



## A Message from the Chief Constable

August 2022

I hope you have all been enjoying your summer. Surrey Police Service (SPS) is as busy as ever; however, we've made sure our hardworking employees have also been able to enjoy time off with friends and family this summer, in support of their wellness.

Our recruiting is going well, with over 2,000 applications received over the past 18 months. Given that we are hiring an unprecedented number of experienced police officers, we have taken steps to ensure that policing in the Lower Mainland is not destabilized by our recruiting efforts. One of the ways we are doing this is by hiring experienced officers from across the country.

In September, our Recruiting Team will be heading to the Greater Toronto Area, Kelowna and Kamloops to meet with experienced officers who are interested in joining SPS. If you are an officer in these areas and want to learn more about SPS, please [visit our website](#) to schedule your in-person meeting.

Currently, 16% of our officers come from outside BC. And while some of our officers may not come from Surrey originally, I believe the most important part is that they will be in Surrey for the duration of their careers, which will allow them to build strong, long-term relationships with the community.

To-date, we have hired 261 sworn police officers and 54 civilian employees, making SPS the second largest municipal police agency in BC. Of our 261 officers, 120 have been deployed, 14 are recruits in training, 25 are in our experienced officer training, and the remainder are doing critical work building SPS: recruiting, IT, training, community consultation, policy development, and more.

We are often asked about the pace of the transition from the RCMP to SPS, and when SPS will take over command of policing in Surrey. Both are very good questions.

The [policing transition](#) is being implemented in a phased and controlled manner over a few years in order to ensure a seamless and safe transition for the public, the RCMP and SPS. The process is being guided by the Surrey Policing Transition Trilateral Committee (SPTTC), which is made up of senior representatives of the three levels of government. This committee also determines the pace of the transition, including our deployment numbers, which is what we base our hiring on at SPS.

We are currently in phase one of the policing transition, which started in November 2021. During this phase, SPS officers are integrated into the Surrey RCMP detachment every two months, and RCMP officers are gradually demobilized, as outlined in the [SPS-RCMP Human Resources Strategy and Plan](#).

Phase two will be the change of command from the RCMP to SPS as SPS becomes the police of jurisdiction for Surrey. The timeline for phase two has yet to be determined by the three levels of government, and SPS eagerly awaits a decision on this matter.

A policing transition of this magnitude has not been done in Canada before, and I appreciate the thoughtfulness with which all three levels of government have approached this project, and the careful consideration they give to Surrey residents, RCMP and SPS officers, and the civilian staff supporting policing in Surrey.

As I often tell my SPS team, the best things in life are rarely easy, but we are making great progress and I am very proud of the policing service that we are building for and with Surrey citizens.

Chief Constable Norm Lipinski

**Surrey Police Service**

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