



REPORT ON

POLICE SERVICE

ACTIVITIES (2010 - 2011)

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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, 2011.

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 2010-2011, 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 vision of the RNC is to achieve safer communities through policing excellence.”

The following report covers the period April 1, 2010 to March 31, 2011. 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

HIGHLIGHTS

RETIREMENT OF RNC CHIEF OF POLICE, JOE BROWNE

At the end of April 2010, Chief Joe Browne retired from the Royal Newfoundland Constabulary after 27 years of service. Among his many contributions to the RNC, Chief Browne championed the development of the new Police Studies Program in partnership with Memorial University of Newfoundland as well as a substantial recruitment initiative which dramatically changed the gender profile and culture of the service.

APPOINTMENT OF NEW RNC CHIEF OF POLICE, ROBERT JOHNSTON

On May 1, 2010 Robert Johnston became the 20th Chief of Police with the Royal Newfoundland Constabulary. He is a thirty-two year veteran of the RNC and has worked in the areas of Criminal and Patrol Operations. The majority of his career has been in the Criminal Investigation Division; Criminal Intelligence, Major Crime and Sexual Offence Units. Under his leadership, the Criminal Investigation Division expanded creating new specialized units as well as the development of training and implementation of best practices in areas of the latest in investigative techniques and science to ensure "Safer Communities through Policing Excellence".

FREEDOM OF THE CITY AND CONSTABULARY COURT

On August 18, 2010 the City of St. John's conferred the "Freedom of the City" upon the Royal Newfoundland Constabulary for service to the community. The city also officially opened "Constabulary Court" located at the intersection of Gower Street and Queen's Road in downtown St. John's as a parkette where the RNC Legacy Sculpture was unveiled by Her Excellency, The Right Honourable Michaëlle Jean, Governor General of Canada.

IAWP INTERNATIONAL POLICE OFFICER OF THE YEAR AWARD

On Monday, September 27, 2010 Constable Sharon Warren received the International Association of Women Police 2010 Officer of the Year.

AWLE COMMUNITY SERVICE AWARD

In October 2010 in Fredericton, New Brunswick Constable Karen Hemmens received the 2010 Atlantic Women in Law Enforcement Award (AWLE) for Community Service.

CRIME STOPPERS POLICE OFFICER OF THE YEAR

On January 26, 2011, Crime Stoppers, in conjunction with VOCM Cares Foundation announced Sgt. Pat Roche as the 2010 RNC Police Officer of the Year.

INTERNATIONAL PEACE OPERATIONS COMMEMORATIVE COIN

On January 11 the Honourable John C. Crosbie, Lieutenant Governor of Newfoundland and Labrador and Honorary Chief of Police, along with Royal Newfoundland Constabulary Chief of Police Robert Johnston, presented the International Peace Operations Commemorative Coin to the eight RNC officers who have served overseas.

LEGAL RESEARCH AWARDS

In February 2011, RNC Cadet Penney was one of six recipients of the 2009/2010 Legal Research Awards presented by the Law Foundation of Newfoundland and Labrador for his paper entitled "Undergraduate Attitudes Toward Differing Justice Models and Perceptions of Rehabilitative Principles."



STATS AT A GLANCE



Call for Service Statistics

Jurisdiction	2006	2007	2008	2009	2010
North East Avalon	52299	55459	55969	59828	62356
Corner Brook	8450	9222	9577	9430	9864
Labrador	2919	2882	3280	2938	3200
Outside Jurisdiction	188	174	247	228	242
Total	63668	67755	68826	72424	75662

Royal Newfoundland Constabulary, Information Management Division: Calls for Service, April 2011

Crime Statistics - All RNC Jurisdictions

Offence Classification	2006	2007	2008	2009	2010
Violent Crimes - Crimes Against Person	2797	3543	4123	4166	4417
Crimes Against Property	11373	12150	11232	11782	12766
Other Criminal Code	2509	3465	3499	3485	4057
Controlled Drugs and substances	314	394	541	640	691
Other Federal Statutes	337	376	419	453	381
Criminal Code Traffic/Impaired Violations	504	1029	1301	1287	1482
Provincial Traffic Offences	16116	16239	19391	21058	23469
Motor Vehicle Accidents	3639	4326	4740	5118	5577
Total	37589	41522	45246	47989	52840

Royal Newfoundland Constabulary, Information Management Division: Police Reported Incidents by Offence Categories by Jurisdiction, April 2011

Crime Statistics - North East Avalon

Offence Classification	2006	2007	2008	2009	2010
Violent Crimes - Crimes Against Person	2424	3141	3679	3728	3918
Crimes Against Property	10519	11137	10172	10725	11650
Other Criminal Code	2178	3007	2988	2993	3459
Controlled Drugs and substances	245	296	422	523	564
Other Federal Statutes	256	316	374	357	340
Criminal Code Traffic/Impaired Violations	412	893	1120	1118	1850
Provincial Traffic Offences	14114	14814	17316	18981	19981
Motor Vehicle Accidents	3129	3753	4030	4411	4851
Total	33277	37357	40101	42839	46013

Royal Newfoundland Constabulary, Information Management Division: Police Reported Incidents by Offence Categories by Jurisdiction, April 2011

STATS AT A GLANCE

Crime Statistics - Corner Brook

Offence Classification	2006	2007	2008	2009	2010
Violent Crimes - Crimes Against Person	263	284	319	323	351
Crimes Against Property	659	778	766	770	835
Other Criminal Code	251	356	408	388	466
Controlled Drugs and substances	61	83	88	91	95
Other Federal Statutes	66	53	33	86	40
Criminal Code Traffic/Impaired Violations	35	87	137	134	181
Provincial Traffic Offences	1856	1292	1690	1304	2230
Motor Vehicle Accidents	323	375	447	491	529
Total	3514	3308	3888	3587	4727

Royal Newfoundland Constabulary, Information Management Division: Reported Incidents by Offence Categories by Jurisdiction, April 2011

Crime Statistics - Labrador

Offence Classification	2006	2007	2008	2009	2010
Violent Crimes - Crimes Against Person	110	118	125	115	148
Crimes Against Property	195	235	294	287	281
Other Criminal Code	80	102	103	104	132
Controlled Drugs and substances	8	15	31	26	32
Other Federal Statutes	15	7	12	10	1
Criminal Code Traffic/Impaired Violations	57	49	44	35	51
Provincial Traffic Offences	146	133	385	773	1258
Motor Vehicle Accidents	187	198	263	216	197
Total	798	857	1257	1566	2100

Royal Newfoundland Constabulary, Information Management Division: Police Reported Incidents by Offence Categories by Jurisdiction, April 2011

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	8197.0	\$578,511	\$3.9M
2010-2011	836	0.42	744	\$233,274	\$2.5M

Royal Newfoundland Constabulary: Drug Section, May 2011.



Budget

	2008-2009* Actual \$	2009-2010** Actual \$	2010-2011*** Actual \$
Current			
Salaries	34,431,631	38,931,845	39,793,000
Employee Benefits	86,235	36,955	38,944
Transportation and Communication	2,134,424	2,260,766	2,170,960
Supplies	1,539,380	1,471,681	1,606,295
Professional Services	159,537	21,695	111,746
Purchased Services	1,335,613	1,560,213	1,804,923
Property, Furnishing and Equipment****	962,399	921,613	526,660
Grants and Subsidies	2,000	12,500	12,000
Revenue-Federal	(749,888)	(812,940)	(1,192,366)
Revenue - Provincial	(370,354)	(361,446)	(455,441)
Total Current	39,530,977	44,042,882	44,416,721
Capital			
Professional Services	1,156,486	1,027,888	491,809
Purchased Services	0	4,450,120	5,518,473
Property, Furnishings and Equipment	923,888	1,579,873	1,721,998
Total Capital	2,080,374	7,057,881	7,732,280
Total Royal Newfoundland Constabulary	41,611,351	51,100,763	52,149,001

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

** Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended 31 March 2010

*** Unaudited financial statements provided by RNC Financial Management Division from the Oracle Financial Management System May 2011.

****Property furnishings and equipment includes capital cost of fleet acquisitions

Population/Police Officer

Jurisdiction	Population**	Police Officers	Population per Police Officer	Police Officers per 100,000 Population
NE Avalon	192,326	336	572	175
Corner Brook	20,122	40	503	199
Labrador West	9,912	22	451	222
Total RNC	222,360	398	559	179
Canada*	34,108,752	69,299	492	203

RNC Finance Division as of May 15, 2011

*Statistics Canada: Police Resources in Canada 2010

** RNC jurisdictional population estimates provided by Newfoundland Statistics Agency for 2010.

Police/Civilian Staff

Jurisdiction	Police Officers	Civilian Staff	Total Staff	Police/Civilian Staff Ratio
NE Avalon	336	102	438	3.3
Corner Brook	40	8	48	5
Labrador West	22	11	33	2
Total RNC	398	121	519	3.3
Canada*	69,299	27,344	96,643	2.5

RNC Finance Division as of May 15, 2011. The number of civilian staff for the NE Avalon does not include the number of cadets (19). The number of cadets (22) was included in the number of civilian employees reported in the 2009-2010 RNC activity report.

*Statistics Canada: Police Resources in Canada 2010

Police Officer by Sex

Jurisdiction	Male Officers		Female Officers		Total #
	#	%	#	%	
NE Avalon	264	78.6	72	21.4	336
Corner Brook	34	85.0	6	15.0	40
Labrador West	17	77.0	5	23.0	22
Total RNC	315	79.1	83	20.9	398
Canada*	55,969	80.8	13,330	19.2	69,299

RNC Finance Division as of May 15, 2011

*Statistics Canada: Police Resources in Canada 2010

Police Officer by Sex and Rank

Jurisdiction	Commissioned Officers		Non-Commissioned Officers		Constables	
	Male	Female	Male	Female	Male	Female
Total RNC	83.3	16.7	93.8	6.3	75.9	24.1
Canada*	91.3	8.7	84.8	15.2	78.6	21.4

RNC Finance Division as of May 15, 2011

*Statistics Canada: Police Resources in Canada 2010



REPORT ON COMMITMENTS

Goal 1

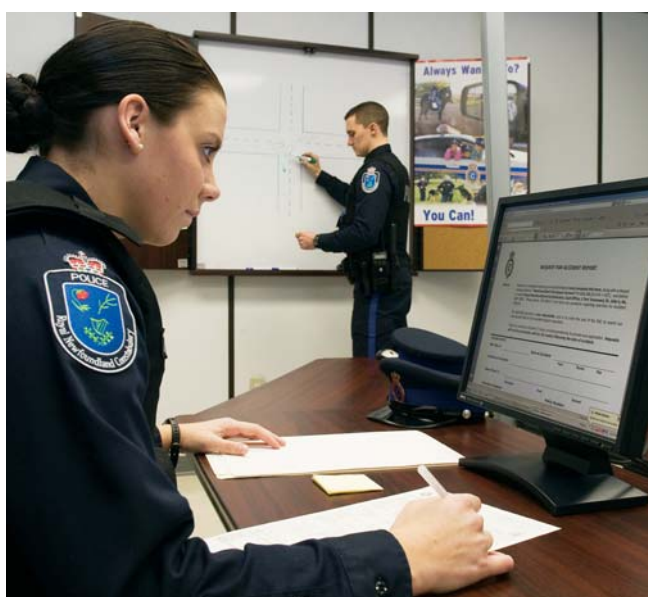
Continue to improve patrol and operational support services

Objective

Develop and implement plan to reduce vehicle collisions

Progress and Accomplishments

On May 16, 2010 a new program called "Safe Roads, Safer Community" was launched and in January 2011 the Traffic Services unit was increased by one officer for a total of 9 police officers.



The safe roads safer communities program is a one month program specifically aimed at reducing the number of motor vehicle collisions at ten intersections with the highest number of collisions associated. During this initiative, police officers patrolled these intersections and set up stationary observation points. A total of 337 moving violation summary offence tickets were issued to drivers, including 98 for speeding, over the one month period. This program is intended to have a residual impact of improved overall driver compliance with the Highway Traffic Act and result in reduced accident rates. The RNC's enforcement of the Highway Traffic Act in 2010 resulted in an 8% increase in the number of summary offence tickets issued from 18,759 in 2009 to 20,276 in 2010.

Objective

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

Progress and Accomplishments

Within the Northeast Avalon the DARE program was delivered to 1456 Grade 6 students in 73 classes in 26 schools. All 26 schools held their graduations by the end of March.

In Labrador, the DARE program was delivered to 115 grade 6 students at J.R. Smallwood Middle School. These students concluded the DARE program on May 20th 2011.

In Corner Brook, the DARE program was delivered to 247 grade 6 students in 11 classes of 5 schools. These students graduated from the DARE program by the end of March.



REPORT ON COMMITMENTS

Objective

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

Progress and Accomplishments

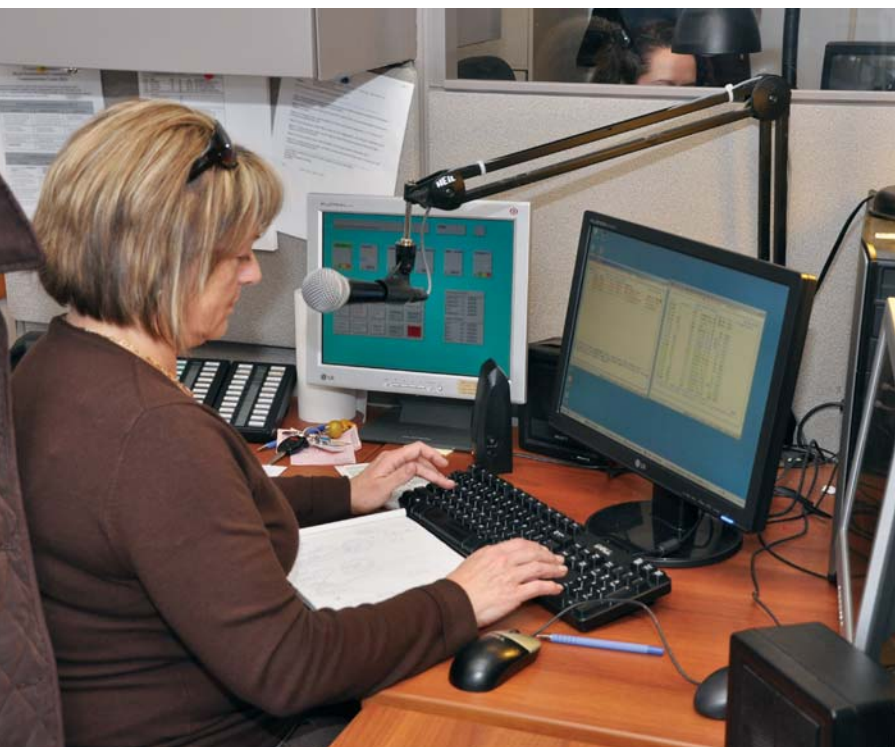
From January 2011 to April 2011 Cst. Tanya Campbell delivered the STRIVE program to a total of 2079 grade 8 students in RNC jurisdictions. There were a total of 21 schools, with 103 classes in the Avalon East, Corner Brook and Labrador jurisdictions.

Objective

Identify and implement any recommendations to improve call centre performance

Progress and Accomplishments

In 2010-2011 several improvements were implemented in the communications centre to decrease the percentage of dropped calls. A call threshold was established which more accurately defines dropped calls.



To further improve call centre performance, dispatchers have been trained and detailed instructions have been posted in the Communications Centres so that unscheduled dispatch console shutdowns can be serviced directly by the dispatchers.

All members of the Communications Centre, both police and civilians, received training in GPS/mapping. Software has been installed in the Communications Centre so that staff is able to find the locations of cell phone users whom police are trying to locate.

Uninterrupted power supply (UPS) back-up power was installed on Computer Aided Dispatch terminals. This will eliminate any interruption in service related to any power interruption.

Recorder Remote Alarm was installed on the Communications log recording system so that an audible alarm is heard by Communications Centre staff in the event of a recording failure of our phone conversations and mobile radio transmissions. Previously it was left for personnel to manually check this system which was located in another room. This new alarm will be audible from the main centre and can now be addressed immediately.



Goal 2

Meet targets for recruitment and training

Objective

Hire 25 new officers

Progress and Accomplishments

In September, 25 new police officers were sworn in at a ceremony which took place at Field House, Memorial University. Of the 25 new police officers, 11 (44%) were women.



Objective

Identify 2010-2011 training priorities and implementation plan

Progress and Accomplishments

In November 2010 the RNC Training Plan was approved. This plan sets training standards for various functional areas of the organization.

The 2010-2011 RNC Training Plan was successfully implemented. Approximately 70 courses were offered through the RNC training section delivered by various service providers including the Canadian Police College, Ontario Police College, Atlantic Police Academy, Center for Learning and Development, Memorial University, the Public Service Commission as well as the RNC Training Section.

In total, training was delivered to over 1,315 participants comprised of the 1,279 police officers and 36 civilian employees. Given the RNC employed approximately 408 police officers, this means that on average, each police officer participated in 2-3 training courses in 2010-2011.

Courses delivered in 2010-2011 focussed on criminal investigation techniques, CPR and first aid, firearms, use of new technology and communications. Management training in conflict resolution and supervisory leadership were also a training focus.

REPORT ON COMMITMENTS

Goal 3

Improve RNC Facilities

Objective

Manage the contract for Phase 2 of the RNC HQ Redevelopment Project



Progress and Accomplishments

Construction for Phase 2 commenced in September, 2010 and is still ongoing. By the end of March, 2011 construction was continuing at both the RNC headquarters and annex buildings.

The headquarters gym facilities were demolished and construction is ongoing to complete the new three story eastern extension. Once completed the extension will house several sections of CID, a large Special Operations Room, the Information Management Division, the Professional Standards Division, and new locker rooms and shower facilities for our male and female officers.



Renovations to the basement of the Annex Building commenced and are ongoing to install the centralized computer server room and the mechanical and heating system which will service both buildings.

Objective

Conduct an assessment of RNC facilities in Corner Brook

Progress and Accomplishments

Due to the capital investment and facilities management resources associated with the headquarters redevelopment project and the purchase of housing units for RNC police officers in the Labrador Region, the assessment of RNC facilities in Corner Brook could not be realized in the last fiscal year as planned.



Goal 4

Improve responses to family violence

Objective

Identify best practises to be implemented by the RNC

Progress and Accomplishments

Recommendations for improvements in the police response to family violence were presented to Executive on January 26, 2011. Accordingly, the RNC has implemented the following:

- Assigned domestic violence coordinator responsibilities as secondary duties to a police officer in Crimes Against Persons Section;
- Provided the domestic violence coordinator training in Major Case Management, Criminal Investigative Techniques, PEACE Model interviewing and opportunities to continue education in specialized training relevant to family violence investigation;
- Closer liaison with Victim Services with a focus on ensuring safety plans are established;
- Continued commitment to participate in the Violence Prevention Initiative, Family Violence Intervention Court and other provincial government initiatives that address family violence;



- Assigned female officers to take photographs of female victims attending Forensic Identification Section, where possible;
- Regular monitoring and reporting on family violence cases;
- Annual consultation with external stakeholders to review annual stats on family violence and review police response; and
- Continued requirement for all police officers to complete training in the Collaborative Approach to the Investigation of Family Violence.

Objective

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

Progress and Accomplishments

In 2010-2011, the RNC delivered 8 training sessions on the Collaborative Approach to the Investigation of Family Violence. Four training sessions were delivered in the North East Avalon region, 2 in the Corner Brook Region and 2 in the Labrador Region. A total of 58 police officers participated in this training including 9 from Labrador and 5 from the Corner Brook regional offices.

REPORT ON COMMITMENTS

Goal 5

Continue to improve criminal investigations

Objective

Train police officers in ArcGIS Crime Analysis software

Progress and Accomplishments

Police officers have been provided access to maps in pdf format from ArcGIS on the ICAN system. Police officers have also been provided direction as to how to access the maps. This will allow them to analyze and disseminate crime information with the objective of improving service delivery and achieving policing excellence.

Objective

Monitor implementation of PEACE model interviewing

Progress and Accomplishments

The implementation of PEACE model interviewing commenced in January 2009 in the form of a pilot project for members of the CID.

In 2009-2010, 41 police officers from the CID received training in PEACE model interviewing at the Tier 2 level.

Police officers who participated in the training reported improvements in:

- questioning skills (including question sequencing);
- rapport building, communication, and active listening skills;
- thoroughness of information extraction; and
- confidence in interview preparedness

In 2010-2011, based on the positive results of the two-week Tier 2 training program (Investigative Interviewing), the curriculum for PEACE model interviewing was expanded to four additional courses entitled:

- Tier 1: Interviewing Fundamentals;
- Tier 3: Child Interviewing;
- Tier 3: Significant Witness Interviewing; and
- Tier 3: Advanced Suspect Interviewing.

Training in Tier 1 has been extended to all St. John's based patrol officers, Telephone Reporting Centre members as well as members of Accident Investigation. In 2010-2011, approximately 160 police officers participated in the Tier 1 course. Further, 10 RNC members participated





in two Tier 2 courses. The Tier 3 course on child interviewing is planned for the fall of 2011. In addition, the RNC has provided its investigative interviewing expertise to other Canadian police organizations through the training of six officers from five different organizations (e.g., Vancouver, Halton Regional, Peel Regional, Greater Sudbury, and the Canadian Police College), and through the delivery of a Tier 2 course to 14 members of Peel Regional Police.

In 2009, a MUN master's in experimental psychology student (Sarah MacDonald) was tasked to conduct an evaluation of the PEACE interview training. Her evaluation pertains to an assessment of the cognitive interviewing component of the Tier 2 course. It is expected that this evaluation will be completed in July of 2011. Additional evaluations of street-patrol training and Tier 3 level courses are being planned to commence in late 2011.

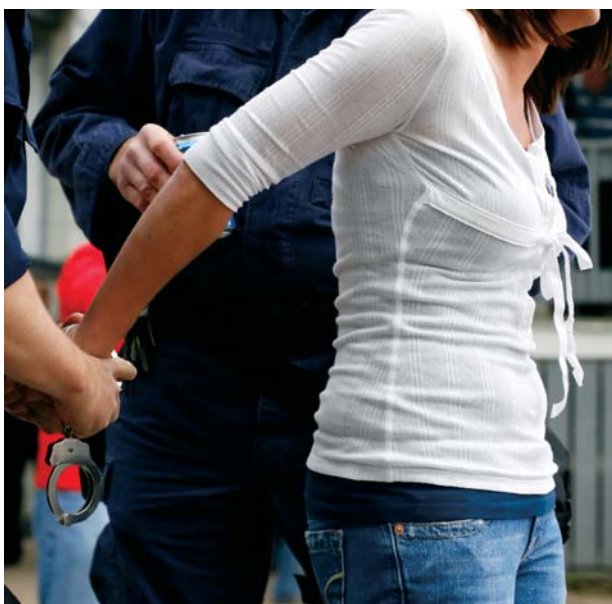
Several individual and group feedback sessions have been conducted with members. Members have indicated that they appreciate the feedback on their interview performance and have indicated that more dedication to such written and oral feedback is immensely important to ensuring they maintain their valued skills. It is intended that feedback sessions form a regular part of all future PEACE training.

Objective

Identify target crime areas and response plan

Progress and Accomplishments

In 2010-2011, the RNC Criminal Investigation Division focused on armed robberies, drug trafficking and commercial crime. Based on reports of crime and intelligence gathered, operational plans were put in place which resulted in the following investigations and arrests.



In August, 2010, the RNC General Investigation Unit arrested 6 men and laid 14 charges in relation to a series of armed robberies in the North East Avalon Region. In September 2010, the RNC Street Drug Unit arrested a thirty-three year old Alberta man for drug related offences. The RNC officers seized 64 pounds of marijuana with an estimated street value of approximately \$580,000 as well as \$150,000 in cash and various drug paraphernalia.

In December 2010, the RNC Economic Crime Unit charged two pharmacists and a St. John's pharmacy with a total of 204 violations under the Food and Drug Regulations, 4 violations of the Narcotic Control Regulations and 22 charges under the Criminal Code of Canada.

REPORT ON COMMITMENTS



Objective

Continue to offer increased opportunities for police officers to gain experience in criminal investigations.

Progress and Accomplishments

In October 2010, a memorandum of agreement was signed between the Government of Newfoundland and Labrador and the Royal Newfoundland Constabulary Association to provide increased opportunities for police officers to gain experience in criminal investigations.

This agreement allows the Chief of Police to designate up to 25% of the positions in the CID as training positions. Such training assignments will be for a maximum of two years after which the police officers selected for such training assignments in the CID shall return to his/her formerly assigned duties in the patrol operations or support services.

Objective

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

Progress and Accomplishments

The RNC delivered 2 training courses in the Collaborative Approach to Investigating Child Sexual Abuse; one in October 2010 and one in March 2011. These courses were attended by 15 police officers in total.



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

From September to November, the RNC held 2 women centered recruitment sessions at Memorial University in St. John's and one in Corner Brook which were attended by a total of 88 women. Women also attended each of the six general recruitment sessions that were held throughout the province during the Fall of 2010.



REPORT ON COMMITMENTS

Objective

Offer 2 women centred sessions for PARE preparation

Progress and Accomplishments

In December 2010, 3 women centred sessions were held to help women candidates for the RNC cadet program prepare for the physical abilities requirement evaluation (PARE). An additional 7 sessions were held that were open to both women and men. In total, these sessions were attended by 21 women.

Objective

Hold event to recognize International Women's Week

Progress and Accomplishments

The RNC celebrated International Women's Day and International Women's Week, on Wednesday, March 9, 2010 in each of its three regions.



In the North East Avalon region, Deputy Chief Singleton and Deputy Chief Janes met Linda Ross of the Provincial Advisory Council on the Status of Women, Vyda Ng of the Coalition Against Violence Avalon East, Charmaine Davidge of the St. John's Status of Women's Council and Felvita Perez of the Multicultural Women's Organization of Newfoundland and Labrador on issues related to violence against women. After the meeting, the Deputy Chiefs co-hosted a morning coffee for all RNC staff in the North East Avalon Region at the RNC Annex Building, Lecture Theatre.

In the Labrador region, Inspector Terry Corbin hosted a coffee break for members of the RNC Labrador region as well as guests from community based organizations including Noreen Careen from the Labrador West Status of Women, Gail Pike, member of Mothers Against Drunk Drivers, and Joan Stamp from the Twin Cities Seniors Group.

In the Corner Brook Region, Chief Robert Johnston and Superintendent Calvin Barrett attended a Women's Leadership Symposium hosted by Paula Sheppard Thibeau, Executive Director of the Corner Brook Status of Women Council. In his address to the symposium delegates, Chief Johnston spoke about the RNC's commitment to increase the number of women police officers serving in the RNC as well as RNC's commitment to improve police response to violence against women.

Objective

Develop a Respectful Workplace refresher course for employees

Progress and Accomplishments

A respectful workplace policy and committee was announced on December 8, 2010. Respectful workplace committee members received training on the role and responsibility of a respectful workplace committee, conflict resolution, as well as training in the delivery of respectful workplace frontline training. RNC non-commissioned officers also received training in conflict resolution as part of their supervisory training package. The new respectful workplace policy requires all staff to participate in the Respectful Workplace Frontline Training and to participate in other Respectful Workplace Training once every three years. This approach will allow for training to address a wide variety of respectful workplace issues such as stress management, work-life balance, communication and behaviour. As a refresher to the



Goal 7 cont'd

Improve gender equality

Respectful Workplace Frontline delivered in December 2008, the RNC offered conflict resolution training to supervisors in June 2010. Eight RNC supervisors participated in this training delivered by the Public Service commission. In future years, the RNC plans to schedule a regular offering of Respectful Workplace Frontline Training in the Fall and training in another respectful workplace topic in the Spring.

Objective

Send 3 representatives to the AWLE and IAWP conferences



Progress and Accomplishments

The International Association of Women Police (IAWP) Training Conference held in Minneapolis, Minnesota in September 2010 was attended by Constable Corrine James, Constable Sharon Warren, Constable Monica Murphy and Sergeant Sue Bill. At this conference, Constable Sharon Warren was announced as the International Association of Women Police 2010 Officer of the Year. Constable Warren was selected for this prestigious honour from a field of nominees from around the world. The Officer of the Year award recognizes police officers whose career in policing distinguishes themselves in the areas of leadership, community service, mentoring and excellence in performance.

Constable Warren accepted her award at an awards ceremony held at the annual conference which was attended by approximately 500 delegates from more than 48 countries.

The Atlantic Women in Law Enforcement (AWLE) Conference held in Fredericton, New Brunswick in October 2010 was attended by Constable Karen Hemmens, Sergeant Sue Bill and Constable Sharon Warren. At the conference, Constable Karen Hemmens was announced as the recipient of the 2010 Atlantic Women in Law Enforcement Award for Community Service.

Constable Hemmens was selected from a field of nominees from across Atlantic Canada and acknowledged by the Atlantic Women in Law Enforcement for superior accomplishment through developing, designing, implementing, and participating in programs involving communities that include neighbourhoods, schools, community meetings or businesses.

REPORT ON COMMITMENTS

Objective

Make recommendations for employer sponsored daycare

Progress and Accomplishments

In 2009-2010, the RNC identified the Confederation Building Daycare Society Co-op as the preferred operational model for the planned daycare facility at the RNC headquarters location.

In April 2010, the RNC received confirmation from the Confederation Building Daycare Society Co-op indicating their interest in further discussing the feasibility of becoming the operator for the RNC daycare.

Construction of the daycare facility has now been identified to be completed in phase three of the headquarters redevelopment project which is not expected to be completed until the 2013-2014 fiscal year. Discussions about the detailed operation of the daycare facility will take place once construction has commenced.



Objective

Implement promotional strategy for the 2012 IAWP conference

Progress and Accomplishments

The final component of the promotional strategy for the 2012 IAWP conference was implemented in 2010-2011. On September 17, the website for the IAWP 2012 conference in St. John's was launched and is available at www.iawp2012.org. The website contains information about the conference program, the sponsorship program and provides opportunities for early registration.

To date approximately \$140,000 has been secured in corporate sponsorship from the Government of Newfoundland and Labrador, the Government of Canada, Nalcor, Versaterm, and the Royal Newfoundland Constabulary Association.



Goal 8

Improve RNC facilities in Labrador

Objective

Conduct an assessment of RNC facilities in Labrador

Progress and Accomplishments

Due to the capital investment and facilities management resources required by the headquarters redevelopment project and the purchase of housing units for RNC police officers in the Labrador West Region, the assessment of RNC facilities in Labrador could not be realized in the last fiscal year as planned.

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

An audit completed in 2010 reported that 92% of charge(s) files were forwarded to the Crown's Office within 21 days. This was a slight increase from 2009 which showed 87%.



REPORT ON COMMITMENTS

Objective

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

Progress and Accomplishments

The RNC provides information on Legal Aid to every accused verbally through communicating Rights and Caution. Police officers also distribute information regarding obtaining a lawyer through a “Notice to a Person Charged with an Offence”. This notice includes information regarding Legal Aid. An audit completed in 2010 concluded that 88% of files contained a copy of the “Notice to a Person Charged with an Offence” or a notation that the accused was advised verbally. This compliance is an improvement over the 2009 audit which showed 74%.

Objective

Identify other offences for implementation of electronic disclosure

Progress and Accomplishments

Due to technology limitations at Provincial Court, the further implementation of electronic disclosure has been suspended.





Goal 10

Improve business processes

Objective

Implement strategy to manage audio and video recordings

Progress and Accomplishments

Additional strategies were explored to manage audio and video recordings to interface with the RNC's records management system.

Objective

Identify recommendations for improvement in property management

Progress and Accomplishments

Throughout the last fiscal year, significant property management improvements were made in the areas of property security, storage and disposal, human resources and training as well as lines of reporting.

Responsibility for property room operations was moved from the responsibility of Facilities management to the Superintendent in charge of Support Services. This organizational change more closely aligns property management with chain of custody rather than asset management procedures. Staffing in the Property Control Center, (PCC) was also increased from one constable and one civilian employee to one Sergeant, one Constable and three civilian property control officers.

In April 2010, additional video surveillance cameras were installed in the PCC. In December 2010 all locks to exterior and interior doors as well as compounds and lockers were changed and tamper resistant locks were installed. Logs were also implemented to document property room access. In May 2010, several high security and tamper resistant safes were installed and in December 2010, the intrusion alarm at the PCC was upgraded with additional door contacts and motion sensor to provide the PCC with maximum protection from intrusion.

In 2010-2011, the RNC contracted the International Association of Property and Evidence to evaluate current property handling procedures and provide training in best practises. In October, RNC employees participated in a week long training seminar on best practises in property management and safety issues. This training was extended to other justice employees involved in handling evidence who also participated in the training.

In November 2010, to meet the challenge of property disposal in maintaining an effective property management program, the RNC temporarily assigned a police officer to assist PCC employees with the purging of security sensitive and complex property and evidence exhibits. The RNC also set up scheduled purging times and dates to ensure timely and appropriate disposition of evidence and property. New storage handling procedure have also been implemented to help assist PCC employees maximize the space available and for easier retrieval of exhibits.

Objective

Develop an information management system for administrative records

Progress and Accomplishments

No further action was taken on this objective due to restructuring, turnover in staff, and training requirements of a new staff.

Objective

Deliver training on cost recovery policies and procedures to RNC finance division staff and regional administrative staff

Progress and Accomplishments

The revised Cost Recovery manual was posted on a shared directory for staff reference. By the end of the fiscal year, regional administrative staff participated in a week of job shadowing the RNC Finance Division staff to learn Cost Recovery policies and procedures.

Objective

Deliver training on financial policy and procedures to RNC financial division staff and regional administrative staff and the management group

Progress and Accomplishments

The RNC Finance Division delivered training on financial policy and procedures to RNC financial division staff, regional administrative staff and the management group.

Training to date to regional administrative staff has included job shadowing of RNC Finance Division staff.

Training to date to the management group has included an overview of the Chart of Accounts, the different segment values in the Chart of Accounts, and a government procurement overview.

Furthermore, the RNC Finance Division has placed an electronic folder on the force's shared directory. Within this folder are PDF files of cell phone agreements, chart of accounts, collective agreements, financial management circulars, financial management handbooks, RNC financial forms, relevant legislation, auditor general reports, and purchasing legislation, policies and procedures. The same information has also been included in a shared directory specific to RNC Finance Division staff and regional administrative staff.



AWARDS AND RECOGNITION



International Association of Women Police Awards

On Monday, September 27, 2010 Cst. Sharon Warren received the International Association of Women Police 2010 Officer of the Year. Cst. Warren was selected for this prestigious honour from a field of nominees from around the world. The Officer of the Year award recognizes police officers whose career in policing distinguishes themselves in the areas of leadership, community service, mentoring and excellence in performance. Cst. Warren accepted her award at an awards ceremony held at the annual IAWP fall training conference in Minneapolis, Minnesota, USA. The awards ceremony was attended by approximately 500 delegates from more than 48 countries.

Atlantic Women in Policing Awards

In October 2010 in Fredericton, New Brunswick Cst. Karen Hemmens received the 2010 Atlantic Women in Law Enforcement Award (AWLE) for Community Service. Cst. Hemmens was selected from a field of nominees from across Atlantic Canada and acknowledged by the AWLE for superior accomplishment through developing, designing, implementing, and participating in programs involving communities that include neighbourhoods, schools, community meetings or businesses. Cst. Hemmens accepted her award at the 18th Annual AWLE Training Conference.



Crime Stoppers Police Officer of the Year



On January 26, 2011, Crime Stoppers, in conjunction with VOCM Cares Foundation announced Sgt. Pat Roche as the 2010 RNC Police Officer of the Year. The Newfoundland and Labrador Crime Stoppers Police officer of the Year Award is designed to recognize a police officer working in Newfoundland and Labrador who has exhibited outstanding qualities in the execution of his/her duties. Other RNC nominees for this prestigious award were Cst. Andrew Warren and Cst. Scott Mosher.

AWARDS AND RECOGNITION



Constabulary Court and Freedom of the City of St. John's

The Freedom of the City is the highest award conferred by the City of St. John's. Since 1944 there have been a total of fifteen ceremonies and one formal recognition of the awarding the Freedom of the City. On August 18, 2010 the City of St. John's conferred the "Freedom of the City" upon the Royal Newfoundland Constabulary for service to the community. The city also officially opened "Constabulary Court" located at the intersection of Gower Street and Queen's Road in downtown St. John's as a parkette where the RNC Legacy Sculpture was unveiled by Her Excellency, The Right

Honourable Michaëlle Jean, Governor General of Canada. The sculpture was commissioned by the Royal Newfoundland Constabulary Historical Society and created by world renowned artist Luben Boykov. It depicts a 1800s constable in period uniform and a little girl. The constable is holding a bulls-eye lantern in one hand and guiding the little girl to safety with the other. This symbolizes the strong connection between the RNC and the people of Newfoundland and Labrador and the important contribution that members of the RNC have made since 1729.





International Peace Operations Commemorative Coin

The International Peace Operations Commemorative coin was created in May 2009 by RCMP Corporal Paul Woods of the International Peace Operations Branch to personally recognize the contributions of Canadian police who have served overseas on behalf of Canada's International Police Peace Operations Program.



Over the past 22 years more than 2,000 Canadian police officers have served in some of the world's most challenging places in the name of peace. These officers have served in African countries, the Middle East, the Balkans, Haiti, East Timor and Afghanistan.

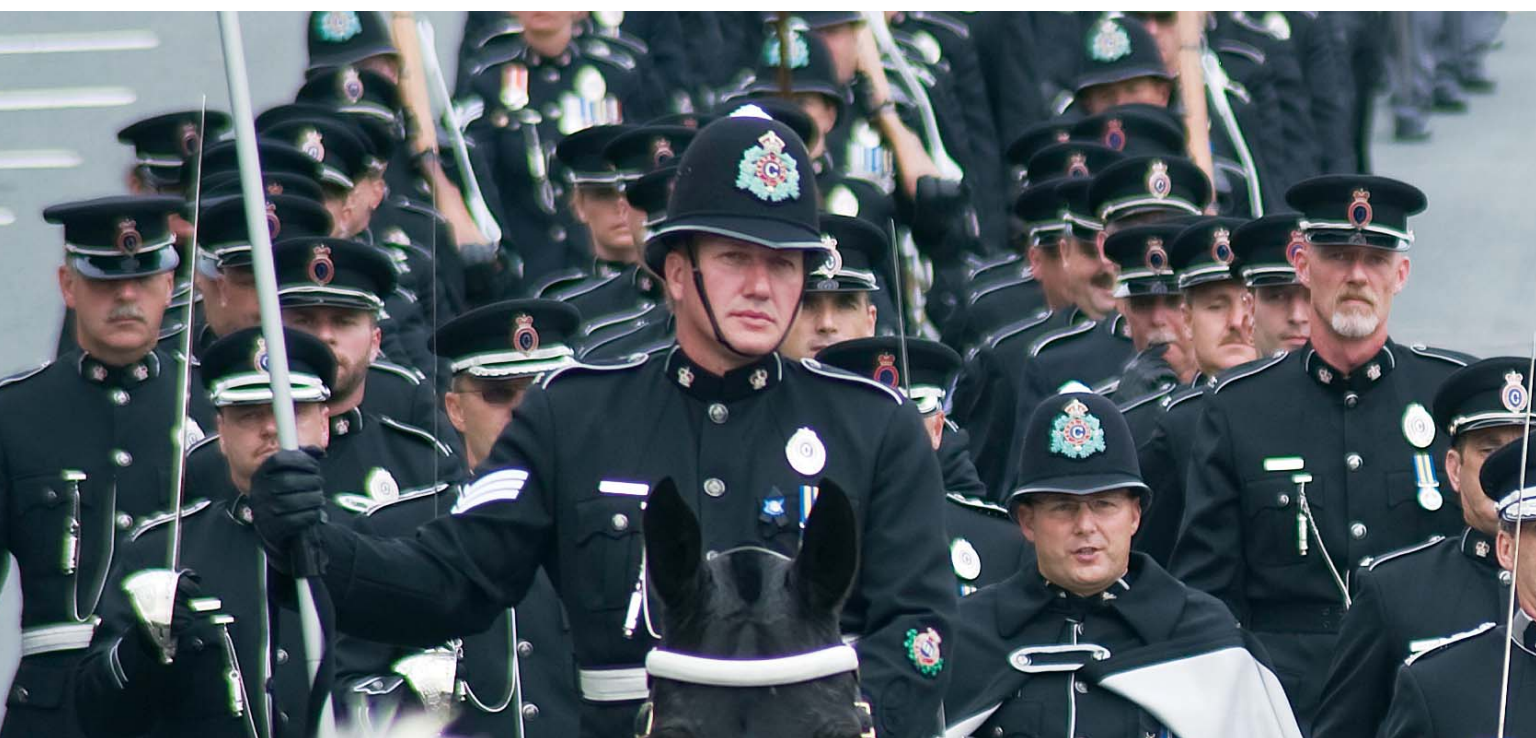
On January 11, 2010 the Honourable John C. Crosbie, Lieutenant Governor of Newfoundland and Labrador and Honorary Chief of Police, along with Royal Newfoundland Constabulary Chief of Police Robert Johnston, presented the International Peace Operations Commemorative Coin to the eight RNC officers identified below, who have served overseas:

- **Insp. Brian Cranford** (Ret'd) Served March 28, 2006 - November 3, 2006 - Iraq and December 15, 1999 - September 16, 2000 - Kosovo
- **Sgt. Dennis Byrne** (Ret'd) Served July 2, 2004 - January 7, 2005 - Jordan
- **Sgt. Hubert Marrie** Served January 19, 2002 - October 19, 2002 - Kosovo
- **Sgt. Patrick Roche** Served December 15, 1999 - September 16, 2000 - Kosovo
- **Sgt. Junior Small** (Ret'd) Served December 15, 1999 - September 16, 2000 - Kosovo
- **Cst. William Hickey** Served December 15, 1999 - September 16, 2000 - Kosovo
- **Cst. Kenneth Jackson** Served January 19, 2002 - October 19, 2002 - Kosovo
- **Cst. Gordon Parsons** (Ret'd) Served February 10, 2000 - November 11, 2000 - Kosovo

Legal Research Awards

In February 2011, RNC Cadet Penney was one of six recipients of the 2009/2010 Legal Research Awards presented by the Law Foundation of Newfoundland and Labrador for his paper entitled "Undergraduate Attitudes Toward Differing Justice Models and Perceptions of Rehabilitative Principles."

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