



Police Victim Services of BC

Minister Farnworth Meeting

July 28, 2020



Presentation Agenda

- **Introductions:**
 - Karyn French, Board President
 - Barbara Vincent, Board Member
 - Ian Batey, Executive Director
- **2020/22 Strategic Plan**
 - Our Mission, Vision
 - Strategic Priorities, 2020-21
- **Current Initiatives:**
 - Comprehensive Provincial Review of PBVS Delivery Model
 - Implement Sector Health and Wellness Program
 - Modernize Current Training and Professional Development
 - Enhance PVSBC Capacity and Sustainability
- **Dialogue and Feedback**
 - Reforming the Police Act
 - Impact of COVID - 19

2020/22 Strategic Plan





Strategic Priorities – 2020/21

- **Priority 1: Empower our members for success**
 - Plan and commission a cross-PBVS comprehensive Provincial Review
 - Identify, research and develop accessible, relevant training and professional development
- **Priority 2: Provide excellent, relevant member services**
 - Complete a needs assessment survey regarding and resources that PVSBC could deliver to its members



Strategic Priorities – 2020/21

- **Priority 3: Advocate for police-based victim services in BC**
 - Advocate for PBVS sector priorities, including EAP and Peer Support member programs
 - Continue to engage with governments, partners, and stakeholders
- **Priority 4: Enhance PVSBC capacity and sustainability**
 - Aspire to model governance best practices
 - Implement and monitor the effectiveness of our 2020/22 Strategic Plan



Comprehensive Provincial Review

- **Current Conditions:**

- Dual reporting relationship involving contracted agencies and police organizations
- Varying forms of contracted agencies creating inconsistent engagement models of employer/employee, dependent contractor and contractor/subcontractor relationships
- Inconsistent approaches to recruitment, retention, baseline and development training, compensation, benefit, on call critical incident response and service delivery.
- Lack of sector wide concrete data collection and analysis

- **Initiatives:**

- Engaging and seeking support of partner and stakeholders in planning and commissioning a Comprehensive Provincial Review



Sector Health and Wellness

- **Current Conditions:**
 - High incidents of stress, mental fatigue, burn out and PTSD, impacting continuity of service, turn over, recruitment and retention
 - Inconsistent access to OH&W support services for sector organizations and workers
- **Initiative:**
 - Research and development of sector-wide health and wellness program including Employee Assistance, Peer to Peer, Critical Incident Response Management and Mental Health Disorder Presumption



Training and Professional Development

- **Current Conditions:**
 - Lack of unified and consistent approach to training and professional development of current and future police based victim services (pbvs) managers, frontline workers and volunteers
- **Initiative:**
 - Undertake sector-wide training needs analysis
 - Deliver baseline, recruitment and retention training programs and 2021 Professional Development Symposium
 - With Partner and Stakeholders, develop common training resources including victim service core, vicarious trauma, caseload/records management programming



PVSBC Capacity and Sustainability

- **Current Conditions:**
 - Board Governance Authorities and Competencies Being Developed
 - Strategic Direction Being Implemented
 - Financial Accountability Measures Being Examined
 - Program and Policy Capacity Being Examined
- **Initiatives:**
 - Governance, Policy, Training and Development Oversight Committees Created
 - Strategic Plan – 2020-22 Being Implemented
 - Comprehensive Due Diligence Audit Being Conducted
 - Training and Development Project role created
 - Finance and Administration role stabilized



COVID 19 – New Reality and Beyond

- **Current Conditions:**
 - COVID-19 has caused massive disruption in the delivery of police based victim and associated services, expectations and models, many of which may very well result in permanent change
- **Initiative:**
 - Lead the sector in the examination of the impact of COVID-19, as an opportunity, to bring forward best practice recommendations ensuring the delivery of pbvs will surpass the requirements of the New Reality and Beyond.



Reforming the Police Act

- **Interests:**
 - modernization and sustainability of policing, including the continued integration of police-based victim services (pbvs)
 - role of police, including pbvs, with respect to complex issues of addiction, mental health and poverty
 - systemic racism
 - alignment with the UNDRIP
- **Participation:**
 - subject matter expert presentations, submissions or sub-committee
- **Communication and Engagement:**
 - linkages with pbvs sector, including partners, stakeholders, organizational and individual members



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