

# LONDON POLICE SERVICES BOARD POLICY

## **LPSB Policy: 123**

**Title:** Delegation of Authority to Resolve Grievance Matters

**Approved:** May 20, 2021

Whereas the Police Services Act provides that a police services board shall establish policies for the effective management of the police force;

And Whereas the Working Agreements between the Board and the respective London Police Association provides that the general administration of the Service is a function of the Board;

And Whereas the Police Services Act provides that Chief of police is responsible for administering the police force and overseeing its operations in accordance with the objectives, priorities and policies established by the Board;

And Whereas the Working Agreements between the Board and the respective London Police Association provide for a Grievance Procedure as between the parties;

And Whereas the Board desires to delegate defined responsibilities with respect to the resolution of grievances filed under the Grievance Procedure to the Chief, or Designate;

Now therefore, The London Services Board enacts as follows:

- 1.** Authority on instruction, including resolution/settlement of a grievance resulting in a payment of up to and including two times (2x) the employee's salary, rests with the Chief (or designate).
- 2.** Any resolution of a grievance resulting in the payment of greater than two times (2x) the employee's salary is subject to the approval of the Board.
- 3.** The Chief is permitted to resolve any matter through the approval of a right or benefit under the Working Agreement, however any resolution that will result in an amendment to an existing provision of the Working Agreement will be subject to the approval of the Board
- 4.** Where any matter involves a significant public interest implication, the Board may choose to retain authority over instruction and settlement. In such instances, where any settlement has operational implication(s), the Chief will be consulted.

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- 5.** The Chief is permitted to resolve any termination matter through the reinstatement of the member.
- 6.** The Chief (or designate) will keep the Board apprised of all grievances and updates on key decision points within the purview of the Chief's authority.
- 7.** The Chief's authority as defined by this policy will be effective only after the matter has been submitted to arbitration in accordance with the Grievance Procedure.