

MEDIA RELEASE

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Ottawa Police Service Board Welcomes the Auditor General's Audit of Ottawa Police Service Staffing

(Ottawa) — The Ottawa Police Service Board welcomes the release of the Auditor General's *Ottawa Police Service Audit of Staffing*, the first in a series of audits initiated by the Board. This audit, which addresses important management matters such as recruitment screening, the oversight of mandatory training, data integration and documentation, has direct implications for service quality, risk, and organizational performance. The *Audit of Staffing* represents a significant contribution to public oversight and institutional learning, and the Board expresses its appreciation to the Auditor General and her team for their work.

"As the employer of all members of the Ottawa Police Service – sworn and civilian – the Board welcomes the recommendations made by the Auditor General to improve the staffing and deployment strategies, processes and resources of the Ottawa Police Service," said Salim Fakirani, Chair of the Ottawa Police Service Board. "Ensuring effective staffing is crucial to safeguard that policing in Ottawa is effective and aligned with the needs of our community. This audit highlights where the Ottawa Police Service can improve and adopt best practices, and the Board is very pleased that the Chief and his management team have accepted and will act upon all ten recommendations made by the Auditor General.

The Board considers the Auditor General's findings related to frontline deployment particularly significant. The audit concluded that the current deployment standard – set in the 1990s – no longer reflects Ottawa's size, complexity, or growth, and that deployment decisions are not grounded in a modern, evidence-based framework. The Board welcomes the Chief's commitment to develop a new frontline deployment framework and to establish a process for regular reassessment. This commitment aligns with the Board's support for the District Revitalization Program, identified in its Strategic Plan 2024-2027 as a vital initiative to modernize service delivery and advance the Board's vision for the equitable allocation of police resources – both geographically and across diverse communities – in support of adequate and effective policing throughout Ottawa. The Board will support this work and monitor its implementation closely, given its direct relevance to the provision of adequate and effective policing.

The *Ottawa Police Service Audit of Staffing* Report provides the Board with a clear, independent view of key challenges and improvement opportunities, and will inform the Board's strategic oversight moving forward.

Background

The *Audit of Staffing* is the first audit to be completed under the *2024–2027 Audit Work Plan for the Ottawa Police Service*, a multi-year plan developed in response to a motion adopted by the Board in October 2023.

Through that motion, the Board invited the Auditor General to conduct a comprehensive risk and opportunities assessment of the Ottawa Police Service. The aim was to:

- Identify systemic risks that could undermine the delivery of adequate and effective policing;

- Surface opportunities to deliver police services more efficiently and responsibly;
- Strengthen controls, policies, and processes;
- Ensure the best use of public funds; and
- Enhance transparency and accountability to the community.

The Auditor General presented the resulting multi-year *Audit Work Plan* to the Board in May 2024, and the Board formally approved it at its meeting of May 27, 2024. The plan includes three major audits:

- Audit of Staffing (2024–2025)
- Audit of Project Management (2025–2026)
- Audit of Equity, Diversity and Inclusion (2026–2027)

Each of these aligns with the Board’s strategic priorities and oversight mandate. The Board looks forward to continuing its collaboration with the Auditor General in the years ahead and to reporting publicly on the progress made.

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The Ottawa Police Service Board is the civilian body responsible for governing the Ottawa Police Service. It is responsible for ensuring the provision of adequate and effective police services to the City of Ottawa’s residents.

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