

Sixteenth Correctional and Sheriff Services Component Agreement

Government of the Province of British Columbia
And
BC Government and Service Employees Union

Employer Proposal
February 2, 2012

February 2, 2012

President
BC Government and Services Employees' Union
4911 Canada Way
Burnaby, BC V5G 3W3

Attention: Wiho Papenbrock
Correctional and Sheriff Services Component Bargaining Committee

Dear Wiho Papenbrock:

With respect to our discussion of Sheriff's Addendum Part A Article 6.1(e) at collective bargaining, BC Sheriff Services agrees that for the term of the 16th Master Agreement:

The Employer will conduct a selection process annually to identify regular staff interested in substituting into temporary supervisory positions within each geographic location. This will include a request for an expression of interest followed by an assessment process.

Candidates must pass each step in the assessment process with a score of at least 70% to advance to the next.

Subsequent to the assessment process, applicants will be granted marks for seniority as follows, those with 1 to 4 years of service will accrue zero percent, those with 5 to 9 years of service will accrue 5 percent, those with 10 or more years will accrue 10 percent.

Candidates who achieve an overall score of 70% or higher will be ranked on a substitution list according to their score. Successful employees will be offered temporary supervisory opportunities in order of their ranking on the substitution list.

Offers to substitution for staff sergeant roles will be offered preferentially to sergeants on the eligibility list. If no sergeants are available, the next person on the list will be offered the substitution.

Substitution opportunities for less than two weeks or less will be filled preferentially by staff on the eligibility list at the relevant location.

The Employer will endeavour to use the eligibility list as indicated but it is acknowledged that sometimes time pressures may require other staff to be offered vacancies. Staff on the eligibility list will be engaged as soon as possible.

There will be one list per geographic location, which will be limited to a maximum of 20% of eligible employees within that location each calendar year. Substitution opportunities will be rotated on a fair and equitable basis.

WHP

[Signature]

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February 2, 2012


Sincerely,



Dave Maedel
Executive Director
BC Sheriff Services
Court Services Branch

Note: This will not form part of the component agreement.

Arto Papenbruch
Feb 21 2012


Feb 21/12

Metzger, Carrie JAG:EX

From: Fudge, Dan JAG:EX
Sent: Monday, April 22, 2013 10:50 AM
To: Metzger, Carrie JAG:EX
Subject: FW: Response Matrix - Mumm Investigation - Attempted Suicide - DD March 31, 2013
Attachments: body belt & belly chain April 2013.docx

For our conference call please

Superintendent Dan Fudge
BC Sheriff Services
1355 Water Street
Kelowna, BC V1Y 9R3
Office (250) 979-6785
Cell (250) 215-2774
Dan.Fudge@gov.bc.ca

From: Thompson, Michael JAG:EX
Sent: Monday, April 22, 2013 8:15 AM
To: Maedel, Dave JAG:EX; Corrado, Paul JAG:EX; Northup, John JAG:EX; McKenna, Ross JAG:EX; Fudge, Dan JAG:EX; Coyle, Bob JAG:EX; Eggleston, Darcy JAG:EX; Dingwall, Bill JAG:EX; White, John D JAG:EX
Cc: Thompson, Michael JAG:EX; Harper, Teena JAG:EX
Subject: FW: Response Matrix - Mumm Investigation - Attempted Suicide - DD March 31, 2013

On January 28, 2013 an inmate held at the Abbotsford Courthouse attempted to commit suicide by tying his t-shirt around his neck. The t-shirt was removed by the Sheriff on duty however the prisoner continued to attempt to harm himself by banging his head against the cell block wall. Attempts were made to place the prisoner in a body belt restraint however the prisoner was able to slip out of the restraint. The OPS preliminary report to the Director (ADM) resulted in a recommendation that a training and equipment review was to be conducted on current issue body belts. OPS indicated there had been several incidents where through improper application (or design) suicidal prisoners have slipped out of the body belt presenting additional danger to themselves and/or the Deputies.

As a result of this recommendation the Provincial Training Office conducted a review. The report is attached and the following findings/recommendations have been made with respect to this issue:

1. There are several different styles of restraints in use around the province with many techniques for applying them. There are also many opinions as to what restraints work & what does not. There also does not appear to be any standardized criteria or threshold to

be met for upgrading restraints to a *belly-chain* or *body-belt*. Once this decision is reached there are also no criteria for choosing a *belly-chain* over a *body-belt* other than what staff are comfortable using. It is clear training on these restraints is inconsistent & does not occur often enough.

2. Due to skills perishing & "creep" we may not be adequately mitigating risk. We need to look at streamlining the equipment used down to a couple of versions that satisfy best practices. This would entail disposing of the inferior equipment.
3. It would be helpful to inventory, photograph, agree on nomenclature & label each one so everyone speaks the same language. Additionally we need to create formal, specific, consistent curriculum with a lesson plan. Once complete, training for each of these restraint systems could be given to everyone throughout our service using the agreed upon equipment, curriculum & techniques combined with the threshold for application. This in conjunction with ongoing refresher training would ensure consistency & help to mitigate risk.

Prior to implementing any of the recommendations from the report would like to discuss further at the next SMT.

Mike

*Michael Thompson - Deputy Chief - Administration
Ministry of Justice and Attorney General
Sheriff Services Division
250-514-2617 (Cell Phone)
250-387-0722 (Office)*

April 2013

BC Sheriff Service: Body-Belts/Belly-Chains

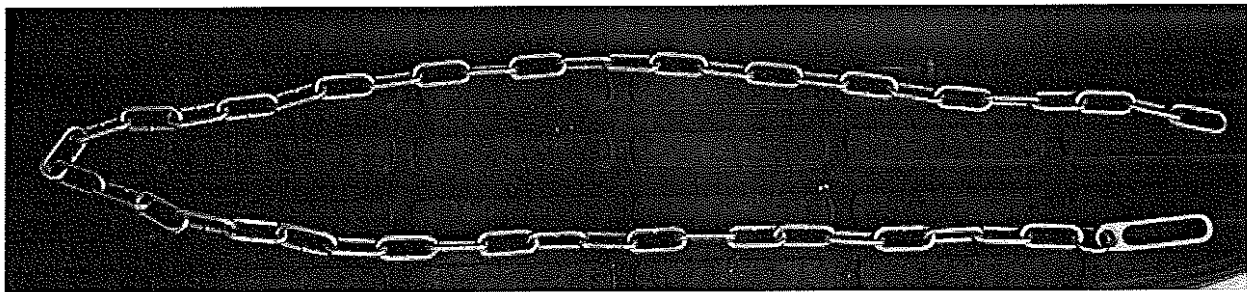
Definition:

For the purposes of this report a *belly-chain* is defined as a single chain designed to be used in conjunction with a set of handcuffs & a black-box.

A *body-belt* is a chain with handcuffs permanently attached & is used on its own without the need for a separate set of handcuffs or a black box.

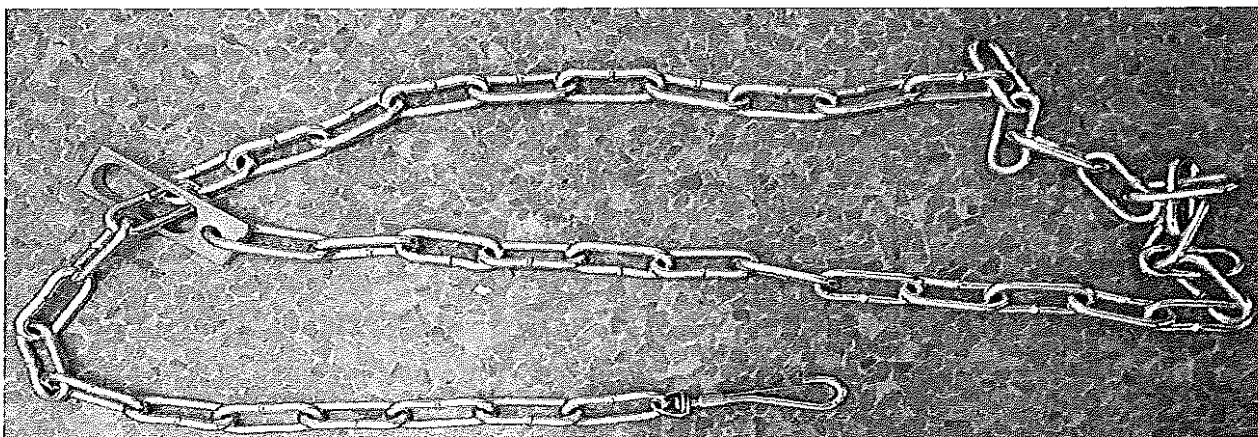
Belly-Chains:

One end of the chain has a rectangle or oval designed to pass through the hole in the black box in order to secure the subject's hands to his waist.



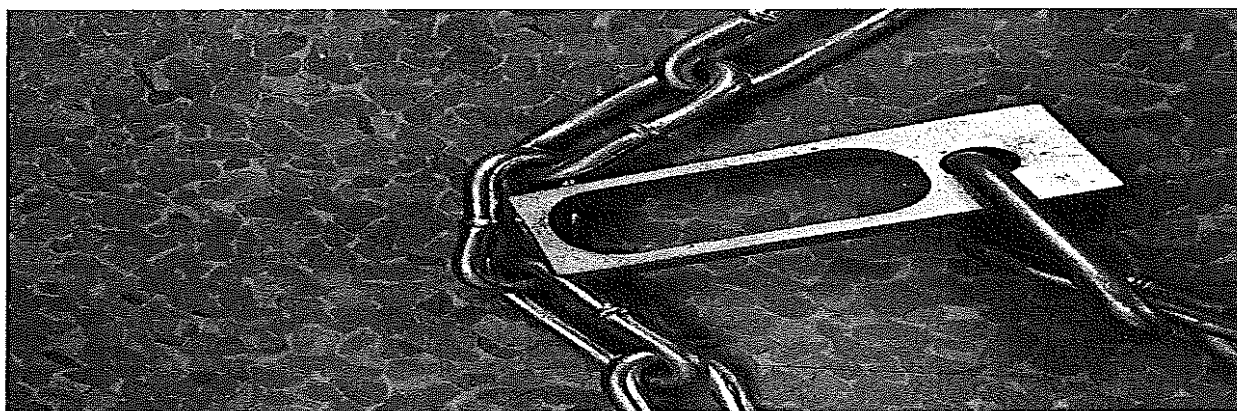
Belly-Chain # 1

The *belly-chain* pictured above is made by Smith & Wesson. Note the long oval at one end in the lower right of the picture. This oval **will** fit through any of the links on the chain. This feature & technique is important to prevent the subject from slipping out of the chain.



Belly-Chain # 2

The *belly-chain* pictured above is the 2nd style of 3 *belly-chains* currently in use. Note that the metal is a bright, shiny chrome colour. While not shown in this picture, that rectangle will fit **through** any of the links in the chain, a critical feature when applying the chain to a subject.

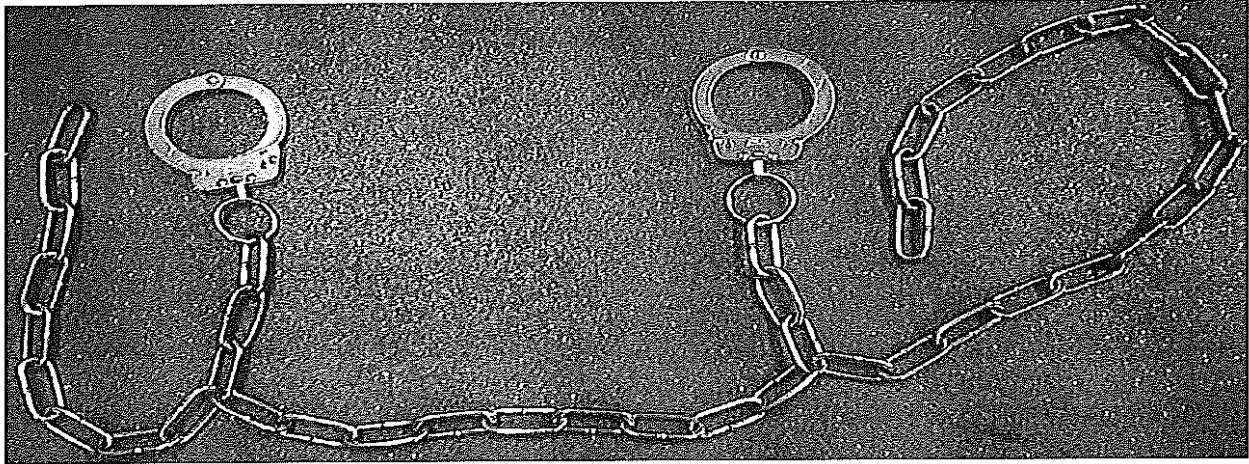


Belly-Chain # 3

The *belly-chain* pictured above is the 3rd style of 3 *belly-chains* currently in use. Note that the metal is a dull grey colour & that the rectangle **will not** fit through the links in the chain. When applying this style of chain one is forced to put the end of the chain through the hole in the **rectangle**, (instead of the rectangle through one of the links in the chain) allowing for slippage so the chain cannot be applied as tight as it needs to be, therefore allowing the subject the potential to slip out of the chain, creating a possible risk to staff.

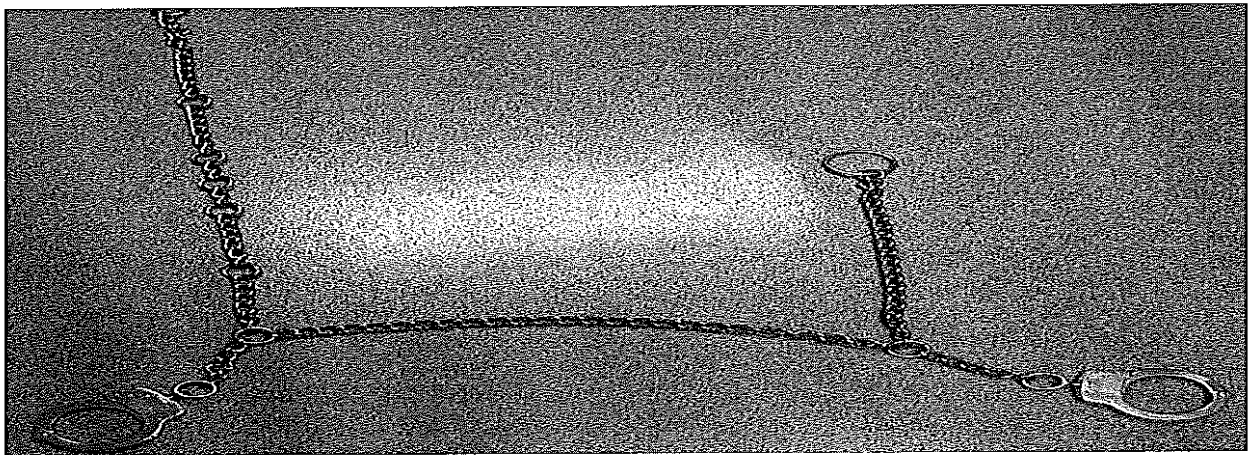
Body-Belts:

The only other piece of equipment required is a padlock to secure the ends around the subject's waist.



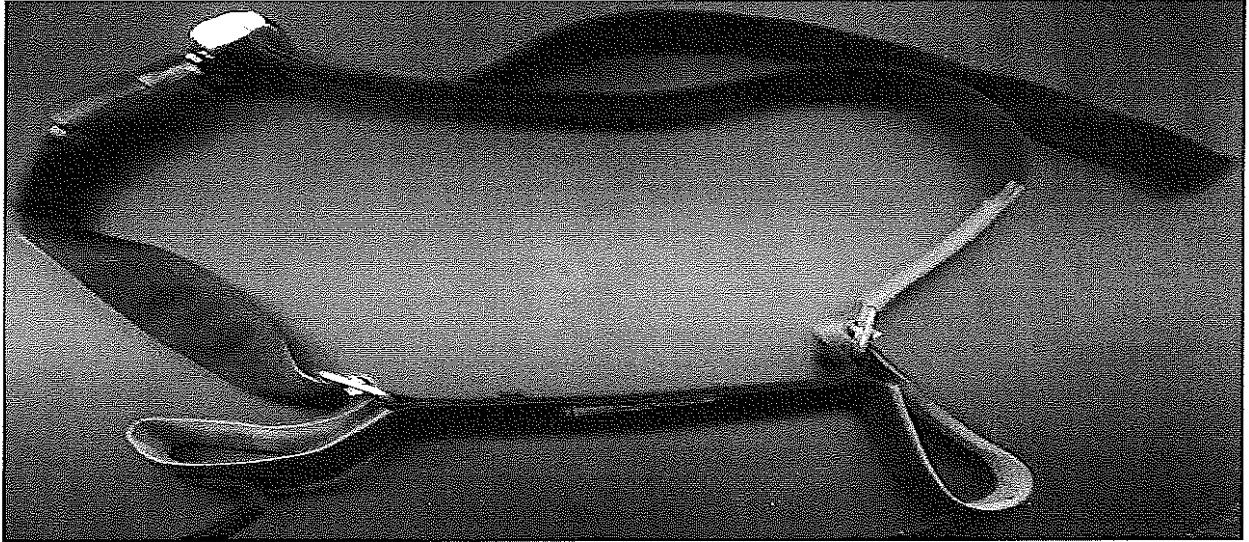
Body-Belt #1 (metal)

The *body-belt* with large links pictured above is the 1st of 5 different styles of *body-belts* currently in use.



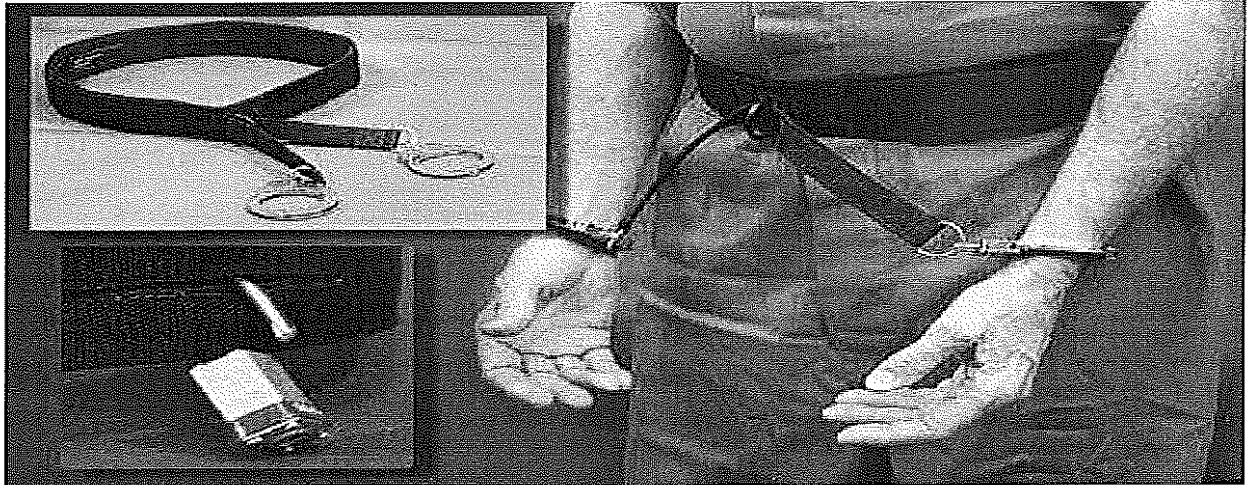
Body-Belt #2 (metal)

The *body-belt* with small links pictured above is the 2nd of 5 different styles of *body-belts* currently in use.



Body-Belt #3 (green nylon)

The green nylon *body-belt* above is the 3rd of 5 different styles of *body-belts* currently in use. This style is not common, as there are only 2 offices reporting them in inventory. It does not sound as though they are used often, if at all.



Body-Belt #4 (black nylon)

The black nylon *body-belt* above is the 4th of 5 different styles of *body-belts* currently in use. It is the least common one I have found, with one office having one in inventory.



Body-Belt #5 (black nylon)

The black nylon *body-belt* above is the 5th of 5 different styles of *body-belts* currently in use. It is the least common one I have found, with one office having one in inventory.

Research:

I e-mailed all of the PTO's & asked them to canvass their respective regions to report on the type & number of each of these devices as well as any training currently being done with respect to their use.

It quickly became evident that there are many types of restraints in use throughout the province. It should be noted that some offices have *body-belts* but no *belly-chains*; some have *belly-chains* but no *body-belts*.

Training on these restraints seems for the most part to be limited to SRT, so for those staff that have been working for several years any training they have had was many years ago, (if they received any at all) with no refresher training since.

Research (cont):

Staff also refer to each piece of equipment by different names or simply by description such as:

- a) Belly chain
- b) Body belt
- c) Waist chain
- d) "airport style" body belt
- e) Belly chain with cuffs attached
- f) Large link chain
- g) Small link chain
- h) Chain with clip
- i) Shiny silver chain
- j) Dull grey chain

Unfortunately most of this equipment has no markings of any kind on it & with the packaging long gone it is difficult to ascertain exactly what each office has in stock.

Training:

During SRT at the JIBC, recruits are shown how to apply both a metal *body-belt* & a metal *belly-chain* & are given an opportunity to try applying one to practice what they have been shown. The SRT training on how to apply a *body-belt* or *belly-chain* takes place in a classroom; there is no training on these during the FRO module of SRT. Note: JIBC recruits are not taught the nylon style systems at all. There does not appear to be any more formal training on any of these restraints once the recruits go to block 2 training. Some offices mentioned they have done this in the past, but it is sporadic at best & dependent on the office & field trainer.

Training (cont):

Some offices do informal refresher training but again this is inconsistent. Some examples: one office mentioned they have looked at it during morning briefings & discussions ensued. Another office said they practice applying one when there is an expectation it may be used such as for a high security escort where a *body-belt* or *belly-chain* is prescribed in the Operational Plan.

There has been no formal refresher training on any of these devices in recent memory.

Application:

There have been more than a few cases of subjects slipping out of *belly-chains* & *body-belts* over the years. Most of these seem to be due to not applying these restraints properly. Some examples of this are:

- a) Applying the *belly-chains* & *body-belts* over top of thick clothing, allowing too much slack in the chain & therefore easing escape.
- b) Running the chain **through** the belt loops of the subject's pants. This is completely unnecessary as any subject intent on escaping from his restraints will have no difficulty in tearing the belt loops right off his pants. Also, when the chain is put through the belt loops, it creates slack in the chain that allows for ease of escape. This technique also begs the question; "what if the subject is wearing pants that do not have belt loops, such as prison reds?"
- c) Applying the chain too loose, again creating slack that aids escape.
- d) Passing the free end of the chain through the oval or rectangle, instead of passing the oval or rectangle **through** one of the links in the chain. The former allows the chain to slip & create slack, the latter eliminates slip & will not allow slack.

Application (cont):

Although it will never be possible to prevent all escapes from these restraints, using specific, consistent techniques tailored for each style of restraint currently in use will severely limit these incidents.

Additionally, I received plenty of comments about the use of various systems indicating that staff have restraints they prefer to use & conversely, ones they do not use, ie: "*we typically do not use belly chains as they are too easy to slip*".

It would be both helpful to gather information as to what criteria staff are using to choose one restraint system over another. Additionally, what was the subject behaviour that led to the decision to apply a *body-belt* or *belly-chain* in the first place? There does not seem to be anything consistent in current practice, but that is beyond the scope of this report.

Recommendations:

- A) Utilize only those *belly-chains* that have a rectangle or oval that can pass **through** any of the links in the chain. Discontinue the use of & remove from inventory, those *belly-chains* where the rectangle **will not** fit though the chain's links.
- B) Both metal styles of *body-belts* in current use are adequate as long as they are applied properly. That is, tight enough to prevent escape, but no so tight as to impair breathing or cut off circulation.
- C) All *body-belts* made of nylon or other fabric should be looked at carefully & thought given to its continued use, especially those that are dated & worn. While the older green nylon style is almost certainly past its prime, it may be that the new black nylon style is something we should be considering. Perhaps the offices using them could keep stats & report back with their findings?

- D) Design specific & consistent training for all staff throughout the service for **each style** of restraint. Have instructors deliver this training during roll call or as courts go down to minimize impact on operations.
- E) Deliver training during judges conferences by having instructors attend court locations.
- F) Create videos showing proper application of each style of equipment so staff can refer as skills begin to perish.
- G) Create manuals with photographs & diagrams demonstrating proper application & use of each system.
- H) Develop standardized guidelines for when & under what circumstances to apply this type of restraint with focus on subject behaviour &/or history.
- I) Give staff time & opportunity to practice applying these restraints, especially before a high security escort where the use of these restraints is recommended. This is recommended as well where use is contemplated when dealing with a subject with a known history.
- J) Utilize a quartermaster to control inventory & ensure that only approved equipment combined with specific training in its application is being used in the field.

It should be noted that recently there were some leg-irons that made it into service that were inferior in design & strength. These were spotted by our staff as they are constantly using the real thing & were able to discern the difference when handling them. *Belly-chains* & *body-belts* are not used nearly as much, so if there were inferior versions in use it might be difficult to spot them & pull from service.

Summary:

There are several different styles of restraints in use around the province with many techniques for applying them. There are also many opinions as to what restraints work & what does not. There also does not appear to be any standardized criteria or threshold to be met for upgrading restraints to a *belly-chain* or *body-belt*. Once this decision is reached there are also no criteria for choosing a *belly-chain* over a *body-belt* other than what staff are comfortable using. It is clear training on these restraints is inconsistent & does not occur often enough.

Due to skills perishing & “creep” we may not be adequately mitigating risk. We need to look at streamlining the equipment used down to a couple of versions that satisfy best practices. This would entail disposing of the inferior equipment.

It would be helpful to inventory, photograph, agree on nomenclature & label each one so everyone speaks the same language. Additionally we need to create formal, specific, consistent curriculum with a lesson plan. Once complete, training for each of these restraint systems could be given to everyone throughout our service using the agreed upon equipment, curriculum & techniques combined with the threshold for application. This in conjunction with ongoing refresher training would ensure consistency & help to mitigate risk.

Ken Fisher
LML PTO