

REPORT ON POLICE SERVICE ACTIVITIES

2015 - 2016





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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 (RNC) and pursuant to Section 6 of the *Royal Newfoundland Constabulary Act*, I am pleased to submit this report on the activities of the RNC for the year ending March 31, 2016.

The vision of the RNC is “Safer Communities through Policing Excellence”. Our mandate is to provide police services and to maintain traffic and other patrols in three jurisdictions: (i) Northeast Avalon; (ii) Corner Brook; and (iii) Western Labrador.

In 2015-16, the women and men of the RNC worked towards meeting the goals identified in the Corporate Plan 2014-2017. These goals are:

- 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 from April 1, 2015 to March 31, 2016. The outcomes reported are aligned with the strategic directions and areas of intervention identified by the Government of Newfoundland and Labrador 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, which appears to read 'W. Janes'.

William J. Janes
Chief of Police



HIGHLIGHTS

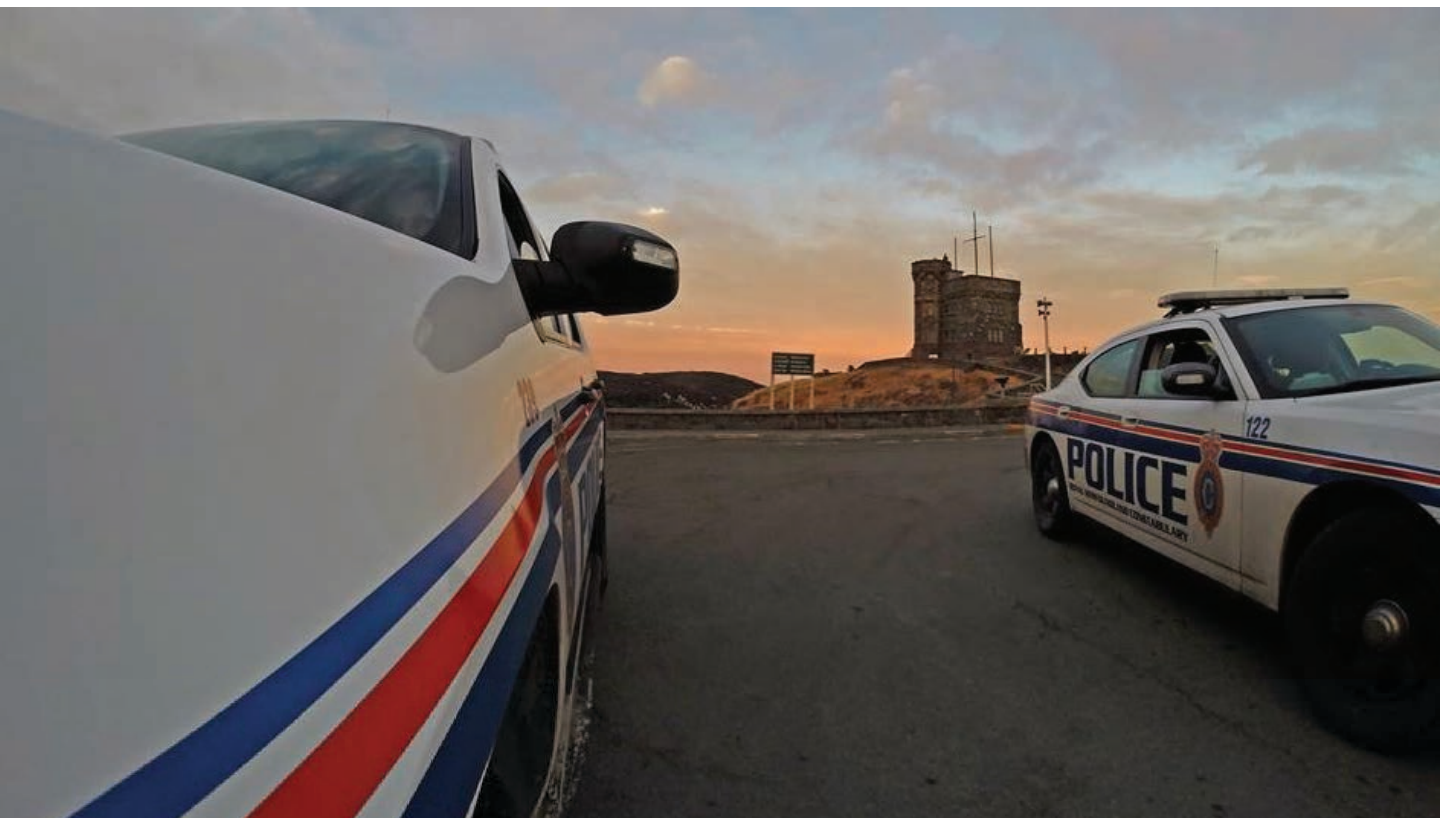
The 2016 Special Olympics Canada Winter Games was held in Corner Brook in March. The week-long event had over 950 athletes, coaches and staff from 12 provincial and territorial chapters. There were over 600 volunteers supporting the games, including members of the RNC. Athletes competed in alpine skiing, cross country skiing, curling, figure skating, floor hockey, snow shoeing, and speed skating. Cst. Ryan McMackin and Cst. Danny Abbass were assigned as RNC liaisons for the games, which included meeting the athletes and coaches, attending events, and awarding medals.

The RNC's newest member of the Police Mounted Unit, Dr. Rich, was donated by His Honour, The Honourable Frank Fagan, Lieutenant Governor of Newfoundland and Labrador and Her Honour, Mrs. Patricia Fagan. Dr. Rich was donated in honour of their son, the late Dr. Richard Fagan. A new four-horse trailer was gratefully received from the Crosbie Group of Companies.

In August, the RNC celebrated the 11th anniversary of the Police Studies Program at Memorial University with 31 cadets graduating and sworn in as new constables. Constable Shane McClafferty received the Lieutenant Governor's Award for Cadet of the Year. The Head Constable Malcolm "Mackey" White Outstanding Dedication Award was awarded to Constable Jeremy Pye. Constable Jason McCarthy received the Corporal Michael J. Roberts Memorial Scholarship Award in Police Studies, and Constable Jason Walsh was awarded the Lieutenant Donald A.M. O'Neill Memorial Scholarship Award in Police Studies. The Anne Morris Scholarship Award in Police Studies was awarded to Constable Jenna Currie, marking the first year this award was presented. Since 2005, 254 officers were hired through the RNC's partnership with Memorial University.

The RNC continued to expand its social media presence with "Tweet Alongs", "Chief Chats" and "Live Tweets" from the Communications Centre and the RNC stables. The RNC has 30,000 Twitter followers and reaches upwards of 500,000 Facebook users per month. "Operation: Holiday Magic" was a highly successful social media event that encouraged people in our communities to "pay it forward" with random acts of kindness. Additionally, the "Wanted Wednesdays" has proven very successful in apprehending individuals wanted in relation to criminal activity.

The RNC is working with the Canadian Broadcasting Corporation (CBC) on a series of televised segments focusing on highway safety. CBC reporters interviewed and worked with RNC members and other community partners to deliver messages to the public regarding vehicle safety and roadworthiness, distracted and aggressive driving, and delivering death notifications. The series began in March 2016.



STATS AT A GLANCE

Calls for Service by Region

Jurisdiction	2013	2014	2015
Northeast Avalon	63,675	65,647	64,314
Corner Brook	9,942	9,570	8,052
Labrador	3,419	2,971	3,038
Outside Jurisdiction	240	264	155
Total	77,276	78,452	75,559

Royal Newfoundland Constabulary, Information Services Division: 2015 Annual Juristat Report

Police Reported Incident Statistics | All RNC Jurisdictions

Incident Classification	2011	2012	2013	2014	2015
Violent Crimes - Crimes Against Persons	4,026	4,301	4,229	3,930	4,060
Crimes Against Property	11,771	10,994	11,323	10,050	9,856
Other Criminal Code	4,104	4,041	3,901	3,685	3,875
Controlled Drugs and Substances	978	892	776	528	559
Other Federal Statutes	403	147	199	139	204
Traffic Violations & Impaired Operations	1,577	1,658	1,629	1,484	1,148
Provincial Traffic Offences	25,902	25,413	24,647	26,016	25,005
Motor Vehicle Accidents	6,062	5,978	6,284	6,100	5,590
Total	54,823	53,424	52,988	51,932	50,297

Royal Newfoundland Constabulary, Information Services Division: 2015 Annual Juristat Report

Police Reported Incident Statistics | Northeast Avalon

Incident Classification	2011	2012	2013	2014	2015
Violent Crimes - Crimes Against Persons	3,528	3,797	3,577	3,384	3,431
Crimes Against Property	10,674	9,889	10,147	8,950	8,846
Other Criminal Code	3,573	3,464	3,209	3,020	3,139
Controlled Drugs and Substances	854	751	617	428	362
Other Federal Statutes	348	97	124	97	160
Traffic Violations & Impaired Operations	1,378	1,413	1,388	1,275	1,121
Provincial Traffic Offences	22,224	21,287	20,506	21,148	19,132
Motor Vehicle Accidents	5,217	5,142	5,404	5,366	4,921
Total	47,796	45,840	44,972	43,668	41,112

Royal Newfoundland Constabulary, Information Services Division: 2015 Annual Juristat Report

Police Reported Incident Statistics | Corner Brook

Incident Classification	2011	2012	2013	2014	2015
Violent Crimes - Crimes Against Persons	360	359	534	441	530
Crimes Against Property	871	878	963	949	819
Other Criminal Code	436	490	642	639	692
Controlled Drugs and Substances	98	119	132	88	161
Other Federal Statutes	48	45	63	41	44
Traffic Violations & Impaired Operations	149	167	175	164	153
Provincial Traffic Offences	2,883	3,041	2,404	2,537	3,713
Motor Vehicle Accidents	545	551	598	535	517
Total	5,390	5,650	5,511	5,394	6,629

Royal Newfoundland Constabulary, Information Services Division: 2015 Annual Juristat Report

Police Reported Incident Statistics | Labrador West

Incident Classification	2011	2012	2013	2014	2015
Violent Crimes - Crimes Against Persons	138	145	118	105	99
Crimes Against Property	226	227	213	151	191
Other Criminal Code	95	87	50	26	44
Controlled Drugs and Substances	26	22	27	12	36
Other Federal Statutes	7	5	12	1	0
Traffic Violations & Impaired Operations	50	78	66	45	43
Provincial Traffic Offences	795	1,085	1,737	2,331	2,160
Motor Vehicle Accidents	300	285	282	199	152
Total	1,637	1,934	2,505	2,870	2,725

Royal Newfoundland Constabulary, Information Services Division: 2015 Annual Juristat Report



Budget

Current	Actual 2015-16	Budget 2015-16	Actual 2014-15	Budget 2014-15
Salaries	45,539,722	46,905,700	44,203,481	44,809,100
Operating Accounts				
Employee Benefits	75,921	119,800	31,134	119,800
Transportation & Communication	1,270,151	1,967,600	1,547,558	1,749,600
Supplies	1,941,087	1,367,800	1,749,411	1,338,900
Professional Services	103,672	83,600	42,076	83,600
Purchased Services	2,272,747	2,294,000	1,919,121	1,871,000
Property, Furnishings & Equipment	461,737	232,400	379,265	215,300
Operating Accounts Total	6,125,315	6,065,200	5,668,565	5,378,200
Grants and Subsidies	–	2,000	2,000	2,000
Total	51,665,037	52,972,900	49,874,046	50,189,300
Revenue - Federal	(72,873)	(201,600)	(52,496)	(201,600)
Revenue - Provincial	(501,963)	(533,700)	(716,434)	(638,700)
Total: Current	51,090,201	52,237,600	49,105,116	49,349,000
Capital				
Operating Accounts				
Professional Services	46,729	–	268,029	–
Purchased Services	2,138,690	2,360,000	9,156,204	9,712,000
Operating Accounts Total	2,185,419	2,360,000	9,424,233	9,712,000
Total: Capital	2,185,419	2,360,000	9,424,233	9,712,000

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	342	573	175
Corner Brook	19,825	45	440	227
Labrador West	10,340	22	470	213
Total RNC	226,020	409	553	181
Canada**	35,851,744	68,777	521	192

* Population estimates are based on 2011 Census data obtained from the Newfoundland Statistics Agency. RNC Northeast Avalon includes population estimates for subdivisions of Conception Bay South, Portugal Cove-St. Philips, Pouch Cove, Flatrock, Torbay, Logy Bay-Middle Cove-Outer Cove, Bauline, Paradise, St. John's, Mount Pearl, and Petty Harbour-Maddox Cove. RNC Corner Brook includes population estimates for the Municipality of Corner Brook. RNC Labrador West includes population estimates for the subdivisions of Labrador City, Wabush and Churchill Falls.

** Statistics Canada, Police Resources in Canada, 2015

Police/Civilian Staff

Jurisdiction	Police Officers	Civilian Staff	Total Staff	Police/Civilian Staff Ratio
NE Avalon	342	91	433	3.7:1
Corner Brook	45	8	53	5.6:1
Labrador West	22	5	27	4.4:1
Total RNC	409	104	513	3.9:1
Canada*	68,777	28,368	97,145	2.4:1

* Statistics Canada, Police Resources in Canada, 2015

Police Officer by Gender

Jurisdiction	Male Officers		Female Officers	
	#	%	#	%
NE Avalon	252	73.7	90	26.3
Corner Brook	33	73.3	12	26.7
Labrador West	15	68.1	7	31.9
Total RNC	300	74.35	109	26.65
Canada*	54,455	79.2	14,322	20.8

* Statistics Canada, Police Resources in Canada, 2015

Police Officer by Gender & Rank

Jurisdiction	Commissioned Officers		Non-Commissioned Officers		Constables	
	Male: Female	%M:%F	Male: Female	%M:%F	Male: Female	%M:%F
RNC	15:3	83:17	64:5	92:8	221:101	54:46
Canada*	14:1	88:12	4:1	72:18	3:1	77:23

* Statistics Canada, Police Resources in Canada, 2015



REPORT ON COMMITMENTS

GOAL 1

Objective 1.1

Implement traffic enforcement programs



Improve Highway Safety

Progress and Accomplishments

Enforcement efforts to ensure safer roadways are an important part of the work of the RNC. In addition to daily enforcement, the RNC has undertaken a number of specific traffic enforcement programs to address key contributing factors to motor vehicle collisions. These programs include operations to address impaired driving, distracted driving, speeding and aggressive driving, unsafe vehicles, ATV safety, seatbelt compliance and commercial vehicle safety.

Operation "Merry" was a strategic initiative designed to detect and apprehend impaired drivers over the 2015 Christmas and New Year holiday season. There were 26 impaired drivers arrested and charged through this operation.

Operation "Ringtone" was a strategic traffic enforcement initiative designed to detect distracted driving offences including mobile phone use and inattentive driving. This operation was conducted during January and February 2016, resulting in approximately 350 Summary Offence Tickets being issued.

Operation "RADAR" was a strategic enforcement initiative designed to deal with aggressive/speeding motorists on highways. This initiative was conducted during March to May 2016. Approximately 1,000 Summary Offence Tickets were issued for speeding and other *Highway Traffic Act* offences during this period.

Canada Roads Safety Week is an annual enforcement, education and awareness initiative in which the RNC participated in 2015. Checkpoints and strategic enforcement initiatives were conducted during that week by Patrol and Traffic Services members.

Commercial Vehicle Safety Inspections took place in June 2015 and the RNC Traffic Services members partnered with Service NL Highway Enforcement Officers for four days to conduct commercial vehicle safety inspections. This resulted in numerous infractions being detected and 11 charges laid by the Highway Enforcement Officers under the *Highway Traffic Act* and Official Vehicle Inspection Regulations.

Objective 1.2

Increase traffic safety messaging to public

Progress and Accomplishments

Education and communication are essential for creating safer roadways and preventing collisions. The RNC continues to work diligently to promote traffic safety through media, educational programming and community outreach.

Social Media: The RNC has excellent social media reach which provides “real time” traffic messaging and updates to the motoring public regarding problem areas and traffic incidents in progress. The RNC is also able to receive traffic-related information from the public through social media.

Media Interviews: The RNC’s Traffic Services members have been interviewed by the media and have appeared on various media outlets including CBC Crosstalk, CBC Here and Now, VOXM Backtalk, and NTV News First Edition. These interviews enable the delivery of messaging pertaining to a variety of traffic safety matters such as impaired driving, aggressive and distracted driving, and seatbelt use.

RNC/CBC “Driven”: This initiative includes RNC members from all sections in the Operational Support Services Division. The series began in March 2016 and focuses on a variety of topics related to highway safety. CBC reporters interviewed and worked with RNC members and other community partners to deliver messages to the public regarding vehicle safety and roadworthiness, distracted and aggressive driving, as well as death notifications.

Community Partnerships: Members of Traffic Services have partnered with other community groups to deliver safe driving messages to the public. The common goal during the delivery of messaging is to improve highway safety. These groups include:

- Safety Services NL
- Mothers Against Drunk Driving Canada
- Avalon T’Railway Association
- Service NL Highway Enforcement Officers
- City of Mount Pearl Municipal Enforcement
- Town of Conception Bay South Municipal Enforcement
- Town of Paradise Municipal Enforcement

Committees and Town/City Assistance: The RNC’s Traffic Services members partake in a variety of committees designed to improve highway safety. These committees aim to provide proactive solutions to traffic-related problems. The RNC has assigned liaisons and committee members to the following groups:

- St. John’s Police & Traffic Standing Committee
- National Breath Test Advisory Committee
- St. John’s Special Events Advisory Committee
- Mothers Against Drunk Driving Canada
- Province of NL *Highway Traffic Act* Committee



RNC members also provided assistance to towns regarding traffic issues such as speed zones and intersection improvements. Regular meetings with stakeholders in the cities and towns that are policed by the RNC are held to discuss ways of addressing traffic safety matters.

GOAL 2

Objective 2.1

Revise policy on response to domestic disputes

Enhance Response to Domestic Violence

Progress and Accomplishments

The RNC is continuing to revise the domestic violence policy. This policy is renamed "Intimate Partner Violence" (IPV) to more accurately reflect the scope of the policy and to align with other agencies involved with intimate partner violence. The RNC recognizes the serious implications intimate partner violence can have on individuals, families and the community. This policy will be completed by the fall of 2016.

Objective 2.2

Implement a risk assessment tool

Progress and Accomplishments

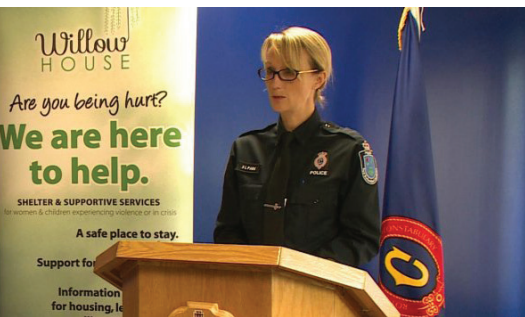
The RNC has identified an actuarial risk assessment tool and has secured training for members of the Criminal Investigation Division who investigate IPV. Further specialized threat assessment and management training is being researched for IPV Coordinators. Both of these training programs will improve the RNC's response to IPV, allowing complaints to be appropriately triaged, interventions initiated and resources effectively allocated to increase efficacy. The RNC also uses a Family Violence Investigative Report (FVIR) to assess and help develop a strategic response to each investigation. By using these strategies, the RNC will improve its abilities to quantify intimate partner violence in the RNC's policing jurisdictions and to direct resources more appropriately.

Objective 2.3

Deliver education to youth on dating violence

Progress and Accomplishments

Providing education on issues related to relationship violence is an important part of proactive policing. Unaddressed violent behaviours can result in an escalation of violence and have serious consequences for victims. Long term victimization can result in more complex and dangerous consequences including drug dependency, eating disorders and suicidal thoughts. Educating youth about the seriousness of dating violence is critical to early intervention.



The RNC continues to deliver the “Students Taking Responsibility in Violence Education (STRIVE) Program” to all Grade 8 students in RNC jurisdictions. The STRIVE Program is based on the premise that all students have the right to participate in school, leisure activities, sports and relationships without fear of being victimized by violence. Violence for youth can include intimidation, exclusion, bullying, sexual harassment, verbal and physical abuse, and assault. The goal of the program is to encourage students to address the problem of youth violence by working within their schools and communities to find real-life solutions to the problem of youth violence.

A total of 2,290 grade eight students participated in the STRIVE Program in 2015-16: 2,005 in 15 schools on the Northeast Avalon; 135 in three schools in Labrador; and 150 in two schools in Corner Brook.

Objective 2.4

Develop on-line information for RNC website for victims of domestic violence

Progress and Accomplishments

The RNC Intimate Partner Violence Committee added information to the RNC website in relation to intimate partner violence. The website now contains information about the Intimate Partner Violence Unit as well as resources that can assist victims of intimate partner violence and/or those who know someone who is a victim of intimate partner violence.

Objective 2.5

Work with community partners to improve support for victims

Progress and Accomplishments

Intervening in situations of intimate partner violence is a very difficult aspect of policing. Police officers are often the first members of the law enforcement system to be in contact with victims of intimate partner violence. Successful interventions rely on effective practices. The Women’s Policy Office, Government of Newfoundland and Labrador, provided funding to the RNC for training to better understand the dynamics of intimate partner violence including what it is, why it occurs, the process of ending abuse, and the impact it has on the lives of victims, children and abusers. This training examined police officers’ intervention from receiving the initial call through to report writing. The training also focused on how police officers are impacted by these interventions.

Two RNC officers and one civilian crime analyst are assigned full-time to the IPV Unit with the Criminal Investigation Division. One officer and the analyst are funded by the Women’s Policy Office. The RNC’s IPV Unit is dedicated to reviewing all investigational reports regarding violence in intimate relationships with the purpose of ensuring consistency in response, investigational quality, and compliance with policy/legislation. The RNC also liaises with community partners and stakeholders including social services, health resources, and support networks





GOAL 3

The RNC Training Section provided training to members of each of the four patrol platoons on Emergency Protective Orders (EPO). An EPO is a court order that a Judge of the Provincial Court can grant in urgent situations to provide immediate protection when family violence has occurred. The IPV Unit has also provided education on the response to intimate partner violence to Patrol Services and the Telephone Reporting Centre.

The RNC and RCMP are working with the NL Sexual Assault Crisis and Prevention Center on the "Care Project". The project is aimed at coordinating services for sexual assault survivors and collaborating to prevent sexual violence in the Avalon Region. This program partners with other community groups such as women's groups, youth groups, and community advocates.

The RNC has partnered with several agencies to establish a Pet Safekeeping Program for victims of intimate partner violence. In some cases, the victim of intimate partner violence will delay leaving a violent situation because of lack of shelter for their pets. On the Northeast Avalon, the RNC is working with the St. John's Humane Society and Iris Kirby House so that pet care can be offered to victims in emergency situations.

The RNC partnered with the Coalition to End Violence in Corner Brook on various community initiatives aimed to reduce intimate partner violence.

Enhance Relationship with Community and Stakeholder Groups

The RNC and RCMP partnered with the Department of Child Youth and Family Services (CYFS) to provide training to frontline officers in the "Collaborative Approach for the Investigation of Child Sexual Abuse". Using best practices in investigations related to child abuse, the program promotes joint investigations between social workers, the RNC and the RCMP. The training is designed for those who will be responding to cases of child abuse. Using a "train the trainer" model, the aim is to provide internal trainers with the knowledge required to facilitate the program with frontline members. This training will be offered to frontline members in the fall of 2016.

Objective 3.1

Engage municipalities
in policing issues

Progress and Accomplishments

The Superintendent in charge of the Operational Support Services Division and the Sergeants in charge of Traffic Services and Community Services met with municipal leaders in the Northeast Avalon region. During the months from April to November 2015, the RNC attended a total of nine St. John's Special Events Advisory Committee meetings. These meetings dealt with the application and approval process for special events. Guidance and recommendations were provided to numerous groups involved in this process. The meetings are critical to building relationships with communities by sharing ideas and planning for the future. The following municipalities were visited in 2016:

Torbay October 5, 2015

Petty Harbour/Maddox Cove February 25, 2016

**Portugal Cove-St. Philips, Pouch Cove and
Logy Bay-Middle Cove-Outer Cove** March 2, 2016

Paradise March 8, 2016

Torbay March 17, 2016

The RNC is represented on the St. John's Police & Traffic Standing Committee. This committee is comprised of individuals from all departments with the City of St. John's. This committee is responsible for making decisions related to all aspects of traffic safety and provides recommendations to the St. John's City Council on topics related to traffic safety. From April to December 2015, RNC officers attended four committee meetings.

In support of the Aboriginal community, the RNC in Corner Brook partnered with the Qalipu of Western NL during Aboriginal days in July 2015.



Objective 3.2

Deliver education programs to children



Progress and Accomplishments

The RNC has a vital role in educating youth about a number of police-related topics. In addition to sharing information, these educational forums also serve to build relations and trust between the police and youth.

During 2015-16, the RNC delivered educational programs to children and youth throughout the Northeast Avalon, Corner Brook and Labrador West regions. RNC officers presented on a variety of topics related to safety, violence and drugs. Some of the specific programs included:

Drug Abuse Resistance Education (DARE) is a comprehensive drug and violence prevention education program. This program was delivered to all grade six students that attend school in RNC jurisdictions. During 2015-16, 2,350 students from 40 schools participated in the DARE Program.

Cyber Safety Initiative (CSI) Program is designed to reduce potential risks to children associated with internet access and usage. The presentation focuses on teaching children to stay secure, smart and safe while using the internet and other forms of technology. During the 2015-16 school year, 2,318 grade seven students from 25 schools on the Northeast Avalon, Corner Brook and Labrador West regions participated in the program.

Students Taking Responsibility in Violence Education (STRIVE) was developed by the RNC in response to requests from schools for police officers to speak to students about bullying and violence. The program is built on the premise that all students have a right to attend school and participate in activities without fear of intimidation, bullying, or other types of abuse. The program contains information, statistics and photographs that inform and enlighten students about the effects of their own behavior on others. The themes of the program are respect, responsibility, empowerment and action. This program was delivered to all grade eight students that attend school in RNC jurisdictions. In 2015-16, a total of 2,290 students from 20 schools participated in the STRIVE Program.

Distracted Driving Program targets high school students who have or are about to obtain their driver's license. Distracted driving occurs when the person operating a vehicle is engaged in other activities such as talking on a cell phone, texting, or eating. These activities take the driver's attention away from the road and increase the likelihood of accidents and injury. The intent of the program is to discuss the social and legal consequences of distracted driving and identify ways to avoid distraction while encouraging commitment from young drivers to not drive while distracted. This program was delivered to over 2,000 students in RNC jurisdictions. In Corner Brook, sessions were held during National Safe Driving Week.



Objective 3.3

Enhance relationship
with persons with
disabilities



Street Drugs Presentations contain facts about the most commonly abused drugs in Newfoundland and Labrador. This police-facilitated session explains the physical and mental effects of drugs on a person and gives a factual overview of exactly what drugs are, how they work and what they do. During this 60 minute session, RNC officers discuss the long- and short-term side effects of the most common substances that are seen in communities in the RNC's jurisdictions. This presentation is offered to both Junior and Senior High School students. Parents of these students are also invited to attend a session. On the Northeast Avalon, the presentation was delivered in 83 sessions to 10 schools and five community groups. Labrador West held five sessions in two schools and Corner Brook had 110 students participate in three sessions at the regional high school.

Prevent Alcohol and Risk-Related Trauma in Youth (PARTY) is an evidence-based injury prevention program designed to educate Grade 10 students about the consequences of risk and injury. PARTY helps teenagers see and understand what happens to a trauma patient within the health care system and includes presentations by health care workers and police. Using interactive exercises, teenagers are provided with a realistic and sometimes explicit journey from the scene of a mock car crash, through the emergency department and intensive care unit, and into rehabilitation. The half day program ends with a series of testimonials from injury survivors and people affected by injury.

Progress and Accomplishments

The RNC created and sustains positive working relationships with stakeholders to promote the advancement of inclusion and the rights of persons with disabilities. The RNC participates in the NL Law Enforcement Torch Run (LETR) with other law enforcement agencies and supports a number of other fundraising activities. The LETR raises money and awareness to inspire people to accept and include those with intellectual disabilities.

This year, \$111,000 was donated by the LETR Committee to support NL Special Olympics. The year 2016 was particularly special for LETR as the Special Olympic Canada Games were held in Corner Brook. The LETR participants from Newfoundland and Labrador lit the caldron for the start of the Special Olympics Canada Games on March 1, 2016. Along the route, there were opportunities to attend rallies in support of athletes who were participating in the Games.

The Coalition of Persons with Disabilities honored the RNC with its inclusion award for work in blue zone awareness and for assisting persons with disabilities in emergency preparedness.



Objective 3.4

Enhance relationship with LGBT community

Progress and Accomplishments

The RNC has an LGBT Committee that works closely with the LGBT community in all RNC jurisdictions. The RNC was pleased to participate in and support PRIDE Week 2015. The parade was escorted by the RNC Mounted Unit in St. John's and the RNC Traffic Unit provided traffic support. Officers also walked in the parades to show their support for the LGBT community. To increase public support and awareness, members of the RNC wore PRIDE buttons and displayed rainbow colored magnets on patrol cars that read "RNC Celebrates Diversity".

The LGBT Committee recognizes that there is a need for policy development and training to support their interactions with the LGBT Community. During 2016-17, the RNC will develop a policy and provide training to ensure the RNC's interactions with the LGBT community follows best practices.

GOAL 4

Objective 4.1

Educate police officers on mental health response protocols

Enhance Response to Persons with Mental Health Issues

Progress and Accomplishments

Educating police officers in the area of mental health has two goals: to ensure officers are aware of and can appropriately respond to individuals who are experiencing mental health challenges; and to ensure officers are taking care of their personal mental health. The unique stressors of providing police services can result in increased personal stress. To support these goals, the RNC was involved in the following initiatives to educate police officers on mental health responses:

Mental Health First Aid is the assistance provided to a person developing a mental health problem or experiencing a mental health crisis. The RNC trained 120 members in Mental Health First Aid, a program developed by the Mental Health Commission of Canada.

Mental Health First Aid for Youth Training, designed by the Canadian Mental Health Association, was provided to all front line officers, other first responders and other community groups in Newfoundland and Labrador. The year 2015 was the third year of a three-year partnership with the Bell Aliant Pioneers through which funding of \$250,000 was provided to support this program.

Operational Stress Injuries refer to any persistent psychological difficulty resulting from operational duties performed while serving as a police officer. The RNC and the RNCA partnered to bring together a psychologist, individuals who experienced operational stress injuries and representatives of the Employee Assistance Program to educate frontline members. The sessions focused on recognizing signs of injury and how to access help. Approximately 180 officers participated in this training.

Road to Mental Readiness (R2MR) is a program developed by the Canadian Armed Forces and is being adopted by police agencies across Canada. This training encompasses the entire package of resilience and mental health training that is embedded throughout Canadian Armed Forces members' career, including the deployment cycle. In February 2016, the RNC held a "train the trainer session" and certified 12 internal facilitators who will deliver R2MR throughout the organization.

Police Studies Program cadets received training in mental health as an important part of their program. Training for cadets included: Applied Suicide Intervention training; the Changing Minds program; and awareness of conditions such as Tourette syndrome, fetal alcohol spectrum disorder and autism.

Objective 4.2

Work with stakeholders to improve response

Progress and Accomplishments

The RNC and Eastern Health continue to collaborate on initiatives focused on improving the response to persons experiencing a mental health crisis. In October 2015, RNC and Eastern Health officials traveled to Halifax to study the Mental Health Mobile Crisis Response Team model currently being used in Nova Scotia. The model used in Halifax is more commonly known as the Memphis Model and is widely regarded as the most effective and efficient model throughout North America for persons experiencing a mental health crisis. Both the RNC and Eastern Health were extremely impressed with the Halifax model and are in full support of this concept for Newfoundland and Labrador. On March 16, 2016, the RNC presented this concept to the Provincial Government's All Party Committee on Mental Health in Newfoundland and Labrador.



GOAL 5

Continue to Implement Intelligence-Led Policing

Objective 5.1

Enforce judicial release conditions

Progress and Accomplishments

The enforcement of judicial release conditions aims to reduce the operation of prolific and violent offenders. The Compliance and Enforcement of Orders (CEO) Unit was established in 2013 with a mandate to monitor the activity of prolific high risk and repeat offenders to ensure that released offenders comply with their judicial orders. These orders may include parole conditions, no contact orders, driving prohibitions, curfews, signing in at RNC Headquarters, and alcohol and drug prohibitions. The CEO Unit, comprised of four constables and one sergeant, is also responsible for executing outstanding warrants and has been successful in ensuring compliance and enforcing judicial orders. The 2015-16 activity of the CEO Unit included:

- 189 Warrants Executed
- 147 Persons Arrested on Warrants
- 47 Arrests Unrelated to Warrants
- 67 Internal Requests from other RNC Divisions
- 54 External Requests from other Agencies such as Parole Services and Adult Corrections
- 58 Intelligence Reports

Objective 5.2

Increase crime analyses

Progress and Accomplishments

RNC crime analysts are an integral part of police services as they research statistics and identify patterns in criminal and traffic-related activity. Analyzing crime statistics and trends are important tools for better understanding criminal tendencies, operations and movements. This information helps the RNC better allocate resources to proactively provide police services. This contributes to safer communities through strategic policing. In addition to the crime analysts that are assigned to the General Investigative, Criminal Intelligence, and Combined Forces Special Investigative Units, a crime analyst position was created for the Intimate Partner Violence Unit.

Objective 5.3

Operationalize the provincial threat assessment on organized crime

Progress and Accomplishments

The Combined Forces Special Enforcement Unit (CFSEU-NL) is an investigative and enforcement unit with a mandate to detect, investigate and disrupt serious and organized crime. This is accomplished through investigation, criminal prosecution, confiscation of criminal assets and public education. CFSEU-NL also investigates and works closely with Federal and Provincial Prosecutions to prosecute those who exploit children through proliferation and/or possession of child pornography and related images. The CFSEU-NL mandate is carried out according to provincial and national enforcement priorities and strategies.

The RNC's Criminal Intelligence Unit has operationalized the provincial enforcement for gang violence on the Northeast Avalon. The Provincial Threat Assessment is a collaborative effort between Criminal Intelligence Service Newfoundland and Labrador (CISNL), the RNC, RCMP and CFSEU-NL. The purpose of this collaboration is to identify, categorize and rate the most violent groups of organized crime with the aim of disrupting the criminal activity.

During 2015-16, CFSEU-NL was very productive resulting in a significant disruption in the organized crime activities in the province of Newfoundland and Labrador. The work completed to date shows the effectiveness of the RNC and the RCMP working together in the fight against drugs, organized crime and internet child exploitation. During 2015-16 there were 440 files assigned to CFSEU-NL that resulted in 44 people being charged with 26 offenses under the *Criminal Code of Canada* and 104 offenses under the *Controlled Drugs and Substances Act*. Additionally, drugs with a street value of over \$8 million were seized including 653 pounds of marijuana, 44 pounds of hashish, 12.5 kilograms of cocaine and over 7,000 prescription pills. Over \$250,000 in Canadian currency was also seized.

GOAL 6

Objective 6.1

Open RNC child care facility



Promote Gender Equity and Diversity

Progress and Accomplishments

The Fort Townshend Childcare Centre (Centre) will open on April 4, 2016. The Centre operates as a parent-run co-operative led by a volunteer Board of Directors comprised of uniformed, civilian and community members. The Board is responsible for overseeing the management of the operation including hiring staff, managing finances, equipment and ensuring regulations are met.

The Centre is located at the Memorial Campus of the RNC and has space for a total of 16 children: 10 two to three year olds and 6 three to five year olds. In total, there are 26 child care spaces. In addition to the well-resourced interior space, the Centre has an outdoor playground and access to an indoor gymnasium. There will be six staff members that will operate the Centre.

The establishment of the Centre is a tremendous benefit to RNC families. Parents and children are able to come to work together. It allows parents the comfort of knowing their children are close by and reduces some of the pressures of balancing work and family.



Objective 6.2

Offer two recruiting sessions for women annually

Objective 6.3

Offer two PARE preparation sessions for women annually

Objective 6.4

Offer recruitment outreach to diversity groups annually



Progress and Accomplishments

During this year's recruitment drive, the RNC offered three information sessions solely for women. These sessions were designed to allow female attendees an opportunity to ask questions in a comfortable and safe environment that they may not otherwise ask in a general session. The session offered in St. John's on September 16, 2015, was attended by 32 women; a session in Corner Brook on October 5, 2015, was attended by nine women; and the final session on October 21, 2015, in St. John's had six women in attendance. Other general information sessions were held throughout the province that were attended by both women and men.

Progress and Accomplishments

Throughout the recruitment stage, the RNC offered Physical Abilities Requirement Evaluation (PARE) preparation that was advertised as Pre-PARE sessions. Three sessions were held in October, 2015 that were for women only: the sessions held in St. John's on October 1 and 2 were attended by a total of 26 women; a session held in Corner Brook on October 6 was attended by three women.

A number of general sessions were also held in various locations throughout the province that were open to both women and men. In total, 31 women attended and participated in Pre-PARE sessions in 2015.

Progress and Accomplishments

In attempting to ensure the RNC is reaching a diverse audience and thus recruiting a true representation of the community it serves, the recruitment team contacted various community groups to schedule information sessions. The RNC offered an information session to the Aboriginal community in Corner Brook on October 21, 2015. On November 9, 2015, in St. John's, an information session for various multicultural groups was attended by nine people. The RNC also took part in two Professional Skills Development Program Networking Luncheons sponsored by Memorial University which a number of international students attended.

Objective 6.5

Offer Respectful Workplace related training opportunities annually



Progress and Accomplishments

Through its Respectful Workplace (RWP) Committee, the RNC is committed to ensuring a respectful workplace for all employees. The RWP Committee is comprised of both uniformed members and civilian employees. All new RNC employees (bargaining, non-bargaining and management) receive RWP Frontline Training upon commencement of their employment and they receive the same training at least once every three years thereafter. The RWP Committee is currently revising the RWP training to better reflect working in a police environment.

The RWP Committee looks for other learning opportunities to engage employees in understanding the importance of creating and maintaining a respectful workplace. Gender equity and diversity are promoted in the workplace. Significant dates, such as International Women's Day and the International Day for the Elimination of Racial Discrimination, are formally recognized. The RWP Committee coordinates presentations from community groups such as the Association for New Canadians. This community collaboration provides RNC employees with insight as to the potential barriers vulnerable groups are facing in the community and the RNC.

GOAL 7

Objective 7.1

Implement Automatic Vehicle Locators

Improve Business Processes

Progress and Accomplishments

In April 2014, the RNC, with assistance from the provider Kerr Global Communications, initiated the installation of Automatic Vehicle Locators (AVLs) in all RNC Fleet vehicles. AVLs were introduced to enhance officer safety, allow for the efficient allocation of resources and enhance fleet management. A committee oversees the management and full implementation of the AVL system inclusive of the development of RNC policy and the education of all staff of their existence and benefits. In April 2015, the AVL policy was finalized. The AVL system continues to be a work in progress and the AVL committee is working hard to ensure that the RNC enjoys the full benefits of this new technology.

Objective 7.2

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

Progress and Accomplishments

The RNC has improved business requirements by reducing the manual effort to record, manage and disclose video (interviews) evidence through the acquisition of an interviewing solution called MediaSolv. 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 departments



such as Toronto Police Service, Peel Regional Police Service and Saint John Police Force.

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. Pending funding approval, the next phase of the project will integrate the MediaSolv solution on the RNC network with future deployment to Corner Brook and Labrador West.

Objective 7.3

Partner in National Police Service initiatives

Progress and Accomplishments

As a partner in national law enforcement initiatives, the RNC invested in Live Scan technology. There are Live Scan devices at each RNC detachment. Since July 2014, the RNC was able to submit C-216s (criminal fingerprints) to the National Criminal Records Repository electronically. Electronic submissions of fingerprints form the foundation for all further automation.

Since March 2015, the RNC submitted electronic criminal charge dispositions, as the initial pilot agency to participate in the Criminal Justice Information Management (CJIM) pilot. The CJIM project provided the RNC access to the CJIM system through a web user interface for disposition input and publication to the Identification data bank in Canadian Police Information Centre (CPIC). The CJIM solution provides an immediate increase in the accuracy and timely update of criminal records. The estimated processing time for criminal dispositions submitted electronically through CJIM is two minutes. The CJIM solution also provides increased accuracy, completeness and timeliness of the criminal record information; a reduction in paper and postage usage; a reduction in work effort involved in the handling, filing, annotating and returning of paper C-216s; and up-front validation.

Objective 7.4

Complete RNC headquarters development

Progress and Accomplishments

Construction was completed on the RNC Annex, now aptly named "RNC Memorial Campus", which is the third and final phase of the RNC's \$57.5 million redevelopment project. The official opening took place on September 29, 2015. The building has a rich history, having been originally opened ninety years ago as a memorial to the many Newfoundlanders and Labradorians who sacrificed so much during World War I.

The new training facilities include a new lecture theatre, classrooms, breakout rooms, computer training room, use of force scenario room, gymnasium, and wellness center. The RNC Historical Society and the RNC Veteran's Association are housed at Memorial Campus. There are also improved quartermaster stores, finance division, community services, recruitment offices, locker rooms and a new co-operative childcare centre.



AWARDS AND RECOGNITION



Acknowledging the contributions made by members of the RNC to create safer communities is an important commitment for the RNC. This past year, several prestigious awards were presented to both uniformed and civilian employees. As well, the RNC was honored to receive a number of awards from other agencies.

The Coalition of Persons with Disabilities honored the RNC with its inclusion award for work in blue zone awareness and for assisting persons with disabilities in emergency preparedness.

The Canadian Forces Liaison Council recognized the RNC provincially and nationally for supporting reservists with two prestigious awards:

- Award of Excellence for Best Practices in Employer Support (Provincial)
- Most Supportive Employer to Canada's Reserve Force (National)

In September 2015, the RNC was awarded the Canadian Association of Chiefs of Police/Motorola Award for Excellence in Emergency Preparedness for training exercises with Memorial University of Newfoundland. This exercise involved over 260 personnel and gained international recognition due to the success of the exercise.

Newfoundland and Labrador Crime Stoppers honours officers that make an exceptional contribution to our communities. Constable Scott Mosher of Corner Brook was chosen as the 2015 Police Officer of the Year.

St. John Ambulance presented Gold Life Saving Awards to Constable Brian Marshall and Constable Brian Cook for their attempts to save the life of a teenager. Ms. Shelley Kelly, Communications Technician, was recognized with a Provincial Certificate of Commendation for her role in assisting a woman who saved the lives of her husband and son.

Sergeant Kevin Foley was awarded the Paul Harris Fellowship Award for the Rotary International in July of 2015 for his outstanding community service.

Constable Stephanie Pelley and Constable Charley Torres received the RNCA Medal of Valor for bravery in lifesaving.





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 2015 awards are:

30-Year Exemplary Service Bar

Superintendent Patrick R. Roche
Inspector Dean B. Roberts
Sergeant John F. Whelan (Ret'd)
Sergeant Gerard P. Ryan
Sergeant M. Ralph Mitchell
Sergeant Paul B. Roberts
Sergeant Lester N. Parsons
Sergeant Kevin J. Foley
Constable William W. Day
Constable Ivan J. Layden
Constable Lloyd G. Ash
Constable Beverly C. Burse
Constable Noel C. Stanford (Ret'd)

20-Year Exemplary Service Medal

Constable Brian V. Marshall
Constable George J. Carter
Constable Lori D. Butt
Constable Karen C. Didham



PSD Dyson #D010



PSD Edge #D011



PSD Gunner #D012

**SAFER
COMMUNITIES
THROUGH
POLICING
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