



## Royal Newfoundland Constabulary

*“The women and men of the Royal Newfoundland Constabulary have worked tirelessly throughout this past year to deliver on our commitment to safer communities through policing excellence.”*

## A report on activities from April 1, 2008 - March 31, 2009

### Chief's Message

Pursuant to Section 6 of the Royal Newfoundland Constabulary Act, I present this report of the Royal Newfoundland Constabulary for the year ending March 31, 2009. The women and men of the Royal Newfoundland Constabulary have worked tirelessly throughout this past year to deliver on our commitment to safer communities through policing excellence.

This past year the RNC expanded its drug enforcement team by 7 additional police officers. This has resulted in 34 percent increase in drug enforcement. There has also been a 26 percent increase in traffic and impaired driving enforcement as well as an 8 percent decrease in property crimes.



The RNC has undertaken many new initiatives this past year with the re-establishment of foot patrols and the expansion of the mounted police unit by 2 horses and 2 mounted officers. In response to threats within a school environment, the RNC has developed and implemented the Rapid Entry Active Criminal Threat Program (REACT) with the cooperation of Memorial University and the Eastern School District. We also re-launched our Students Taking Responsibility in Violence Education (STRIVE) in Corner Brook.

In August, the RNC hired 28 recruits, 30% of which were women. The RNC continued its efforts to eliminate barriers to women's participation in policing and to increase women's representation within its ranks. In 2008, the representation of women police officers within the RNC reached 19% which is on par with the national average. The RNC integrated gender based analysis in its recruitment and training sections as well as in its Professional Standards section. In 2008, the RNC delivered Respectful Workplace training to all employees of the RNC and honoured its women employees during International Women's Week. In December 2008, RNC Officer June Layden was promoted to the rank of Superintendent. She is the first woman in the history of the RNC to achieve this senior position.

Finally, at their International Association of Women Police (IAWP) Conference held in Darwin, Australia, in September, 2008, the IAWP announced they would be holding their 2012 International Association of Women Police conference in St. John's, Newfoundland and Labrador. This will be the 50th anniversary of the IAWP training conference and the 20th annual AWLE training conference.

I am pleased to share with you the highlights and accomplishments of the RNC during this past year and look forward to serving the communities within our policing jurisdiction in the coming year.

Sincerely,

**Joseph F. Browne, M.O.M.**  
Chief of Police

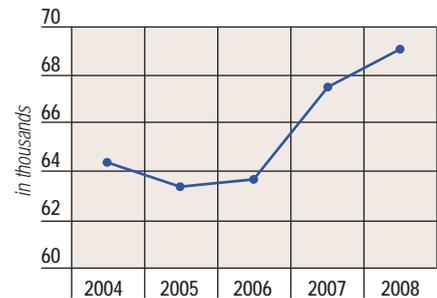
# Stats at a Glance

## Calls for Service Statistics

	2004	2005	2006	2007	2008
All Calls	64,196	63,535	63,863	67,755	69,077

Royal Newfoundland Constabulary 2004-2008.

Note: These calls for service do not include requests for presentations, participation or attendance at various meetings, conferences, ceremonies, activities or community events.



## Crime Statistics - all RNC jurisdictions

	2008	2007 *	2006	2005	2004	2003	2002	2001
Violent Crimes - Crimes Against Person	4115	3539	2797	2680	2586	2622	2863	2989
Crimes Against Property	11231	12155	11373	10767	11473	10756	10930	9884
Other Criminal Code	3496	3484	2509	2587	2728	2850	3164	3200
Controlled Drugs and Substances	555	396	314	253	302	338	410	388
Other Federal Statues	417	377	337	324	324	227	142	134
Criminal Code Traffic/ Impaired Violations	1301	1031	504	478	496	552	513	592
Provincial Traffic Offences	19470	16528	16116	13218	12176	17514	20785	16279
Motor Vehicle Accidents	4992	4447	3639	3718	3860	4018	3937	4492
<b>Total</b>	<b>45577</b>	<b>41957</b>	<b>37589</b>	<b>34025</b>	<b>33945</b>	<b>38877</b>	<b>42744</b>	<b>37958</b>

Royal Newfoundland Constabulary: Reported Incidents by Offence Categories by Jurisdiction 2001-2008

\* Note: Increases in the crime incident rate for Assaults, Disturbing the Peace, Mischief, Impaired Driving and Other Criminal Code Offences are due to changes in RNC reporting procedures as well as new policy regarding the classification of calls for service.

## Crime Statistics - North East Avalon

	2008	2007 *	2006	2005	2004	2003	2002	2001
Violent Crimes - Crimes Against Person	3671	3139	2424	2384	2251	2254	2539	2582
Crimes Against Property	10172	11142	10519	9887	10563	9670	10085	9071
Other Criminal Code	2985	3025	2178	2291	2447	2565	2880	2794
Controlled Drugs and Substances	437	297	245	206	241	264	366	345
Other Federal Statues	372	317	256	266	290	222	134	115
Criminal Code Traffic/ Impaired Violations	1120	895	412	371	406	446	424	502
Provincial Traffic Offences	17396	14824	14114	11529	10529	16042	17966	14463
Motor Vehicle Accidents	4284	3842	3129	3201	3302	3451	3336	3949
<b>Total North East Avalon</b>	<b>40437</b>	<b>37481</b>	<b>33277</b>	<b>30135</b>	<b>30029</b>	<b>34914</b>	<b>37730</b>	<b>33821</b>

Royal Newfoundland Constabulary: Reported Incidents by Offence Categories by Jurisdiction 2001-2008

\* Note: Increases in the crime incident rate for Assaults, Disturbing the Peace, Mischief, Impaired Driving and Other Criminal Code Offences are due to changes in RNC reporting procedures as well as new policy regarding the classification of calls for service.



## Crime Statistics - Corner Brook

	2008	2007 *	2006	2005	2004	2003	2002	2001
Violent Crimes - Crimes Against Person	319	282	263	226	260	309	239	301
Crimes Against Property	766	778	659	660	651	839	563	592
Other Criminal Code	408	357	251	239	214	231	217	291
Controlled Drugs and Substances	88	83	61	36	47	49	35	35
Other Federal Statutes	33	53	66	53	34	1	2	19
Criminal Code Traffic/ Impaired Violations	137	87	35	50	57	70	44	51
Provincial Traffic Offences	1689	1566	1856	1563	1502	1254	2494	1394
Motor Vehicle Accidents	447	405	323	335	384	378	392	379
<b>Total</b>	<b>3887</b>	<b>3611</b>	<b>3514</b>	<b>3162</b>	<b>3149</b>	<b>3131</b>	<b>3986</b>	<b>3062</b>

Royal Newfoundland Constabulary: Reported Incidents by Offence Categories by Jurisdiction 2001-2008

\* Note: Increases in the crime incident rate for Assaults, Disturbing the Peace, Mischief, Impaired Driving and Other Criminal Code Offences are due to changes in RNC reporting procedures as well as new policy regarding the classification of calls for service.

## Crime Statistics - Labrador West

	2008	2007 *	2006	2005	2004	2003	2002	2001
Violent Crimes - Crimes Against Person	125	118	110	70	75	59	85	106
Crimes Against Property	293	235	195	220	259	247	282	221
Other Criminal Code	103	102	80	57	67	54	67	115
Controlled Drugs and Substances	30	16	8	11	14	25	9	8
Other Federal Statutes	12	7	15	5	0	4	6	0
Criminal Code Traffic/ Impaired Violations	44	49	57	57	33	36	45	39
Provincial Traffic Offences	385	138	146	126	145	218	325	422
Motor Vehicle Accidents	261	200	187	182	174	189	209	164
<b>Total North East Avalon</b>	<b>1253</b>	<b>865</b>	<b>798</b>	<b>728</b>	<b>767</b>	<b>832</b>	<b>1028</b>	<b>1075</b>

Royal Newfoundland Constabulary: Reported Incidents by Offence Categories by Jurisdiction 2001-2008

\* Note: Increases in the crime incident rate for Assaults, Disturbing the Peace, Mischief, Impaired Driving and Other Criminal Code Offences are due to changes in RNC reporting procedures as well as new policy regarding the classification of calls for service.



# Stats at a Glance

Budget		
	2008-2009 **	2007-2008 *
Current	Actual \$	Actual \$
Salaries	34,431,631	33,726,769
Employee Benefits	86,235	81,514
Transportation and Communication	2,134,424	2,000,450
Supplies	1,539,380	1,486,734
Professional Services	159,537	683,593
Purchased Services	1,335,613	1,390,071
Property, Furnishings and Equipment	962,399	536,335
Grants and Subsidies	2,000	2,000
Revenue - Federal	(749,888)	(262,365)
Revenue - Provincial	(370,354)	(277,692)
<b>Total Current</b>	<b>39,530,967</b>	<b>39,367,409</b>
<b>Capital</b>		
Professional Services	1,156,486	194,012
Property, Furnishings and Equipment	910,000	386,943
<b>Total Capital</b>	<b>2,066,486</b>	<b>580,955</b>
<b>Total Royal Newfoundland Constabulary</b>	<b>41,597,462</b>	<b>39,948,364</b>

\* Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year ended 31 March 2008.

\*\* RNC Financial Management System (FMS). Note that these numbers are subject to change as the Report on the Program Expenditures and Revenues of the Consolidated Revenue fund for the Year Ended 31 March 2009 will be published by the Comptroller General subsequent to this compilation.





## Population/Police Officer

Jurisdiction	Population	Police Officers	Population per Police Officers	Police Officer per 100,000 Population
NE Avalon	181,145 **	333	545	184
Corner Brook	20,083 **	38	529	189
Labrador West	9,660 **	17	568	176
Total RNC	210,888 **	388	544	184
Canada*	33,223,840	65,283	509	196

Royal Newfoundland Constabulary March 31, 2009

\* Statistics Canada, Police Resources in Canada 2008

\*\* Statistics Canada 2006: The census populations do not accurately reflect the high student populations in RNC jurisdictions, nor do they accurately reflect the high commuter populations that travel into RNC jurisdictions on a daily basis.

## Police/Civilian Staff

Jurisdiction	Police Officers	Civilian Staff	Total Staff	Police/Civilian Staff Ratio
NE Avalon	333	92	425	3.62
Corner Brook	38	8	46	4.75
Labrador West	17	6	23	2.8
Total RNC	388	106	494	3.66
Canada*	65,283	25,626	90,909	2.5

Royal Newfoundland Constabulary March 31, 2009

\* Statistics Canada, Police Resources in Canada 2008

## Police Officer by Sex

Jurisdiction	Male Officers		Female Officers		Total #
	#	%	#	%	
NE Avalon	268	80	65	20	333
Corner Brook	32	84	6	16	38
Labrador West	13	76	4	24	17
Total RNC	313	81	75	19	388
Canada*	53,076	81	12,207	19	65,283

Royal Newfoundland Constabulary March 31, 2009

\* Statistics Canada, Police Resources in Canada 2008

# Highlights and Accomplishments



## Recruitment

On August 30, 2008, the RNC hired 28 recruits, 30% of which were women.



## Gender Equity

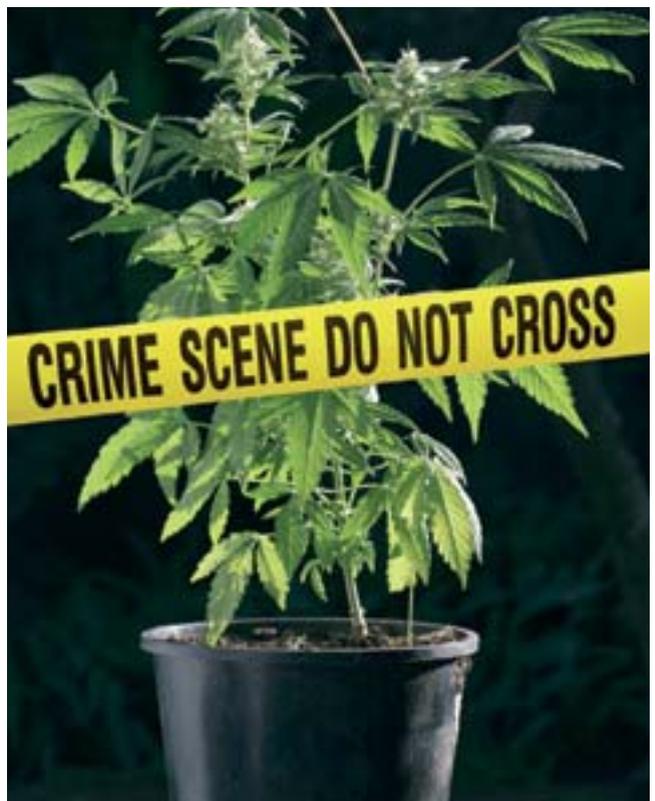
The RNC continued its efforts to eliminate barriers to women's participation in policing and to increase women's representation within its ranks. In 2008, the representation of women police officers within the RNC reached 19% which is on par with the national average. The RNC integrated gender based analysis in its recruitment and training sections as well as in its Professional Standards section. In 2008, the RNC delivered Respectful Workplace training to all employees of the RNC and honoured its women employees during International Women's Week. In December 2008, RNC Officer June



Layden was promoted to the rank of Superintendent. She is the first woman in the history of the RNC to achieve this senior position.

## Expanded Drug Section

The RNC expanded the drug team by 7 new officer positions. This expansion allowed the RNC to more effectively tackle the illegal drug problem in areas policed by the RNC. A second investigative team was established to build on the existing unit and it has been having an impact on illegal drug activity.



## Drugs Seized

From April 1, 2008 to March 31, 2009, the RNC Drug Section seized illegal substances with a street value of approximately \$6.8 million. The substances included 310 kilograms of marijuana, 6.38 kilograms of cocaine, 2791 ecstasy pills and 1513 oxycontin pills. Officers also seized over \$207,000 in cash and 7 motor vehicles.

## Drug Awareness Education

The RNC's recently appointed Drug Awareness Officer, Constable Steve Knight, completed educational programs for the private sector and government agencies. In particular the



RNC Drug Awareness Officer along with staff from the Addictions Services, a division within Eastern Health created the "Substance Use and the Workplace" training program. This program deals with the hazards of general substance abuse issues in the workplace and in particular substance use while operating heavy equipment. This training initiative was delivered in partnership with Eastern Health to staff at the following locations:

- (i) The City of Mt. Pearl;
- (ii) Department of Transportation and Works;
- and (iii) Newfoundland and Labrador Housing.

### Training

In April, 2008, the RNC coordinated Public Order training at Fort Townshend, which was facilitated by instructors from the Toronto Police Service. Two training courses were held; Public Order Train the Trainers Course and a Basic Public Order Tactical Course. The trainers' course was attended by members from the RNC, Her Majesty's Penitentiary, Saskatoon Police Service and Cape Breton Regional Police. The Basic Public Order course was attended by trainers from the RNC and HMP, to assist with their development as a trainer. In January 2009, The RNC coordinated a Basic Firearm Instructors Course that was facilitated by an

instructor from the Atlantic Police Academy. This course was attended by 7 members of the RNC and 4 Inland Fishery Protection Program Officers.

### Technology

The RNC successfully piloted the Mobile Report Entry Software and will now proceed with the installation of mobile computers in patrol vehicles allowing officers to remotely access information and write reports regarding calls for service and police response.



### Capital Investment

The RNC completed construction of living accommodations for RNC officers in Churchill Falls. Planning and design for the RNC Headquarters Redevelopment project was also continued.



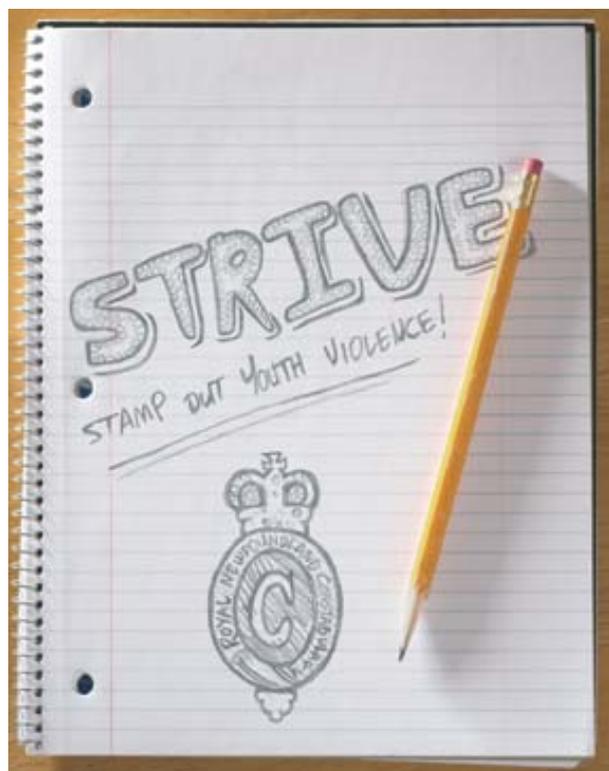
# Highlights and Accomplishments

## **Expanded Mounted Police Unit**

During 2008-2009, the RNC acquired 2 new horses increasing the Mounted Unit to four. One horse "Fraize" was graciously donated by the joint efforts of the RNC Veterans Association and RNC Association. Funding for the second horse was gifted by Mrs. Elaine Dobbin. This horse is expected to arrive at the RNC stable on April 18, 2009. Constable Jason Coombs and

Constable Krista Day were selected to fill the new positions within the mounted unit. In his training with the Toronto Police Services Mounted unit, Constable Coombs earned "Top" honours in his class of eight. Constable Krista Day is scheduled to complete her training on April 16, 2009.





### **Students Taking Responsibility in Violence Education (STRIVE) Program**

The RNC re-launched its STRIVE Program at Corner Brook, in November 2008. The STRIVE program has been designed to provide information on youth violence for youth attending intermediate school (grades 7-9). The goal of the program is to empower these students to take ownership of the problem of youth violence and work within their schools and communities to find real-life solutions to problems encountered. The program contains information, statistics and photographs that are aimed to inform and enlighten the students to the effects of their own behaviour and to that of other students.

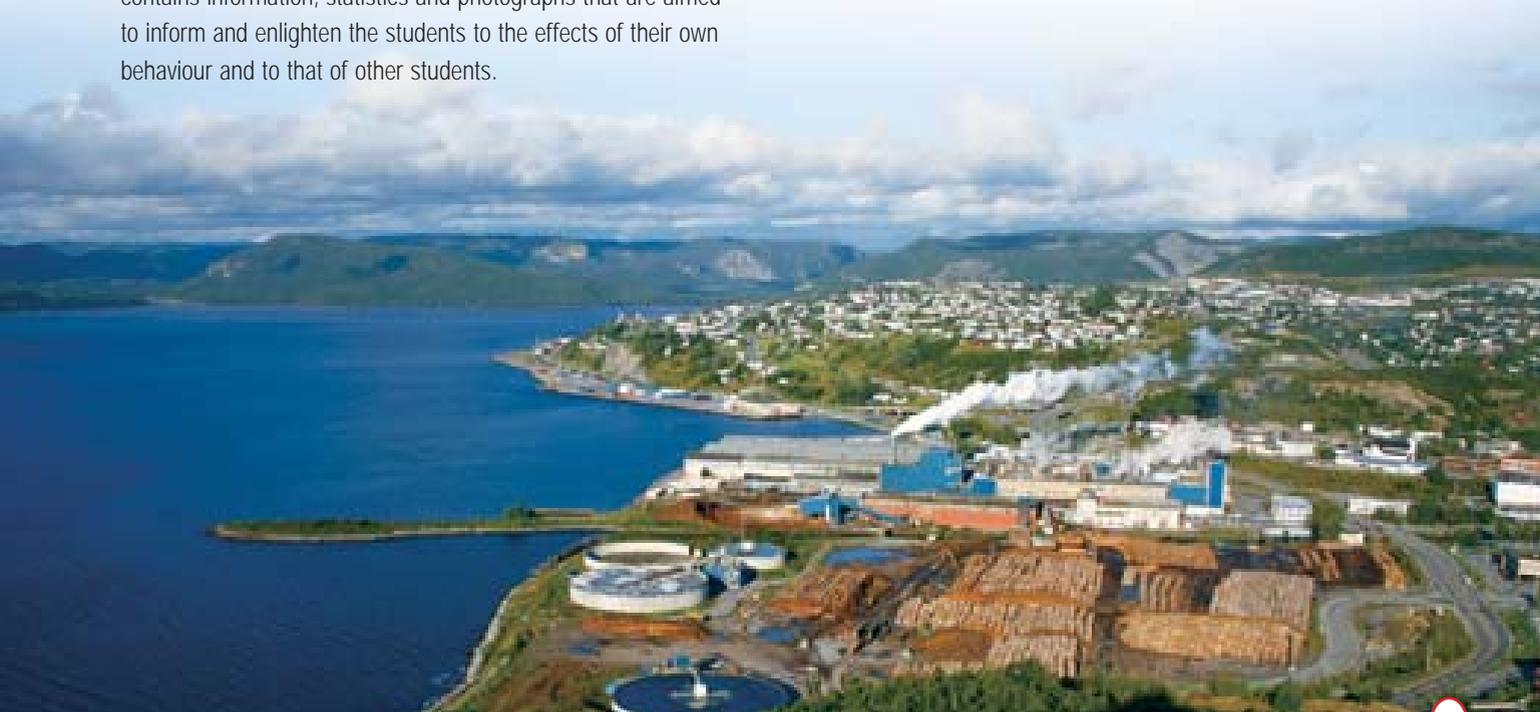
### **Forensic Artist**

This past year the RNC created a Forensic Artist Unit within the Forensic Identification Section to provide composite art and related services to all divisions of the RNC. Constable Claire Priddle, who was selected to fill the position, is a highly qualified and skilled police officer whose professional education includes a degree in Fine Art from Memorial University of Newfoundland supplemented by forensic training through mentorship with a New Brunswick based RCMP Forensic Artist and forensic art training at the National Academy of the Federal Bureau of Investigation in the United States.



### **Foot Patrol**

For the first time since the mid 1990's, the RNC has been able to deploy officers on foot patrol in the St. John's downtown area during the busy summer season. This endeavour was received very favourably by the downtown business community and the general public alike. The presence of foot patrol officers contribute to both a deterrence of petty crime and a heightened feeling of security in the community.



# Highlights and Accomplishments



## **Veteran's Day**

On September 25, 2008, the RNC hosted its second annual meet and greet. RNC Veteran's Day is intended to honour those who have served in the RNC to recognize their accomplishments and to thank them for their contributions in making the RNC a proud, respected, and competent police force.

## **Investigative Interviewing**

As part of an ongoing initiative to develop investigative excellence, the RNC has engaged in a pilot project to implement the PEACE model of Investigative Interviewing. The model is based on a British model intended to professionalize investigative interviewing that is supervised, highly structured and empirically based. The pilot has been progressing well and initial reports are favourable.

## **Rapid Entry Active Criminal Threat (REACT) Program**

During the past year the Royal Newfoundland Constabulary developed and implemented the REACT program in the North East Avalon Region. This program is designed to train officers in the tactics to respond to persons actively causing harm in a school environment. The program was very well received by RNC members, the Eastern School District and Memorial University. Plans are being developed to implement this program in the RNC's other regions.

## **Creation of Mobile Support Unit**

The RNC created a Mobile Support Unit to provide surveillance support to operational units of the RNC. The intention of this unit is to provide a service that will assist investigators in addressing crime in the areas policed by the RNC.



### **International Association of Women Police (IAWP)**

At their IAWP conference held in Darwin, Australia, in September, 2008, the IAWP announced they would be holding their 2012 International Association of Women Police conference in St. John's, Newfoundland and Labrador. This decision was made as a result of a successful bid proposal put forth by a team of representatives from the Royal Newfoundland Constabulary, the Royal Canadian Mounted Police, and the Atlantic Women in Law Enforcement of which RNC Sgt. Suzanne Bill is a member. This will be the 50th anniversary of the IAWP training conference and the 20th annual AWLE training conference.

### **National Recognition of Training**

On December 8, 2008, the Human Resources Committee of the Canadian Association of Chief's of Police and the Mental Health and the Law Advisory Committee of the Mental Health Commission of Canada released a report entitled, "A Survey of Police Academy Training at the Basic Training Level Related to the Working with People with Mental Illness."

The report identified the RNC as "currently setting the standard in this area."

### **Cst. William Moss 50th Anniversary**

On March 12, 2009, the RNC held a ceremony to commemorate the 50th anniversary of the death of Constable William Moss who was killed in the line of duty on March 12, 1959 during the IWA strike, better known as the Badger Riot. The anniversary also served as a reminder of the dangers associated with the policing profession and the risks that police officers face in the performance of their duties.



## *Police* **EXEMPLARY** **SERVICE MEDAL**

On January 14, 2009, the RNC recognized officers for exemplary service characterized by good conduct, industry and efficiency as defined under the *Police Exemplary Service Medal Regulations*. Police Officers must have completed at least 20 years of service before being eligible for this award.





The recipients of the 2009 awards are identified below:

## *30 Year Service*

Staff Sergeant **JOSEPH J. W. GULLAGE**

Sergeant **DAVID C. FELTHAM**

Sergeant **GREGORY H. POOLE**

Sergeant **SHELDON R. BARFITT**

Constable **KENNETH J. FITZPATRICK**

## *20 Year Service*

### CLASS OF 1986

Inspector **TERRENCE C. CORBIN**

Sergeant **DERRICK J. COLE**

Sergeant **WILLIAM F. JANES**

Sergeant **EVERETT D. G. OGDEN**

Sergeant **HUBERT S. MARRIE**

Sergeant **PAUL F. WOODRUFF**

Constable **BRIAN F. GOOSE**

Constable **DARRELL E. LONG**

Constable **RUPERT J. KEARNEY**

Constable **RANDY D. HENNESSEY**

Constable **EDWARD M. BILLARD**

Constable **DARRYL A. NIXON**

Constable **KAREN J. HEMMENS**

Constable **JOHN W. GOSS**

Constable **JOHN A. COLLINS**

Constable **ROY F. NORMORE**

Constable **BERNARD J. JESSO**

Constable **SHAWN C. O'REILLY**

Constable **JAMES A. HIGDON**

Constable **ROBERT S. BALDWIN**

### CLASS OF 1987

Acting Sergeant **TIMOTHY P. HOGAN**

Sergeant **RICHARD S. WHEELER**

Sergeant **JAMES G. LEWIS**

Constable **KENNETH P. JACKSON**

Constable **GREGORY A. HOBBS**

Constable **HUBERT W. HALL**

Constable **GEORGINA G. SHORT**

Constable **STEPHEN G. LUNDRIGAN**

Constable **BRADLEY S. SAINT**

Constable **ROGER J. DEVEREAUX**

Constable **WILLIAM J. FITZGERALD**



### Crime Stoppers Police Officer of the Year

In March 2009, Newfoundland and Labrador Crime Stoppers presented the awards for the 2008 Police Officers of the Year. This award is designed to recognize Police Officers working in this province who perform above and beyond the call of duty both on the job and in the community. The event this year was sponsored by the VOCM Cares Foundation and Air Labrador. Three RNC Officers were nominated for the award:

Constable **KAREN HEMMENS**,  
Constable **PRESTON DUFFY** and  
Constable **AMY MOLLON**.

**Constable Preston Duffy** was the successful award recipient from the RNC.

# Community Partners

## **Memorial University**

The RNC continued to partner with Memorial University to deliver the joint Memorial University/Royal Newfoundland Constabulary Police Studies Diploma Program.

## **Toronto Police Service and Atlantic Police Academy**

In the delivery of Police Officer training, the RNC partnered with the Toronto Police Service and the Atlantic Police Academy.

## **Violence Prevention Initiative (VPI)**

As a partner in the Violence Prevention initiative, the RNC revised and re-launched its Students Taking Action in Violence Education (STRIVE) Program.

## **Eastern School District**

The RNC partnered closely with the Eastern School district and again with Memorial University to implement the Rapid Entry Active Criminal threat (REACT) Program.

## **Eastern Health and Western School District**

Eastern Health partnered with the RNC in the delivery of drug awareness education. The RNC also partnered with Western School District and their schools with various corporate partners to deliver DARE training to grade 6 students in Corner Brook.

## **East Coast Music Awards (ECMA)**

The RNC partnered with ECMA committee to ensure a safe and successful 2009 East Coast Music Awards event which took place in Corner Brook took place in February 2009.

## **Correctional Services Canada (CSC)**

The RNC has agreements with CSC for the provision of police dog services as well as staff secondments.

## **Correctional Services Division (CSD)**

The RNC works very closely with the staff of Her Majesty's Penitentiary as well as other provincial correctional facilities in the detention of prisoners, interviewing of prisoners and when conducting investigations. The RNC also provides CSD with police dog services in the detection and control of illegal drugs in the province's correctional facilities.



# Opportunities and Challenges



## Retirement Eligibility

In 2009, approximately 30% of the uniformed officers will be eligible to retire. This percentage will increase to 38% in 2010 and 44% by 2011. The RNC has been planning for these retirements and has been recruiting new cadets since 2004. In 2009/2010 the RNC plans to hire the 22 candidates presently enrolled in the Police Studies Program in September 2009. In 2010/2011 the RNC expects to hire an additional 30 cadets. The RNC is currently selecting another class to begin classes at MUN in September 2009 and be hired in September 2010.

## Alcohol and Drug Consumption

There is a significant body of research establishing a correlation between the use of alcohol and drugs and the incidence of crime. In 2002, a study by the Canadian Centre on Substance Abuse found that between 40% and 50% of crimes were related to alcohol or drugs. These crimes were related to either, intoxication at the time of the incident, alcohol or drug dependency, or as a means to obtain drugs or alcohol. Statistics Canada, from its reports on The Control and Sale of Alcohol Beverages in Canada, indicates that from 1998 to 2007 the per capita sale of alcoholic beverages in Newfoundland and Labrador increased by almost 20%. In 2007, Newfoundland and Labrador ranked the third highest province in Canada in the volume of alcohol sales. In 2004 the Canadian Addiction Survey, conducted by the Canadian Centre on Substance Abuse indicated that Newfoundland and Labrador had the highest percentage of past year drinkers who exceeded the low risk drinking guidelines. The 2007 Newfoundland and Labrador Student Drug Use Survey reported an increase in cocaine use from 3.7% in 2003 to 5.3% in 2007 compared with 3.7% in 2003 and an increase in the use of Ecstasy. The number of students who reported past year use of Ecstasy increased from 2% in 2003 up to 7.2% in 2007.

## Intimate Partner Violence

A strong negative correlation exists between female spousal homicide rates and the average annual earning of employed women. This means that as women's average annual earned income increases, the rate of female spousal homicide

decreases. Researchers argue that as women's financial equality and independence increases, they have the economic means to leave an abusive relationship before abuse escalates to homicide. A gender analysis of earned income and employment in Newfoundland and Labrador indicates that from 2000 to 2005, women's earned income relative to men's has significantly decreased from 65% to 57%. The Women's Policy Office attributes this growing gender wage gap as a result of the province's growth in resource based development and occupations related to engineering, science, trades and technology where women are under-represented.



## Facilities

The budget for 2009-2010 allocated \$9 million for Phase 1 of the Headquarters Redevelopment Project. This project will go to tender in April 2009. An additional \$1.5 million was allocated to acquire living accommodations for RNC police officers serving in Western Labrador.



Safer Communities through  
Policing Excellence.



**Royal Newfoundland  
Constabulary**

**Royal Newfoundland  
Constabulary**

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