



REPORT ON POLICE SERVICE ACTIVITIES

2014 - 2015





Photo Credit: Duffett Photography



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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, 2015.

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 2014-15, the women and men of the RNC worked towards meeting the commitments identified in the Corporate Plan 2014-2017. These commitments were aligned with the following goals:

- Improve Highway Safety
- Enhance Response to Domestic Violence
- Enhance Relationship with Community and Stakeholder Groups
- Enhance Response to Persons with Mental Health Issues
- Continue to Implement Intelligence-Led Policing
- Promote Gender Equity and Diversity
- Improve Business Processes

The following report covers the period of April 1, 2014 to March 31, 2015. The outcomes reported reflect the strategic directions and areas of intervention identified by government and the Department of Justice and Public Safety. My signature below indicates 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

Headquarters Redevelopment

Redwood Construction is nearing completion of the Annex, which is the final phase of the \$57.5 million headquarter redevelopment project in St. John's. Completion of the Annex will significantly expand the RNC's training facilities to include a new lecture theatre, classrooms, breakout/meeting rooms, computer lab and Use of Force training facility. Additionally, the building will see the provision of a new gym and wellness center, improved quartermaster stores, finance division, community services, recruitment areas, locker rooms and a new co-operative childcare center. The Annex is targeted for occupancy in the fall of 2015.

Police Studies Program Celebrates 10 Year Anniversary

In August, we celebrated our 10th anniversary of the Police Studies program, graduating 12 cadets. Since 2005, 223 officers were hired after completing the Police Studies Program, a partnership between the RNC and Memorial University of Newfoundland.

RNC Welcomes New Police Officers

On August 23, 2014 the RNC welcomed 8 male and 4 female cadets from the RNC Police Studies Program into the rank of Constable. Constable Shane Boland received The Lieutenant Governor's Award for the Cadet of the Year for excelling in all aspects of the Police Studies Diploma Program and consistently demonstrating the required competencies. Constable Michelle A. Rideout received the Head Constable Malcolm "Mackey" White Outstanding Dedication Award which is awarded to the cadet who demonstrates extraordinary work ethic and commitment to every aspect of the program. Constable Liam Myers received the Corporal Michael J. Roberts Memorial Award and Constable Aaron White received the Lieutenant Donald A. M. O'Neill Memorial Award.



Crime Stoppers Police Office of the Year

The Newfoundland and Labrador Crime Stoppers Police Officer of the Year award recognizes a police officer who has exhibited outstanding qualities in the performance of his or her duties. The RNC nominees for the award in 2014 were Sergeant Paul Murphy, Sergeant Kevin Foley, and Constable Krista Miller. On May 29, the Police Officer of the Year was awarded to Constable Krista Miller of the Labrador West Region.

Social Media

Social Media provides a collective of online communication channels that facilitate content sharing, interaction, and collaboration. This was an extraordinary year for the RNC in its efforts to connect directly with more people than ever through social media. Through an approach based on its core values, the RNC continues to build the confidence of the citizens served through informed and transparent messaging.

The RNC has been messaging to thousands of Newfoundlanders and Labradoreans in a variety of ways including real time information to motorists on traffic and road safety, opportunities to dialogue directly with the Chief of Police, and following the adventures of the newest police service dog, Gunner. The RNC currently has a presence on Facebook, Instagram, YouTube and Twitter.



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/RNCTweetAlong)



STATS AT A GLANCE

Calls for Service by Region

Jurisdiction	2012	2013	2014
North East Avalon	63,617	63,675	65,647
Corner Brook	9,537	9,942	9,570
Labrador	3,326	3,419	2,971
Outside Jurisdiction	232	240	264
Total	76,712	77,276	78,452

Royal Newfoundland Constabulary, Information Services Division: 2014 Annual Juristat Report

Police Reported Incident Statistics | All RNC Jurisdictions

Incident Classification	2010	2011	2012	2013	2014
Violent Crimes - Crimes Against Person	4,364	4,026	4,301	4,229	3,930
Crimes Against Property	12,793	11,771	10,994	11,323	10,050
Other Criminal Code	4,090	4,104	4,041	3,901	3,685
Controlled Drugs and Substances	694	978	892	776	528
Other Federal Statutes	387	403	147	199	139
Traffic Violations & Impaired Operations	1,482	1,577	1,658	1,629	1,484
Provincial Traffic Offences	23,535	25,902	25,413	24,647	26,016
Motor Vehicle Accidents	5,620	6,062	5,978	6,284	6,100
Total	52,965	54,823	53,424	52,988	51,932

Royal Newfoundland Constabulary, Information Services Division: 2014 Annual Juristat Report

Police Reported Incident Statistics | Northeast Avalon

Incident Classification	2010	2011	2012	2013	2014
Violent Crimes - Crimes Against Person	3,864	3,528	3,797	3,577	3,384
Crimes Against Property	11,675	10,674	9,889	10,147	8,950
Other Criminal Code	3,489	3,573	3,464	3,209	3,020
Controlled Drugs and Substances	567	854	751	617	428
Other Federal Statutes	346	348	97	124	97
Traffic Violations & Impaired Operations	1,250	1,378	1,413	1,388	1,275
Provincial Traffic Offences	20,045	22,224	21,287	20,506	21,148
Motor Vehicle Accidents	4,894	5,217	5,142	5,404	5,366
Total	46,130	47,796	45,840	44,972	43,668

Royal Newfoundland Constabulary, Information Services Division: 2014 Annual Juristat Report

Police Reported Incident Statistics | Corner Brook

Incident Classification	2010	2011	2012	2013	2014
Violent Crimes - Crimes Against Person	351	360	359	534	441
Crimes Against Property	836	871	878	963	949
Other Criminal Code	469	436	490	642	639
Controlled Drugs and Substances	95	98	119	132	88
Other Federal Statutes	40	48	45	63	41
Traffic Violations & Impaired Operations	181	149	167	175	164
Provincial Traffic Offences	2,230	2,883	3,041	2,404	2,537
Motor Vehicle Accidents	529	545	551	598	535
Total	4,731	5,390	5,650	5,511	5,394

Royal Newfoundland Constabulary, Information Services Division: 2014 Annual Juristat Report

Police Reported Incident Statistics | Labrador

Incident Classification	2010	2011	2012	2013	2014
Violent Crimes - Crimes Against Person	149	138	145	118	105
Crimes Against Property	282	226	227	213	151
Other Criminal Code	132	95	87	50	26
Controlled Drugs and Substances	32	26	22	27	12
Other Federal Statutes	1	7	5	12	1
Traffic Violations & Impaired Operations	51	50	78	66	45
Provincial Traffic Offences	1,260	795	1,085	1,737	2,331
Motor Vehicle Accidents	197	300	285	282	199
Total	2,104	1,637	1,934	2,505	2,870

Royal Newfoundland Constabulary, Information Services Division: 2014 Annual Juristat Report



Budget

Current	Actual 2014-15	Budget 2014-15	Actual 2013-14	Budget 2013-14
Salaries	44,203,481	44,809,100	49,562,699	41,837,800
Operating Accounts				
Employee Benefits	31,134	119,800	22,057	119,800
Transportation & Communication	1,547,558	1,749,600	1,664,101	1,739,900
Supplies	1,749,411	1,338,900	1,627,081	1,338,900
Professional Services	42,076	83,600	24,206	83,600
Purchased Services	1,919,121	1,871,000	2,644,646	1,751,000
Property, Furnishings & Equipment	379,265	215,300	317,461	215,300
Operating	5,668,565	5,378,200	6,299,552	5,248,500
Grants and Subsidies	2,000	2,000	2,000	2,000
	49,874,046	50,189,300	55,864,251	47,088,300
Revenue - Federal	(52,496)	(201,600)	(61,701)	(72,600)
Revenue - Provincial	(716,434)	(638,700)	(967,857)	(488,800)
Total: Royal Newfoundland Constabulary	49,105,116	49,349,000	54,834,693	46,526,900
Capital				
Operating Accounts				
Professional Services	268,029	—	236,635	0
Purchased Services	9,156,204	9,712,000	6,649,515	13,055,000
Operating Accounts	9,424,233	9,712,000	6,886,150	13,055,000
Total: Royal Newfoundland Constabulary	9,424,233	9,712,000	6,886,150	13,055,000

Source: Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund

Population/Police Officer

Jurisdiction	Population**	Police Officers	Population per Police Officer	Police Officers per 100,000 Population
NE Avalon	195,855	326	601	166
Corner Brook	19,825	46	431	232
Labrador West	10,340	21	492	203
Total RNC	226,020	393	575	174
Canada*	35,258,309	68,896	512	194

*Police Resources in Canada, 2014

**Population estimates were obtained from The Newfoundland Statistics Agency on 2011 Census Data. RNC Northeast Avalon includes population estimates for census subdivisions Conception Bay South-St. Philips, 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	326	88	414	3.7:1
Corner Brook	46	9	55	5.1:1
Labrador West	21	5	26	4.2:1
Total RNC	393	102	495	3.85:1
Canada*	68,896	28,409	97,305	2:4

*Police Resources in Canada, 2014
RNC statistics, May 2015

Police Officer by Sex

Jurisdiction	Male Officers		Female Officers	
	#	%	#	%
NE Avalon	240	73.7	86	26.3
Corner Brook	34	74	12	26
Labrador West	13	62	8	38
Total RNC	287	73	106	27
Canada*	54,721	79.4	14,175	20.6

*Police Resources in Canada, 2014

Police Officer by Sex & Rank

Jurisdiction	Commissioned Officers		Non-Commissioned Officers		Constables	
	Male: Female	%M:%F	Male: Female	%M:%F	Male: Female	%M:%F
RNC	16:3	84:16	62:3	95:5	210:99	68:32
Canada*		89:11		82:18		78:22

*Police Resources in Canada, 2014



REPORT ON COMMITMENTS

GOAL 1

Objective 1.1

Implement traffic enforcement programs

Improve Highway Safety

Progress and Accomplishments

Ensuring safer roadways is a vital component of the RNC's corporate plan. In addition to daily enforcement efforts, the RNC has undertaken specific traffic enforcement programs to address the key contributing factors of motor vehicle collisions.

These programs include operations to address unsafe vehicles, intersection safety, impaired driving (by both alcohol and drugs), aggressive driving and seatbelt usage. There has been a focus on distracted driving/mobile phone usage, speeding/disobeying traffic control devices, illegal parking (impaired mobility parking) and ATV use and safety. The RNC's goal is to change driver behavior and enforcement is an important part of this ongoing effort. The various operations undertaken have been successful and well received by citizens throughout the Northeast Avalon, Corner Brook and Labrador West regions.

Increased police presence and targeted enforcement efforts in school zones and in problem zones such as the Trans Labrador Highway, have contributed to decreases in reportable collisions in RNC jurisdictions.

Operation "Ringtone" was a three month project focused on "distracted driving habits". A total of 873 Summary Offence Tickets (mobile phone use/texting) were issued for this period.

Operation "Defect" was a partnership with the provincial Department of Transportation and Works' Highway Enforcement Officers for 5 days. Checkpoints were established throughout the Northeast Avalon to conduct safety inspections on vehicles resulting in 14 vehicles removed from the road, and 75 Summary Offence Tickets issued for offences related to defective equipment.

Operation "Licensing and Equipment Regulations" occurred throughout July 2014 and targeted vehicles which were not "road worthy". This resulted in 196 Summary Offence Tickets being issued.

Objective 1.2

Increase traffic safety messaging to public



Operation "Impaired Driving and Highway Traffic" was carried out in December 2014 throughout the various RNC jurisdictions. More than 1,300 vehicles were stopped resulting in 15 Summary Offense tickets and eight charges under the Criminal Code for impaired-related offences.

Other Traffic Enforcement Operations conducted throughout the year included:

"Operation Red Light" – Focused on intersection safety.

"Operation Wheelie" – A joint operation with community leaders which focused on the use of ATVs on the roadways of two local communities on the Northeast Avalon.

"Operation Impact" – Targeted aggressive driving and seatbelt use.

"Operation Defect" – Targeted the use of unsafe vehicles on roads.

"Operation Radar" – Focused on speeding drivers.

Progress and Accomplishments

Creating safer roadways cannot happen without education and communication. Educating road users is essential for building compliance and preventing collisions. The RNC has worked diligently to encourage safety by increasing traffic safety messaging through extensive communication, educational programs, and community outreach.

Social Media: The RNC continues to utilize its own social media platforms as important communication tools. Social media allows officers the ability to provide real-time updates and feedback to the public regarding problem areas, key messaging, investigations, and traffic incidents in progress.

Traffic Message Boards: Through a community partnership with the Insurance Bureau of Newfoundland and Labrador, the RNC can now utilize portable traffic message boards to communicate and provide onsite feedback to motorists. The boards are strategically placed at locations within RNC jurisdictions, and can convey written messages to road users that encourage safe driving practices, draw attention to hazards, and increase traffic awareness.

Educational Programs: RNC Community Services and Traffic Services Divisions regularly deliver presentations and programs to youth, community groups and corporate/industrial stakeholders. Topics for these programs include impaired driving, distracted driving, and safe driving practices.



Community Partnerships: The RNC strives to work closely with the communities served to find better solutions to traffic-related problems and to be proactive in providing necessary police services. The RNC has assigned liaisons and committee members to a number of key groups including:

- St. John's Police & Traffic Committee
- Mothers Against Drunk Driving
- Government of Newfoundland and Labrador Highway Traffic Committee
- Special Events Advisory Committee
- National Breath Test Committee
- DARE (Drug Abuse Resistance Education)

Working directly with community groups allows the RNC to better engage in important traffic-related topics, and solicit important stakeholder feedback.

GOAL 2

Objective 2.1

Revise policy
on response to
domestic violence

Objective 2.2

Implement a risk
assessment tool

Enhance Response to Domestic Violence

Progress and Accomplishments

The RNC recognizes the broad implications that domestic violence can have on the community; understanding root causes and identifying behavioral trends is paramount to an effective police response. Having a comprehensive plan will allow for complete and consistent implementation. The RNC has completed a draft outlining our Domestic Violence policy with a plan for adoption in 2016.

Progress and Accomplishments

The Family Violence Investigative Report (FVIR) form was developed in Alberta and adopted by the RNC to provide information to the Domestic Violence Unit for investigative purposes. The process is a multicomponent tool created to maximize effectiveness and efficiencies in domestic violence investigations. The role of the FVIR is to:

- Assist in gathering critical information within 12 hours of an incident;
- Create efficiencies in completing police reports;
- Permit an effective victim safety planning process;
- Raise awareness of front-line officers on risks associated with suspect history, victim perception of personal safety, future violence trends, and specific information regarding relationship history.

Objective 2.3

Deliver education to youth on dating violence



Progress and Accomplishments

Educating youth on issues related to violence is a vital part of preventative policing. Dating violence is a behavior that impacts a significant portion of our young population. Victims of dating violence can be subject to long-term consequences like alcoholism, violent behavior, eating disorders, and suicidal thoughts. Unaddressed violent behaviors can result in an escalation of violence tendencies and repeated patterns of violent behavior. Education is critical to early intervention. Through youth training, our goals are to correct early tendencies for violent ideology and increase incident reporting by victims of this type of abuse.

The RNC has been delivering the Students Taking Responsibility in Violence Education (STRIVE) program. The STRIVE program is based on the foundation that all students attending schools in Newfoundland and Labrador have the right to attend classes, participate in school activities, and enjoy free time without fear of being the victim of youth violence; being intimidated, verbally or physically abused, sexually harassed, or made to feel excluded or like a victim. The goal of the program is to empower students to take ownership of the problem of youth violence and work within their schools and communities to find real-life solutions to problems encountered. The program contains information, statistics and photographs that aim to inform and enlighten the students to the effects of their own behavior and to that of other students.

The STRIVE program is presently being delivered to all grade eight students that attend school in the RNC jurisdiction.

Objective 2.4

Develop on-line information for victims of domestic violence

Progress and Accomplishments

The RNC's domestic violence committee is progressing with the domestic violence website that will offer information for victims of domestic violence and/or those who know someone who is a victim of domestic violence. The website will be operational in 2016. We will have the domestic violence link attached to the RNC website and the RNC Facebook page



Objective 2.5

Work with community partners to improve victim support



Progress and Accomplishments

Engaging community stakeholders is an important aspect of understanding how domestic violence can impact persons differently, and how the RNC can better respond to current issues. The RNC works closely with a multitude of community groups to enhance response to intimate partner violence incidents. In 2014-15 the RNC's Domestic Violence Working Group continued to provide information and resources to victims of domestic incidents and worked with community groups including:

- Provincial Advisory Council on the Status of Women
- SHOP (Safe Harbour Outreach Program)
- Thrive (Community Youth Network)
- Sexual Assault Crisis and Prevention Centre
- Naomi Centre
- Native Friendship Centre
- Stella's Circle
- Marguerite's Place

In 2014-15, the RNC Corner Brook Region hosted multiple stakeholder meetings with regional women's groups to discuss matters related to victims of domestic violence, and how the division can build on response and preventative measures to intimate partner violence incidents. The Division meets regularly with community groups with the aim of reducing domestic violence. As a result of the meetings, the working relationships and lines of communication between the RNC Corner Brook Region and stakeholders has improved considerably. Additionally, the RNC Corner Brook Region hosted a coffee break on International Women's Day with the community stakeholders.

The RNC Labrador West has fostered effective working relationships with community groups in relation to domestic violence. The RNC has representation on both the domestic violence committee as well the board of directors for "Hope Haven", the Labrador West community shelter. RNC members have taken part in the "Take Back the Night" walk, and the candle lighting service to remember the women from Montreal's École Polytechnique, with an RNC member being the guest speaker. RNC members provide educational presentations to community organizations to promote a respectful environment for women within the community. Additionally, the detachment hosted a coffee break to celebrate International Women's Day in March.

GOAL 3

Objective 3.1

Engage municipalities
in policing issues



Enhance Relationship with Community and Stakeholder Groups

Progress and Accomplishments

Working with municipalities will help build stronger communities and forms an important part of strategic policing.

The RNC continues to partner in municipality-led initiatives. During 2014-15 the RNC collaborated with the City of St. John's in its Winter Safety Campaign that promotes safe driving practices, particularly around street and sidewalk snow removal equipment.

The City of Mount Pearl launched a new Citizen Alert Program to improve service to residents and businesses. This notification system gives advanced warning of emergency situations and service interruptions affecting the city via automated texting and/or email.

The RNC endeavors to have representatives on municipal committees and boards whose mandate is impacted by policing issues. The RNC has regular meetings with municipal leaders and committees on topics such as traffic, crime prevention, citizen safety and responsibility, and vandalism. The goal of these meetings is to find strategic and creative ways of achieving safer communities. Many of the RNC's operations have originated from strategic planning with municipalities. Successful efforts include Operations "Bluezone" and "Firecap" that involved targeted enforcement, education, and communication plans focused on illegal parking in spaces designated for persons with disabilities, and fire lanes.



Objective 3.2

Deliver education programs to children



Progress and Accomplishments

The RNC plays an essential role in educating youth about a number of police related topics. Having officers engage with youth in an educational forum is not only informative, but also assists in establishing an important relationship and building trust with their police service.

During 2014-15, the RNC delivered education programs to children and youth throughout the Northeast Avalon, Corner Brook and Labrador West Regions. RNC officers have provided presentations on topics such as recreational vehicle safety, youth violence, internet dangers and awareness, and safe driving practices. Some of the specific programs include:

- **Drug Abuse Resistance Education (DARE)** is a comprehensive drug and violence prevention education program provided to Grade 6 students. During 2014-15, 2,429 students attended the sessions.
- **The RNC Cyber Safety Initiative (CSI)** was designed to reduce the risk to children associated through internet access and usage; presentations focus on staying secure, smart, and safe while using the internet and other forms of technology. A total of 2,256 Grade 7 students attended the sessions during the 2014-15 school year.
- **Students Taking Responsibility in Violence Education (STRIVE)** was developed by the RNC in 1996, in response to requests from schools for police officers to speak to students on the problem of bullying and school violence. The STRIVE program is based on the philosophy that all students attending schools in Newfoundland and Labrador have the right to attend classes, participate in school activities, and enjoy free time without fear of being the victim of youth violence, being intimidated, verbally or physically abused, sexually harassed, or made to feel excluded or like a victim. The STRIVE program provides information on youth violence to youth attending grades 7 to 9. It contains information, statistics and photographs that aim to inform and enlighten students about the effects of their own behavior on that of other students. The main themes of the program are respect, responsibility, empowerment and action.
- **RNC Junior Police Academy:** The purpose of this program is to engage youth to be physically active while interacting with peers and community police officers in a relaxing, non-judgmental atmosphere. By creating a supportive environment, the officers involved help children to develop personal skills and life-long lessons to assist them with future growth and development. Through fun and physical activity, the RNC Junior Police Academy facilitates positive communication with community youth, and fosters an important relationship with police. The four day camp consists of a series of interactive presentations and activities delivered by community partners and police officers. Approximately 100 youth attended.

- In December 2013, the RNC partnered with the law firm of Roebathan, McKay and Marshall, the RNC Association and the NL English School District to launch a distracted driving simulation and educational program targeted toward new drivers. In 2014-15, 1,670 high school students attended the Distracted Driving presentations.
- In partnership with Memorial University Grenfell Campus, RNC Corner Brook officers deliver the **CSI Camp summer program**. The week long demonstration exposes young persons to the many aspects of policing and criminal behavior. Throughout the week youth are tasked with solving a fictitious crime with the assistance of RNC officers who guide the young participants through the collection of crime scene evidence, suspect processing, and interview techniques. A concluding report is compiled, the evidence is analyzed and presented to the participants before they determine who is responsible and make an arrest. Approximately 30 young persons attended.

Objective 3.3

Enhance relationship
with persons with
disabilities

Progress and Accomplishments

The RNC is committed to understanding the safety concerns of persons with disabilities, and working to ensure the necessary police services are provided to effectively address their needs. The RNC is grateful to have partnered with numerous advocate groups, including the Coalition of Persons with Disabilities NL (COD-NL) on a number of projects and initiatives; including blue-zone traffic enforcement and the provision of awareness training to RNC frontline officers. These invaluable relationships have created additional training opportunities for RNC personnel, and the RNC is better equipped to understand and respond to needs.

The RNC has been long-time supporters of Special Olympics Newfoundland and Labrador and participates in many fundraising events. The Law Enforcement Torch Run (LETR) is a key event to raise awareness and funds for the Special Olympics. Several RNC members volunteer as committee members with the LETR and this year the combined efforts of law enforcement agencies donated \$110,000 to NL Special Olympics, which enabled over 600 Special Olympic athletes to compete locally, nationally and internationally. The Corner Brook Region supported the Para-Olympic Program through fundraising and also assisted with the Provincial Para-Winter Games held in Corner Brook in March 2015. The LETR committee is currently preparing to support the National Special Olympic Winter Games that will be held in Corner Brook in February 2016.



Objective 3.4

Enhance relationship
with LGBT community

Progress and Accomplishments

The Lesbian Gay Bisexual Transgender (LGBT) community often faces unique challenges and stigmas within the broader community. In 2014-15, recognizing the need to better engage the LGBT community, the RNC established an LGBT committee comprised of a cross-section of members from the RNC. Some of the initiatives undertaken by the committee included:

- Identification of an RNC liaison officer for the LGBT community;
- Collaborating with PRIDE organizers and participation in PRIDE week activities;
- Producing a video entitled "If You Can Serve You Can Serve" – promoting diversity within the RNC;
- Creating the "Celebrate Diversity" vehicle magnets for all patrol vehicles; and
- Developing in-service awareness training for all RNC members.

GOAL 4

Objective 4.1

Educate police officers
on mental health
response protocols

Progress and Accomplishments

During 2014-15 the mental health Mobile Crisis Response Team (MCRT) provided civilian staff and officers with training to help identify persons and situations that would require an MCRT response. Training was also provided on enhanced methods to collect, retrieve and analyze data that deal with persons with mental illness. The success of the MCRT is very much dependent on our understanding, cooperation and commitment to provide the best care and response possible to those in crisis.

In December 2013, the RNC entered into a partnership with the Bell Aliant Pioneers to have "Mental Health First Aid for Youth" training delivered to all front-line officers, other first responders and community groups in the Province. This training was designed by the Canadian Mental Health Association. Funding in the amount of \$250,000 will cover costs of the training and resource materials.



Objective 4.2

Work with stakeholders to improve response

Progress and Accomplishments

The mental health Mobile Crisis Response Team (MCRT) and the RNC are working together in an effort to provide an effective, efficient and appropriate response to persons in mental health crisis. RNC Communications Centre staff and police officers play a vital role in providing persons in mental health crisis with the best available response.

In December 2014, the RNC assigned a study code to all calls where the MCRT is called or deployed. The gathering of this information will better inform Eastern Health and the RNC on the community's needs and enable them to make sound decisions based on accurate and reliable information. The MCRT increased their hours of availability from 4 days per week to 7, and from 8 hours per day to 12. These increased hours provide improved coverage and response times to persons in mental health crisis.

In addition to the MCRT, the RNC actively works with health authorities, treatments centres, and other stakeholders to continually improve our response to persons with mental illness. RNC officers also deliver Mental Health First Aid instruction and awareness campaigns to various community groups.

GOAL 5

Objective 5.1

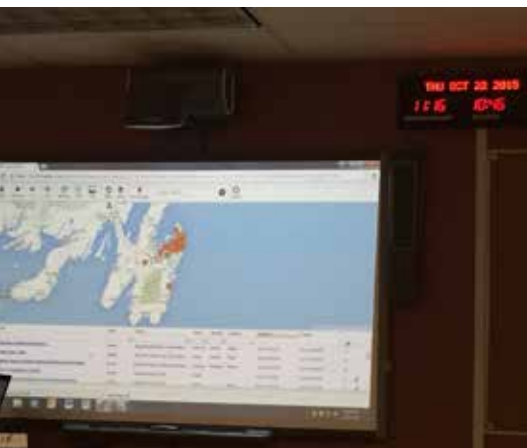
Enforce judicial release conditions

Continue to Implement Intelligence-Led Policing

Progress and Accomplishments

Intelligence-led policing is intended to foster safer communities by using strategies aimed at crime reduction and prevention. One of these strategies is focusing on preventing prolific and serious offenders from operating in our communities. As an intelligence-led organization, the RNC uses crime pattern analysis, statistical analysis and numerous investigative techniques to solve crime and provide quality policing.

An intelligence-led initiative by the RNC in 2013 resulted in the creation of the Compliance and Enforcement of Orders (CEO) Unit. The mandate of the CEO Unit is to monitor the activity of prolific high risk and repeat offenders as well as executing outstanding warrants. The CEO unit ensures that released offenders comply with their judicial orders such as probations, undertakings, conditional sentences, parole conditions and sureties to keep the peace. The RNC recognizes that a small percentage of offenders are responsible for a large volume of criminal activity. The Unit is comprised of one sergeant and four constables and focuses on those offenders.



During the period December 1, 2014 to April 21, 2015 the CEO Unit conducted 759 curfew checks, made 106 arrests, executed 118 arrest warrants and laid a total of 148 charges. The criminal code charges included 74 breaches of court orders, 54 fail to attend court and 20 others. These other offences consisted of carrying a concealed weapon, possession of a restricted weapon, mischief, driving while prohibited, theft and unlawful confinement.

Objective 5.2

Increase
crime analyses

Progress and Accomplishments

Analyzing crime trends and statistics is a central component of intelligence-led policing. When we better understand criminal tendencies, movements, and methods, we can better allocate our resources to proactively police our communities. RNC Criminal Analysts do just this; they research statistics and identify patterns in criminal or traffic-related activity, thereby helping to create safer communities through strategic policing.

The RNC increased its analysis capacity by assigning Crime Analysts to the General Investigation Unit, Criminal Intelligence Unit and the Combined Forces Special Enforcement Unit (CFSEU). A Crime Analyst will join the Domestic Violence Unit in 2015-16. We will continue to evaluate this important component of police resources.

Objective 5.3

Operationalize the
provincial threat
assessment on
organized crime

Progress and Accomplishments

Through its partnership with Criminal Intelligence Service Newfoundland Labrador (CISNL), the RNC participates in the preparation of the annual NL Integrated Provincial Threat Assessment. This annual threat assessment provides senior law enforcement executives with relevant strategic intelligence to help guide the selection of enforcement targets and the coordinating operations. Prioritizing the selection of targets and the associated allotment of law enforcement resources is vital to ensuring that law enforcement agencies make optimum use of resources to effectively combat organized crime.

The RNC effectively utilizes various investigative units to collaboratively target organized crime groups that are prioritized in the Provincial Threat Assessment. Progress is regularly evaluated and efforts are reorganized as priorities evolve. The CFSEU plays a significant role in targeting organized crime in Newfoundland and Labrador.

Objective 5.3 (Continued)

Operationalize the
provincial threat
assessment on
organized crime

The CFSEU-NL is an integrated investigative unit established in 2013, consisting of members from the Royal Canadian Mounted Police (RCMP) and the Royal Newfoundland Constabulary. This initiative was approved in the 2013-14 budget. In March 2015, a significant drug seizure followed an extensive investigation by CFSEU-NL into an organized drug group. This lengthy investigation (Operation Turbulence) focused on illegal drug activity in Labrador West, Northeast Avalon and Quebec. As a result of the investigation, eight individuals were arrested and a large quantity of drugs taken off the streets. With six of these arrests in the Labrador West area, this investigation had a significant impact on the illegal drug trade within that region.



GOAL 6

Promote Gender Equity and Diversity

Objective 6.1

Open RNC child
care facility

Progress and Accomplishments

Policing is a unique career that often comes with unique work-life challenges. The availability of affordable and quality child care not only serves as a deterrent for women considering a career with the RNC, but is indeed a constant challenge for parents currently serving in sworn and civilian ranks. Recognizing that women are often the primary childcare givers, the RNC is committed to offering some solutions.

The RNC Provincial Headquarters, located in St. John's, is currently undergoing a redevelopment that will conclude in the fall of 2015. As part of this redevelopment a child care center will be established. The child care center will be known as the Fort Townshend Child Care Co-operative; the fully-licensed center will primarily cater to the needs of RNC officers and civilian staff, accommodating 28 children aged 2-5.

With the assistance of a professional consultant, a volunteer board was created in 2013 to guide the development and opening of the center. The board has been working diligently to establish all licensing and application requirements with the not for profit cooperative expected to open by Spring 2016.

Objective 6.2

Offer two recruiting
sessions for
women annually

Progress and Accomplishments

The RNC recognizes that women who are considering a career in policing need information on work-life balance in areas such as maternity leave and balancing work schedules with family responsibilities. Offering recruiting sessions for women provides an environment where prospective recruits can openly discuss these issues and make informed choices about a career in policing.

In September and October 2014, the RNC recruiting team held women only sessions in St. John's with 50 women in attendance, while the general sessions saw an additional 19 women. In October 2014, a session held in Corner Brook saw four in attendance for the women only session and the general session saw another three. Women only sessions were also held in Grand Falls-Windsor, Gander, Clarenville and Labrador West.

Objective 6.3

Offer two PARE preparation sessions for women annually

Progress and Accomplishments

The Physical Abilities Requirement Evaluation (PARE) is an occupational test to determine a person's physical ability to do police work. Historically, the PARE has resulted in many women being screened out of the recruitment process. To provide a more equitable opportunity for women candidates and to create a larger pool of potential recruits, women who attended the information sessions were invited to attend PARE preparation sessions. The PARE preparation sessions provided hands on opportunity to experience PARE, as well as receive advice from the PARE coordinator on how to improve their strength and conditioning.

The recruiting team also held preparation sessions for the PARE in St. John's, Corner Brook, Gander and Clarenville. These sessions were advertised through traditional media outlets, RNC social media platforms, email, and on-line via community and post-secondary school websites. In total, 35 women attended the pre-PARE sessions.

Objective 6.4

Offer recruitment outreach to diversity groups annually

Progress and Accomplishments

It is very important to the RNC that personnel represent the communities served by ensuring that diversity and multicultural groups view the RNC as not only a trusted police service, but also as a potential employer.

During the 2014-15 recruitment period recruiters sent information packages or held recruitment sessions for multiple aboriginal and multicultural communities, including an information session at Holy Heart High School for approximately 30 multicultural students. Recruiting officers also attended several multicultural events providing information about the RNC Police Studies Program and application requirements. The RNC continues to build strong relationships with multicultural communities.



Objective 6.5

Offer Respectful
Workplace related
training opportunities
annually

Progress and Accomplishments

The Public Service Commission developed the Respectful Workplace Program (RWP) to provide individuals, work teams and departments with healthy options to address the issue of workplace conflict. RNC policy makes it mandatory for all employees to participate in RWP training every three years. In 2014-15, the RNC's RWP committee delivered frontline training to 60 individuals. The committee also formally recognized International Women's Day, Multi-Cultural Week and Pride Week as part of their mandate.

GOAL 7

Objective 7.1

Implement Automatic
Vehicle Locators

Progress and Accomplishments

Automatic Vehicle Locators (AVLs) have been deployed in a total of 119 vehicles. AVL technology will greatly improve the RNC's response to calls for service, enhance officer and public safety and significantly improve fleet maintenance and fuel consumption. Research and development of policy regarding the AVLs is underway and expected to be complete in 2016.

Objective 7.2

Implement electronic
recording of suspect,
victim and witness
statements on
RNC network

Progress and Accomplishments

To meet the RNC's business requirements to improve organizational efficiency by reducing the manual effort to record, manage, and disclose video (interviews) evidence, an acquisition of an interviewing solution commenced as part of the RNC re-development project.

In July 2014, the RNC deployed the MediaSolv solution throughout nine interview rooms, an Identification Room, and two video monitored rooms within the RNC Headquarters building. MediaSolv is a digital evidence management solution that allows evidence (interviews) to be stored and managed. The system is proven to meet industry standards, and is currently being used by other major Canadian police services such as Toronto, Peel and Saint John. The next phase will integrate the MediaSolv solution on the RNC network with future deployment to Corner Brook and Labrador West regions.

Objective 7.3

Partner in National
Police Service initiatives

Progress and Accomplishments

As a law enforcement partner, the RNC focused on the need to invest in Livescan technology in the Northeast Avalon, Corner Brook and Labrador West regions. By July 2014, the RNC was able to submit criminal fingerprints to the National Criminal Records Repository electronically. Electronic submissions of fingerprints form the foundation for further automation.

In March 2015, the RNC, being the initial pilot agency to participate in the Criminal Justice Information Management (CJIM) pilot, commenced submitting electronic criminal charge dispositions. The CJIM solution provides an immediate increase in the accuracy and timely update of criminal records. This solution also provides increased accuracy, completeness and timeliness of the criminal record information, a reduction in work effort and upfront validation.

Objective 7.4

Complete RNC
headquarters
development

Progress and Accomplishments

Completion of the new RNC Annex Building is in its final stages. This will be the final phase of the \$57.5 million headquarters redevelopment project in St. John's. Completion of the RNC Annex will significantly expand the RNC's training facilities to include a new lecture theatre, classrooms, breakout/meeting rooms, computer lab and Use of Force training facility. Additionally, the building will house a new gym and wellness center, improved quartermaster stores, finance division, community services, recruitment facilities, locker rooms and a new co-operative childcare center. The RNC is pleased to be providing working space for both the RNC Historical Society, and the RNC Veterans' Association. Targeted occupancy for the new RNC Annex Building is anticipated in March 2016.



AWARDS AND RECOGNITION



Canadian Forces Liaison Council Award

Canadian Forces Liaison Council Award celebrates the outstanding commitment employers and educational organizations make to the reservists. The RNC was honoured to receive this award of excellence at Government House in St. John's on February 25, 2015.

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 recognized their commitment to Canada. There are three levels of membership which reflect long-term, outstanding service: Commander, Officer and Member. On September 9th, 2014 Deputy Chief Alban Singleton, Criminal Operations, was recognized by the Governor General of Canada, David Johnston, as a Member of the Order of Merit of the Police Forces, for leadership, exceptional service and for commitment to the country. Deputy Chief Singleton is the sixth member of the RNC to receive this prestigious recognition and to be inducted as a Member of the Order of Merit of Police Services.

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 for the medal, and 30 years for the long service bar, 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 2014 awards are listed below:



Superintendent Jason G. Sheppard
Inspector Barry J. Constantine
Inspector Suzanne M. Bill
Staff Sergeant D. Roy Elliott
Sergeant Paul R. Murphy
Sergeant G. Roy Hoskins
Sergeant James H. Smith
Sergeant Robert J. Howard
Constable William F. Gosse

Constable Brian G. J. Tilley
Constable Garry R. Crocker (Retired)
Constable Patrick G. Doyle
Constable Royburn P. Robinson
Constable Barry W. Osmond
Constable C. Bert Matthews
Constable Jack A. Kean (Retired)
Constable Timothy J. Fowler



SAFER
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