

Carrie Fairley

Subject: New Year Update: Legislative Changes and Discussion Groups Now Open

From: OAPSB Training and Communications Team [REDACTED]
Sent: January 2, 2026 11:39 AM
To: Carrie Fairley <cfairley@thebluemountains.ca>
Subject: New Year Update: Legislative Changes and Discussion Groups Now Open

Hello everyone,

As we begin a new year, many boards are settling back into their rhythm and turning attention to priorities ahead. With that in mind, we want to share an important update related to legislative and regulatory changes that came into effect on January 1, 2026.

OAPSB has prepared an **Important Notice** outlining these updates and highlighting what they may mean from a governance perspective. The intent is not to overwhelm, but to support awareness and thoughtful oversight in an increasingly complex operating environment.

You can access the full notice here:

<https://oapsb.ca/news/announcements/legislative-and-regulatory-changes-effective-january-1-2026/>

We are also opening **registration for our January to March discussion groups**. These sessions are designed to provide space for conversation, questions, and practical reflection on Governance, your role, your understanding of the Community Safety and Policing Act and the changes outlined in the notice. They are not designed as technical briefings, but opportunities to connect with peers, explore implications, and learn from one another's experiences. These discussions are meant to be accessible, supportive, and relevant to the realities of board governance.

Discussion group registration is now open:

[REDACTED]

As always, thank you for the leadership you provide in your communities and for the care you bring to your governance roles. We look forward to connecting with many of you in the months ahead.

This email was sent on behalf of Ontario Association of Police Services Boards located at PO Box 43058, London RPO Highland, ON N6J 0A7. [To unsubscribe click here](#). If you have questions or comments concerning this email contact Ontario Association of Police Services Boards at oapsb@oapsb.ca.

Legislative and Regulatory Changes Effective January 1, 2026

January 02, 2026

Legislative and regulatory change is a constant feature of the environment in which police governance boards operate. While not every update requires action, understanding what has changed and how it may affect governance responsibilities is essential to effective oversight.

This notice is intended to support awareness and informed decision-making. It is not intended to be a legal interpretation, nor does it replace professional advice. Rather, it provides a practical overview of key changes that came into effect on January 1, 2026, with a focus on what boards may wish to understand, monitor, or discuss as part of their governance role.

Boards are not expected to be subject-matter experts in every area outlined below. The goal is to support thoughtful oversight, informed questions, and constructive dialogue with police leadership and partners.

1. Employment, Recruitment, and Labour-Related Changes

Several legislative updates now in effect clarify employer responsibilities related to recruitment, transparency, and workforce practices.

1.1 Recruitment and Job Posting Requirements

What has changed

Recent updates to employment legislation introduce clearer expectations regarding recruitment practices, including:

- Increased transparency in job postings, including the inclusion of compensation or salary ranges.
- Clearer requirements for maintaining records related to recruitment and hiring activities.
- Greater emphasis on consistency and fairness throughout the hiring process.

These changes are intended to promote transparency, reduce bias, and support equitable access to employment opportunities.

Why this matters for police boards

Police service boards may:

- Directly recruit for board, administrative, or governance support roles.
- Provide oversight of recruitment practices used by the police service.
- Be asked to demonstrate that appropriate governance and risk management practices are in place.

Even where recruitment is operationally delegated, Municipal and First Nations' boards retain accountability for governance frameworks and oversight expectations.

What boards may wish to do

- Confirm that job posting templates include required information, including compensation ranges where applicable for board hires and service hires.
 - Ensure recruitment records are being maintained in line with current requirements.
 - Ask how recruitment policies and practices have been updated.
 - Confirm alignment when using external recruiters or third-party support.
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1.2 Labour Mobility and Workforce Access

What has changed

Recent federal and provincial initiatives have strengthened labour mobility across jurisdictions. These changes are intended to reduce unnecessary barriers and improve access to skilled workers, particularly in regulated or specialized roles.

Why this matters for police boards

While sworn policing roles remain subject to specific legislative and regulatory requirements, labour mobility changes may affect:

- Civilian and professional staff recruitment for the board and for the service
- Competition for specialized skill sets
- Workforce planning and retention strategies

What boards may wish to do

- Understand whether labour mobility changes affect civilian or technical roles within the board or the service.
 - Consider how these changes may influence recruitment strategies and workforce planning.
 - Ensure hiring practices remain fair, transparent, and compliant.
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2. Occupational Health and Safety Updates

2.1 Workplace Cleaning and Record-Keeping Requirements

What has changed

Employers are now required to maintain records confirming that workplace washrooms are cleaned at prescribed intervals. These records must be available upon inspection.

Why this matters for police boards

Boards may oversee or occupy administrative spaces and may share responsibility for ensuring compliance. Even where facilities management is delegated, governance oversight remains important.

What boards may wish to do

- Confirm that appropriate cleaning records are being maintained by asking your Police Leadership for an update to ensure they are compliant.
 - Understand who is responsible for monitoring compliance.
 - Ensure clarity between board and service responsibilities and any external contractors.
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2.2 Automated External Defibrillators (AEDs) on Construction Projects

What has changed

Certain construction projects are now required to have an Automated External Defibrillator (AED) on site, depending on project duration and workforce size.

Why this matters for police boards

This may affect new builds, renovations, or other capital projects overseen or approved by the board.

What boards may wish to do

- Confirm whether current or planned projects meet the criteria requiring an AED.
 - Ensure safety requirements are incorporated into project planning and oversight with contractors.
 - Include this consideration in capital project reporting and risk discussions.
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3. Public Safety and Enforcement Updates

Impaired Driving Enforcement

What has changed

Updates to provincial impaired driving legislation affect how roadside enforcement and related procedures are carried out.

Why this matters for police boards

While boards do not direct operational policing, these changes may influence:

- Enforcement activity and public interactions
- Community expectations and public messaging
- The nature of questions or concerns raised with the board

What boards may wish to do

- Request a briefing from the Chief or Detachment Commander on how changes are being implemented locally.
- Understand any anticipated impacts on service delivery.
- Ensure public communications are clear and consistent.

4. Broader Regulatory and Policy Environment

Additional federal and provincial regulatory changes also came into effect on January 1, 2026. These include updates related to labour regulation, benefits administration, and sector-specific compliance requirements.

While these changes may not require immediate board action, they form part of the broader operating environment in which police services operate.

What boards may wish to do

- Maintain general awareness of emerging regulatory trends.
- Discuss with your Police Leadership
- Consider implications for workforce planning and inter-agency collaboration.
- Monitor for future guidance or sector-specific impacts.

Moving Forward

OAPSB will continue to monitor legislative and regulatory developments and will share updates as appropriate. These changes will also inform future tools, resources, and learning opportunities designed to support effective police governance.

To support shared understanding, OAPSB will be hosting ongoing discussion groups between January and March. These sessions will provide space for conversation, questions, and peer learning related to the updates outlined above as well as any general inquiries around Governance and your roles and responsibilities.

The screenshot shows a PDF viewer interface. The title bar reads "Legislative-and-Regulatory-Changes-Eff..." and "1 / 4" pages are shown. The zoom level is 93%. The document content is as follows:

Legislative and Regulatory Changes Effective January 1, 2026

Information Posted on OAPSB website

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