

SiRT

**SERIOUS INCIDENT
RESPONSE TEAM**

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Topic:

Issues Relevant to the
Operational Establishment
of an Independent Police
Investigation Agency

OR:

So: You thought you wanted
to be the first person to start
a new civilian led,
independent police
investigation agency in Nova
Scotia.

Q1:

Are you crazy?

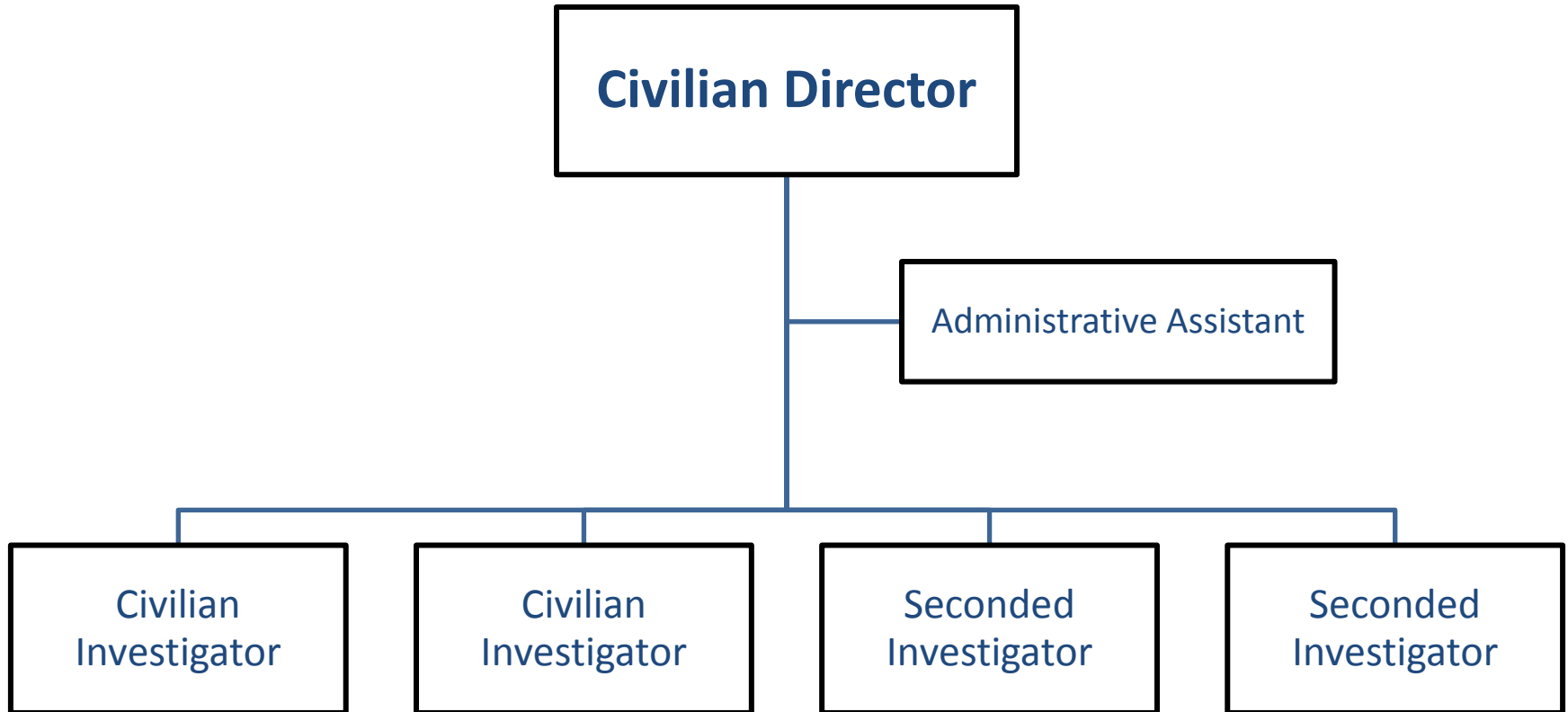
Q2:

Do you want NO Friends?

Q3:

What the Heck do you do
now!!

SiRT Organizational Structure



Budget

- Provided by Gov't of Nova Scotia:
 - \$600,000
- Seconded Investigators funded by home agencies: Halifax Regional Police and RCMP:
 - \$200,000 approx.

Develop a Mission Statement:

To ensure Nova Scotians have the utmost trust and confidence in the investigation of serious incidents involving police.

Practical Issues:

- Procurement Policies
- Administrative assistance
- Find and build office space
- Talk to other provinces
- Don't recreate the wheel
- Estimate LONG
- Make lots of lists

Security

- Office security
 - Investigator Security
 - Personal Security
-
- Remember the people involved in these cases.

Philosophical Issues:

- Branding
- How transparent with reports?
- Policies
- Language
- Management style
- How interact with Media, ie: who is face of Team?

Hiring

- Who can you hire?
- Advertise Broadly
- Pay as well as you can
- Hire the right people:
 - Excellent investigators
 - Understand public interest
- **HIRE THE RIGHT PEOPLE!!!!!!!**

Working with Public

- Use the Media: get the word out.
- Develop Website
- Participate in Community Forums
- Work with Identifiable Communities

Government Relations

- Regular meetings
- Anticipate issues
- Be cooperative, but independent
- Develop MOU's where necessary re media, legal, procurement, HR

Working with Police

- Impacted by Agency Model
- Challenge: Have to investigate police, and build relationships with police
- Meet with Police: Upper and middle management and Frontline
- Develop MOU's

Working with Police

- Keep open lines of communication
- Trust is earned
- Perhaps most critical aspect of the job
- NS Challenge: Year 1: laid charges in 25% of cases (DV cases)

Input into Regulations

Key Nova Scotia Regulations:

1. Mandatory Police Witness cooperation
2. Mandatory Police Witness Separation
3. Right to Counsel
4. Same Report to Minister and Public

Random Thoughts

- What is the right model: Full independence, or inter-dependence?
- What is process to revisit Team mandate at some point?
- How do we explain to public different oversight authorities?

Random Thoughts

- Who oversees the overseers?
- How to deal with Crowns?
- Planning for the future.

SIRT

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