Department of State Police
General Order

Effective Date:	Number:
July 31, 2025	**UOF-05**
Subject:	
Use Of Force Training	

1. Policy.

The Department shall provide training and instruction to every member to become proficient in the use of issued weapons and control techniques. Training and proficiency testing shall be provided by instructors certified in the weapon(s) and/or technique(s) they are providing instruction/testing on. All members shall successfully complete approved training, qualify and be certified with weapons and techniques prior to use.

Training protocols shall adhere to, or exceed, applicable federal and state laws and regulations for members to become, and remain in, good standing as law enforcement officers. The Department's training protocols shall include substantive instruction on the agency's Use of Force (UOF) policies and procedures, de-escalation techniques, and related legal updates.

Instructors shall document and provide to the Academy Director of Training all training records including, but not limited to, approved lesson plans, dissemination and instruction of applicable policies, attendance records, proficiency-test results, and related training materials.

---

2. Definitions.

Refer to UoF-01 "Use of Force" for definitions.

---

3. Training.

Prior to being authorized to carry a lethal/less-lethal weapon, the Department shall ensure and document that members receive direction on access to, and instruction on, the Department's UOF policies including, but not limited to:

a. De-escalation tactics;
b. Use of reasonable/necessary force;
c. Use of deadly force;
d. Warning shots (firearms training only);
e. Authorized less-lethal weapons; and
f. Rendering aid after the use of weapons and/or force.

At least annually, all Department members authorized to carry weapons shall be assigned to

the State Police Academy to receive in-service training on the Department's UOF policies, de-escalation tactics, and to demonstrate proficiency with all approved firearms and electronic control weapons issued to the member.

At least biennial (every two (2) years) all Department members shall receive current in-service training and testing with less-lethal weapons including baton, oleoresin capsicum (OC) spray, any other less lethal weapons, and weaponless control techniques.

Members unable to qualify with firearms, less-lethal weapons, or techniques will receive remedial training and demonstrate proficiency in same prior to resuming official duties.

Safety is of paramount importance. Regardless of a member's rank, certified UOF instructors shall be in command of all personnel and equipment during training.

Training shall, as closely as practicable, reflect the conditions with which members are likely to be confronted. This training shall include comprehensive instruction in:

a. The Department's UOF directives and applicable standard operating procedures;
b. Legal updates;
c. Proficiency and safe weapons handling skills; and
d. Safety, storage, and maintenance of UOF weapons and equipment

---

4. Failure to Qualify with Firearms.

Those members who fail to meet initial qualification and firearms handling standards shall receive immediate remedial assistance. Members may receive two (2) additional opportunities to qualify within the same day, unless the supervisor of the Firearms Training Unit or designee determines that it would be unsafe or impractical to do so.

Member(s) failing to qualify after receiving immediate remedial assistance on the same day, or deemed unsafe or impractical to do so, shall immediately surrender all firearms to the Armorer's Office or designee. The member(s) shall immediately surrender their cruiser keys and cruiser to the Supervisor of the Firearms Training Unit or designee, if the cruiser is a marked, semi-marked, or low-profile cruiser.

The Supervisor of the Firearms Training Unit shall immediately advise the Division of Standards and Training (DST) Commander or designee, who shall immediately notify the Deputy Superintendent.

The member shall remain assigned to the State Police Academy – Firearms Training Unit to receive remedial training, demonstrate proficiency with their assigned duty firearm, and successfully qualify with the assigned duty firearm prior to resuming official duties.

While assigned to the State Police Academy – Firearms Training Unit for remedial training:

a. The member is not authorized to carry a Department firearm or operate a marked,

semi-marked, or low-profile cruiser; and
b. The member may be assigned or authorized to operate an unmarked cruiser.

---

5. Firearms Remedial Training.

The Remedial Training Program shall consist of three phases designed to assist the remedial shooter in attaining firearms qualification standards. The content of the remedial program shall be determined by the Supervisor of Firearms Training.

a. Phase One shall consist of one training day;
b. Phase Two shall consist of two training days; and
c. Phase Three shall consist of two training days.

If a member fails to achieve firearms qualification standards after Phase One, the member shall be assigned to Phase Two.

If a member fails to achieve firearms qualification standards after Phase Two, the member shall be:

a. Evaluated by the State Police Surgeon to determine if any physical limitation(s) exist that would prevent him/her from achieving the firearms qualification standards; and
b. Assigned to Phase Three for further assistance.

When participating in any phase of the Remedial Training Program, it is mandatory that a member successfully complete two (2) consecutive runs of the qualification course.

If proficiency is not established at the end of the Remedial Training Program, the Division of Standards and Training Commander shall:

a. Place the member on administrative leave with pay; and
b. Proceed with a duty status hearing in accordance with Articles 5 and 6 of the Rules and Regulations.

The Remedial Training Program shall constitute reasonable efforts by the Department to achieve member qualification. Failure to qualify with issued firearms shall result in administrative action, up to and including termination of employment.

---

6. Specialized Firearms, Failure to Qualify.

If a member fails to meet initial qualification and firearms handling standards with a specialized firearm(s), after immediate remedial assistance specific to the specialized firearm on the same day, the member shall:

a. Surrender the specialized firearm to the Armorer's Office or designee; and
b. Be assigned to a one (1) day Specialized Firearms Remedial Training Program.

If proficiency is not established at the end of the Specialized Firearms Remedial Training Program, the member may receive additional remedial training at the discretion of the Deputy Superintendent, or the specialized firearm shall be returned to the Armorer's Office inventory.

---

7. Qualification / Other Use Of Force Weapons.

The DST Commander, or designee, shall establish standards for qualification with other UOF weapons prior to issuance.

---

8. Responsibilities.

Position	Responsibilities
Colonel / Superintendent	Establish qualification standards
Deputy Superintendent	Authorize all UOF training prior to implementation
Division Commanders	Ensure all members are trained as required
Division Commander of Standards and Training, or designee	• Approve instructors; • Recommend training standards; and • Maintain program records.
Supervisor of UOF Training	• Conduct necessary training and testing; and • Maintain documentation on UOF training and proficiency, to include UOF policy training.

---

9. References.

a. M.G.L. c 6E et seq;
b. 550 CMR 6.00 et seq;
c. Article 5, Rules of Conduct, Article 6, Rules of Conduct;
d. SP 376 Use of Force Report;
e. MPAC: 1.1.9, 1.1.10, 1.1.11, 1.1.12, 1.1.13.

Promulgated by:

Geoffrey D. Noble
Colonel / Superintendent