



REPORT ON

POLICE SERVICE

ACTIVITIES (2009 - 2010)

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CHIEF'S MESSAGE



On behalf of the Royal Newfoundland Constabulary and pursuant to Section 6 of the *Royal Newfoundland Constabulary Act*, as well as provisions of the *Transparency and Accountability Act*, I am pleased to submit this report on the activities of the Constabulary for the year ending March 31, 2010.

The mandate of the RNC is to provide police services and to maintain traffic and other patrols in the designated areas of the province which are: (i) North East Avalon; (ii) Corner Brook; and (iii) Western Labrador. The vision of the RNC is to achieve safer communities through policing excellence.

In 2009-2010 the women and men of the RNC worked toward meeting the commitments identified in the 2009-2011 Corporate Plan. These commitments were aligned with ten goals in the following areas:

- Patrol and Operational Support Services
- Recruitment and Training
- RNC Facilities
- Responses to Family Violence
- Criminal Investigation
- Adult Alternative Justice
- Gender Equality
- RNC Facilities in Labrador
- Criminal Justice Efficiencies
- Business Processes

The following report covers the period April 1, 2009 to March 31, 2010. The outcomes reported reflect strategic directions and areas of intervention identified by government and by the Department of Justice. My signature below is indicative of my accountability for the reported results.

Respectfully submitted,

Robert P. Johnston
Chief of Police



“The vision of the RNC is to achieve safer communities through policing excellence.”

STATS AT A GLANCE

Call for Service Statistics

Jurisdiction	2006	2007	2008	2009
North East Avalon	52299	55459	55969	59828
Corner Brook	8450	9222	9577	9430
Labrador	2919	2882	3280	2938
Outside Jurisdiction	188	174	247	228
Total	63668	67755	68826	72424

Royal Newfoundland Constabulary, Information Management Division: Calls for Service, April 2010

Crime Statistics - All RNC Jurisdictions

Offence Classification	2005	2006	2007	2008	2009
Violent Crimes - Crimes Against Person	2680	2797	3543	4123	4166
Crimes Against Property	10767	11373	12150	11232	11782
Other Criminal Code	2587	2509	3465	3499	3485
Controlled Drugs and substances	253	314	394	541	640
Other Federal Statutes	324	337	376	419	453
Criminal Code Traffic/Impaired Violations	478	504	1029	1301	1287
Provincial Traffic Offences	13218	16116	16239	19391	21058
Motor Vehicle Accidents	3718	3639	4326	4740	5118
Total	34025	37589	41522	45246	47989

Royal Newfoundland Constabulary, Information Management Division: Police Reported Incidents by Offence Categories by Jurisdiction, April 2010

Crime Statistics - North East Avalon

Offence Classification	2005	2006	2007	2008	2009
Violent Crimes - Crimes Against Person	2384	2424	3141	3679	3728
Crimes Against Property	9887	10519	11137	10172	10725
Other Criminal Code	2291	2178	3007	2988	2993
Controlled Drugs and substances	206	245	296	422	523
Other Federal Statutes	266	256	316	374	357
Criminal Code Traffic/Impaired Violations	371	412	893	1120	1118
Provincial Traffic Offences	11529	14114	14814	17316	18981
Motor Vehicle Accidents	3201	3129	3753	4030	4411
Total	30135	33277	37357	40101	42839

Royal Newfoundland Constabulary, Information Management Division: Police Reported Incidents by Offence Categories by Jurisdiction, April 2010



Crime Statistics - Corner Brook

Offence Classification	2005	2006	2007	2008	2009
Violent Crimes - Crimes Against Person	226	263	284	319	323
Crimes Against Property	660	659	778	766	770
Other Criminal Code	239	251	356	408	388
Controlled Drugs and substances	36	61	83	88	91
Other Federal Statutes	53	66	53	33	86
Criminal Code Traffic/Impaired Violations	50	35	87	137	134
Provincial Traffic Offences	1563	1856	1292	1690	1304
Motor Vehicle Accidents	335	323	375	447	491
Total	3162	3514	3308	3888	3587

Royal Newfoundland Constabulary, Information Management Division: Reported Incidents by Offence Categories by Jurisdiction, April 2010

Crime Statistics - Labrador

Offence Classification	2005	2006	2007	2008	2009
Violent Crimes - Crimes Against Person	70	110	118	125	115
Crimes Against Property	220	195	235	294	287
Other Criminal Code	57	80	102	103	104
Controlled Drugs and substances	11	8	15	31	26
Other Federal Statutes	5	15	7	12	10
Criminal Code Traffic/Impaired Violations	57	57	49	44	35
Provincial Traffic Offences	126	146	133	385	773
Motor Vehicle Accidents	182	187	198	263	216
Total	728	798	857	1257	1566

Royal Newfoundland Constabulary, Information Management Division: Police Reported Incidents by Offence Categories by Jurisdiction, April 2010

Drug Crime Seizures

Year	Marijuana kg	Cocaine kg	Pills	Cash	Total Street Value
2008-2009	315	6.39	4950.5	\$227,941	\$7.1M
2009-2010	205	11.44	8197	\$578,511	\$3.9M

Royal Newfoundland Constabulary: Drug Section, May 2010.

STATS AT A GLANCE

Budget		
	2009-2010 * Actual \$	\$ 2008-2009 ** Actual \$
Current		
Salaries	38,931,800	34,431,631
Employee Benefits	37,000	86,235
Transportation and Communication	2,260,800	2,134,424
Supplies	1,471,700	1,539,380
Professional Services	21,700	159,537
Purchased Services	1,560,200	1,335,613
Property, Furnishing and Equipment	921,600	962,399
Grants and Subsidies	12,500	2,000
Revenue-Federal	(853,200)	(749,888)
Revenue - Provincial	(408,100)	(370,354)
Total Current	43,956,000	39,530,977
Capital		
Professional Services	1,027,900	1,156,486
Purchased Services	4,422,600	0
Property, Furnishings and Equipment	2,367,000	923,888
Total Capital	7,817,500	2,080,374
Total Royal Newfoundland Constabulary	51,773,800	41,611,351

* Unaudited financial statements provided by RNC Financial Management Division from the Oracle Financial Management System

** Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended 31 March 2009





Population/Police Officer

Jurisdiction	Population	Police Officers	Population per Police Officers	Police Officers per 100,000 Population
NE Avalon	183,305	327	561	178
Corner Brook	20,275	41	495	202
Labrador West	9,844	15	656	152
Total RNC	213,424	383	557	179
Canada	33,739,859	67,085	503	199

Statistics Canada: Police Resources in Canada 2009

Police/Civilian Staff

Jurisdiction	Police Officers	Civilian Staff	Total Staff	Police/Civilian Staff Ratio
NE Avalon	327	117	444	2.79
Corner Brook	41	10	51	4.1
Labrador West	15	15	30	1.0
Total RNC	383	142	525	2.70
Canada	67,085	26,999	94,084	2.5

Statistics Canada: Police Resources in Canada 2009

Police Officer by Sex

Jurisdiction	Male Officers		Female Officers		Total #
	#	%	#	%	
NE Avalon	261	80	66	20	327
Corner Brook	34	83	7	17	41
Labrador West	11	73	4	27	15
Total RNC	306	80	75	20	383
Canada*	54,280	81	12,805	19	67,085

Statistics Canada: Police Resources in Canada 2009

REPORT ON COMMITMENTS

Goal 1

Continue to improve patrol and operational support services

Objective

Strengthen research and analysis related to collision patterns

Progress and Accomplishments

In the Fall 2009, the RNC Operational Support section conducted a review of collision patterns in all RNC jurisdictions. This review identified the types of collisions that occurred but did not identify the causes of the collisions.



Ten intersections in the NEA region were identified as being the site of 5% of the total number of collisions and ten roadways were identified as the site of an additional 28% of collisions.

In response, the RNC Traffic section was directed to enhance enforcement at the high collision intersections. The RNC also developed a response program titled “Safe Roads, Safer Communities” which will be implemented in the new fiscal year. Through this program the RNC’s Traffic Services and Patrol Divisions will be dedicating more time to the education and enforcement of the highway Traffic Act.

Objective

Deliver Drug Abuse Resistance Education (DARE) program to all elementary schools in RNC jurisdictions

Progress and Accomplishments

In 2009-2010, the RNC committed to deliver the DARE program to all grade 6 classes within schools in RNC jurisdictions.

In Labrador City, Wabush and Churchill Falls, the DARE program was delivered to 150 grade 5 students in 2008-2009. When these students moved into grade 6 in 2009-2010, they were exempt from participating in the annual delivery of DARE.

In Corner Brook, there are a total of 13 grade six classes in 6 schools with 262 students. At the end of the fiscal year, the RNC delivered DARE to all 13 classes.



On the North East Avalon, there are a total of 91 grade six classes in 35 schools with a total of 2141 students. At the end of the fiscal year, DARE was delivered to 77 grade six classes by the three officers assigned to Community Services. The remainder of the grade six classes are scheduled to receive the DARE program before then end of the 2010 school year.

Objective

Deliver Students Taking Responsibility in Violence Education (STRIVE) to all junior high schools in RNC jurisdictions

Progress and Accomplishments

In November 2009, Cst. Tanya Campbell was assigned to deliver the STRIVE program to all 20 Junior High Schools in RNC jurisdictions.

By the end of February 2010, Cst. Campbell completed the delivery of the Strive program to 102 classes in 20 junior high schools in the RNC jurisdictions. Approximately 2500 students have received this presentation.

In November 2009, the RNC conducted a performance audit of its call centre operations. The audit indicated that from August 1, 2008 to July 13, 2009 approximately 14% of incoming calls were abandoned before being answered.

Objective

Identify and analyze performance indicators for RNC call centre operations

Progress and Accomplishments

In January 2010, Aliant became the new telephone service provider for the RNC. Meetings were held with Aliant representatives to assess the RNC equipment and service needs. Aliant has provided direction to the Communication Centre staff regarding the advanced operational capacity of existing equipment. Additional meetings will be held with Aliant in the new fiscal year to identify other options to improve efficiency.

Scheduling changes were made within the call centre to better align communications centre staff with periods where dropped calls were high.

To better meet the information needs of the public through alternate means, the RNC plans to sign a contract with YellowPages.ca to provide a direct link to the RNC website. The RNC anticipate that this information service may also reduce calls to the communication centre for general information.



REPORT ON COMMITMENTS

Goal 2

Meet targets for recruitment and training

Objective

Hire 22 cadets

Progress and Accomplishments

In September 2009, 22 police cadets were hired by the RNC.



Objective

Complete training plan

Progress and Accomplishments

On March 25, 2010, the training plan was completed.





Goal 3

Improve RNC facilities

Objective

Manage the contract for Phase 1 of the RNC HQ Redevelopment Project

Progress and Accomplishments

The \$4.5 million contract for Phase 1 of the RNC HQ Redevelopment project included the completion of an underground parking garage as well as an underground link between the main HQ building and the Annex, which will include a firing range.

By the end of January 2010, the underground parking garage was completed. By March 31, 2010, the underground link was near completion and anticipated to be completed by late April 2010.

Objective

Tender contract for Phase 2 of the RNC HQ Redevelopment Project

Progress and Accomplishments

The tender for Phase 2 of the HQ redevelopment project was issued on March 3, 2010. This phase includes all the renovations and extension to the main HQ building and the server room as well as the mechanical and heating systems of the Annex building. A third phase was identified for the redevelopment project which will include the remaining work for the redevelopment of the Annex building.

Phase 2 is expected to be completed by 2012-2013 and Phase 3, is expected to be completed in 2013-2014.



REPORT ON COMMITMENTS

Goal 4

Improve responses to family violence

Objective

Evaluate and seek to improve reports to better identify, define and quantify intimate partner violence

Progress and Accomplishments

Several new scripts were developed in the IMD Report Warehouse to better analyze intimate partner violence by gender, level of injury, relationships, and weapon type.

Objective

Research other police service responses to domestic violence to identify best practice

Progress and Accomplishments

In 2009-2010 the Strategic Planning and Research Section conducted a review of police responses to domestic violence across Canada and met with the domestic violence response units of the Toronto Police Service as well as the Vancouver Police Service. Consultations were conducted with members of the women's community within RNC jurisdictions to help identify where improvements could be made. Internal consultations were also conducted with members of the RNC Patrol Services and Criminal Investigation Divisions to help evaluate the present police response.

At the close of the fiscal year, information from the research was still being analyzed. The findings and recommendations of the research are expected to be completed in the new fiscal year.

Objective

Offer 6 training sessions on the Collaborative Approach to the Investigation of Family Violence

Progress and Accomplishments

By the end of the fiscal year, the RNC had exceeded its commitment to deliver 6 training sessions on the Collaborative Approach to the Investigation of Family Violence.

A total of 7 training sessions were delivered: 2 in Corner Brook; and 5 in the North East Avalon Region. In total, 54 police officers were trained.



...the RNC had exceeded its commitment to deliver 6 training sessions on the Collaborative Approach to the Investigation of Family Violence.



REPORT ON COMMITMENTS

Goal 5

Continue to improve criminal investigations

Objective

Purchase and install ArcGIS Crime Analysis software

Progress and Accomplishments

By late November 2009, the ArcGIS Crime Analysis software was purchased and installed on the desktop computers of the RNC crime analysts.

Objective

Train crime analysts in ArcGIS Crime Analysis software

Progress and Accomplishments

By late November 2009, the RNC crime analysts completed Arc GIS basic training.



Objective

Implement PEACE model interviewing

Progress and Accomplishments

In 2009-2010, the RNC partnered with Dr. Brent Snook, an associate professor in the MUN Department of Psychology, to introduce an alternative method for interviewing victims, witnesses and suspects.

The approach is based on the British PEACE model, and utilizes a professional model of investigative interviewing based on scientific research and designed to be more inquisitive and open-minded.

PEACE stands for:

- P - Preparation and planning
- E - Engage and explain
- A - Account
- C - Closure
- E - Evaluate

The method has been used in Britain since 1993 and has recently been implemented in New Zealand. The RNC is the first police agency to introduce the PEACE model interviewing technique in North America.

In 2009-2010, 41 police officers received training in the Peace Model interviewing technique.





Objective

Conduct an intelligence probe into organized crime

Progress and Accomplishments

In 2009-2010, two investigations, code named "Razorback" and "Safeguard," resulted in charges being laid.

On September 3, 2009 the Royal Newfoundland Constabulary initiated a major drug investigation code named "Razorback" with assistance from the RCMP "B" Division. Assistance was also received from RCMP Richmond Detachment, Victoria Police Department, Saanich Police and RCMP Vancouver Airport Crime Unit.



On January 12, 2010, police seized approximately \$500,000 cash, 6 vehicles and \$1 million worth of illegal drugs. Police arrested nine individuals in St. John's, Mount Pearl and Conception Bay South. Police arrested twelve men and one woman between 18 and 36 and charged them with various offences including, Trafficking in a Controlled Substance, Possession of a Controlled Substance for the Purpose of Trafficking, Laundering Proceeds of Crime and Commission of Offence for Criminal Organization. Another individual in Whitehorse was arrested under warrant in connection with the same investigation.

Operation Safeguard is an ongoing investigation into drug trafficking inside Her Majesty's Penitentiary. In February 2010, the investigation resulted in the arrest of one individual and the seizure of narcotics, marijuana and other contraband.

Objective

Increase opportunities for police officers to gain experience in criminal investigations

Progress and Accomplishments

On August 25, 2009 the Government of Newfoundland and Labrador and the Royal Newfoundland Constabulary Association agreed to establish, "... a joint committee to review the promotional process contained in the Collective Agreement pertaining to transfers, training and selection. The purpose of this review was to develop a new methodology for the transfer, training and selection of police officers."

REPORT ON COMMITMENTS

Goal 5 cont'd

Continue to improve criminal investigations



On February 1, 2010, the committee submitted its recommendation to the Government of Newfoundland and Labrador as well as the Royal Newfoundland Constabulary Association.

In the new fiscal year, it is expected that both parties will enter into a memorandum of agreement with respect to changes in the collective agreement that will facilitate increased opportunities for police officers to gain experience in criminal investigations.

Objective

Offer criminal investigations technique course

Progress and Accomplishments

To prepare for the delivery of the criminal investigation technique course, the RNC Training section undertook a review of the course and recommended that it be redeveloped to ensure the inclusion of new techniques.

In January 2010, Cst. Sharon Warren was identified to redevelop the course, however due to other operational priorities her assignment to this project was significantly delayed. In March 2010, Cst. Warren was assigned to redevelop the criminal investigative techniques course. The development of the course is expected to be completed in June and delivery of the course is expected to commence in September.

Objective

Offer 2 training courses in the Collaborative Approach to Investigating Child Sexual Abuse

Progress and Accomplishments

Two training courses in the Collaborative Approach to Investigating Child Sexual Abuse were delivered in the North East Avalon. As a result 20 police officers were trained in this program in 2009-2010.



Goal 6

Meet RNC commitments to the steering committee for Adult Alternative Justice program

Objective

Continue to participate on the steering committee for Adult Alternative Justice program

Progress and Accomplishments

On January 8, 2010, the Department of Justice tabled a revised Strategic Plan in the House of Assembly which no longer included commitments to the Adult Alternative Justice program.

In light of this development, the steering committee for this program has been discontinued and the RNC commitment to this project is complete.

Goal 7

Improve gender equality

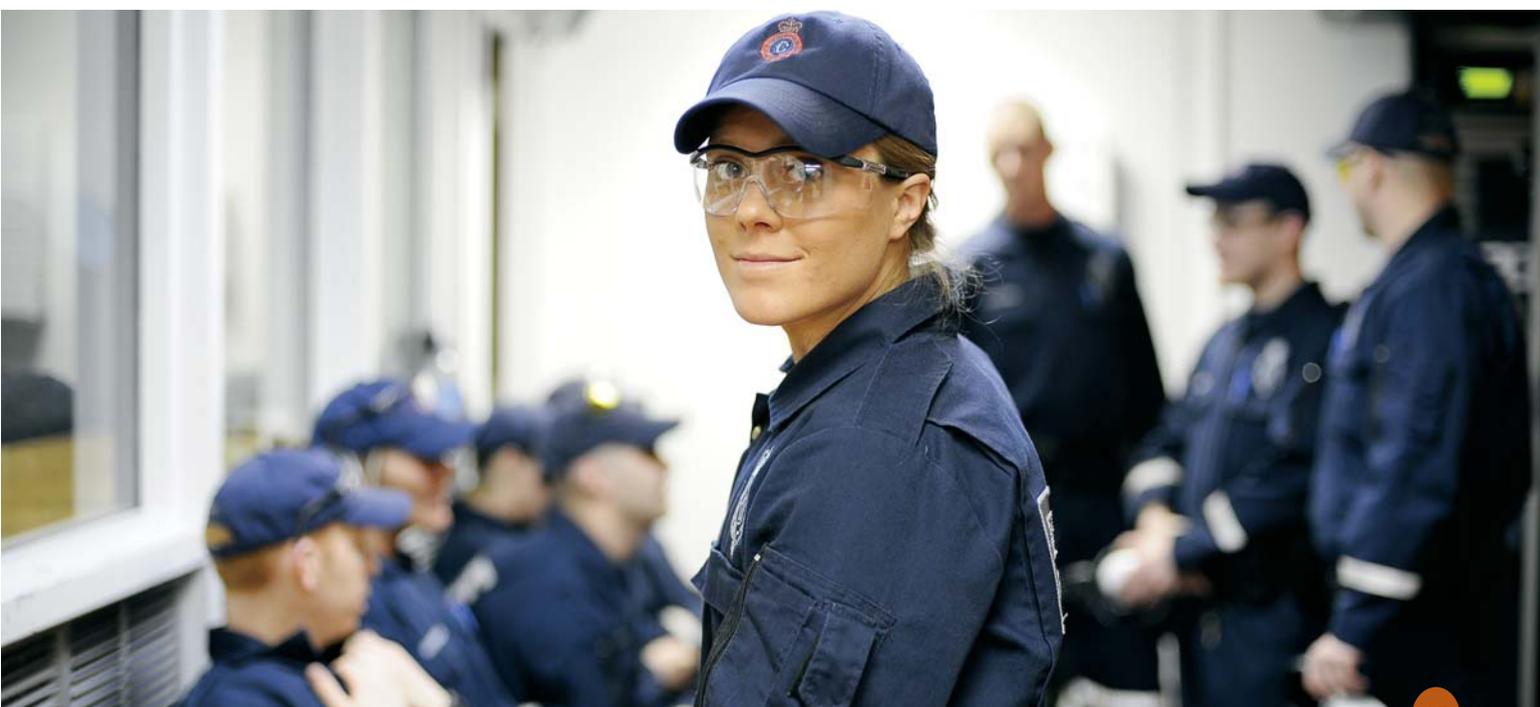
Objective

Offer 2 women focussed recruitment sessions

Progress and Accomplishments

The RNC held 3 women centred recruitment sessions which were attended by approximately 70 women. Additional women also participated in the general recruitment sessions.

Two sessions were held at Memorial university in September and one session was held at Sir Wilfred Grenfell College in Corner Brook in October.



REPORT ON COMMITMENTS

Goal 7 cont'd

Improve gender equality

Objective

Offer 2 women centred sessions for PARE preparation

Progress and Accomplishments

Three women centred PARE preparation sessions were held in December 2009-2010. These sessions were attended by 22 female police cadet candidates.

Objective

Hold event to recognize International Women's Week

Progress and Accomplishments

On March 8, 2010, the RNC proudly marked International Women's Day by hosting simultaneous events in each RNC jurisdiction. These events involved meetings with women's organizations to discuss the RNC's action on women's equality and violence against women and to discuss any issues of concern.

The meetings were followed by a small reception for all staff with an address

from the regional commander celebrating the equality of women which strengthens the RNC, our province and our nation.



In the North East Avalon, Chief Browne met with Linda Ross of the Provincial Advisory Council on the Status of Women, Charmaine Davidge of the St. John's Status of Women's Council, Vyda Ng with the Northeast Avalon Coalition Against Violence, Gail Tobin of the Iris Kirby House as well as Yamuna Kutty and Melly Swamida with Multi-Cultural Women's Organization.

In Corner Brook, Acting Superintendent Calvin Barrett met with Heather Davis from the Corner Brook Women's Centre; Kathleen Jason from the Western Regional Coalition to End Violence and Mary Martin of the Transition House.

In Western Labrador, Inspector Terry Corbin met with Noreen Careen and Theresa Barry of the Labrador West Status of Women Council, Peggy Mugridge and Marie Kelly of Hope Haven Women's Shelter, Cavel Burke and Vera Bennett of MADD as well as representatives from other community groups.

Objective

Train 6 employees to deliver Respectful Workplace training

Progress and Accomplishments

Training for 6 RNC employees to deliver respectful workplace training could not be made available in 2009-2010. Responsibility for the respectful workplace activities of the RNC was assigned to the Director of Strategic Planning and



Research. Meetings were held with the respectful workplace committee as well as with representatives of the public service commission to review the role and responsibilities of a respectful workplace committee.

From these meetings and discussions, a terms of reference was drafted for the RNC's Healthy and Respectful Workplace Committee which combines activities related to helping employees deal with personal issues, workplace conflict and building a healthy workplace environment. Training needs identified included: Intermediate training for managers

and supervisors related to conflict resolutions; training for the Healthy and Respectful Workplace Committee members regarding the role and responsibility of the committee, conflict resolution and training to deliver the respectful workplace training.

Delivery of these training programs has been scheduled to take place in the new fiscal year.

Progress and Accomplishments

The Atlantic women in Law Enforcement conference held in Stellarton, Nova Scotia from October 20-23 was attended by Sgt. Sue Bill, Cst. Sharon Warren and Cst. Karen Hemmens. Cst. Sharon Warren was awarded with the Police Officer of the Year Award.

Objective

Send 3 representatives to the Atlantic Women in Law Enforcement (AWLE) and International Association of Women Police (IAWP) conferences



REPORT ON COMMITMENTS

Goal 7 cont'd

Improve gender equality



The International Association for Women Police conference held in Seattle Washington on September 20, 2009 was attended by Sgt. Sue Bill and Cst. Corrine James. A third police officer was also approved, but subsequently could not attend and a substitute could not be identified in time.

Objective

Conduct research on employer sponsored daycare

Progress and Accomplishments

Over the fiscal year the Strategic Planning and Research Section of the RNC reviewed governance and operational models for employer sponsored childcare.

The Confederation Building Day Care Centre emerged as the preferred model given it's lease arrangements with the provincial government, long standing service to provincial government employees and governance structure which consists of parents whose children are eligible to attend the day care facility.

In the next fiscal year, the RNC will consult with RNC employees and meet with the representatives of the Confederation Building Daycare Society Co-op to explore in more detail operational and governance options.



Objective

*Implement sponsorship/
fundraising strategy for the
2012 IAWP conference*

Progress and Accomplishments

The IAWP conference in 2012 is expected to cost up to \$900,000. Revenues from conference participants are expected to generate approximately \$600,000. The remainder of the conference expenses will be offset through corporate sponsorship. Planning for the 2012 IAWP conference this year has been focused on fundraising and updating the sponsorship package.

This year, the sponsorship package was redeveloped and the organizing committee partnered with the OCIO to redesign the official IAWP 2012 website. The website will provide delegates with on-line registration and payment. Construction of the website is ongoing and is expected to be completed early in 2010-2011.

To date approximately \$81,000 has been secured in corporate sponsorship. This year the organizing committee secured sponsorship from Versaterm (\$1,000) and Nalcor (\$5,000). Atlantic Lottery Corporation and GJ Cahill have also expressed their intention to join the sponsorship program. These sponsors join the following:

- RNCA \$15,000
- RNC \$30,000
- RCMP \$30,000

Goal 8

Improve RNC facilities in Labrador

Objective

*Acquire living accommodations
for police officers serving in
western Labrador*

Progress and Accomplishments

In September 2009, 8 housing units were purchased in Wabush for police officers serving in Western Labrador.



REPORT ON COMMITMENTS

Goal 9

Meet RNC commitments to the implementation committee on criminal justice efficiencies

Objective

Participate on the provincial court Case Flow Management Committee

Progress and Accomplishments

In December 2009, the work of the committee was concluded.

Objective

Ensure the time between arrest and first appearance in court is no longer than 3 weeks for routine cases (NEA region only)

Progress and Accomplishments

The RNC Information Management Division conducted an audit of arrest files between October and December 2009. The audit results indicated that approximately 88% of charges and disclosures were forward to the Crown's office within three weeks.

To improve compliance with this commitment, a notification was issued to all staff.

Objective

Ensure a copy of "Notice to a Person Charged with an Offence" is provided to accused persons

Progress and Accomplishments

The RNC Information Management Division conducted an audit of the arrest files from October to December to determine compliance with this direction. The audit results indicated that approximately 79% of charge files had a copy of the "Notice to a Person Charged with an Offence" provided to the accused.

To improve compliance with this objective, a notification was issued to all staff.





Objective

Implement electronic disclosure for impaired and shoplifting charges; train crown office and RNC staff

Progress and Accomplishments

In February 2010, electronic disclosure for impaired and shoplifting was implemented.

Goal 10

Improve business processes

Objective

Develop a strategy to manage audio and video recordings

Progress and Accomplishments

Over the fiscal year, the RNC Information Management Division reviewed alternatives regarding the management of audio and video recordings. Through this review, the Information Management Division identified TRIM as the preferred solution to manage these recordings.

Objective

Continue to train NCO's and patrol officers in Mobile Data Terminal (MDT) operation

Progress and Accomplishments

During this fiscal year, 54 police officers received MDT training.

Objective

Research best practices for property management

Progress and Accomplishments

During 2009-2010, the Audit Branch conducted: (i) a thorough inventory of the more than 9,000 property room items; (ii) a detailed systems audit for the property room items inventoried; and (iii) researched best practices in property room management.



A Property Room Audit Implementation Team was also formed to act on any recommendations by the Audit Branch.

While the audit and research processes are still ongoing, preliminary findings informed the development of new procedures to tighten controls related to cash handling and impounded vehicles.

In the new fiscal year, research and audit will continue to review handling, storage and disposal procedures and standards for different types of property.

REPORT ON COMMITMENTS

Goal 10 cont'd

Improve business processes

Objective

Introduce correspondence tracking system to administration staff

Progress and Accomplishments

During the fiscal year, the RNC information Management Division began preparation to implement TRIM as a records management tool.

Throughout the year, 8 support staff completed TRIM training. The Information Management Division also developed and implemented a correspondence tracking tool using MS Excel which can be read directly into TRIM once the application is fully implemented.

Objective

Implement IDEA based financial reporting system to allow for more customized, user friendly reports and more comprehensive management discussion and analysis

Progress and Accomplishments

The RNC Finance Division acquired three IDEA licences in the 2009/2010 fiscal year. This software has been installed on three computers in the division.

One staff member received IDEA training in the 2009/2010 fiscal year. Another divisional employee will receive the same training in the 2010/2011 fiscal year.

Data from government's Oracle Financial Management System is now regularly imported into IDEA for financial analysis, reporting, and distribution.

Objective

Develop cost recovery office training manual

Progress and Accomplishments

This manual has been completed and posted on the RNC Finance Division's shared network drive for divisional employees and regional administrative staff to enable all current and future employees to use.

Objective

Develop financial policies and procedures manual specific to the RNC

Progress and Accomplishments

Progress toward this goal will be continued into the next fiscal year. There are numerous pieces of legislation and procedural documents covering financial management in government. In 2009-2010, The RNC Finance Division compiled an inventory of these reference materials and made it available to all RNC employees through the RNC internal computer network.

The RNC Finance Division continues to be pro-active and provide financial expertise, oversight, advice and direction to RNC executive, managers and other staff.



AWARDS AND RECOGNITION

Police EXEMPLARY SERVICE MEDAL

The Police Exemplary Service Medal recognizes police officers who have served in an exemplary manner, characterized by good conduct, industry and efficiency. Recipients must have completed 20 years of full-time service with one or more recognized Canadian police forces. Full-time police cadets in training also qualify for the award. Consideration is given only to periods of service for which no other national long service, good conduct or efficiency decoration has been awarded.



The recipients of the 2010 awards are identified below:

30 Year Service

CLASS 1979

Deputy Chief **Robert P. Johnston** Sergeant **Jefferie A. Janes**
Staff Sergeant **Peter Devereaux** Sergeant **Cecil J.R. Penney**
Staff Sergeant **Eric W. Keating** Constable **Anthony E. Grace**
Staff Sergeant **Ross Poole**

20 Year Service

CLASS 1988

Constable **Sharon B. Warren**
Constable **Jeffrey L. Thistle**

CLASS 1989

Constable **Sharon C. Smith**
Constable **Graham S. Rex**



Crime Stoppers Police Officer of the Year



The Police Officer of the Year Award is designed to recognize a police officer working in the Province of Newfoundland and Labrador who has exhibited outstanding qualities in the execution of their duties.

On January 27, 2010, Crime Stoppers, in conjunction with VOCM Cares Foundation, announced the 2009 Police Officers of the Year. This year the nominees from the RNC were Cst. Robert Edwards, Cst. Scott Mosher and Cst. Robert Howard. The honours went to RNC, Cst. Robert Edwards, Community Services- Media Relations Officer in the Corner Brook Detachment.

Atlantic Women in Policing Awards

The AWLE recognizes deserving women officers by presenting awards annually to those who have distinguished themselves in areas of: (i) leadership; (ii) community service; (iii) mentoring; (iv) performance excellence; (v) valour; and (vi) team endeavours. The Officer of the Year Award is awarded to any female officer who has a history in excellence in all areas of leadership, community service, mentoring and excellence in performance. In 2009 three RNC officers were nominated for these awards: Cst. Karen Hemmens; Cst. Sharon Warren and Sgt. Marlene Jesso. Officer of the Year was awarded to RNC Cst. Sharon Warren.



Safer Communities through Policing Excellence



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