

2025 Activity Report





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A Message from the Chief of Police



Patrick R. Roche
Chief of Police

Tested by an increase in complex and dangerous calls, coupled with raging wildfires during the Canada Games – the single largest security event in decades, 2025 required flexibility and adaptability. Through it all, our uniformed and civilian members continued to serve without compromise. This report is a reflection of all that we have accomplished together.

Following a jurisdictional expansion in 2024, the Royal Newfoundland Constabulary (RNC) continues to add specialty services in western Newfoundland. The addition of a full-time dedicated Traffic and Accident Investigation Unit in October 2025 was in direct response to the concerns of those we serve and a reflection of our commitment to this region.

In 2025, we welcomed two new police dogs to our Police Dog Services Unit. Together Fogo, Mackey, and their handlers, are the first to be trained in-house. This new training model allows us greater flexibility with expertise right here at the RNC to train future K9s.

Budget 2025 included an almost \$6.6 million increase to the RNC. Funding was allocated to equipment, training, and fleet. Additionally, there were two new positions created within the Intimate Partner Violence Unit and an additional 10 officer positions added across the organization.

As we look ahead to the coming year and a further anticipated increase in demand for policing services, we remain steadfast in our commitment to delivering on the expectations of the public.

On behalf of the RNC and pursuant to Section 6 of the **Royal Newfoundland Constabulary Act, 1992**, I am pleased to submit this report on activities of the RNC for the year ending December 31, 2025. The activities outlined in this report are aligned with the RNC's 2025-2027 Corporate Plan, and with the strategic directions of the Department of Justice and Public Safety, Government of Newfoundland and Labrador.

Sincerely,

A handwritten signature in black ink, appearing to read 'P. Roche', written in a cursive style.



WHO WE ARE

(to December 31, 2025)



384

Police Officers

109

Civilian Members

312

Northeast Avalon

52

**Western
Newfoundland**

20

Labrador West

258

Male Officers

126

Female Officers

Serving

257,000

Residents

Who We Are

In 2025, the RNC officially welcomed 17 recruit constables and two experienced officers.



Constable Robert C.D. Warnock
Regimental # 1038
Western Newfoundland



Constable Carley A. C. Matheson
Regimental # 1056
Northeast Avalon

Calls For Service



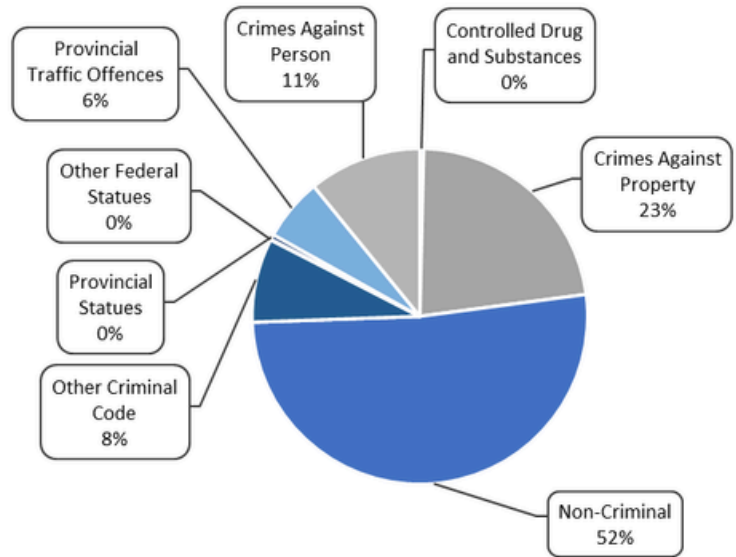
2025 Total Calls for Service

 **91,216**

Calls for Service by Region

	2024	2025	
Labrador West	2,965	3,270	▲
Northeast Avalon	75,814	75,575	▼
Western Newfoundland	10,775	12,371	▲

Call Type



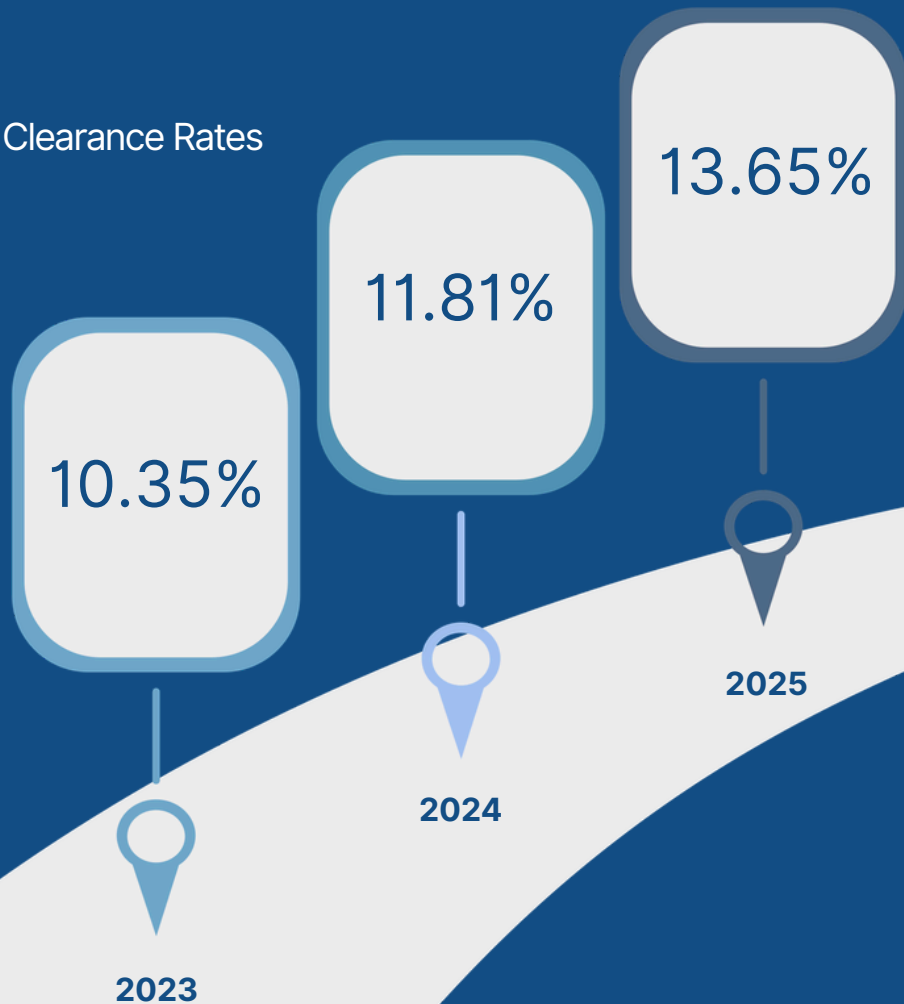
Operational Investigative Support Unit (OISU)

The OISU is responsible for investigating minor thefts and fraud reported through the online reporting system.

This Unit has helped decrease the file load once carried by Operational Patrol Services allowing frontline officers to respond to more calls.

In 2025, OISU members laid over 3,000 charges. The success of this Unit is contributing to better clearance rates.

Clearance Rates



Call Type

Non-criminal matters accounted for 52 per cent of total files generated in 2025, of those:



34%

Assistance to
General Public



15%

Mental Health
Act



9%

Assistance to
Other Agency



7%

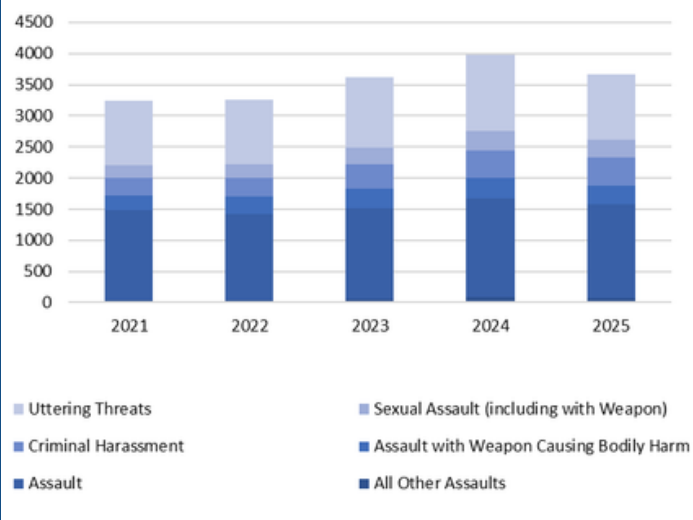
Domestic
Disturbance



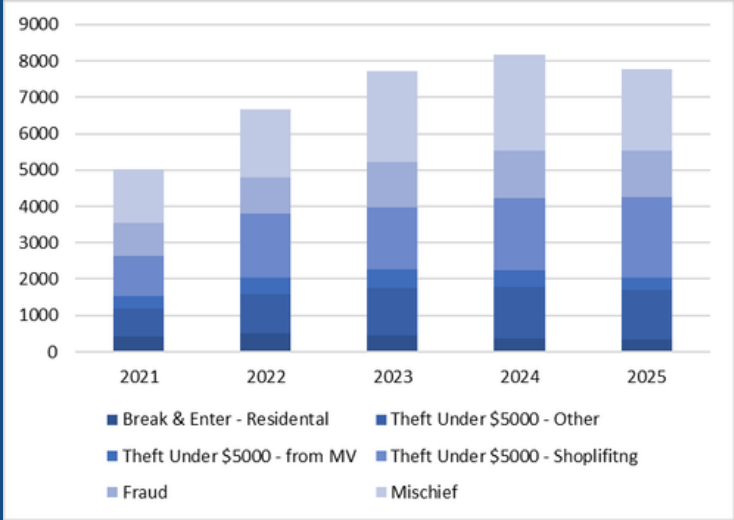
4%

Suspicious
Activity

Crimes Against Persons

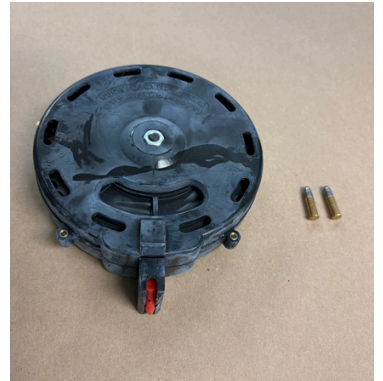
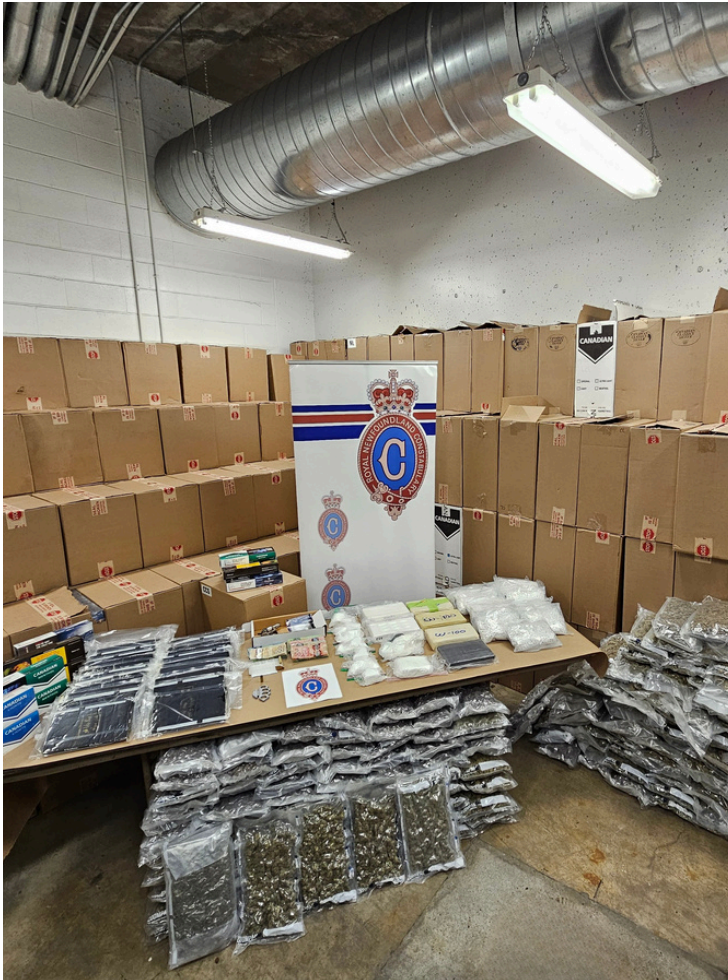


Crimes Against Property



Call Type

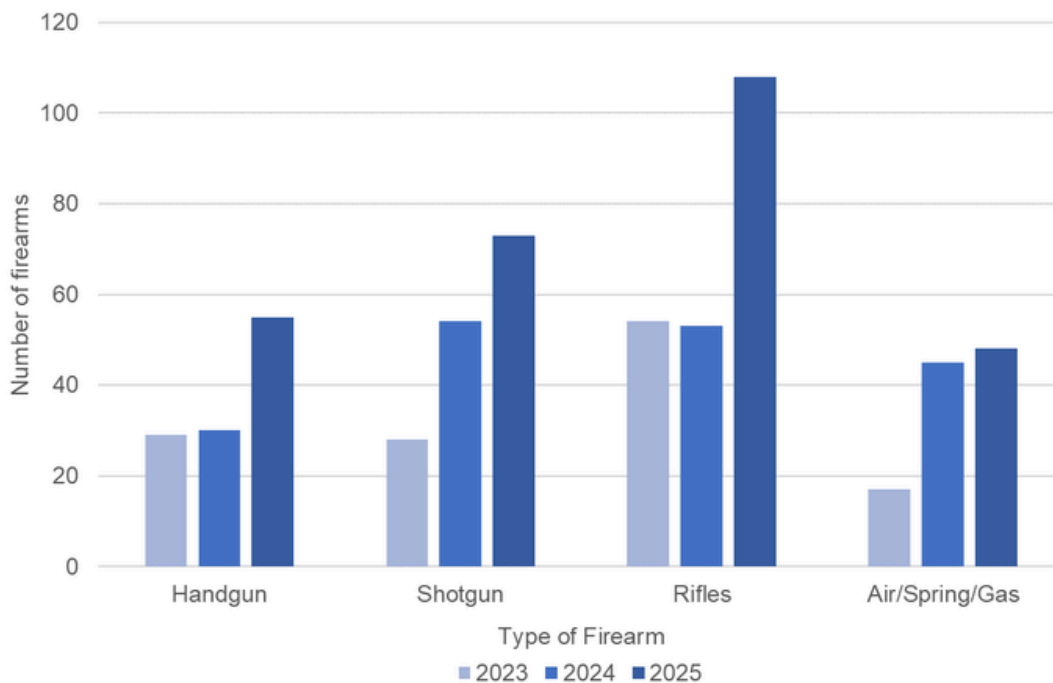
The RNC is responding to more weapons offences and seizing more firearms.



Call Type

Criminal-related firearms seizures accounted for 57 per cent of the firearms seized by the RNC throughout the past three years, with 48 per cent of those occurring in 2025.

Number of Firearms Seized by the RNC



Does not include non-criminal related seizures.

Weapons and Drug Enforcement Unit (WDEU)

The WDEU targets drug trafficking networks through proactive policing, focusing on individuals and groups that show tendencies for violence before it occurs. In 2025 alone, members of the WDEU laid 345 charges.

Tactics and Rescue Unit (TRU)

With the addition of new members and its first full-time Sergeant, the TRU is responding to a record number of calls. In 2025, the Unit was called upon more than five times that of 2023 – a reflection of the increased weapons offences.

Complaints Oversight

The RNC holds its police officers to the highest standard. All complaints of officer misconduct and criminal allegations are taken very seriously.

Through legislated processes, and independent civilian oversight by the Royal Newfoundland Constabulary Public Complaints Commission and the Serious Incident Response Team of Newfoundland and Labrador (SIRT-NL), members of the RNC are held accountable for their actions. Officer complaint and disciplinary processes are outlined in the **Royal Newfoundland Constabulary Act, 1992**.

2025 Internal Complaints	
Total	23
Active	1
No Charges Arising	6
Discipline Imposed	5
Coaching and Counselling	4
Submitted to Office of the Chief of Police	6
Officer Resigned	1

2025 Public Complaints	
Total	119
Suspended	20
Active	1
Dismissed	23
Submitted to Office of the Chief of Police	5
Withdrawn	6
Informal Resolution	9
Discipline Imposed	1
Complaint Abandoned	2
Referred to Public Complaints Commission (Accepted)	3
Referred to Public Complaints Commission (Not Accepted)	2
Referred to Public Complaints Commission (No decision yet)	2
Rejected by RNC Public Complaints Commission	45

2025 Criminal Complaints	
Total	11
Active	1
Submitted to Chief's Office	8
No Charges Arising	2

Internal complaint: Complaint initiated internally regarding the conduct of a member that may contravene the regulations governing discipline or performance of duty of RNC officers.

Public complaint: Complaint regarding the conduct of a member that may contravene the regulations governing the discipline or performance of duty of RNC officers.

Criminal complaint: Complaint that is deemed criminal in nature.



Supporting Our People

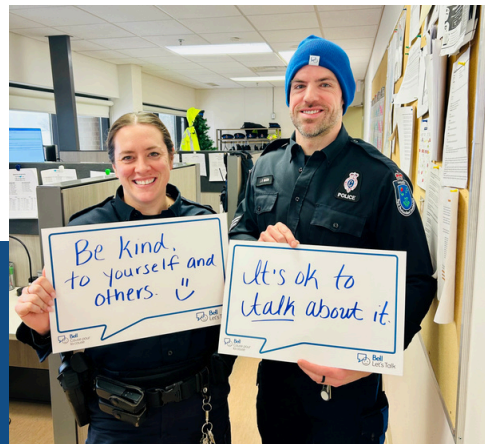
Priority 1: Employee Well-Being and Development

Activity

1.1

Establish a comprehensive psychological services program and mental health support services

To coincide with Bell Let's Talk Day 2025, the RNC released the details of a comprehensive psychological services program. Led by our on staff psychologist, all employees now have access to clinical support through one-on-one meetings.



The RNC also formalized a peer support team. With training provided by Counter Stress Solutions and Wounded Warriors Canada, the RNC now has 22 officers trained across all regions.

These efforts strengthened mental health support and resilience across the organization, ensuring members have access to both preventative and responsive psychological services.



Members of the RNC Peer Support Team

Facilitate employee professional development, mentorship and leadership opportunities

The Employee Health, Safety and Training Division facilitated a wide range of professional development and leadership opportunities throughout the year. These initiatives strengthened operational readiness, enhanced supervisory and leadership capacity, and supported mentorship through instructor and command-level training.

Courses and certifications delivered included Critical Incident Commander and Major Case Management.

Human Trafficking training was delivered in partnership with “Not in My City”, with 50 members completing the Basic course and 20 members completing the Advanced course. The training incorporated scenario-based learning and was further enhanced by instruction from a facilitator with lived experience, providing participants with valuable insight and practical context.



Facilitators of human trafficking training



Sergeant Jody Ryan with PSD Paige

The division further enhanced internal expertise by training two Master Instructors in Carbine and Pistol, and by certifying a Police Dog Services Trainer and a Physical Fitness Assessment Administrator. Collectively, these efforts strengthen organizational capability, improve safety and wellness supports, and ensure the RNC continues to build a skilled, well-prepared, and professionally supported workforce.

As part of broader efforts to strengthen leadership capacity and operational oversight, the organization also established new Sergeant positions within Police Dog Services, the Tactics and Rescue Unit, and the Intimate Partner Violence Unit. These positions were created to enhance frontline supervision, support specialized operational demands, and ensure consistent leadership, accountability, and mentorship within these high-risk and highly specialized service areas.

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

Recruitment

In 2025, the RNC strengthened its recruitment capacity and successfully attracted 40 police cadets. Key factors contributing to this success included:

- Increasing civilian resources to the Recruiting Unit.
- Reducing barriers by offering evening/weekend assessments, travelling throughout the province for various stages of the recruitment process, and utilizing virtual tools where possible.
- Providing a \$15,000 cadet bursary with a return-of-service agreement, and covering Fit-for-Work assessment costs.
- Updating minimum qualifications to remove post-secondary to allow those who have other relevant life experiences to apply.
- Shortening recruitment timelines and improving communication with applicants.
- Expanding outreach, including school visits, community events, and career expos.
- Increased use of social media to promote opportunities and reach diverse audiences.



Grade 9 students visited the RNC as part of the national 'Take Our Kids to Work Day'.



Cst. Mike Hunt participating in a career fair.

Retention

To support workforce stability and improve member well-being, the RNC advanced several retention initiatives, including:

- Hiring additional officers to reduce workload strain, including two experienced officers.
- Expanding specialized units.
- Prioritizing mental health through psychological services and peer support.

Supporting Our People

Priority 2: Organizational Innovation and Efficiency

Activity 2.1 **Explore and trial new technologies to improve operational efficiency**

In January 2025, the RNC launched the Axon Digital Evidence Management System (DEMS) pilot project to streamline the collection, organization, and management of digital evidence. DEMS is an application accessed through a smartphone where users can deposit, collect, and organize digital evidence. Sixty police officers were provided phones and access to the DEMS platform. This project represents a significant advancement in digital evidence management and aligns with broader efforts to leverage technology in support of effective and accountable policing.

In the fall of 2025, the RNC launched a pilot project for a new online criminal record check system. The virtual counter service now enables secure electronic identity verification and online payment. Applications and responses are processed through a secure digital workflow, and applicants can access their results electronically or in print. The pilot project has demonstrated clear benefits, including faster turnaround times and a more modern, paperless service experience.

Activity 2.2 **Assess software options to enhance investigative and analytical capabilities**

In 2025, using its existing file management system, Versaterm, the RNC activated a heat-mapping function to support analytical and operational functions. This visualization of incident data assists in identifying crime trends and patterns of activity. Integration within the existing Versaterm platform improved efficiency by reducing manual data extraction and supporting evidence-based, intelligence-led operational planning.

Activity 2.3 **Foster innovation by exploring creative solutions to organizational challenges**

The RNC expanded the use of drone technology to support public safety operations and enhance situational awareness during critical incidents.

Drones provide real-time aerial imagery that assists officers in assessing hazards, monitoring large events, and responding more effectively to emergencies.

The continued integration of drones into operational response has strengthened the RNC's capacity to manage complex scenes and support safer, more efficient policing.



Serving Our Community

Priority 3: Community Trust and Public Safety

Activity

3.1

Strengthen partnerships with community groups including Indigenous Governments and organizations

Throughout 2025, the RNC continued to strengthen partnerships with Indigenous governments, newcomer organizations, and community groups to support inclusive engagement and community safety. Collectively, these initiatives contribute to strengthened community partnerships, increasing public trust, and progress toward a more inclusive and representative police service.



The RNC participated in the 2025 Moose Hide Campaign Day in Corner Brook on May 15 demonstrating support for Indigenous-led initiatives addressing violence against women and children.

- Members also took part in National Day for Truth and Reconciliation activities in September in collaboration with Qalipu First Nation, supporting ongoing reconciliation efforts and relationship-building.
- Engagement with the Qalipu First Nation was further advanced through meetings to discuss training, education, and recruitment initiatives aimed at increasing Indigenous participation and strengthening collaborative approaches to policing.
- RNC on the Northeast Avalon continue to support faith-based communities providing traffic control during large events like Eid, and Hanukkah, and assist with public safety planning, providing increased patrols in response to global events.

- In Labrador, recruitment-focused engagement was supported through RNC participation in a career fair hosted by the NunatuKavut Community Council, strengthening relationships.
- On the Northeast Avalon, the RNC continues to maintain a strong working relationship with Sharing Our Cultures Inc. and its Founder and CEO, Dr. Lloydetta Quaicoe. The RNC regularly participates in the organization's events including Welcoming Week activities and school and community programming, reflecting a shared commitment to inclusion, community safety, and newcomer integration.
- In July 2025, the RNC hired a Victim Services Navigator within the Intimate Partner Violence Unit to enhance support for survivors of intimate partner violence. The Unit works closely with community partners, including Iris Kirby House and The Journey Project, to support a co-ordinated and trauma-informed response.



Sgt. Amanda Harnum and Cst. Stephen Martin participate in a career fair in Labrador.

- RNC in Western Newfoundland enhanced relationships with newcomer communities through the Association for New Canadians. Members participated in the Multicultural Mosaic event at Grenfell Campus, providing opportunities to connect with newcomers, share information on policing services, and promote community safety. These events also supported awareness of policing careers and recruitment among diverse communities.

Activity

3.2 Enhance efforts to educate employees about diverse cultures

Organizational efforts to educate employees about diverse cultures and promote a respectful and inclusive workplace were strengthened in 2025. The Association for New Canadians delivered a presentation during Patrol Training Day, increasing employee awareness of cultural diversity within the community.

Additionally, all employees were required to complete online Harassment-Free Workplace training and Toward Reconciliation: An Overview of Indigenous Histories Across Canada.

Implement targeted crime prevention initiatives based on changing crime trends

Throughout 2025, the RNC implemented targeted crime prevention initiatives in response to evolving crime trends and community-identified concerns, with a focus on enhancing public safety and service delivery.

In the summer of 2025, RNC on the Northeast Avalon conducted visible, targeted, patrols in high complaint areas of the capital city in an attempt to curb criminal activity and increase public safety. Additionally, as call volumes allowed, patrol officers were tasked with random foot patrols in parks and residential areas. These changes were in addition to the existing efforts of plain-clothed officers who proactively target drug and weapons offences, and are in addition to those officers responding to calls in these same areas.



Throughout the year, the RNC delivered targeted crime prevention education aimed at protecting vulnerable populations. Officers conducted fraud-prevention presentations for multiple seniors' community groups, focusing on common scams targeting older adults. These sessions increased awareness of fraud risk by providing prevention strategies and supported informed decision-making as we work to reduce the risk of victimization.



In partnership with Mothers Against Drunk Driving (MADD), the RNC in Labrador West delivered a snowmobile safety demonstration at Menihek High School. Presentations were provided to multiple grade levels and focused on safe snowmobiling practices, equipment readiness, and the risks associated with impairment.

Students participated in interactive demonstrations using impairment-simulation goggles to illustrate the challenges of performing maintenance or seeking assistance while impaired in cold, remote conditions. This initiative increased awareness of impaired operation risks and promoted safer decision-making among youth.

Serving Our Community

Priority 4: Communication and Community Engagement

Activity 4.1

Increase proactive disclosure of information regarding police activities



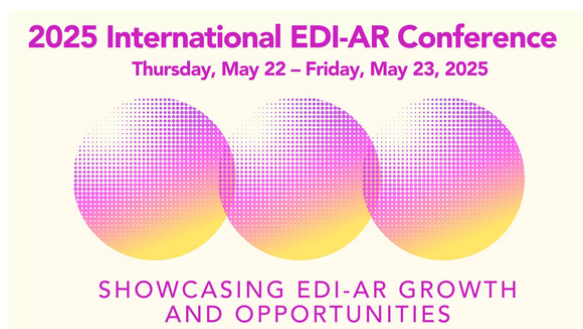
In 2025, the RNC prioritized transparency by proactively sharing information about enforcement efforts and crime prevention strategies. Through joint media availabilities on Canada Road Safety Week, ATV safety, and downtown safety, the RNC communicated enforcement outcomes and encouraged public reporting of dangerous driving behaviors.



Presentations at the Automobile Dealers Association Annual General Meeting and the National Crime Stoppers Conference, provided stakeholders with practical security measures and highlighted the importance of community collaboration in addressing crime trends. These initiatives reinforced the RNC's commitment to openness and accountability while fostering trust between law enforcement and the public.

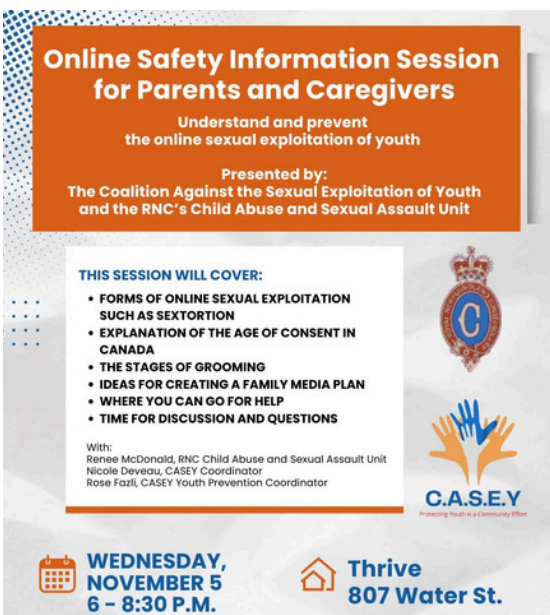
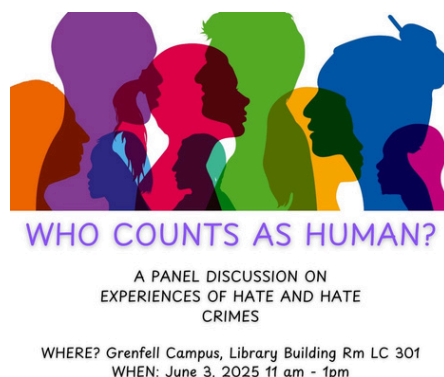
Increase community engagement to raise awareness of the roles and responsibilities of police

Through events and presentations, the RNC works to educate the public about personal and public safety as a way to prevent crime. Through community engagement, we are working to strengthen partnerships with businesses and community organizations. Combined, these efforts enhance public awareness of policing responsibilities and build stronger relationships with all those we serve.



In St. John's, the RNC was invited by the Canadian Race Relations Foundation to attend the Inaugural International EDI-AR Conference at Memorial University. The presentation provided an overview of hate incidents and hate crimes in Canada and what is being experienced locally.

In Corner Brook, the RNC participated in an Anti-Hate Crime Panel Discussion organized by the Corner Brook Status of Women Council. The discussion was an opportunity to hear from those with lived experience. Here, the RNC described the Criminal Code limitations when investigating hate crimes and reaffirmed our commitment to work to investigate all reports of hate-motivated incidents.



In the fall of 2025, members of the RNC's Child Abuse and Sexual Assault Unit, in partnership with Thrive, delivered online safety presentations to parents and caregivers to help generate an understanding of child sexual exploitation. The presentations included an overview of current data and research, identified risk factors and indicators, emerging trends, and the importance of a co-ordinated, trauma-informed, multi-agency response to prevention and intervention.

Bike Fest at St. Matthew's Elementary in St. John's promoted safe cycling ahead of the busy summer months and included an obstacle course, safety checks and a guided ride.



Participating in the Science Rendezvous at Memorial University was an opportunity to highlight the expertise of our officers and demonstrate the science of policing to young people.

RNC members in the Labrador West region supported municipal and community initiatives through participating in a variety of Winter Carnival events, including school hockey games, an emergency-responder chili cook-off in partnership with local fire departments and IOC Security, and committee representation by RNC staff.

The RNC in the Labrador West region also partnered with the Labrador City-Wabush Rotary Club and Canadian Tire Jumpstart to host a Bicycle Rodeo at the end of the school year. This initiative promoted bicycle safety while fostering positive engagement with youth and families.

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

The RNC continued to engage with community leaders and municipalities throughout the year to address concerns, including traffic-related issues, through collaborative monitoring and responsive problem-solving.



In November 2025, the RNC officially launched a Traffic Services Unit in Western Newfoundland. This two-member unit is specially trained to investigate serious traffic-related offences, including dangerous and impaired driving, multi-vehicle collisions, and offences under the Highway Traffic Act. The establishment of this unit directly responds to concerns raised by the community and reflects the RNC's commitment to addressing traffic-related risks through focused, proactive enforcement.

During the 2025 cruise ship season, the RNC monitored and responded to ongoing panhandling concerns in the Port of St. John's as vessels arrived. Increased pedestrian traffic and tourism activity created recurring issues related to aggressive solicitation and public safety. The RNC worked closely with Port Authority officials, municipal partners, and community support agencies to promote a safe and welcoming environment for visitors, while connecting individuals engaged in panhandling with appropriate social supports as needed.

The RNC continues to support the city of St. John's in advancing its Building Safer Communities Strategy. The strategy was informed by evidence-based practices and community engagement with residents, service providers, individuals with lived experience, and other key partners.



The RNC worked closely with the city of Mount Pearl on the development of a Community Safety and Well-Being Plan scheduled for release early in the new year. The plan reflects a shared commitment to a collaborative and preventative approach to public safety.



Through its work on crime prevention committees, the RNC continues to support and provide guidance on senior safety, bullying prevention, and youth engagement, both locally and provincially. Community-based initiatives, such as Police Officer for a Day, Police Week activities, and public safety education, helped strengthen relationships, promote crime prevention awareness, and support collaborative approaches to community safety and well-being.

Giving Back to the Community



The RNC is a proud supporter of the Law Enforcement Torch Run in support of Special Olympics Newfoundland and Labrador. With strong community support, the event helps provide valuable programs and opportunities for Special Olympics athletes across the province.





RNC in Western Newfoundland played in a charity hockey game in support of Special Olympics Vikings and Muscular Dystrophy.



The RNC presented a cheque to the Community Food Sharing Association to help support families throughout the province during the Christmas season.



The annual RNC Pumpkin Patrol in Labrador West provides a visible police presence to support a safe night.



RNC officers in Western Newfoundland continue to support the Bay of Islands Food Bank through the annual Cram the Cruiser food drive.

Celebrating Achievements

Team Nick Coates Awards

MADD Canada hosted the annual Team Nick Coates Awards recognizing RNC and RCMP officers for their efforts to detect and apprehend impaired drivers. The award is named in honour of Nick Coates, who was killed by an impaired driver in August of 2013.

Officers who have taken a minimum of 12 impaired drivers off the roads during the previous year receive the Gold Award. Officers who have taken at least eight impaired drivers off the road during the previous year receive the Silver Award.

The RNC congratulates the following officers:

Gold

- Cst. Neil M. Gibbons, 12 arrests
- Cst. Kyle E. F. Morrissey, 12 arrests
- Cst. Michael V. Burton, 14 arrests
- Cst. Geoffrey P. Heffernan, 15 arrests
- Cst. Aaron T. White, 19 arrests

Silver

- Cst. Evan A. Bennett, eight arrests
- Cst. Michael E. Carter, eight arrests
- Cst. Deirdre A. Halliday, nine arrests
- Cst. Michael D. Shea, nine arrests
- Cst. Shane A. McClafferty, 11 arrests

Cst. Aaron T. White was also named Top Performer.



Celebrating Achievements

Police Exemplary Service Medal and Bar

1st Bar 30-Year Police Exemplary Service:

- Deputy Chief Colin J. McNeil, Reg. # 617
- Constable Brian V. Marshall, Reg. # 589
- Constable George J. Carter, Reg. # 590
- Constable A. Dee Edison, Reg. # 706

20-Year Police Exemplary Service Medal:

- Sergeant Karolyn E. Nolan, Reg. # 644
- Sergeant Harry R. Patterson, Reg. # 645
- Constable Scott A. Haye, Reg. # 642
- Constable Chelsea R. Dillon, Reg. # 646

Atlantic Women in Law Enforcement (AWLE)



Cst. Jennifer Clarke, AWLE President, presents Cst. Abeer Hasan with her bravery award.

Constable Abeer Hasan, Reg. # 982, was awarded the bravery award by the AWLE for her actions of March 5, 2024 where she entered a derelict, abandoned home, navigated treacherous terrain and collapsing structures to preserve evidence ensuring the apprehension of a perpetrator who was later charged with first-degree murder and kidnapping.



Cst. Jennifer Clarke, AWLE President, presents Chief Patrick Roche with his Champion of Equality Award.

Chief Patrick Roche, was the first ever recipient of the AWLE Champion of Equality Award. Chief Roche was recognized for supporting the advancement of women. Under his leadership, the number of female officers in leadership positions has grown at the RNC from 15 per cent in 2020 to 29 per cent in 2024.

Celebrating Achievements

Drug Recognition Expert

Constable Michael D. Shea, # 783 was recognized by the International Association of Chiefs of Police for a decade of service as a Drug Recognition Expert.

Cst. Shea's ability to detect and assess drug impairment has helped save countless lives and his impact is multiplied by his role as an instructor, mentoring the next generation of officers to ensure this critical expertise continues to grow across the RNC.

National Photography Achievement



"Edge of the World" by Leona Rockwood

Leona Rockwood, Computer Support Specialist with the Office of the Chief Information Officer at the RNC, was formally recognized by the Canadian Wildlife Federation as the Winner, Canadian Landscapes, in the Reflections of Nature Photo Contest. Selected from more than 13,200 submissions, her award-winning photograph was captured in Elliston, NL.

Philanthropy Award



RNC Sgt. James Lynch (right)

Heroes for Heroes, a not-for-profit, comprised of RNC officers and paramedics with NL Health Services, received the Ronald McDonald House Newfoundland and Labrador "Helping Hands" Outstanding Philanthropist – Corporate Group Award for 2025 acknowledging the group's dedication to supporting families and making a positive impact in the community.





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