC, MVCs, MC and ASE are investigated by divisional commanders. More complex member conduct investigations are investigated by the Professional Standards Branch. These are referred to as a Chief's Internal Complaints.

Number of Annual Internal Complaints (by TYPE)



A total of 207 internal complaints were filed in 2025, marking a 15% increase compared to 2024, the increase is not entirely in RLC, MVCs, MC and ASE violations, but also a 76% increase Chief's Internals and a decrease in Harassment. In 2020, the City of Hamilton introduced ASE cameras, which account for 10 of the internal complaints, a decrease from 20 in 2024. Effective November 14th, 2025 the province removed the use of ASE cameras. Additionally, there were 35 RLC incidents and 128 MVC incidents. Of the MVCs, 69 were determined to be the officer's fault, while the remaining 59 were deemed non-preventable.

Types of Internals



Allegations of Misconduct

The internal complaints filed in 2025 resulted in 275 specific allegations of misconduct. The number of allegations exceeds the number of complaints because a single complaint can involve multiple HPS members and/or multiple allegations against each member. Among the various classifications of alleged misconduct, Damage to Clothing/Equipment was the most common, accounting for 159 allegations. This category is broad, encompassing all police service collisions, from minor to major incidents, and in some cases, multiple allegations stem from a single complaint.

Workplace Harassment Investigations

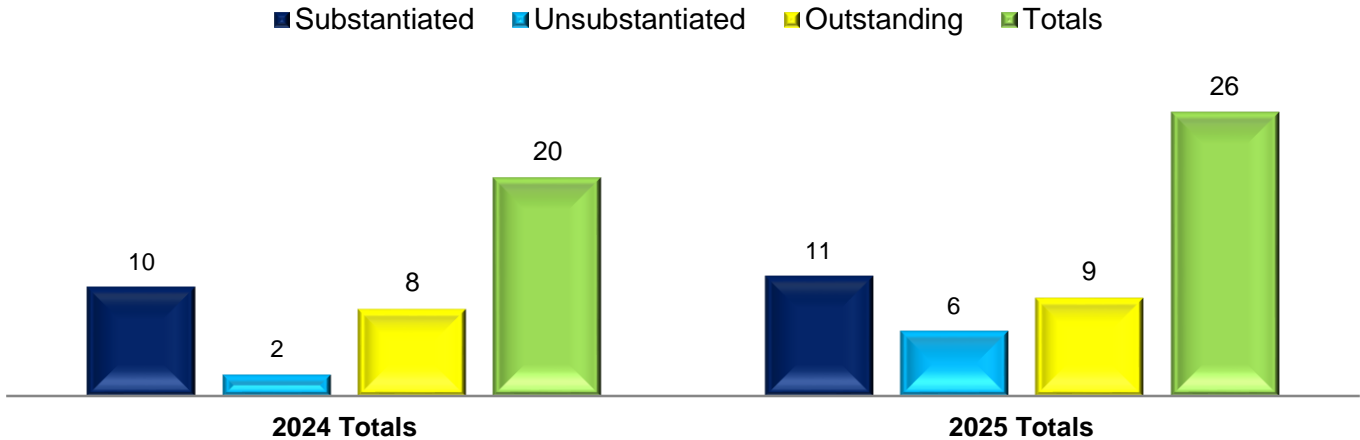
As of December 31, 2025, the Hamilton Police Service had 912 sworn members and 389 civilian members and remains committed to fostering a respectful work environment where all individuals are treated with dignity, can contribute fully, and have equal opportunities. Harassment or discrimination is not tolerated, and all complaints of this nature are thoroughly investigated in a timely manner.

In 2025, there were seven complaints and/or allegations of workplace harassment. Of the allegations one was unsubstantiated, one was resolved informally to the agreement of all parties, four were substantiated and one remains outstanding at the time of this report. There were nine harassment complaints reported in 2024.

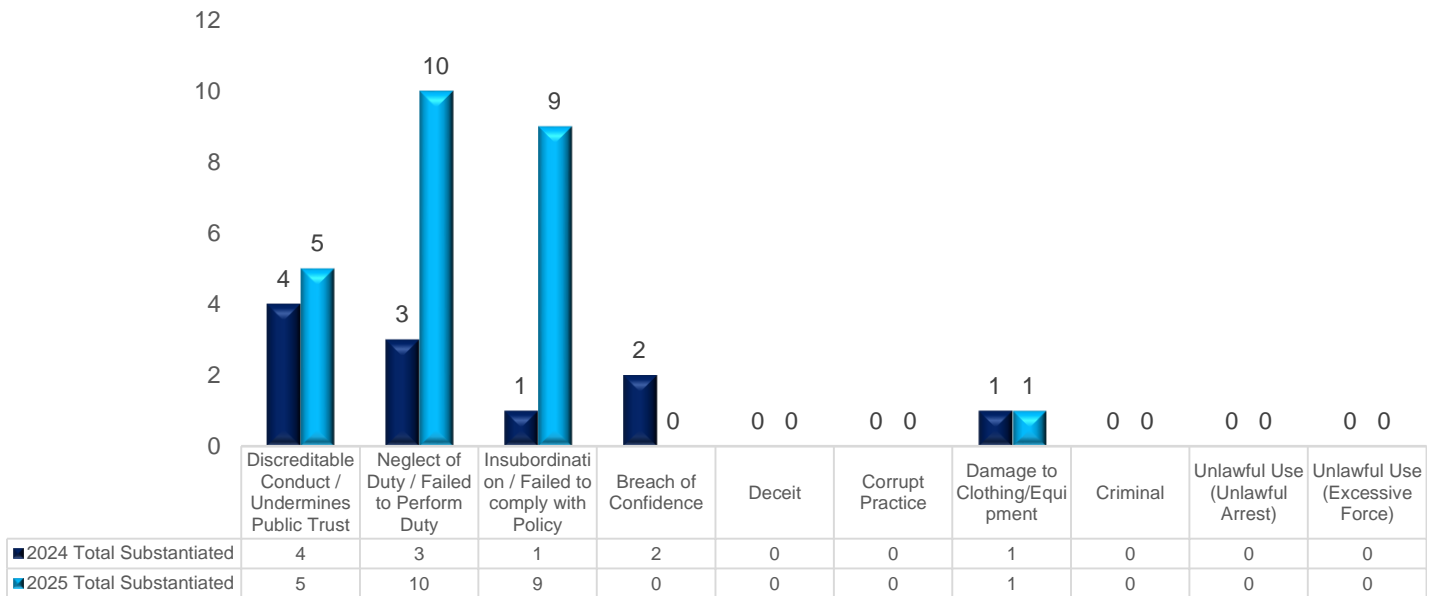
Chief's Internal Complaints

Of the 26 internal complaint investigations, 35 separate allegations of misconduct were identified (exclusive of Harassment Allegations, ASE, MC, MVC, and RLC) in 2025. Of the 35 allegations, 11 or 31% of the misconduct case allegations were substantiated. This is a decrease from 2024 where 10 of the 29 investigation allegations, or 34% were substantiated.

Conclusions of Chief's Internal Complaints



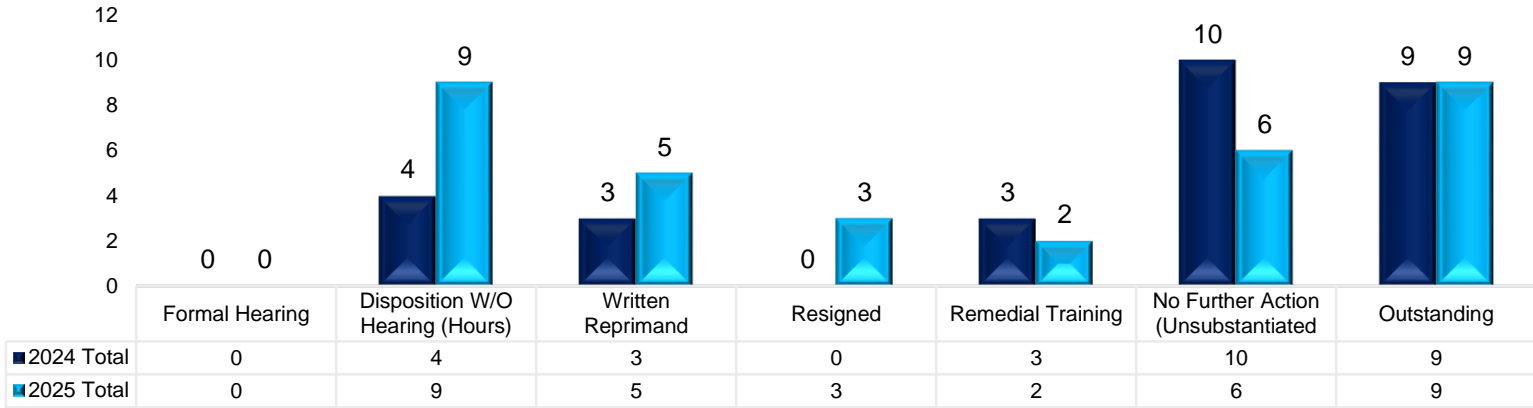
Chief's Internal Complaints - Allegations - 2024 vs 2025 (PSA & CSPA)



Disposition of Internal Complaints

In the 26 internal investigations (exclusive of Harassment, ASE, MC, MVC, and RLC), 17 members were identified as subjects. Of those, 16 investigations were substantiated, resulting in corrective discipline for 14 members. Nine members received Discipline without a Hearing, five received a Written Reprimand, and there were no formal Hearings. Six were unsubstantiated, three resigned and nine investigations are outstanding.

2023 & 2024 Penalty Dispositions



Note – Remedial Training can occur in tandem with other disposition(s)

Demographics of Internal Complaints

Members with between 1-5 years of service accounted for most internal investigations, while members between 6 to 10 years of service represented the next highest. These two categories represent three quarters of the members with allegations of misconduct.

Rank of Respondent Officer

	TOTAL 2024	TOTAL 2025
Constable (incl. Det. Cst.)	23	10
Sergeant	4	2
Staff Sergeant	0	0
Inspector	0	0
Superintendent	0	0
Deputy	0	0
Chief	0	0
Civilian (incl. Cadet/Special Cst.)	2	5
Other/Unknown/Multiple	1	0

Years of Service

	TOTAL 2024	TOTAL 2025
<1 Year	0	1
1-5 Years	6	7
6-10 Years	8	5
11-15 Years	5	0
16-20 Years	4	1
21-25 Years	5	2
>25 Years	1	1
Unknown/No Officers Identified	1	0

Suspect Apprehension Pursuits

A suspect apprehension pursuit occurs when a police officer attempts to direct the driver of a motor vehicle to stop, when the driver refuses to obey the officer and the officer pursues in a motor vehicle for the purpose of stopping the fleeing motor vehicle or identifying the fleeing motor vehicle or an individual in the fleeing motor vehicle.

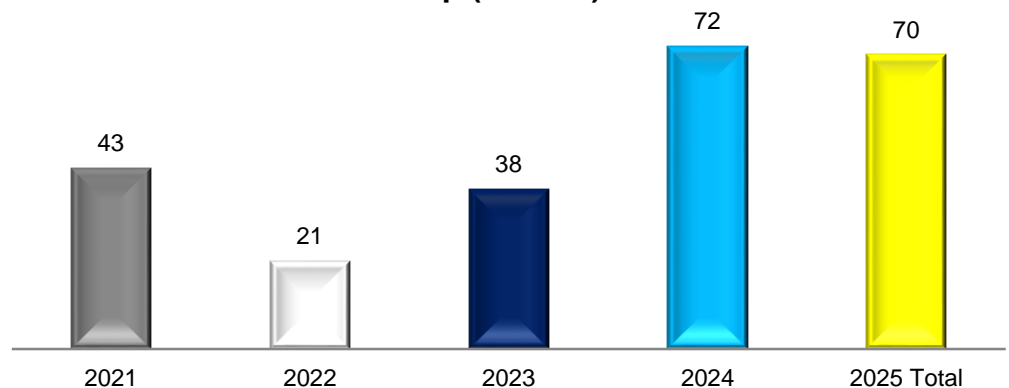
Fail to Stop Report

HPS officers are required to complete a Fail to Stop report whenever they attempt to stop a vehicle and the vehicle refuses to comply, regardless of whether a pursuit is initiated.

In 2025, a total of 70 Fail to Stop reports were submitted, a decrease from the previous year. Pursuits were initiated in 54 of these 70 incidents.

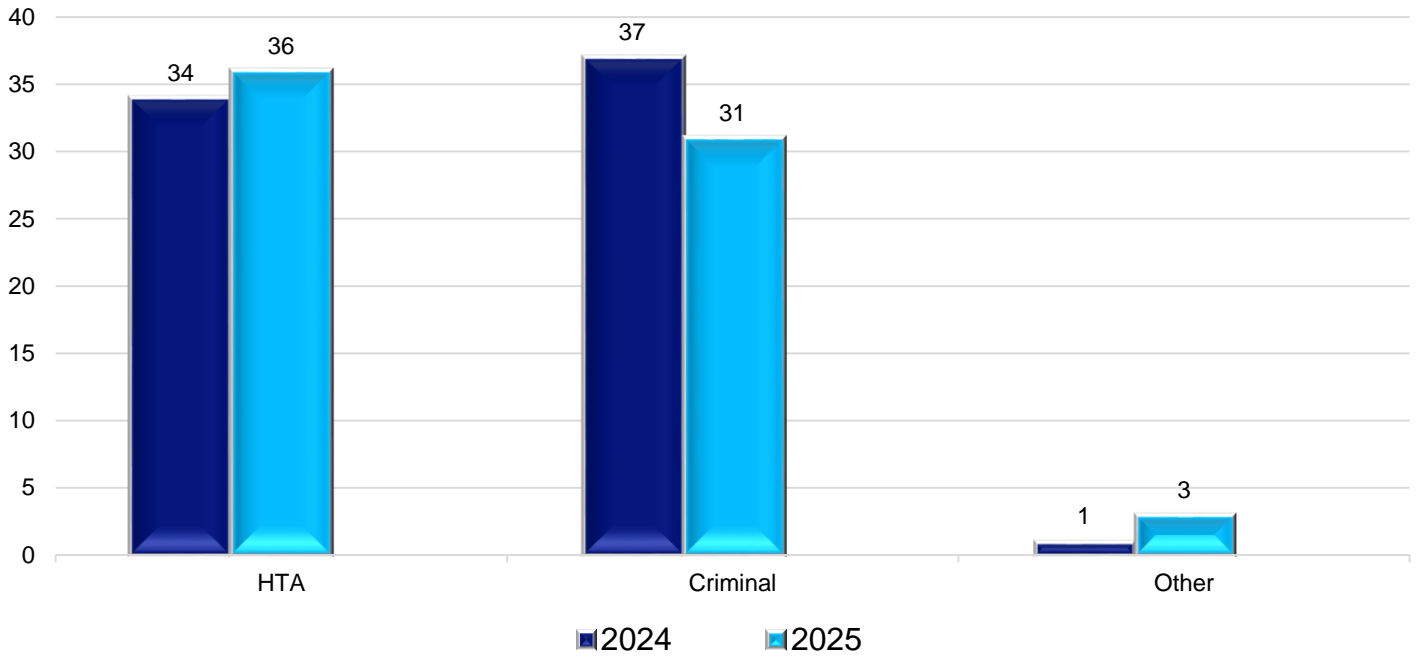
Of the 54 pursuits initiated, twenty were terminated within 1 km, twenty were terminated within 1-2 km, nine ended within 2-5 km, four were terminated between 5-10 km, and one exceeded 10 km.

Fail to Stop (Pursuit) - 5 Year



Among the 70 Fail to Stop reports, 33 were related to suspect vehicle Criminal Code violations, while 37 involved suspect vehicle Highway Traffic Act violations.

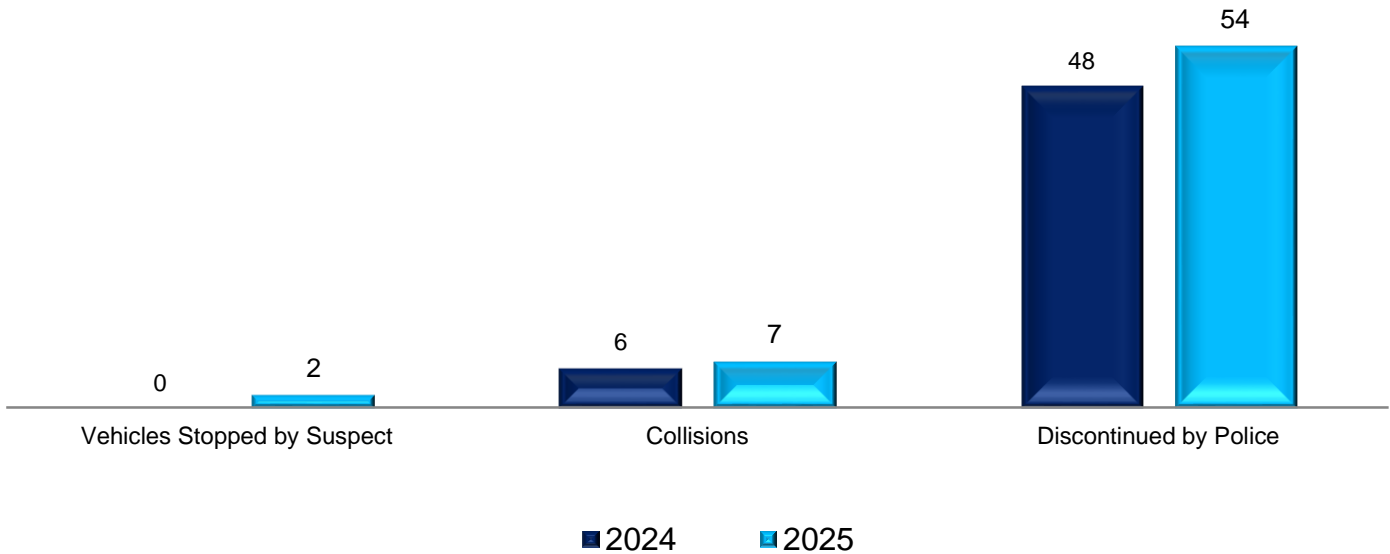
Pursuit Type



Outcomes from Fail to Stop Reports Received (*Pursuit Initiated Only*)

In 2024 and 2025, 100% of pursuits were discontinued by officers.

Vehicle Pursuit Outcomes



Special Investigations Unit Incidents

Hamilton Police Service notified the SIU on 14 occasions in 2025. The SIU invoked its mandate in 12 of the incidents.

Formal Investigations

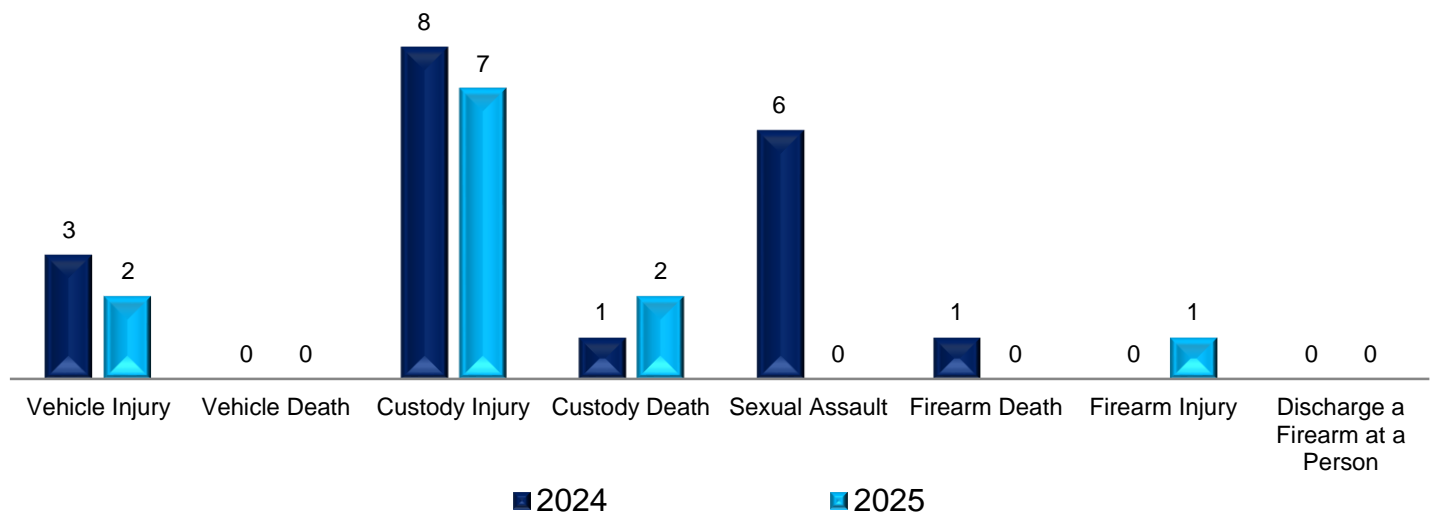
Of the 12 SIU investigations, two were concluded by memo after the SIU completed a preliminary inquiry and 10 were formal investigations. Out of the 10 investigations, 5 have been concluded, 1 was concluded by charge and 4 remain outstanding. In the 5 completed incidents, the SIU concluded that reasonable grounds did not exist to believe that the Subject Officer committed a criminal offence.

In 2024, there were 19 notifications to the SIU and the SIU invoked their mandate in each case.

SIU's Breakdown

	TOTAL 2024	TOTAL 2025
Section 11/81	13	5
Concluded by Memo	3	2
Concluded by Charge	0	1
Outstanding	3	4
Not Invoked	0	2

SIU Classification Types - 2024



Police custody-related injury is the most frequently classified incident involving the SIU. Police Custody Injury and Police Custody Death do not specifically mean being physically controlled or being in a custody area of the Hamilton Police Service.

Out of the 12 incidents where the SIU invoked their mandate in 2025, seven were classified as a Custody Injury, two were classified as Custody Death, none were classified as sexual assault, none were a Firearm Death, one was a Firearm Injury and two were Vehicle Injuries.

Section 81 Investigations

In 2025 five Section 81 reviews were completed by the Professional Standards Branch in relation to the 12 investigations concluded by the SIU in 2025. The 5 reviews have concluded that all HPS policy and procedures were adhered to and no further action was required on the part of the subject officers or the HPS. There are 4 outstanding investigations for 2025.

Body Worn Cameras (BWC) and In-Car Cameras (ICC)

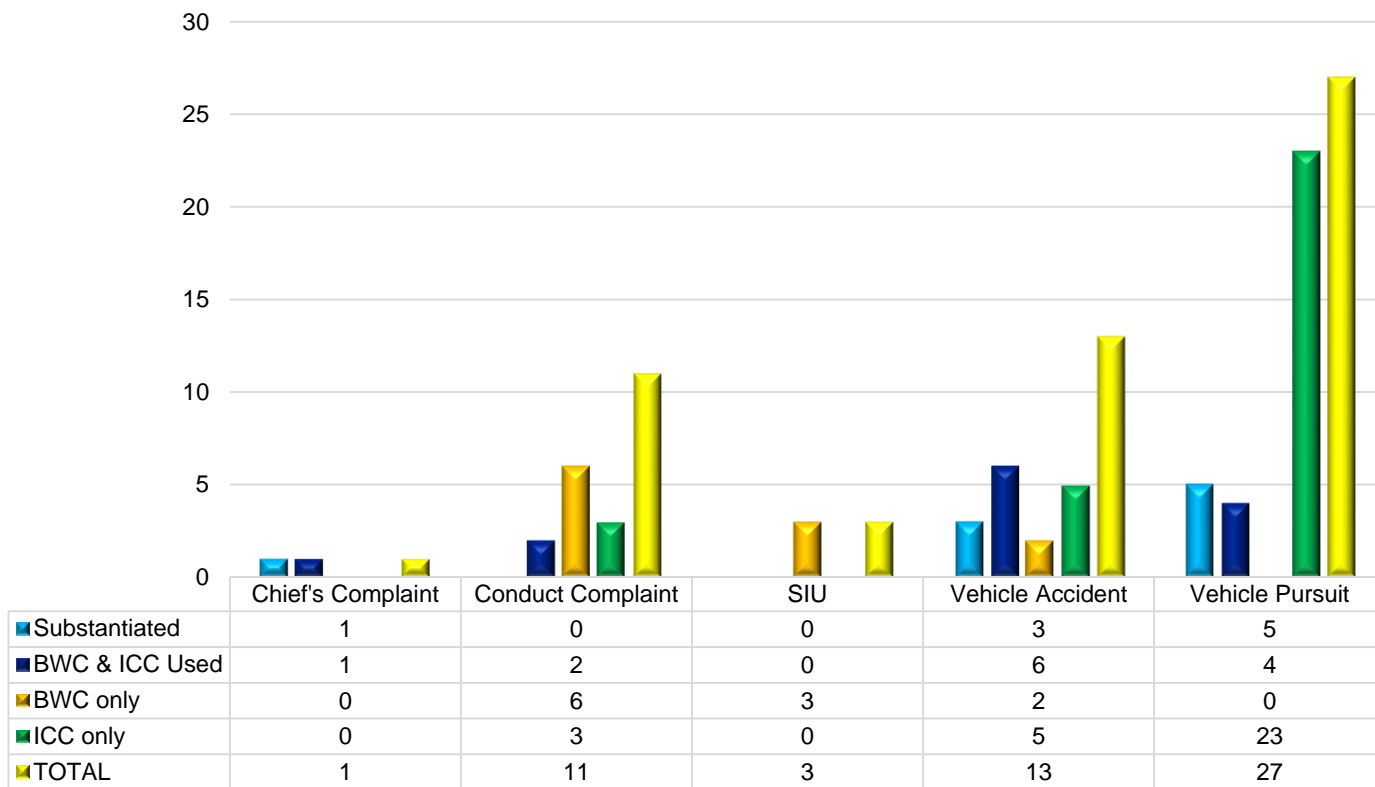
In 2024, the Service initiated the In-Car Camera (ICC) program, equipping 78 cruisers with Automated License Plate Reader (ALPR) technology. This implementation enabled members to systematically record public interactions, enhancing both evidentiary quality and operational transparency. The program has since expanded to include two vehicles within the BEAR unit, with an additional 29 vehicles scheduled for deployment to additional front-line cruisers in 2026.

Building on this momentum, the Service integrated Body-Worn Cameras (BWC) into its technological suite in 2025. Following the initial deployment of 400 units in May 2025, the program has expanded to include 477 active BWCs among front-line personnel. This distribution remains scalable, as the Service continues to equip each successive recruit class to ensure universal adoption across all frontline operations.

The deployment of these technologies is widely regarded as a success, underpinned by a robust policy framework and comprehensive training programs. Consequently, the Service has emerged as a leader in the field, providing peer consultation to agencies nationwide. Beyond operational efficiency, this technology has been pivotal in reinforcing professional accountability—one of the core tenets of modern digital policing.

The Chart below shows how this technology was used by the Professional Standards branch in relation to professional standards investigations:

of Times BWC/ICC Used in Investigation



Note: In Vehicle Pursuits Substantiated means “Not Within HPS Policy” and the member(s) received Remedial Training on Suspect Apprehension and Pursuit (SAP).

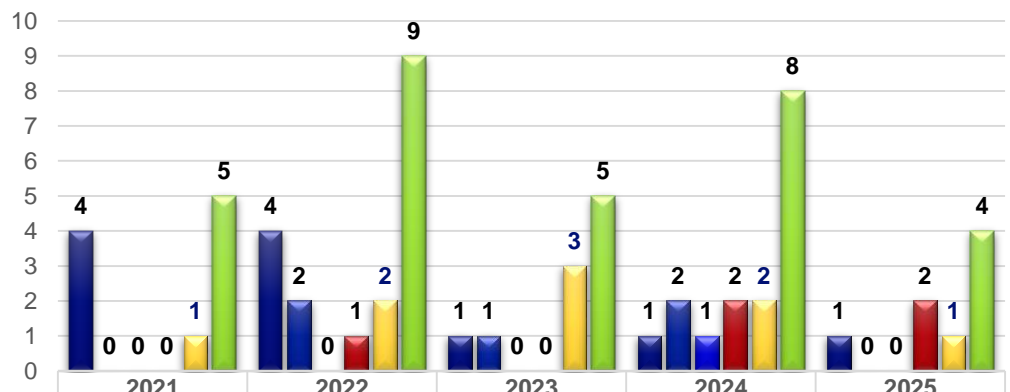
Suspensions

Under the CSPA the chief of police may suspend a police officer who is a member of the chief’s police service, other than a deputy chief of police, without pay in the following circumstances:

1. The police officer is convicted of an offence and sentenced to a term of imprisonment, even if the conviction or sentence is under appeal.
2. The police officer is in custody or is subject to conditions of judicial interim release, or conditions imposed under section 499 of the *Criminal Code* (Canada), that substantially interfere with the officer’s ability to perform the duties of a police officer.
3. The police officer is charged with a serious offence, as defined in the regulations, under a law of Canada and,
 - i. the alleged offence was not committed in relation to the performance of the officer’s duties,
 - ii. the chief of police,
 - A. has commenced proceedings to seek termination of the police officer’s employment in relation to the events that led to the charges, or
 - B. has given notice to the police officer that the chief intends to commence such proceedings but is prevented from doing so by section 208,
 - iii. the likely outcome of the proceedings would be, if the events leading to the charges were proven, that the officer’s employment would be terminated or the officer would resign in accordance with an order under paragraph 2 of subsection 202 (9), and
 - iv. a failure to suspend the officer without pay would bring discredit to the reputation of the police service.

The below chart outlines suspensions in the Hamilton Police Service over the previous five years. Currently there is one member suspended with pay.

Suspensions 2021-2025

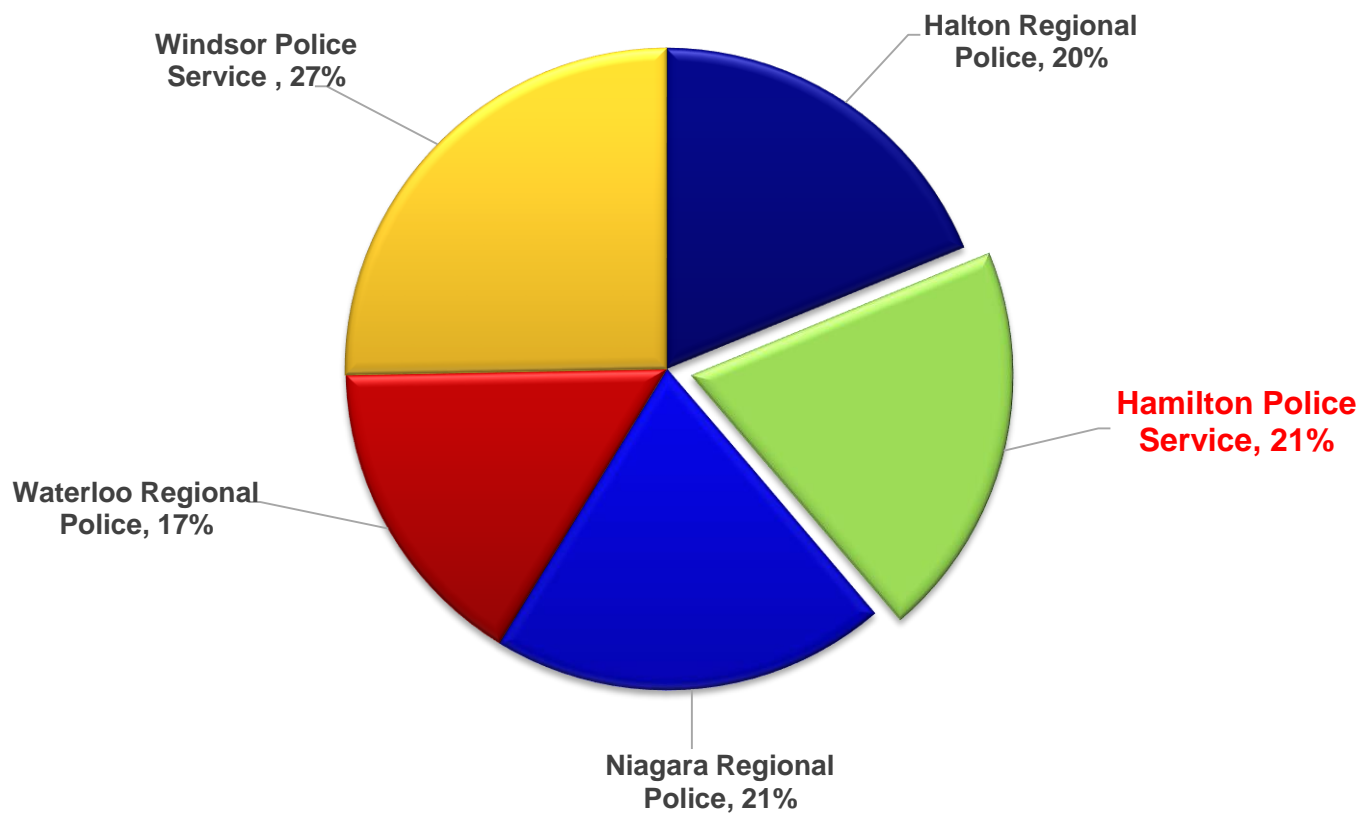


	2021	2022	2023	2024	2025
Initial Suspension	4	4	1	1	1
Resigned	0	2	1	2	0
Retired	0	0	0	1	0
Back to Work (Active)	0	1	0	2	2
Still Suspended/Carry Over	1	2	3	2	1
Total Suspension Activity Per Year	5	9	5	8	4

Service Comparator

The Hamilton Police Service's number of complaints versus number of officers sits at 21%. The Professional Standards Branch contacted other services to determine their number of complaints versus number of officers for comparison. Some services had not compiled their own annual reports for 2025 at the time of the request and were unable to share their numbers.

% of Complaints to Complement of Sworn officers



Commendations and Citizen Awards and Letters

The Hamilton Police Service received 44 Good News letters in 2025. In addition to this recognition by members of the public, the Hamilton Police Service also recognized members of the Service and members of our communities in 2025 through various acknowledgements including:

- Issuance of 30 letters of recognition to members of the public.
- Awarded 13 members with the Member of the Month Award.
- Issuance of 172 commendations to members for exemplary service.

Training & Training Initiatives

In 2025, the Hamilton Police Service (HPS) Training Branch facilitated over 164,978 hours of training for Sworn members, Special Constables, Cadets, and Civilian members of the Service.

We are extremely proud of the progress we have made, not only in maintaining our high training standards, but in establishing ourselves as a provincial leader in many areas. HPS is proud to be the first service to begin full implementation of the Mental Health Crisis Response (MHCR) program in Ontario and expect to have all active officers trained by June 1, 2026—15 months ahead of the Community Safety Policing Act (CSPA) deadline.

We are also ensuring that our training reflects the needs of the community. Our members are completing Thematic Training through the Ontario Police College (OPC). The course content includes Human Rights; Ontario's diverse, multiracial, and multicultural society; systemic racism; and the rights and cultures of First Nations, Inuit, and Métis Peoples. Additionally, we have partnered with the Canadian National Institute for the Blind (CNIB) to ensure our members receive training related to the Blind Persons' Rights Act.

In this report, you will see that while Block Training remains a major component of the Training Branch, thousands of additional training hours are delivered across dozens of courses throughout the year, either facilitated by the Training Branch or through external agencies such as Ontario Police College and Canadian Police College. Some of these courses are required under the CSPA while others are required to perform their duties while in specific roles - including specialized areas such as forensics, technological crime investigations, mental health response, and fraud investigations.

What is not reflected in this report is the significant work completed daily by our administrative team. In 2025, we increased the Training Branch Administrative complement from one full-time position to two full-time positions in response to the substantial rise in training hours. Every course—whether delivered internally or externally—requires participant registration, training tracking, and accurate data entry. Without this administrative support, the delivery and documentation of training would not be possible.

The Training Branch recognized that Charter of Rights issues, compliance and court related testimony was a challenge for officers. This has led to the formation of the HPS Charter Support Committee, a dedicated team of officers committed to ensuring all members have access to current case law, best practices, and essential legal resources. This committee plays a key role in supporting the Service's commitment to excellence in policing and the protection of individual rights. Members include experienced supervisors from Homicide, Training, Intelligence, Drugs and Weapons, as well as a member of the Crown Attorney's office.

Each member brings unique operational and legal insight, ensuring well-rounded guidance on the complexities of modern policing. By staying informed on evolving legal standards, the Committee provides members with the knowledge and tools necessary to maintain the highest standards of professionalism and legal compliance.

The committee regularly reviews case law decisions and provides summaries for officers in key policing issues. The committee has also established a practical program of instructional resources to support officers in note taking, court preparation, and courtroom testimony.

In addition, there are several one-off training initiatives not captured in this report. The Use of Force Team delivers two eight-hour training days annually for Mohawk College, Hamilton Port Authority Training, support McMaster University Special Constable training, facilitates Police Service Board Use of Force days, and responds to Freedom of Information requests from the Chief's Office, the SIU, and the Police Service Board.

These comprehensive training programs for both Sworn officers and Civilian staff were managed across three key sectors:

Academic Programs

- Legal and Investigative Training
- Leadership Development
- Advanced Investigative Courses

Practical Skills Development

- Use of Force training
- De-escalation Techniques

Core Training Programs

- Annual Block Training for all personnel (Sworn, Civilian, Special Constable/Cadet/Auxiliary)
- Bi-Annual Performance Leadership Training (PLT) for supervisors
- New Hire Training (Recruits/Special Constable/Cadet/Auxiliary)
- Advanced Investigative Courses through OPC, CPC and CISO (including CSPA mandated courses)

Training Statistics

Block Training

Hamilton Police Block Training runs parallel to a school's academic year—September through June. Below are two charts that outline Block Training.

The first outline reflects Block Training from January 2025 to May 2025 and represents the conclusion of the 2024/2025 Block year.

The second outline reflects Block Training from September 2025 to December 21, 2025 and represents the start of the 2025/2026 Block year.

Each chart reflects Sworn officer, Special Constable/Cadet and Civilian Block Training. Every active Sworn Officer, Special Constable, Cadet and Civilian member is required to attend Block Training. Sworn Officers are required to complete one week (not including online learning), Special Constables and Cadets are required to complete 2 days and Civilians are required to attend a full day.

It is important to note that although members attend their Block Training, there are additional mandatory online training that is also completed. For example, in the 2025/2026 Block program, the members are in class for 40 hours however there is an additional 15.5 hours of online training that must be completed by each member. This brings the total number of hours for Block Training up to 55.5 hours for every officer.

BLOCK TRAINING	TOTAL HOURS	# OF TIME RUN	Total # OF MEMBERS PARTICIPATED
Block Training 2024-2025 (Jan-May 2025)	40		
SWORN CONSTABLES: Estimated Breakdown	(21,756)		
- Equity, Diversity and Inclusion (EDI)	2	17	392
- Legal (Charter, Case Law, Search & Seizure)	1.5	17	392
- Use of Force Scenarios	2.5	17	392
- Active Bystandership for Law Enforcement (ABLE) Training	2	17	392
- Resiliency Training	0.25	17	392

- Preventing Officer-Involved Collisions	3	17	392
- Suspect Apprehension Pursuits Basic Refresher	2	17	392
- Breaching Techniques: How to Use Halligan Tools and Battering Rams	0.25	17	392
- ASP Flexi-Cuff (Tri-Fold) Restraints	0.25	17	392
- Firearm Maintenance, Manipulation and Malfunctions (Use of Force)	0.5	17	392
- Training on Hate Crimes & Bias Incidents for Frontline Police Officers in Canada	2	17	392
- Leadership (Leading Self, Members, Community-Bias, Racial Profiling, Organizational Culture, Type Coach	4.5	17	392
- Use of Force Reports	0.5	17	392
- Firearms Qualification	0.5	17	392
- CPR	2.5	17	392
- Tactical First Aid	0.5	17	392
- Public Police Interactions Training Aid	2	17	392
- Articulation	2	17	392
- Lead Awareness	0.25	17	392
- Conducted Energy Weapon (CEW)	4	17	392
- Immediate Rapid Deployment (IRD)	4	17	392
- Defensive Tactics	2	17	392
- De-Escalation	1	17	392
SWORN ONLINE MANDATORY TRAINING:	8.5		
1. Training on Hate Crime and Bias Incidents Investigations for Front Line	2	17	392
2. Lead Awareness	.5	17	392
3. Firearm Maintenance, Manipulation and Malfunctions (Use of Force)	.5	17	392
4. Breaching Techniques: How to Use Halligan Tools and Battering Rams	.25	17	392
5. Suspect Apprehension Pursuits (SAP)	2	17	392
6. Preventing Officer Involved Collisions	3	17	392
7. Asp-Flexi Cuff Training	.25	17	392
SPECIAL CONSTABLE/CADET BLOCK TRAINING:	16		
- CPR	4	8	97
- A.B.L.E	5	8	97
o De-Escalation			
o Equity, Diversity, Inclusion			
o Harassment			
o Team Building			
o Self-Awareness			
- Tactical First Aid	0.5	8	97
- Restraint Chair Training	1.5	8	97
- Defense Tactics/UOF	2.5	8	97
- Legal (Charter, Authorities, Designations)	2.5	8	97

CIVILIAN BLOCK TRAINING:	8		
- TypeCoach	4	7	149
- CPR	4	7	149



BLOCK TRAINING	TOTAL HOURS	# OF TIME RUN	Total # OF MEMBERS PARTICIPATED
Block Training 2025-2026 (Sept-Dec 2025)	40		
SWORN CONSTABLES: Estimated Breakdown	(18,319)		
- CPR/Stop the Bleed	4	13	294
- Articulation and Court Testimony	1.5	13	294
- Active Bystandership for Law Enforcement (ABLE) Training	1	13	294
- Mental Health Crisis Response	2	13	294
- Vehicle Containment	1.5	13	294
- Pistol Requalification	5	13	294
- Carbine Requalification	4	13	294
- Conduct Energy Weapon (CEW) Requalification	2	13	294
- Officer Safety (OC, Baton, Handcuffing)	2	13	294
- Defensive Tactics	3	13	294
- Immediate Rapid Deployment (IRD)	4	13	294
- Judgement/Officer Safety/Defensive Tactics Scenarios	6	13	294
SWORN ONLINE MANDATORY TRAINING:	15.5		
1. Mental Health Crisis Response (MHCR) Training through Laurier University	5	13	294
2. Thematic Training (via OPCVA) <ul style="list-style-type: none"> ○ Content includes Human Rights, Ontario's diverse, multiracial, multicultural society, systemic racism, cultures of First Nations, Inuit and Métis people 	6.5	13	294
3. Collection of Identifying Information in Certain Circumstances (COII)	3	13	294
4. Blind Persons Act (BPA)	1	13	294
*1 hour lunch each day included in total Block training hours			
SPECIAL CONSTABLE/CADET BLOCK TRAINING:	16		
- Use of Force <ul style="list-style-type: none"> ○ ASP Baton, OC Spray, Striking, Compliant and Resist handcuffing 	3	8	77
- 2025 Inquest Recommendation – Drug Overdose Act & Awareness	1	8	77
- Ground/Knife Defense	2	8	77
- CPR/Stop the Bleed	4	8	77
- CSPA Review of Authorities & Tabletop Scenarios	1	8	77
- Diversity, Equity and Inclusion (EDI)	1	8	77
- De-Escalation Tactics (focus on Mental Health)	1	8	77
- ABLE Training	1	8	77
SPECIAL CONSTABLE / CADET MANDATORY ONLINE TRAINING	10		

1. Thematic Training (via OPCVA) - Content includes Human Rights, Ontario's diverse, multiracial, multicultural society, systemic racism, cultures of First Nations, Inuit and Métis people	6.5	8	77
2. Blind Persons Act (BPA)	1	8	77
3. Custody Training Module (LMS)	2.5	8	77
*1 hour lunch each day included in total Block training hours			

Non-Block Training Courses

Non-Block training courses represent thousands of hours of additional professional development completed by our members each year. Many of these courses are delivered in-house, as we are accredited to teach multiple OPC programs, while others require members to attend external agencies to obtain specialized instruction.

These courses are essential to the success and sustainability of our Sworn, Special Constable, and Cadet programs. They ensure our trainers possess the knowledge, skills, and abilities required to effectively lead instruction, and they provide members with the qualifications necessary to perform their duties competently and safely — including specialized areas such as forensics, technological crime investigations, mental health response, and fraud investigations.

Without this ongoing training, our members would not be equipped to meet the professional standards required to serve our community effectively.

NEW HIRE TRAINING	TOTAL HOURS	# OF TIME RUN	Total # OF MEMBERS PARTICIPATED
Sworn	43,640 *		
- Pre-OPC (4 weeks)	160	4	79
- Basic Constable Training (Ontario Police College - 11 weeks)	440	4	79
- Post-OPC (7 weeks, incl. CIT & Carbine)	240	4	79
Each recruit completes a total of 840 hours of training before being assigned to a squad. This does not include the mandatory minimum of 432 additional training hours each recruit must complete with a Coach Officer before being considered street ready.			
<i>*43,640 does NOT include the recruits time at OPC. If this time was included, the total amount would be 78,400 hours. The time the 79 recruits attend OPC (34,760 hours) will be captured in external agency training statistics.</i>			
Special Constables			
- In-Class Training – 5 weeks	200	1	29
Cadets			
- In-Class Training – 4 weeks	160	1	34

NEW HIRE TRAINING (con't)	TOTAL HOURS	# OF TIME RUN	Total # OF MEMBERS PARTICIPATED
Auxiliary			
- In-Class Training – 1 week	40	1	20

TRAINING BRANCH INSTRUCTOR TRAINING	TOTAL HOURS	# OF TIME RUN	Total # OF MEMBERS PARTICIPATED
	976		
- Colt Armourer	30	2	2
- Glock Armourers	10	1	1
- Use of Force Trainer (OPC)	120	2	3
- CEW Master Trainer (OPC)	40	1	1
- CEW Master Trainer Recert (OPC)	10	2	4
- IRD Instructor (OPC)	40	1	1
- IRD Master Trainer (OPC)	40	1	1
- Carbine Instructor (OPC)	40	2	3
- TypeCoach Trainer	8	1	1
- MHCR Train-the-Trainer	30	3	7
- C4C Police Jiu-Jitsu Workshop	8	1	3
- C4C Police Jiu-Jitsu Level 1	24	1	1

HPS FACILITATED PROFESSIONAL DEVELOPMENT TRAINING	TOTAL HOURS	# OF TIME RUN	Total # OF MEMBERS PARTICIPATED
	24,277		
- Investigative Phased Interviewing	80	1	14
- First Line Leadership	40	1	36
- Special Constable 180 Wagon	40	1	21
- Bike Training	40	1	20
- COACH	40	1	24
- Carbine New User	40	18	209
- Intimate Partner Violence Refresher	16	2	30
- Dynamic Entry	40	1	12
- Dynamic Entry Refresher	4	3	30
- Crisis Intervention Team Training (incl. Recruits)	40	5	133
Professional Leadership Training (PLT)			
- Staff Sergeant	10	2	71
- Sergeant	10	4	222
- Civilian	8	1	25
D.I.S.K Training	3	8	409

HPS FACILITATED OPC COURSES	TOTAL HOURS	# OF TIME RUN	Total # OF MEMBERS PARTICIPATED
	11,586		
- Search Warrant	40	2	42
- Criminal Investigators Training	40	2	49
- Facilitating and Assessing Police Learning	65	2	18
- Ontario Major Case Management	72	1	13
- Scenes of Crime Officer	40	1	11
- Investigative Interviewing Techniques	40	3	55
- PowerCase	40	1	6
- Standardized Field Sobriety Test	40	1	24
- Incident Command 200	40	1	24
- Incident Command 300	80	2	13

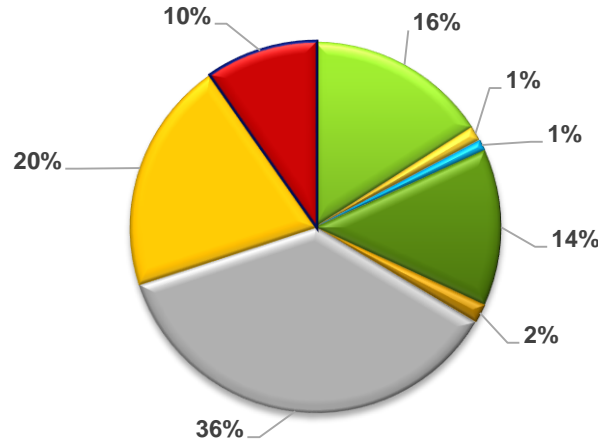
EXTERNAL AGENCY TRAINING	TOTAL HOURS	Total # OF MEMBERS SENT
Ontario Police College (OPC)	39,312	
- Advanced Footwear Analysis	40	3
- Adv. Forensic Recovery & Collection of Human Remains	40	1
- Basic Bloodstain Pattern Recognition	40	4
- Basic Constable Training (*New Hire Training)	440	79
- CPIC Terminal Operator	40	4
- Criminal Investigators Training	72	2
- Crisis Negotiator	80	1
- Crisis Negotiator – Tactical	40	1
- Death Investigations	40	4
- Drug Investigations	40	2
- Elder Abuse Investigations	80	1
- Firearms Analyst	40	1
- Forensic Collection & Recovery of Human Remains	40	1
- Forensic Identification Officer	384	2
- Fraud Investigation	80	2
- Front Line Supervisor	40	2
- Gang Investigator	40	9
- Homicide Investigation	40	3
- Human Trafficking Investigator	40	2
- Incident Command 400	80	2
- Managing Investigations Using PowerCase	40	1
- Patrol Carbine Trainer	40	3
- Police Motorcycle Level 1	80	1

EXTERNAL AGENCY TRAINING (con't)	TOTAL HOURS	Total # OF MEMBERS SENT
- Police Services Act Investigations	40	1
- Police Vehicle Operations	440	1
- Professional Standard Investigations	40	1
- Public Order Commander	40	1
- Public Order Operator	40	1
- Public Order Section Lead	40	1
- Search Warrant Trainer	40	1
- Sexual Assault Investigation	80	7
- Site Safety Supervisor	40	1
- Speed Enforcement Instructor	40	1
- Synthetic Drug Operations	80	1
- Synthetic Drug Operations for Support Services	40	1
Canadian Police College (CPC)	1,752	
- Advanced Open Source Intelligence	40	1
- Anti-Corruption Investigative Techniques	40	1
- Canadian Internet Child Exploitation	80	1
- Forensic Identification	360	1
- Hazardous Environment Recognition Training	32	1
- Internet Evidence Analysis	80	1
- Major Crime Investigation	80	1
- Mobile Device Acquisition and Analysis	40	1
- Network Investigative Techniques	80	1
- Organized Crime	64	2
- Police Explosives Technicians	192	1
- Post Blast Scene Technicians	80	1
- Specialized Vehicle Theft Investigative Techniques	40	2
- Strategic Intelligence Analysis	80	1
- Strategic Policing through Action and Character Leadership Development	112	1
- Tactical - Police Explosives Technician	64	1
- Tactical Intelligence Analysis	80	1
- Unsolved and Historical Death Investigations	64	1
- Using the Internet as an Intelligence Tool	40	1
Criminal Intelligence Service Ontario (CISO)	3,360	
- Mobile Surveillance	80	42

Training Breakdown

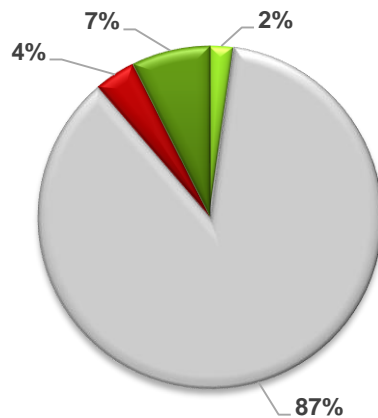
After compiling all internal and external training, HPS members attended 164,978 hours of training in 2025. This can be broken down into two categories. 119, 578 internally and 45,400 externally.

Hamilton Police Service Internal Training Hours



- Sworn Block Training 2024-2025
- SpCst/Cadet Block Training 2024-2025
- Civilian Block Training 2024-2025
- Sworn Block Training 2025-2026
- SpCst/Cadet Block Training 2025-2026
- New Hire Training (does not incl. BCT hours)
- HPS Facilitated Professional Development Training
- HPS Facilitating OPC Courses

Hamilton Police Service External Training Hours



- Training Branch Instructor Training
- Ontario Police College (OPC) incl. Basic Constable Training
- Canadian Police College (CPC)
- Criminal Intelligence Service Ontario (CISO)

HPS Internal Training Courses - Not facilitated by the Training Branch

HPS Internal Training

- Communications Annual Block Training
- Radar/Lidar Training
- Public Order Training
- Scribe
- Squad Presentations
- Victim Services Volunteers (New Hire & Annual)

The above courses are facilitated by individual units (i.e. Traffic Unit, Vice and Drugs, and Communications Branch)

Canadian Police Knowledge Network (CPKN) E-learning courses Managed by the Training Branch

CPKN Courses

On top of the above listed training, in 2025, members of HPS enrolled in over 19,217 online (including the mandatory Block Training courses).

Total Passed/Completed:	10,810
Total Not Attempted:	4,532
Still In-Progress:	3,875