



REPORT ON POLICE SERVICE ACTIVITIES

2013 - 2014



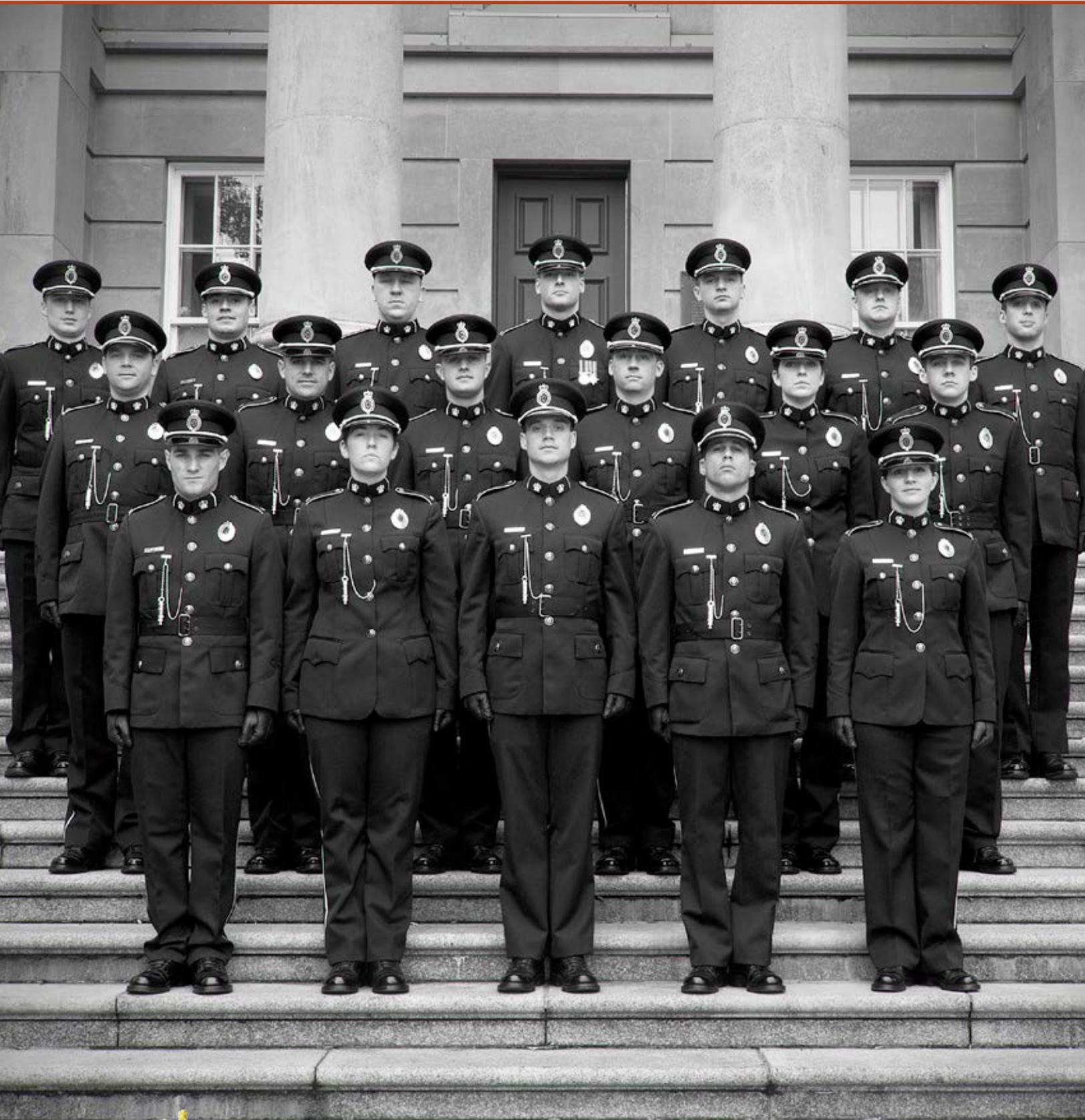


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CHIEF'S MESSAGE



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

On behalf of the Royal Newfoundland Constabulary and pursuant to Section 6 of the Royal Newfoundland Constabulary Act, I am pleased to submit this report on the activities of the Constabulary for the year ending March 31, 2014.

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) Northeast Avalon; (ii) Corner Brook; and (iii) Western Labrador. The vision of the RNC is to achieve safer communities through policing excellence.

In 2013-2014, the women and men of the RNC worked toward meeting the commitments identified in the 2011-2014 Corporate Plan. These commitments were aligned with seven goals in the following areas:

- Patrol and Operational Support Services
- Intelligence-Led Policing
- Protection of Children
- Public Communication
- Gender Equality and Diversity
- Liaison with Stakeholders
- Business Processes

The following report covers the period April 1, 2013 to March 31, 2014. 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,

A handwritten signature in blue ink, appearing to read 'W. Janes', written over a horizontal line.

William J. Janes
Chief of Police



HIGHLIGHTS



Retirement of RNC Chief of Police, Robert Johnston

On February 28, 2014, Chief Robert Johnston retired from the Royal Newfoundland Constabulary after nearly 35 years of service. Among his many contributions to the RNC, Chief Johnston oversaw the completion of the RNC headquarters redevelopment project. Prior to his ascension to the Chief of Police, he served as the Deputy Chief of Criminal Operations where he pursued policing excellence through the creation of specialized units as well as the development of training and implementation of best practices in investigative techniques and science.

Appointment of New RNC Chief of Police, William Janes

On February 28, 2014, William Janes became the 21st Chief of Police with the Royal Newfoundland Constabulary. He is a 29 year veteran of the RNC and prior to his appointment served as Deputy Chief of Criminal Operations. Throughout his career he served in patrol, operational support and the criminal investigation divisions. He also served as Commander of the Tactics and Rescue Unit and the Public Order Unit.

RNC Welcomes New Police Officers

On August 24, 2013 the RNC welcomed 18 cadets comprised of 15 men and 3 women from the MUN Police Studies Diploma Program into the rank of Constable. Constable Derek McDonald received the Lieutenant Governor's Award for the Royal Newfoundland Constabulary, Cadet of the Year for excelling in all aspects of the Police Studies Diploma Program and consistently demonstrating the required competencies. Constable Christopher Mooney received the Head Constable Malcolm "Mackey" White Outstanding Dedication Award which is bestowed on the cadet who demonstrates an extraordinary work ethic and commitment to every aspect of the program. Constable Charley Torres received the Corporal Michael J. Roberts Memorial Award and Constable Evan Farrell was awarded the Lieutenant Donald A. M. O'Neill Memorial Award.



Order of Merit of the Police Forces

Established in October 2000, the Order of Merit of the Police Forces honours the leadership and exceptional service or distinctive merit displayed by the men and women of the Canadian Police Services, and recognizes their commitment to Canada. The primary focus is on exceptional merit, contributions to policing and community development. There are three levels of membership which reflect long-term, outstanding service: Commander, Officer and Member. On May 24, 2014 Superintendent James Carroll was awarded the Member of the Order of Merit in recognition of his exceptional service and performance of duty over an extended period.

Crime Stoppers 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 performance of his or her duties. RNC nominees for the 2012 Crime Stoppers Police Officer of the Year award were Staff Sergeant Sean Ennis, Constable Paul Coady, Constable Jared Sweetapple and Constable Robert Hull. On May 2, 2013, Crime Stoppers in conjunction with VOCCM Cares Foundation announced Constable Robert Hull of the Corner Brook RNC Criminal Investigation Division as the 2012 RNC Police Officer of the Year.

RNC Headquarters Officially Opened

On February 12, 2014, the new Royal Newfoundland Constabulary Provincial Headquarters at Fort Townshend in St. John's was officially opened. The newly redeveloped headquarters was made possible through a Provincial Government investment of approximately \$57.5 million. It includes a secure underground parking structure and firing range, as well as an underground link between the nearby annex and the main headquarters building. The existing gymnasium was converted into office space, and two stories were added to the front of the headquarters. Renovation of the annex building is ongoing which will include a child care facility.



STATS AT A GLANCE

Calls for Service by Region

Jurisdiction	2009	2010	2011	2012	2013
North East Avalon	59828	62458	63407	63617	63675
Corner Brook	9429	9881	9250	9537	9942
Labrador	2939	3204	3282	3326	3419
Outside Jurisdiction	228	249	228	232	240
Total	72424	75792	76167	76712	77276

Royal Newfoundland Constabulary, Information Services Division: 2013 Annual Juristat Report

Police Reported Incident Statistics | All RNC Jurisdictions

Incident Classification	2009	2010	2011	2012	2013
Violent Crimes - Crimes Against Person	4166	4364	4026	4301	4229
Crimes Against Property	11843	12793	11771	10994	11323
Other Criminal Code	3485	4090	4104	4040	3901
Controlled Drugs and Substances	640	694	978	892	776
Other Federal Statutes*	453	387	403	147	199
Criminal Code Traffic/Impaired Violations	1287	1482	1577	1658	1629
Provincial Traffic Offences	21058	23535	25902	25413	24647
Motor Vehicle Accidents	5118	5620	6062	5987	6284
Total	48050	52965	53432	53423	52988

* In 2012, the RNC data showed a significant decrease in the crime incident rate for *Other Federal Statutes*. This was due to a change in reporting procedures of the Royal Newfoundland Constabulary not due to a decrease in crime.

Royal Newfoundland Constabulary, Information Services Division: 2013 Annual Juristat Report

Police Reported Incident Statistics | Northeast Avalon

Incident Classification	2009	2010	2011	2012	2013
Violent Crimes - Crimes Against Person	3728	3864	3528	3797	3577
Crimes Against Property	10784	11675	10674	9889	10147
Other Criminal Code	2993	3489	3573	3464	3209
Controlled Drugs and Substances	523	567	854	751	617
Other Federal Statutes*	357	346	348	97	124
Criminal Code Traffic/Impaired Violations	1118	1250	1378	1413	1388
Provincial Traffic Offences	18981	20045	22224	21287	20506
Motor Vehicle Accidents	4411	4894	5217	5142	5404
Total	42895	46130	47796	45840	44972

* In 2012, the RNC data showed a significant decrease in the crime incident rate for *Other Federal Statutes*. This was due to a change in reporting procedures of the Royal Newfoundland Constabulary not due to a decrease in crime.

Royal Newfoundland Constabulary, Information Services Division: 2013 Annual Juristat Report

Police Reported Incident Statistics | Corner Brook

Incident Classification	2009	2010	2011	2012	2013
Violent Crimes - Crimes Against Person	323	351	360	359	534
Crimes Against Property	771	836	871	878	963
Other Criminal Code	388	469	436	490	642
Controlled Drugs and substances	91	95	98	119	132
Other Federal Statutes*	86	40	48	45	63
Criminal Code Traffic/Impaired Violations	134	181	149	167	175
Provincial Traffic Offences	1304	2230	2883	3041	2404
Motor Vehicle Accidents	491	529	545	551	598
Total	3588	4731	5390	5650	5511

* In 2012, the RNC data showed a significant decrease in the crime incident rate for *Other Federal Statutes*. This was due to a change in reporting procedures of the Royal Newfoundland Constabulary not due to a decrease in crime.

Royal Newfoundland Constabulary, Information Services Division: 2013 Annual Juristat Report

Police Reported Incident Statistics | Labrador

Incident Classification	2009	2010	2011	2012	2013
Violent Crimes - Crimes Against Person	115	149	138	145	118
Crimes Against Property	287	282	226	227	213
Other Criminal Code	104	132	95	87	50
Controlled Drugs and Substances	26	32	26	22	27
Other Federal Statutes*	10	1	7	5	12
Criminal Code Traffic/Impaired Violations	35	51	50	78	66
Provincial Traffic Offences	773	1260	795	1085	1737
Motor Vehicle Accidents	216	197	300	285	282
Total	1566	2104	1637	1934	2505

* In 2012, the RNC data showed a significant decrease in the crime incident rate for *Other Federal Statutes*. This was due to a change in reporting procedures of the Royal Newfoundland Constabulary not due to a decrease in crime.

Royal Newfoundland Constabulary, Information Services Division: 2013 Annual Juristat Report



Budget

Current	2012-2013* Actual \$	2013-2014** Actual \$
Salaries	43,619,621	49,564,057
Employee Benefits	20,712	22,057
Transportation and Communication	1,742,900	1,664,101
Supplies	1,798,393	1,627,081
Professional Services	37,726	24,206
Purchased Services	2,264,962	2,644,646
Property, Furnishing and Equipment	229,324	317,461
Grants and Subsidies	2,000	2,000
Revenue-Federal	(729,998)	(72,400)
Revenue - Provincial	(531,123)	(957,439)
Total Current	48,454,517	54,835,770
Capital	2011-2012* Actual \$	2012-2013** Actual \$
Professional Services	145,960	236,635
Purchased Services	11,442,731	6,649,515
Property, Furnishings and Equipment		
Total Capital	11,588,691	6,886,150
Total Royal Newfoundland Constabulary	60,043,208	61,721,920

* Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended 31 March 2013.

** Unaudited financial statements provided by RNC Finance Division from the Oracle Financial Management System, May 2014.

Population/Police Officer

Jurisdiction	Population**	Police Officers	Population per Police Officer	Police Officers per 100,000 Population
NE Avalon	202,602	336	603	166
Corner Brook	20,260	45	450	222
Labrador West	10,361	21	493	203
Total RNC	233,223	402	580	170
Canada*	35,158,304	69,272	507	197

RNC Finance Division as of May 15, 2013

*Statistics Canada: Police Resources in Canada 2013

** Population estimates were obtained from The Newfoundland Statistics Agency based on 2011 Census data. RNC Northeast Avalon includes population estimates for census subdivisions of Conception Bay South, Portugal Cove-St. Phillips, Pouch Cove, Flatrock, Torbay, Logy Bay-Middle Cove-Outer Cove, Bauline, Paradise, St. John's, Mount Pearl, Petty Harbour-Maddox Cove. RNC Corner Brook includes population estimates for the census subdivision of Corner Brook. RNC Labrador West includes population estimates for census subdivisions of Labrador City, Wabush and Division No. 10 Subdivision D (Churchill Falls.)

Police/Civilian Staff

Jurisdiction	Police Officers	Civilian Staff	Total Staff	Police/Civilian Staff Ratio
NE Avalon	336	126	462	2.67
Corner Brook	45	8	53	5.63
Labrador West	21	5	26	4.20
Total RNC	402	139	541	2.89
Canada*	69,272	27,872	97,144	2.49

RNC Finance Division as of May 15, 2013. The number of civilian staff for the NE Avalon does not include the number of cadets (16). 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 2013

Police Officer by Sex

Jurisdiction	Male Officers		Female Officers		Total
	#	%	#	%	
NE Avalon	258	76.8	78	23.2	336
Corner Brook	34	77.3	10	22.7	44
Labrador West	15	68.2	7	31.8	22
Total RNC	307	76.4	95	23.6	402
Canada*	55,701	80.1	13,838	19.9	69,539

RNC Finance Division as of May 15, 2013

*Statistics Canada: Police Resources in Canada 2013

Police Officer by Sex and Rank

Jurisdiction	Commissioned Officers		Non-Commissioned Officers		Constables	
	Male: Female	%M:%F	Male: Female	%M:%F	Male: Female	%M:%F
RNC	13:4	76:24	67:4	94:6	225:89	72:28
Canada*		90:10		83:17		78:22

RNC Finance Division as of May 15, 2013

*Statistics Canada: Police Resources in Canada 2013



REPORT ON COMMITMENTS

GOAL 1

Objective

Reduce false security alarm activations.

Continue to improve patrol and operational support services.

Progress and Accomplishments

In the last fiscal year, the RNC identified 100 commercial and residential addresses with alarm activation frequencies of 8 or more during 2013 in the Northeast Avalon region. The RNC identified an additional 65 addresses with hold-up alarm activations of 2 or more. Officers implemented strategies to reduce false alarm activations with 54 property owners.

From 2012 to 2013 the number of alarm activations for commercial properties increased by 2.46% from 6027 to 6175. The percentage of false alarm activations increased slightly from 99.55% to 99.58%.

The number of residential alarm activations for residential properties decreased by 8.75% from 6238 in 2012 to 5692 in 2013. The false alarm rate decreased slightly from 99.89% in 2012 to 99.84% in 2013.

From 2012 to 2013, the number of hold-up alarm activations decreased by 0.68% from 441 to 438. However, the percentage of false alarms increased from 99.32% to 99.77%.

Objective

Improve highway safety.

Progress and Accomplishments

Highway Safety Enforcement Activities

Throughout the last fiscal year, the RNC implemented several high visibility enforcement campaigns commonly known as selective traffic enforcement programs (STEPS). Such programs combine intensive enforcement of a specific traffic safety law with extensive communication, education, and outreach informing the public about the enforcement activity. In Canada and the United States, these campaigns have proven effective in increasing driver compliance with highway legislation and in reducing the number of deaths and injuries resulting from motor vehicle collisions.



In the Northeast Avalon region, four campaigns were undertaken. In June, the enforcement initiative targeted cell phone usage while driving. The RNC combined efforts with the Town of Conception Bay South in August to patrol ATV trails enforcing the Motorized Snow Vehicles and All-Terrain Vehicle Act and Regulations. In October, the RNC conducted Operation Impaired Driving. Finally in November, the RNC conducted Operation Impaired and Distracted Driving.

The Corner Brook region implemented five high visibility enforcement campaigns. The RNC participated in Canada Road Safety Week from May 14 to 20 which focused enforcement on seatbelt usage, impaired driving and distracted driving. In June the RNC implemented a distracted driving initiative. In September, the RNC focused enforcement on driving in school and construction zones. Operation Impact was the focus of October enforcement efforts around the Thanksgiving weekend. Finally, in December the RNC concentrated enforcement on cell phone usage while driving.

Distracted Driver Simulation and Education

In December 2013, the RNC partnered with the law firm of Roebothan, McKay and Marshall, the Royal Newfoundland Constabulary Association and the Newfoundland and Labrador English School District to launch a distracted driving simulation and education program targeted toward new drivers. The driving simulator is the only one of its kind in Newfoundland and Labrador and is designed to engage students by having them experience the risks and consequences of texting while driving. By the end of the fiscal year, the RNC had completed fifteen training sessions in five high schools and one training session at the College of the North Atlantic. The RNC also delivered training to employees of the Newfoundland and Labrador Housing Corporation and demonstrated the simulator at the Safety Services Newfoundland and Labrador's Annual Health and Safety Conference.

Enforcement of the Highway Traffic Act

The number of provincial traffic violations is usually more reflective of enforcement activities rather than the actual number of violations occurring. In 2013, the RNC reported 24,647 provincial traffic offences. In 2013 the number of provincial traffic violations reported by the RNC decreased by 3% overall from 2012. Both the Northeast Avalon and Corner Brook regions reported decreases of 4% and 21% respectively. The Labrador Region reported an increase of 60% over 2012. Labrador West reported the highest rate of provincial traffic violations at 167.65 per 1,000 which was an increase of 60% over the previous year. Corner Brook reported a rate of 118.66 per 1,000 which was a decrease of 20% over 2012. The Northeast Avalon reported a rate of 101.21 per 1,000 which was a decrease of 4.12% over the previous year.



Enforcement of Criminal Code Traffic and Impaired Driving

In 2013 the number of Criminal Code traffic and impaired driving violations reported by the RNC decreased by 2% from the previous year. Offences in the Northeast Avalon region decreased by 2% and by 15% in the Labrador West region. In Corner Brook offences for Criminal Code Traffic and impaired driving offences increased by 5%. Corner Brook region recorded the highest rate of Criminal Code traffic and impaired driving offences per 1,000 at 8.64. This represents an increase of over 5% from 2012. The rate of criminal code traffic and impaired violations in the Northeast Avalon region was 6.85 per 1,000. This represents a decrease of 2% from 2012. Labrador West reported a rate of 6.37 per 1,000 population which was a decrease of over 15% from 2012.

Motor Vehicle Collisions

In 2013 there were 6,284 motor vehicle collisions in RNC jurisdictions overall. This represented an increase of 5% from 2012. However, the total number of motor vehicle collisions resulting in personal injury in RNC jurisdictions decreased overall by 2.43% from 1,278 in 2012 to 1,247 in 2013. Correspondingly, the rate of motor vehicle collisions resulting in personal injury per 1,000 population in regions overall also declined by 3.44% from 5.46 in 2012 to 5.27 in 2013. The number of motor vehicle collisions resulting in fatality remained the same from 2012 to 2013 at 7. All 7 fatalities were reported on the Northeast Avalon. No motor vehicle collisions resulting in fatality were reported in either Corner Brook or Labrador West in 2012 or 2013.

Objective

Optimize the patrol structure in NEA region.

Progress and Accomplishments

Due to data limitations, the RNC was not able to implement a workload based patrol allocation method. Using police to population measures, the RNC identified that additional police officers are required on the NEA to meet the average police resourcing levels of Canadian Provinces in 2012. Work will continue to address the data issues associated with the implementation of a workload based patrol allocation method. In the 2014 budget the Government of Newfoundland and Labrador identified resources to increase the class size of the Memorial University Police Studies program by 10 new recruits each year beginning in 2015-16 to enable 20 new Royal Newfoundland Constabulary positions to be added to the force by 2016-17. These additional resources will be deployed to the Northeast Avalon.

GOAL 2

Objective

Provide intelligence-led policing education.

Objective

Enhance response to domestic violence.



Continue to implement intelligence-led policing.

Progress and Accomplishments

In April 2013 police officers attended training that was facilitated by Criminal Intelligence Service Newfoundland and Labrador and designed to inform police officers about the status of outlaw motorcycle gang activity in Newfoundland and Labrador.

In January 2014 six police officers of the Criminal Intelligence Unit in the Northeast Avalon region as well as one police officer from the Labrador West region and two police officers from the Corner Brook region attended a two week training course in organized crime offered by the Canadian Police College and facilitated by the Criminal Intelligence Service Newfoundland and Labrador.

In March of 2014 eighteen police officers from all three regions of the RNC were trained in violence suppression delivered by the Calgary Police Violence Suppression Unit.

Progress and Accomplishments

In May of 2013 based on favourable results from a pilot project, applications were called to fill the position of Domestic Violence Coordinator on a full time basis. In June of 2013 this position was filled.

Training was delivered to 140 officers trained in the proper use of the Family Violence Investigation Report. This accounts for all four platoons in Patrol Services.

In January 2014, in an effort to increase liaison with stakeholders and enhance response to domestic violence, applications were called to create a Domestic Violence Working Group. The RNC also implemented procedures for police officers to assist clients with the completion of Emergency Protection Orders and investigate criminal allegations made during the information gathering phase.

In February 2014 one sergeant and four constables were named to the Domestic Violence Working Group representing all jurisdictions for the RNC, under the direction of Superintendent Marlene Jesso. This group will endeavor to address issues that arise from domestic incidents such as fostering of animals, cell phone loaner program, website links to resources and information to victims of domestic abuse and conduct public awareness campaigns.

In February of 2014 applications were called to fill a position for an assistant to the Domestic Violence Coordinator. In March of 2014 this position was filled. Further, on March 27, 2014 government announced funding for police constable and crime analyst positions for the Domestic Violence Unit.



Objective

Enforce judicial release conditions.

Progress and Accomplishments

As previously reported, in January 2013, the Compliance and Enforcement of Orders (CEO) Unit was created to monitor the activity of prolific high risk offenders. The mandate of the CEO Unit is to ensure that released offenders comply with judicial orders such as probations, undertakings, conditional sentences, parole conditions and orders under section 810 of the Criminal Code.

Throughout 2013-2014 this Unit checked 244 court orders, executed 41 warrants and made an additional 42 arrests. Members of the Unit identified 41 court order breaches, laid 42 additional charges other than Court Order breaches.

Objective

Improve internal communication.

Progress and Accomplishments

During the fiscal year a 1-800 phone line was installed and is utilized by members to pass information on to the Criminal Intelligence Unit. Members of Criminal Intelligence Unit also continue to use Alerts and Hazards to ensure all members receive critical information in a timely manner.

A customized records management system was also developed to better record and share information about outlaw motorcycle gang activities.

Objective

Operationalize the provincial threat assessment on organized crime.

Progress and Accomplishments

The Provincial Threat Assessment target selection meeting was held in April 2013. Two organized crime groups were identified as priorities for police action. One priority was assigned to the newly formed Combined Forces Special Enforcement Unit for investigation. The second priority was investigated by the RNC and the group was disrupted.

GOAL 3

Enhance protection of children.

Objective

Expand internet child exploitation unit.

Progress and Accomplishments

In November 2013, responsibility for the child exploitation unit was transferred to the newly established Combined Forces Special Enforcement Unit, Newfoundland and Labrador. The CFSEU-NL is an RNC - RCMP partnership to combat child exploitation, illegal drugs and organized crime in the province.

Objective

Deliver Computer Safety and the Internet (CSI) program to all junior high schools in RNC jurisdictions.

Progress and Accomplishments

The CSI program was delivered to 1,815 students in 14 schools in the Northeast Avalon region. In the Corner Brook region, 115 students in 2 schools received training and in Labrador West, 115 students received training.

Objective

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

Progress and Accomplishments

DARE was delivered to 2,150 students in 37 schools in the Northeast Avalon region. Approximately 275 students from 4 schools in the Corner Brook region completed the DARE program along with 227 students in the Labrador West region.

Objective

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

Progress and Accomplishments

STRIVE was delivered to 1,836 students in 12 schools in the Northeast Avalon. In the Corner Brook region, 220 students completed the STRIVE program and 115 students in the Labrador West region also completed the STRIVE program.



GOAL 4

Objective

Ensure effective public notification of high risk offenders.

Objective

Link the RNC YouTube media relations channel to the RNC website.

Objective

Enhance RNC website.

Objective

Link the Amber Alert Facebook page to the RNC website.

Enhance public communication.

Progress and Accomplishments

As reported in the 2012-2013 annual report, on July 3, 2012, the RNC issued a new policy on the public notification of high risk offenders. Throughout the last fiscal year, there were no public notifications of high risk offenders.

Progress and Accomplishments

On June 21, 2013, the RNC launched its new public facing website at <http://www.rnc.gov.nl.ca/>. The new website features a link to the RNC YouTube media channel and Facebook page as well as a link to the Amber Alert Facebook Page. Additional enhancements include a live Twitter feed, more photos, profiles of RNC units and daily updated news releases. The website also more prominently promotes the recruitment efforts of the RNC through its "Join the RNC" page. The RNC also launched a public Facebook account to keep citizens updated on RNC activities.



RNC Tweet Along
Tuesday April 1st, 2014
7:30PM n.s.t.

Follow along at:
[Twitter.com/RNC_PoliceNL](https://twitter.com/RNC_PoliceNL)

We'll be using:
[#RNCTweetAlong](https://twitter.com/hashtag/RNCTweetAlong)

GOAL 5

Objective

Offer two recruiting sessions for women annually.

Objective

Offer two PARE preparation sessions for women annually.

Objective

Host the International Association for Women Police (IAWP) conference in 2012

Promote gender equality and diversity.

Progress and Accomplishments

Over the fiscal year, the RNC held three women focused recruiting sessions. Sessions were held in St. John's at the MUN Campus on September 12 and October 22 which were attended by 72 women in total. A third session was held in Corner Brook at the Grenfell Campus on October 7 which was attended by 18 women.

Progress and Accomplishments

In 2013-2014 the RNC offered 8 preparation sessions for the Physical Abilities Requirement Evaluation (PARE). Two sessions were held on November 8, and another two sessions were held on November 9 at the Powerplex gymnasium in St. John's. On November 12 two sessions for women only were held at the Grenfell Campus gymnasium in Corner Brook and on November 14 an additional two sessions were held at the Canadian Forces Base gymnasium in Gander. In total 54 women attended PARE preparation sessions.

Progress and Accomplishments

In recognition of its success, the IAWP Conference co-hosted by the RNC and the RCMP in September 2012, was awarded the Destination St. John's Award of Distinction on June 13, 2013. This honour is awarded in recognition of an organizer's ability to attract a regional, national or international conference to St. John's, generate economic benefit to the area by way of overnight accommodation nights sold, offer pre-and post- conference programming to conference participants and raise the profile of St. John's. The Award was presented to conference co-directors RNC Inspector Suzanne Bill and RCMP Corporal Colleen Fox.

In further recognition of the event success, RNC Inspector Suzanne Bill was appointed by the IAWP Board of Directors to serve as a Conference Advisor to all subsequent IAWP event organizing committees.



Objective

Increase recruitment outreach to visible minority and Aboriginal populations.

Progress and Accomplishments

During the Fall of 2013, the RNC recruiting efforts focused primarily on post-secondary students enrolled at Memorial University and College of the North Atlantic. Memorial University had a Fall 2013 enrolment of 18,678 under-graduate and graduate students with approximately 10% international students and 5% students of Aboriginal origin. The College of the North Atlantic had a total student population of over 10,000 students.

On September 13, 2013 the RNC participated in a career fair event hosted by Memorial University at Grenfell Campus. Grenfell Campus is home to approximately 1,127 students of which approximately 23% are of Aboriginal origin. Approximately 750 people were in attendance. This career fair was a daylong event that attracted students from diverse backgrounds. Many people approached the RNC booth with an interest in the Police Recruit Training program.

On September 25, 2013 Memorial University hosted a large career fair with over 150 exhibitors at the St. John's campus with a student population of 15,414. This career fair was a daylong event that also attracted approximately 2,000 students. The RNC exhibit was approached by many students who were engaged in learning about the RNC Police Recruit Training Program or who were in the process of completing the application.

On September 26, 2013 the RNC attended the career fair hosted by the College of the North Atlantic at the Jack Byrne Arena in Torbay. Over 1,100 students and alumni attended along with 60 exhibitors.

Objective

Offer 2 RWP related training opportunities annually

Progress and Accomplishments

On November 27, 2013 the RNC Respectful Workplace Committee delivered Respectful Workplace Frontline Training to 19 RNC police officers and civilian employees.

During the provincial Purple Ribbon Campaign, on November 29, 2013, the RNC Respectful Workplace Program Committee organized a presentation from the Women's Policy Office on the results of the Provincial Survey of Attitudes toward Violence and Abuse. This presentation was delivered to 28 RNC employees.

In recognition of Multi-Cultural Week, on March 22, 2014 the RNC Respectful Workplace Program Committee organized a presentation from the Muslim Association of Newfoundland and Labrador to 25 RNC employees to increase their understanding of Islam.

GOAL 6

Objective

Engage municipal governments in policing issues.

Increase liaison with stakeholders.

Progress and Accomplishments

Police Activity Update

RNC senior officials met with the municipal councils of St. John's, Mount Pearl, Paradise, Conception Bay South, Portugal Cove/St. Phillips, Pouch Cove, Torbay, Bauline, Flatrock, Logy Bay-Middle Cove-Outer Cove, Labrador City, Wabush and Corner Brook to share information about police reported incidents and the allocation of police resources. Councillors identified areas of concern to be addressed in the development of policing strategies.

Town Hall Meetings

Senior Managers from RNC Operational Support Services held town hall meetings with municipal leaders and residents to identify community safety issues and discuss possible solutions. In December the RNC met with City of St. John's Police and Traffic officials. In February the RNC met with representatives from the town of Paradise. Community meetings were also held in Torbay, Flatrock, Pouch Cove, and Bauline.

Outlaw Motorcycle Gang Briefing

Throughout the last fiscal year, members of the Criminal Intelligence Unit met with municipal leaders on the Northeast Avalon to inform them of the outlaw motorcycle landscape within their jurisdictions. In November of 2013 the RNC Criminal Investigation Unit delivered an information session on the status of outlaw motorcycle gangs in Newfoundland and Labrador at the Municipalities Newfoundland and Labrador 2013 Annual Convention.





Objective

Foster relationships with multi-cultural communities.

St. John's

In the past year the RNC continued as a member of the St. John's Traffic Committee and Special Events Committee.

Corner Brook

The RNC Corner Brook partnered with the City of Corner Brook on several initiatives. In June 2013 the RNC delivered education on the Petty Trespass Act at the Corner Brook Public Library. In July 2013, the RNC partnered with the Corner Brook Museum and Archives to deliver education on child safety to 40 participants.

Progress and Accomplishments

In the last fiscal year, from March 17 to 23, all regional offices of the RNC recognized Multi-Cultural Week by participating in the provincial campaign to display multi-coloured lights to welcome newcomers. During this week, the RNC posted a feature article on the RNC Facebook page about Charley Torres, a former Cuban national, and his journey to becoming an RNC constable and a Canadian citizen. On March 22, 2014 representatives from the Muslim Association of Newfoundland and Labrador met with 25 RNC employees to present an overview of Islam.

Throughout the year, police officers from the Criminal Intelligence Unit met with representatives of the Association of New Canadians to address issues of concern in relation to its membership.



Objective

Involve women's organizations in discussions of the police response to violence against women.

Progress and Accomplishments

On March 4, in recognition of International Women's Day, Chief Janes attended the Proclamation Signing of International Women's Week at the Provincial Advisory Council on the Status of Women. This event was followed by a meet and greet with representatives from women's organizations including the Multicultural Women's organization of Newfoundland and Labrador, Women in Resource Development Committee, Northeast Avalon Coalition Against Violence and the St. John's Status of Women Council.

On March 7, Superintendent Brian Dowden met with representatives from Memorial University Grenfell Campus Student Union, Aids Committee Newfoundland and Labrador, Corner Brook Status of Women Council, Western Regional Coalition to End Violence, Newfoundland and Labrador Housing, the Departments of Child Youth and Family Services and Advanced Education and Skills to discuss issues of mutual concern regarding women, crime and policing. Stakeholders committed to meeting on a quarterly basis to discuss emerging issues.

In Labrador West on March 7, RNC officials met with representatives from Hope Haven Women's Shelter, First Steps Family Resource Center, Housing and Homelessness Coalition and Mothers Against Drunk Drivers. The group discussed issues of women who are victims of violence and housing for these women and their families.

During the fiscal year members of Criminal Intelligence Unit met with representatives from the Provincial Advisory Council on the Status of Women, Marguerite's Place, Naomi Center, Casey Center, Iris Kirby House, and Stella Burry to discuss matters concerning the protection of women against violence.



Objective

Increase collaboration with service delivery partners.

Progress and Accomplishments

Federal Government Departments, Agencies, Boards, Commissions

Canadian Coast Guard

In April 2013, the RNC Corner Brook met with the Canadian Coast Guard to plan a training exercise for the Fall 2014.

NL Government Departments, Agencies, Boards and Commissions

Eastern Regional Health Authority

In November 2013, the RNC partnered with Eastern Health to revise processing procedures for individuals detained by police under the Mental Health Care and Treatment Act.

Throughout the past year the RNC continued as a member of the Eastern Health Police Liaison Committee as well as a member of the Mental Health Care and Treatment Act Consultative Group.

Western Regional Health Authority

In September 2013, the RNC Corner Brook, in partnership with the Western Regional Health Authority, delivered education on impaired driving to students enrolled in the driver reinstatement class.

Newfoundland and Labrador English School Board

In August 2013, the RNC Corner Brook partnered with the Newfoundland and Labrador English School District to deliver the Junior Police Academy program to 30 participants.

Memorial University

In May 2013, the RNC partnered with Memorial University to exercise the RNC's active shooter protocol which transitioned to an armed barricaded persons simulation exercise. The exercise took place on the Prince Phillip Campus and involved over 300 participants.

In August 2013, RNC Corner Brook officials met with representatives from Grenfell College to discuss training in the form of a mock disaster for the Corner Brook region.



Department of Justice: Fish and Wildlife Enforcement

In July 2013, the RNC Corner Brook met with officials from Fish and Wildlife Enforcement to discuss resource sharing.

Fire and Emergency Services

Throughout the last fiscal year, the RNC held several consultation sessions with officials from Fire and Emergency Services to discuss Incident Command responsibilities and protocols. Discussions were also held in relation to the Quadrennial Search and Rescue Review.

Community Based Organizations

Community Mental Health Initiative Incorporated

The RNC in Corner Brook is a partner with Community Mental Health Initiative Incorporated, a charitable, non-profit and community-based organization. The Initiative is comprised of representatives of professional agencies, community groups and citizens coming together to address mental health needs in the Corner Brook, Bay of Islands and Deer Lake areas. In October, 2013 the RNC Corner Brook delivered education to the Schizophrenia Society on the Mental Health Care and Treatment Act.

Westrock Community Centre

Throughout the year the RNC in Corner Brook partnered with the Westrock community centre to deliver education programming to youth about bicycle safety and police dog services.

Rogers Communication

In October 2013, the RNC Corner Brook partnered with Rogers Communication during Pumpkin Patrol to ensure the safety of children trick or treating during Halloween.

Newfoundland and Labrador Search and Rescue Association

Throughout the last fiscal year, the RNC deployed the Rovers Search and Rescue on 23 searches for lost and missing persons and evidence searches on the Northeast Avalon. The RNC continues its partnership with the Rovers and the Newfoundland and Labrador Search and Rescue Association in cross training activities and the utilization of their modern training facility. The Rovers again provided theory and practical training to the RNC's Cadet program in preparation for their outdoor survival exercise.



The Corner Brook detachment of the RNC deployed the Bay of Islands Search and Rescue team 5 times during the year for lost, missing and injured persons and evidence searches. Both organizations continue to cross train in the region.

The RNC Labrador West detachment deployed the Labrador West Search and Rescue team 15 times during the year. One of the deployments for the Wabush forest fires saw the search team assist in a highway checkpoint for 334 hours straight.

Business

Newfoundland and Labrador Liquor Corporation

In July 2013, the RNC partnered with the Newfoundland and Labrador Liquor Corporation for Operation Marker which focused on enforcement of the Liquor Control Act in night clubs within the City of St. John's.

GOAL 7

Objective

Identify temporary alternate facilities for RNC headquarters operations.

Improve business processes.

Progress and Accomplishments

In February, 2013, the RNC started a phased occupation of the new headquarters building in St. John's. Although the executive and administration offices had returned to the headquarters building in the last fiscal year, they were temporarily accommodated in a swing space on the third floor awaiting the completion of the executive offices located on the second floor. During 2013-2014 the executive and administration moved into their permanent suite on the second floor. Other sections that moved back to Fort Townshend from temporary alternate facilities included: (i) Strategic Planning and Research Section; (ii) Forensic Identification Services; (iii) Patrol Services Division; (iv) Information Management; (v) Criminal Investigation Division; and (vi) Traffic Services Division.

Phase three of the project commenced in September, 2013 and is expected to be completed during the Winter of 2015. Until project completion, the RNC Training Division, Community Services and the Quartermaster Stores will continue to operate from 425 Topsail Road.

Throughout the re-development of Fort Townshend the RNC has strived to maintain the highest level of service delivery to the public and will continue to do so during the final phase of construction and into the future.

Objective

Implement additional core technology such as live fingerprint scan machines.

Objective

Expand implementation of mobile data terminals and mobile report entry systems

Progress and Accomplishments

As previously reported, in the 2011-2012 fiscal year, a live fingerprint scan machine was installed at the RNC headquarters in St. John's. This technology enables the RNC to electronically scan and transmit fingerprints to the Real Time Identification System at RCMP headquarters in Ottawa.

The RNC has deployed 50 mobile data terminals (MDTs) in police vehicles throughout its policing jurisdictions since MDTs were introduced in 2009.

Progress and Accomplishments

As previously reported, in October 2012 two Mobile Data Terminals were installed in patrol units located in the RNC Corner Brook detachment. This technology provides patrol officers the ability to perform their system related duties from their patrol cars as well as compose and upload their mobile report entry reports from the field.



AWARDS AND RECOGNITION



Order of Merit of the Police Forces

Established in October 2000, the Order of Merit of the Police Forces honours the leadership and exceptional service or distinctive merit displayed by the men and women of the Canadian Police Services, and recognizes their commitment to Canada. The primary focus is on exceptional merit, contributions to policing and community development. There are three levels of membership which reflect long-term, outstanding service: Commander, Officer and Member. On May 24, 2014 Superintendent James Carroll was awarded the Member of the Order of Merit in recognition of his exceptional service and performance of duty over an extended period.

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 police service with one or more recognized Canadian police services. 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 2013 awards are identified below:

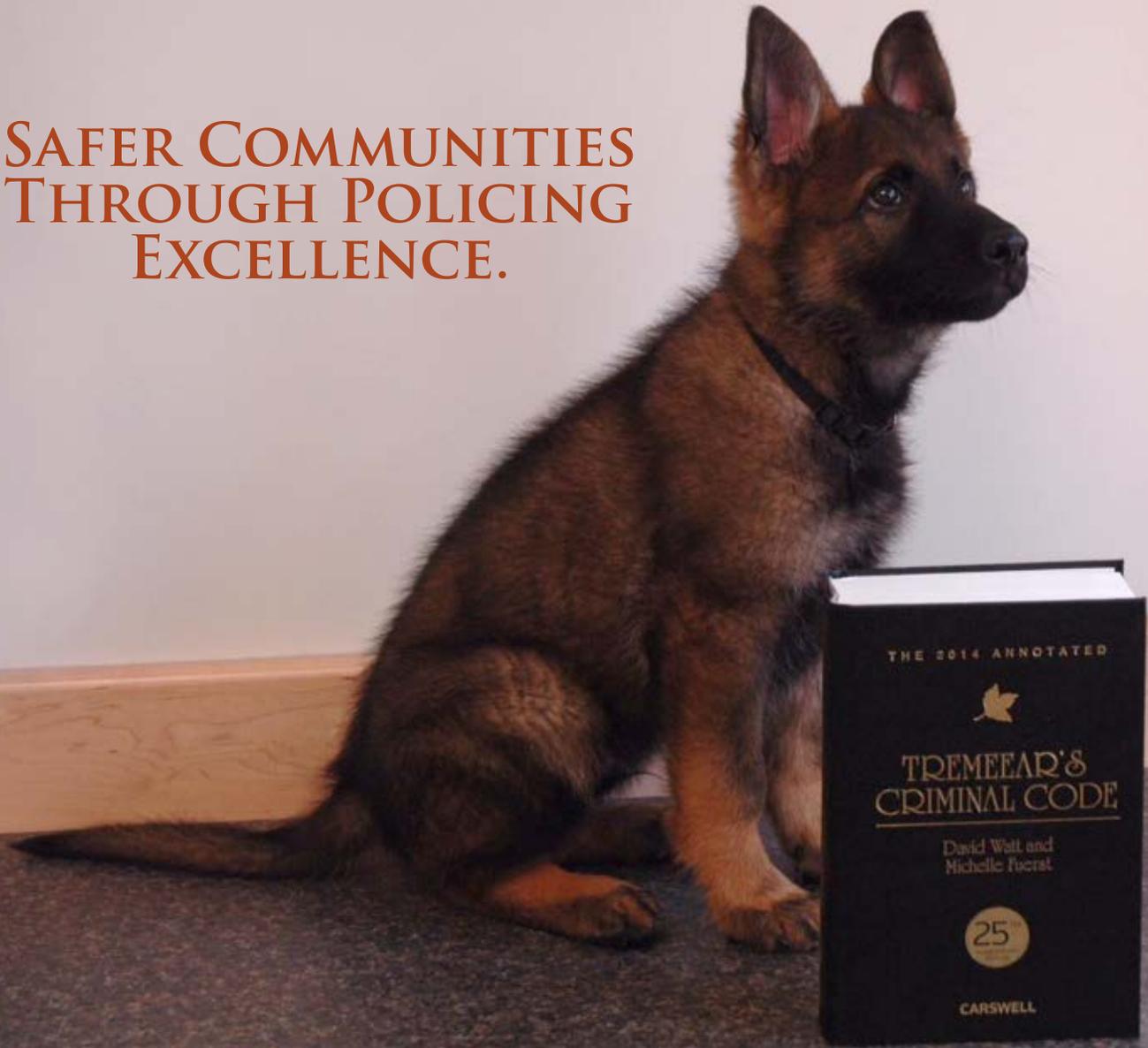
30-Year Exemplary Service Bar

Superintendent Brian V. Dowden	Sergeant Robert J. Bradbury
Inspector Edmund A. Oates	Sergeant Robert J. St. Croix
Superintendent Marlene A. Jesso	Sergeant Charles V. Shallow
Inspector Paula M. Walsh	Constable George T. Horan
Superintendent Joseph A. Boland	Constable Kenneth M. Duff
Inspector Sean P. J. Ennis	Constable Michael F. Beresford
Sergeant Reginald G. Tilley	Constable Leslie J. Hynes
Sergeant James T. Penton (Retired)	Constable Barry J. Coady
Sergeant M. Albert Gibbons	Constable Patrick J. Wall
Sergeant Shawn J. Donovan	Sergeant Raymond L. Kavanagh

20-Year Exemplary Service Medal

Constable Ronald A. Simms

SAFER COMMUNITIES THROUGH POLICING EXCELLENCE.



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