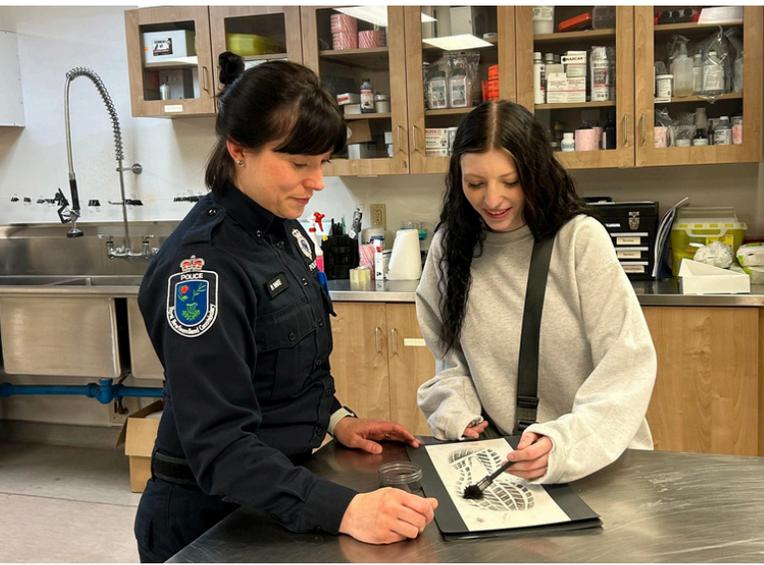




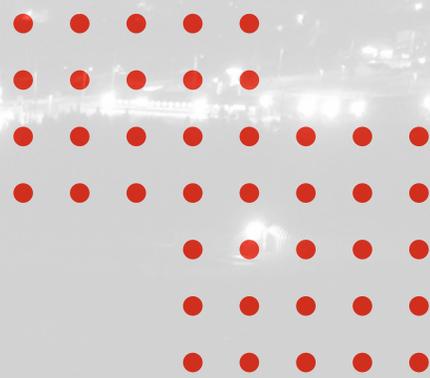
Royal Newfoundland Constabulary

**OUR  
PLAN  
2025-2027**





# Table of Contents

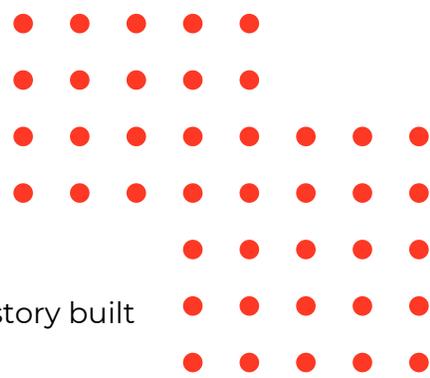


<b>Message from the Chief</b>	1
<b>Overview</b>	2
Mandate	2
Police Service Regions	3
Guiding Principles	4
Leadership Team	5
<b>Strategic Priorities</b>	7
Supporting Our People	7
Serving Our Community	9
<b>Looking Forward</b>	11





# A Message from the Chief



The Royal Newfoundland Constabulary (RNC) has a proud history built on a strong connection with the people we serve.

With input provided through consultations with residents and employees, we are confident that we are focused on what matters most right now.

Our communities are changing, crime is ever-evolving, and to be effective, the way we police must adapt too. The 2025-2027 Corporate Plan will serve as a roadmap as we progress through this new policing landscape.

I am incredibly proud of our police service, our members, and the work they do. Our uniformed and civilian members work tirelessly every day to make a difference in the lives of others.

Policing is a difficult job, a job that fewer are choosing to do. With recruitment always ongoing, we have to support our existing team with resources and training, and provide, encourage, and support mental wellness initiatives. Because we know, that with healthy and supported people, we will be better positioned to help the communities and residents we serve.

To meet the expectations of residents, we must increase efficiencies through the use of technology. We must be innovative, open to new ideas, and willing to change, all while adhering to our core values.

At the RNC we rely on partnerships and co-operation with many in everything we do. To continue to grow these relationships and build dialogue around the important issues facing us all, we must do better to inform the public about police operations and actions they can take to help.

Our plan as presented is guided by the needs of the public we serve and our employees who are committed to a life of public service. We embark on a new planning cycle, embodying compassion in action – committed to policing excellence through everyday acts of service.

A handwritten signature in black ink, appearing to read 'P. Roche', positioned above the name of the Chief of Police.

Patrick R. Roche, Chief of Police  
Royal Newfoundland Constabulary



# Overview

## Mandate

The Royal Newfoundland Constabulary (RNC) operates under the authority of the **Royal Newfoundland Constabulary Act, 1992** and the Regulations made thereunder.

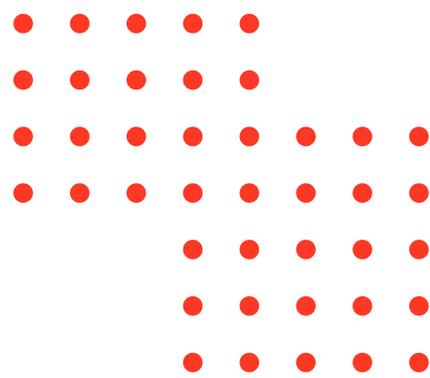
Under the Act, the RNC has the responsibility to:

- provide police services in areas of the province and upon terms and conditions determined by the Minister with the approval of the Lieutenant-Governor in Council, including navigable bodies and courses of water, except those areas in the province that are within the jurisdiction of the Crown in Right of Canada; and
- maintain traffic and other patrols in the province.

The powers and duties of RNC officers are identified in the Act and Regulations and include the powers and duties assigned to constables in common law. RNC officers have the lawful authority to act throughout the province.



# Overview



## Police Service Regions

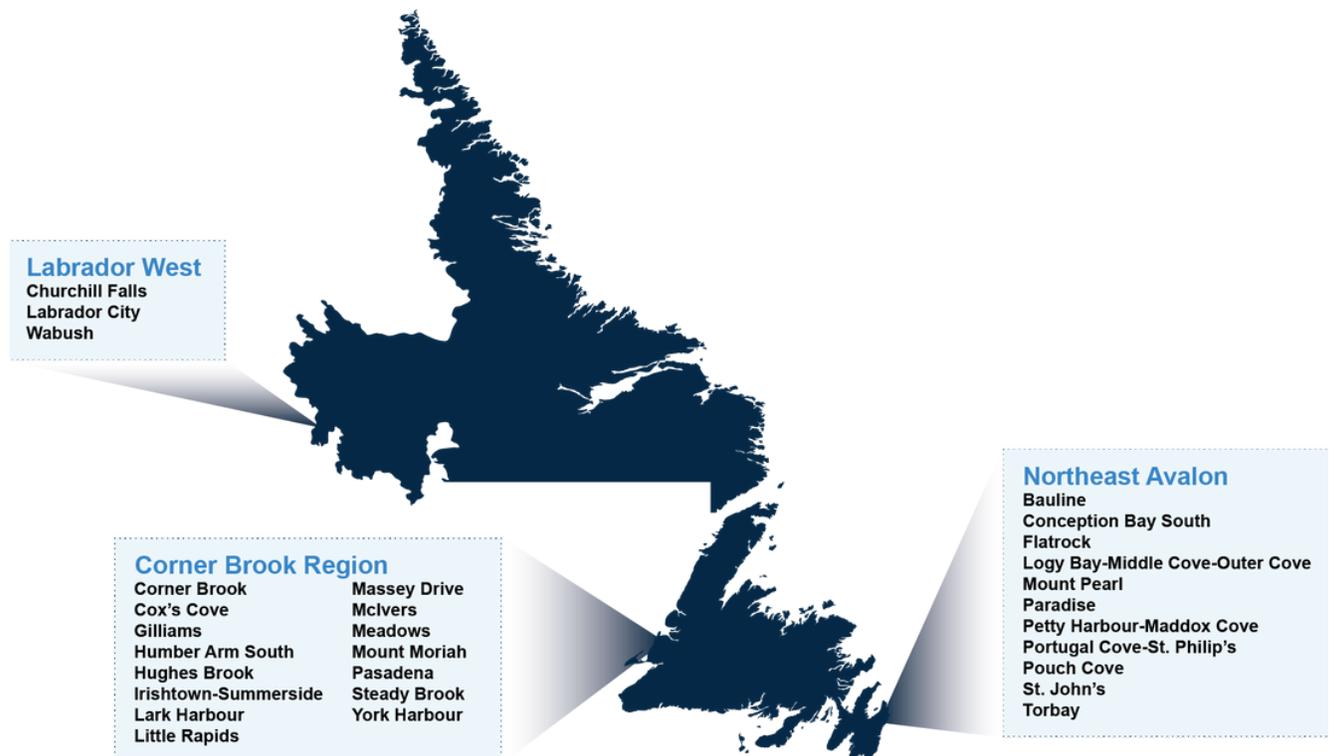
The RNC provides service to 29 communities in three jurisdictions serving approximately 257,000 people.

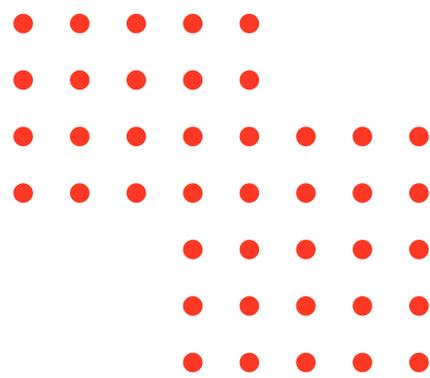
The RNC operates out of seven locations strategically located throughout the province, as well as one general headquarters, located in the capital city of St. John's, NL.

RNC policing services are categorized by:

- Operational Patrol Services
- Operational Support Services
- Criminal Investigation Division
- Specialized Services

RNC corporate service functions are managed by a civilian Executive Director and include; audit and compliance, facilities management, finance, human resources, information management, strategic planning and research, and training.





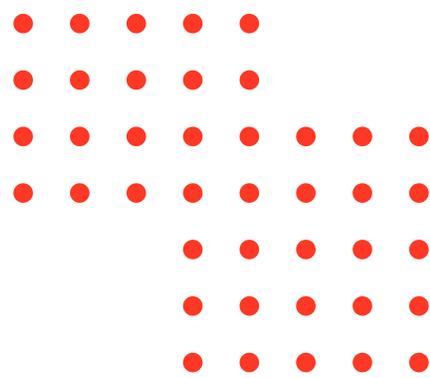
# Overview

## Guiding Principles



# Overview

## Leadership Team



Patrick R. Roche  
Chief of Police



Stephanie L. Lagace  
Deputy Chief  
Criminal Operations

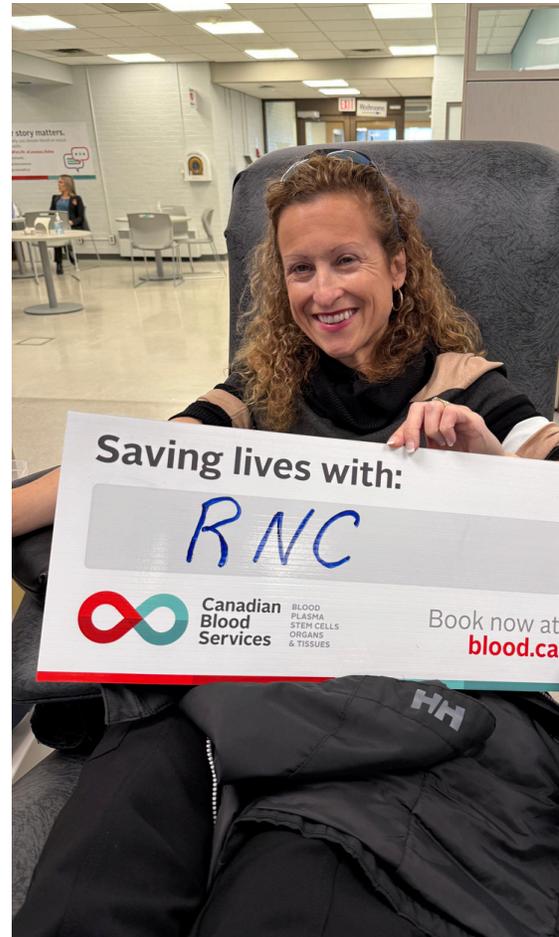


Colin J. McNeil  
Deputy Chief  
Patrol Operations



Andrew Green  
Executive Director  
Support Services





# Strategic Priorities

## Supporting Our People



### Priority 1: Employee Well-being and Development

#### Activity 1.1

Establish a comprehensive psychological services program and mental health support services

#### Activity 1.2

Facilitate employee professional development, mentorship and leadership opportunities

#### Activity 1.3

Enhance recruitment and retention efforts to attract and retain diverse, qualified employees



### Priority 2: Organizational Innovation and Efficiency

#### Activity 2.1

Explore and trial new technologies to improve operational efficiency

#### Activity 2.2

Assess software options to enhance investigative and analytical capabilities

#### Activity 2.3

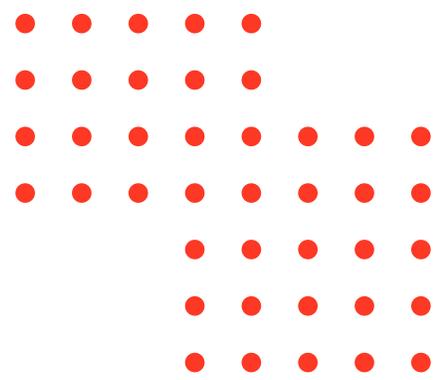
Foster innovation by exploring creative solutions to organizational challenges





# Strategic Priorities

Serving Our Community



## Priority 3: Community Trust and Public Safety



### Activity 3.1:

Strengthen partnerships with community groups including Indigenous Governments and organizations

### Activity 3.2:

Enhance efforts to educate employees about diverse cultures

### Activity 3.3:

Implement targeted crime prevention initiatives based on changing crime trends

## Priority 4: Communication and Community Engagement



### Activity 4.1

Increase proactive disclosure of information regarding police activities

### Activity 4.2

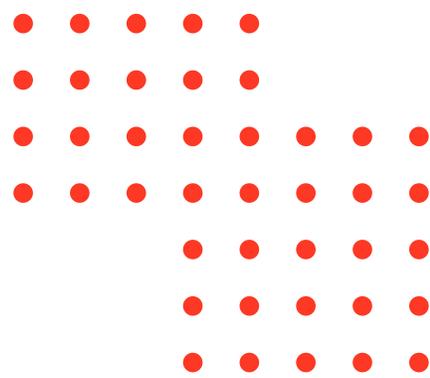
Increase community engagement to raise awareness of the roles and responsibilities of police

### Activity 4.3

Continue to work with municipal leaders to address the needs of communities



# Looking Forward



While law enforcement in Newfoundland and Labrador continues to evolve, the RNC remains steadfast in our commitment to ensuring public safety.

As an organization we must continue to foster deep community engagement, embrace new technologies, and increase transparency, to ensure public trust.

The support of local organizations, businesses, community leaders, and the residents we serve, is integral to our success, as we believe safety is a shared responsibility.

Together, we can create a safer Newfoundland and Labrador.







## Royal Newfoundland Constabulary

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