

EPC-EPS Interface Protocol

Form A – Query Identification

Instructions: *Completing this form is the responsibility of the query originator. Once completed, Form A is to be submitted to the Commission’s Executive Director. The Executive Director will assist the query originator with completing Form A as and when requested.*

Commissioner Initiating Inquiry: Commissioner Kufuor-Boakye

Date: August 16, 2024

1. **Topic:**

Officer returning to active duty while under ASIRT investigation after a shooting involving death.

2. **My Query:**

What applicable policy, procedures, clauses in the Collective Agreement and/or case law allows for an officer to return to active duty while there is an ongoing ASIRT investigation?

3. **Purpose of my Query (Why I am asking this question?):**

To ensure and instill public confidence in the incident investigative process, an explanation of all policies and procedures related to the “fit for duty” and return to active duty during an active ASIRT investigation would be beneficial.

What procedures are in place for assessing fit to perform roles under active duty after a serious incident?

Concern has been expressed regarding returning to work through the re-integration process over the last few years on cases including serious injury or death.

How is the determination made as to whether an officer is able to return to work after a serious incident response?

Is there opportunity to review or change the policy with respect to returning to active-duty while an ASIRT investigation is ongoing?

Is there a minimum period of time that an officer is away to ensure that the proper care required after involvement in a serious incident is taken?

4. **Related EPC & EPS policies, plans & agreements:**

EPC Policy 2.3.4 – Reporting of Serious Incidents

Policy Statement: In accordance with the *Police Act, Section 46.1(1)*, the Chief of Police shall as soon as practicable notify the Edmonton Police Commission (Commission) and the Minister of Alberta Justice and Solicitor General where:

- a) An incident occurs involving serious injury or the death of any person that may have resulted from the actions of an Edmonton City police officer.

EPS Procedure OP16-2PR – Serious Incident Response Procedure

Procedure K. Employee Assistance Section & Critical Incident Management Team:

5. Administrative leave for involved officers must be approved by the Superintendent/Executive Director i/c Human Resources Division (HRD). The officers' return to work must also be authorized by the Superintendent/Executive Director i/c HRD.