



2021 ACTIVITY REPORT

ROYAL NEWFOUNDLAND CONSTABULARY
Building Safe and Healthy Communities Together



30 Year Exemplary Service Bar

Superintendent Thomas Warren
Sergeant Michael Kavanagh
Sergeant William Biggin
Sergeant David Squires (Retired)
Constable Reuben Pike
Constable Jarrod Rogers

20 Year Exemplary Service Medal

Sergeant Bradley Elliott
Constable Glenn Green
Constable Jason Coombs

Atlantic Women in Law Enforcement Awards

Constable Malorie Harris received the 2021 AWLE Leadership Award.

Constables Brittany Hierlihy, Kyle Fowler, Jake Sharpe, Daniel Cadigan, Alexander O'Keefe and Steven Martin were awarded the Bravery Award.

CMHA Leadership Award

Constable Krista Fagan and Support Dog Stella were selected as the Canadian Mental Health Association NL Leadership Award 2021 recipients. This award honours a mental health service provider, researcher, or community leader for excellence in mental health leadership within Newfoundland and Labrador.



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MESSAGE FROM THE CHIEF



The year 2021 was a transitional year for the Royal Newfoundland Constabulary. One of my key priorities is the wellness of our employees. The organizational Health and Wellness Strategy, Critical Incident Preparedness Plan, and the Innovation and Improvement Committee were all implemented to support employee safety and wellness and enhance organizational engagement.

As always, our employees worked diligently in 2021 to serve our communities through the daily operations of our police service, and on new or enhanced initiatives. A small portion of these activities are highlighted in this report, along with relevant crime statistics and trends. We continued our concentrated efforts on road safety and drug trafficking and have seen a reduction in these types of offences over the past five years. We also increased officer training in crisis intervention and de-escalation as calls under the *Mental Health Act* have risen.



This report marks the last of its series aligned with the RNC's 2018-2021 Corporate Plan. 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 activities of the RNC for the year ending December 31, 2021. I look forward to engaging our new three-year plan with a continued priority of supporting our people and engaging with community partners to enhance the safety and well-being of all.

Sincerely,

A handwritten signature in black ink, appearing to read 'Patrick R. Roche'.

Patrick R. Roche
Chief of Police

OUR PEOPLE

POLICE AND CIVILIAN STAFF, 2021

	Police Officers	Civilian Staff	Total Staff
Northeast Avalon	346	88	434
Corner Brook	40	8	48
Labrador West	18	5	23
TOTAL RNC	404	101	505

RATIO OF CIVILIAN EMPLOYEES TO POLICE OFFICERS

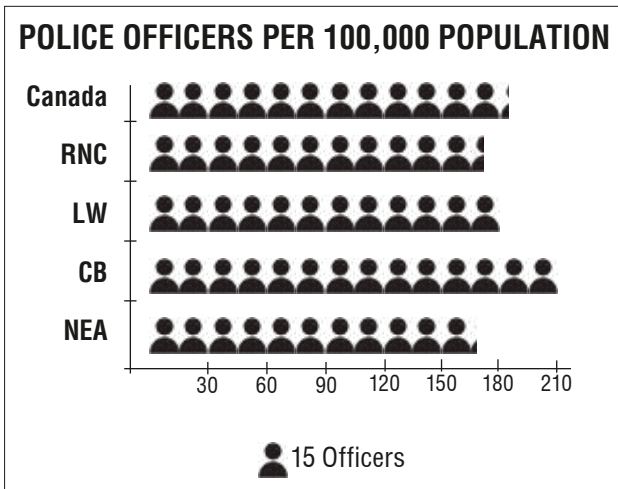


SOURCES: Statistics Canada. Table 35-10-0076-01 (2021).
RNC numbers as of May 15, 2021.

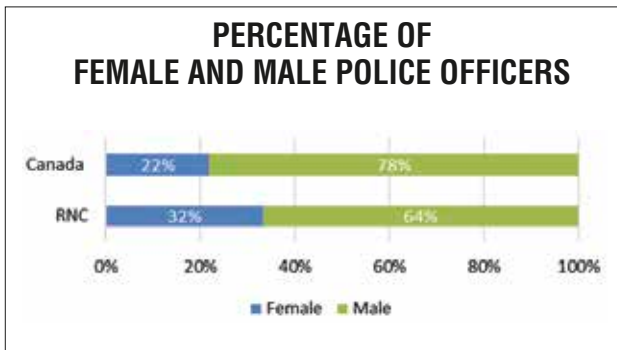
Training Opportunities

A new mandatory death notification training was provided to officers assigned to the Operational Patrol Services and Criminal Investigation Divisions. This course is adapted from classroom training offered by Mothers Against Drunk Driving (MADD Canada) and teaches officers the most current, proven, and compassionate approaches to death notification.

The Critical Incident Stress Management (CISM) Training program was introduced to align with the launch of the Critical Incident Preparedness Plan. In this training CISM Debriefers were trained to provide one-on-one peer to peer support following critical incident exposure or involvement.



SOURCES: Statistics Canada. Table 35-10-0076-01 (2021).
RNC numbers as of May 15, 2021.



SOURCES: Statistics Canada. Table 35-10-0076-01 (2021).
RNC numbers as of May 15, 2021.

Innovation and Improvement Committee

In early 2021, the Innovation and Improvement Committee (IIC) was formed to engage employees regarding innovative ideas to improve our organization. The committee membership consists of civilian and uniformed employees across divisions and regions to ensure a diverse and inclusive perspective.

Throughout the year, the IIC developed a process for RNC employees to submit ideas for consideration, offered presentations about the process, and announced a call for submissions. The IIC will review and evaluate the proposals and present them to RNC Executive for consideration and implementation in early 2022.

POLICE OFFICER BY RANK AND GENDER, 2021

	Commissioned Officers		Non-Commissioned Officers		Constables		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Northeast Avalon	7	1	36	8	192	102	235	111
Corner Brook	0	0	5	0	22	13	27	13
Labrador West	1	0	5	0	8	4	14	4
TOTAL RNC	8	1	46	8	222	119	276	128

Health and Wellness Initiatives

Throughout 2021, the RNC continued to roll out its organizational Health and Wellness Strategy. In April the Chaplaincy Program, a non-denominational peer support system that promotes the spiritual, emotional, mental and physical well-being of all RNC employees and their families, was launched. In June the Critical Incident Preparedness Plan was released, which outlines the organizational response to, and management of, critical incidents as they occur, expanding on the role of trained RNC Critical Incident Stress Management Debriefers.

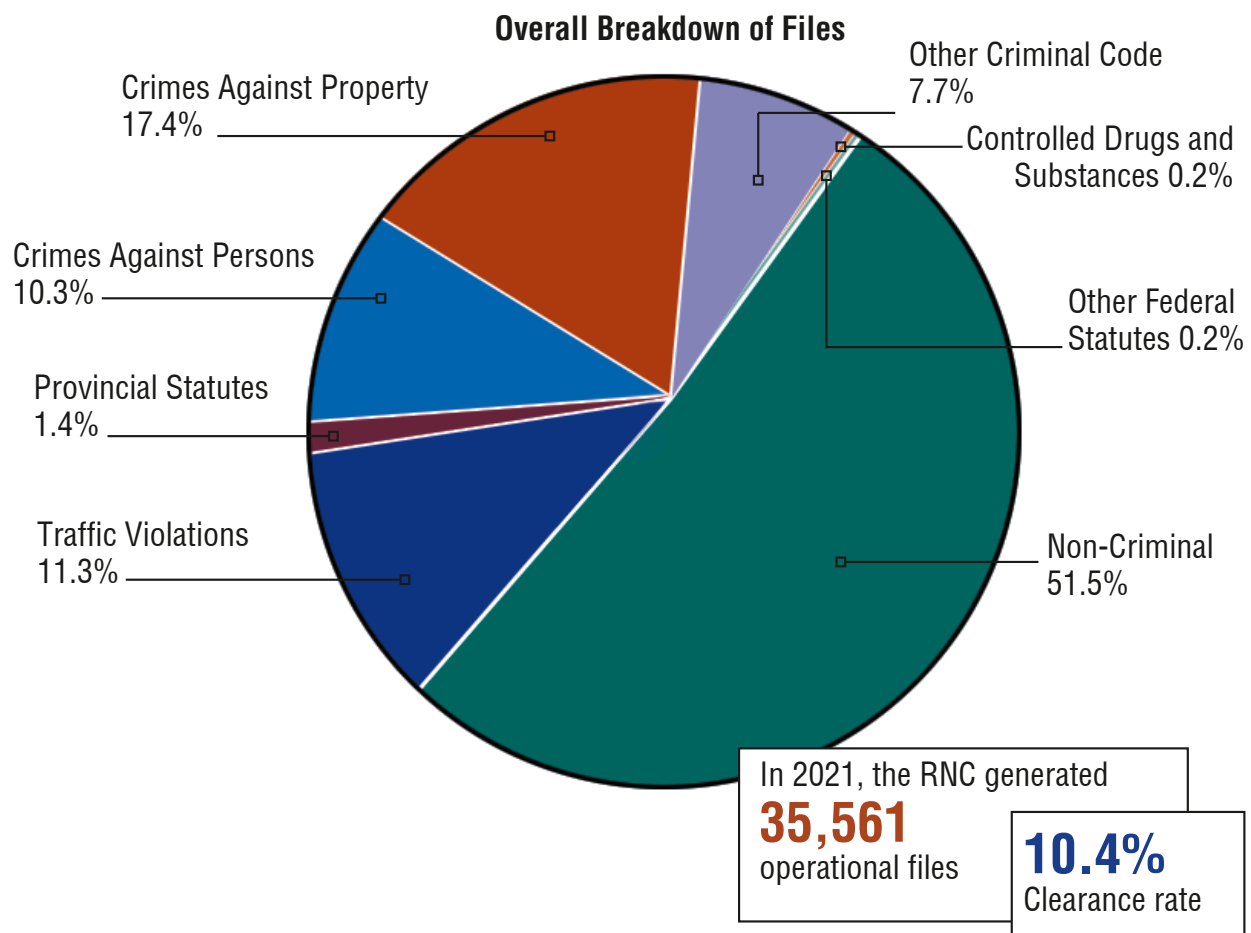
Through a partnership with Vale, the RNC launched Stella's Wellness Corner at RNC Provincial Headquarters. Developing a space within the workplace which is free of any work-related activity is essential to allowing employees to remove themselves from the workplace, and to focus on their wellness and safety, and is proven to be an effective method of injury prevention. The space is outfitted with comfortable furniture, and designed to create a calming feel through the use of colour, plants, and artwork. The wellness corner contains books, health and wellness resource materials, a nutrition library and relaxation activities available to staff all day every day.



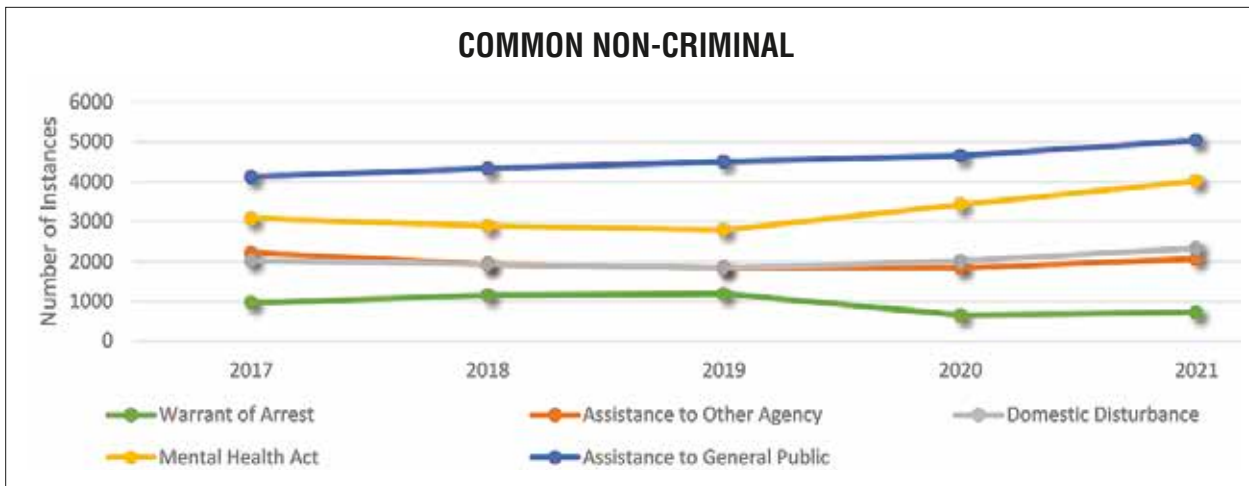
CALLS FOR SERVICE



In 2021, officers responded to
69,485
calls for service...



Over half of all files were related to non-criminal matters, while crimes against property made up over 17% of files, followed by traffic violations (11.3%) and crimes against persons (10.3%).



The most common types of non-criminal files in the past five years were related to providing assistance to the general public and calls related to the *Mental Health Act*.

Communicating Policing Activity

In an effort to help increase transparency and public safety, the RNC enhanced its use of official media releases in communicating policing activity to the public. Two hundred and forty four media releases were issued this year including those related to investigations, arrests made, warrants executed, vehicles impounded, searches for missing and wanted persons, charges laid, traffic tickets issued and requests for assistance from the public.

Crisis Intervention Training

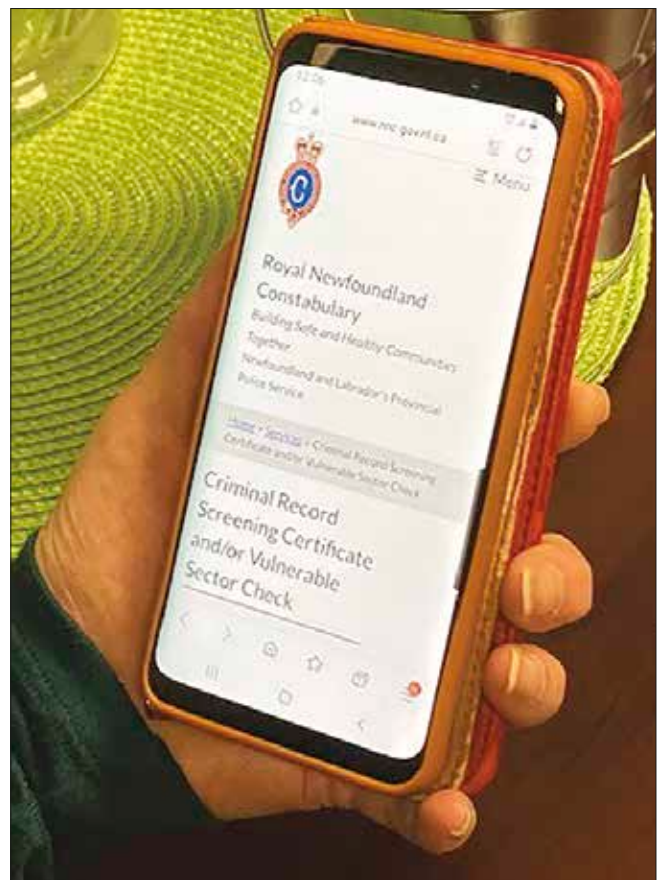
The RNC is training all frontline officers in the Atlantic Police Academy’s Crisis Intervention and De-Escalation (CID) Training Program, designed to ensure officers are able to use CID techniques to effectively de-escalate crisis situations, including intervention in a mental health crisis. Twelve trainers were certified in CID techniques and officer training was ongoing throughout 2021. The RNC and Department of Health and Community Services are also continuing to train officers in Mental Health Crisis Intervention in each RNC region.

Service Delivery Changes

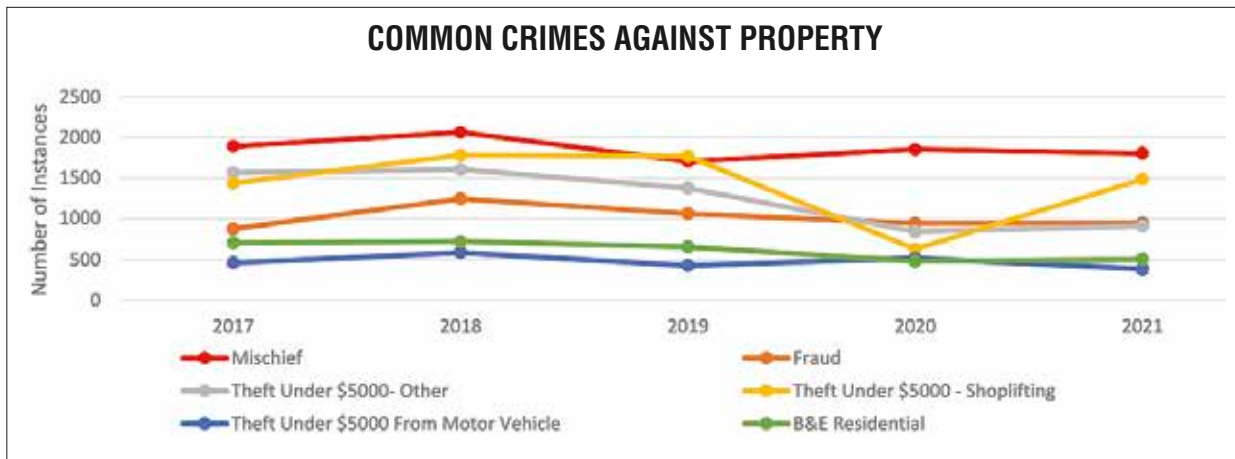
In 2020, an internal committee was struck to research, develop and recommend changes to front line service delivery at the RNC Headquarters main entrance location. The committee was tasked with identifying areas where changes could provide an enhanced service delivery that supports the needs of employees, the public and government. This review included taking a close look at areas such as fingerprinting services, online reporting and accident reports.

An action plan was developed and the following changes were implemented in 2021:

- Our web-based application and payment system for criminal records screenings and civil fingerprint applications was improved.
- Fingerprinting Services civilian employees were relocated to a more centralized location with uniformed officers in close proximity to mitigate safety risks.
- The main entrance saw the installation of new signage and cubicle walls at the intake window for more privacy.
- A safe, secure and separate room was designated for victims reporting incidents of a sensitive nature.



CRIMES: PROPERTY and PERSONS



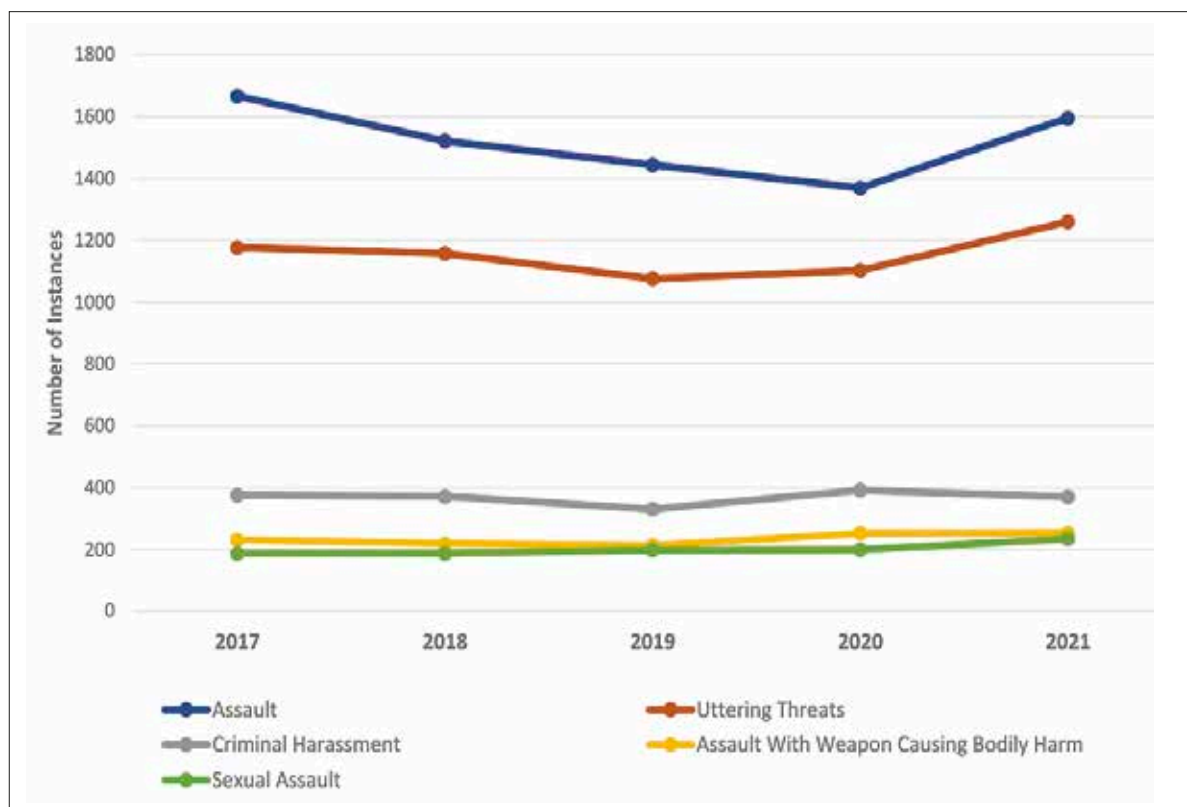
The most common crimes against property were for mischief, theft under \$5000, and fraud. Theft under \$5000 – Shoplifting decreased dramatically in 2020 and then returned to levels seen in the previous three years. Other crimes against property categories have remained relatively consistent through the past five years.

Public Safety Awareness

Throughout 2021, the RNC made hundreds of social media posts communicating important public safety messaging such as mental health resources in the community, raising awareness of issues such as child abuse, and issuing warnings of dangerous substances and circulation of counterfeit bills. Two social media campaigns were also launched this year, one focused on addressing illegally modified vehicles and one supplementing a community sign campaign creating awareness about scams committed through phone, text or email.



COMMON CRIMES AGAINST PERSONS



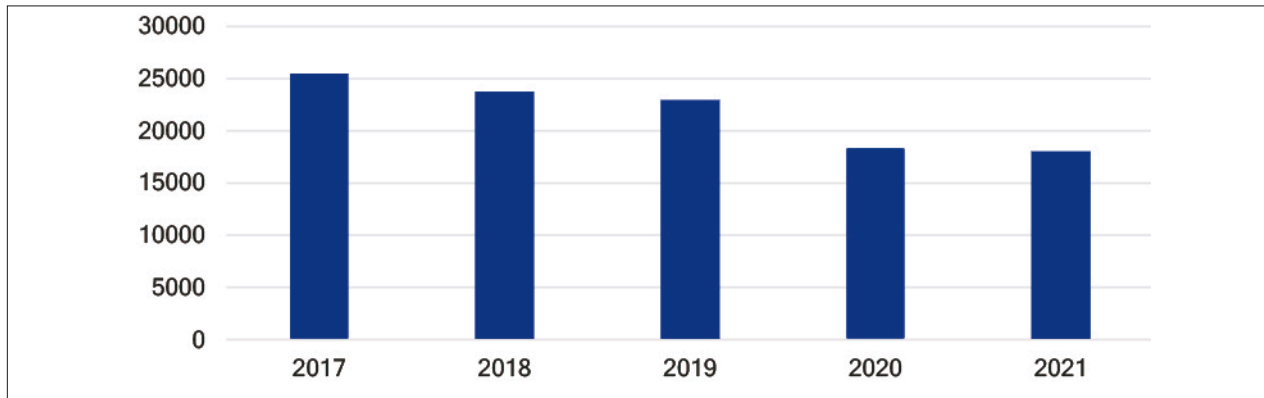
The most common crimes against persons are assaults and uttering threats. It is notable that both assaults and uttering threats had been on a downward trend prior to 2020. The other top common crimes (sexual assault, assault with weapon causing bodily harm, and criminal harassment) remained steady from previous years.

Anonymous Sexual Assault Evidence Preservation Program

The Anonymous Sexual Assault Evidence Preservation Program was launched in June as a partnership between the RNC and the Eastern Regional Health Authority. This program provides an opportunity for an eligible adult survivor to have relevant forensic evidence collected by a Sexual Assault Nurse Examiner (SANE) and stored anonymously and indefinitely in the RNC property room.

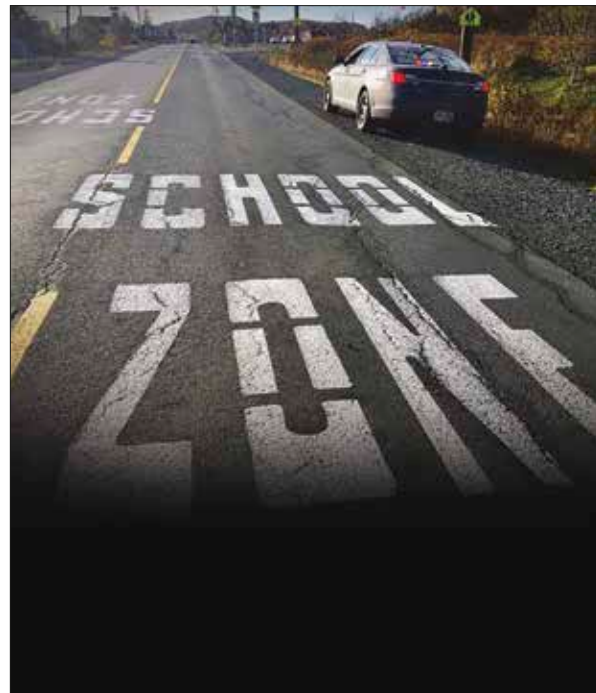
TRAFFIC

PROVINCIAL TRAFFIC OFFENCES



Ongoing Traffic Initiatives

Traffic Services implemented numerous initiatives throughout 2021 focusing on every aspect of road safety including safety in school zones, aggressive and distracted driving, impaired driving and speeding while targeting problem locations identified in consultation with our community partners. The RNC led road safety blitzes on our highways in collaboration with the RCMP and Highway Enforcement Officers focusing on vehicle inspections (unsecured loads, lack of seat belt use) while continuing weekly initiatives in specific communities.



Canada Road Safety Week

The RNC promoted this national awareness campaign and the theme “Not Worth the Risk”, highlighting that each unsafe driving behaviour involves potential risk, and nothing justifies an unsafe driving behaviour. As a result, a total of 429 tickets were issued, licenses suspended, vehicles seized and arrests made. With joint operations involving the RCMP, Highway Enforcement Officers and staff from municipalities, we saw the strength of community partnerships focused of promoting safe roads for all.

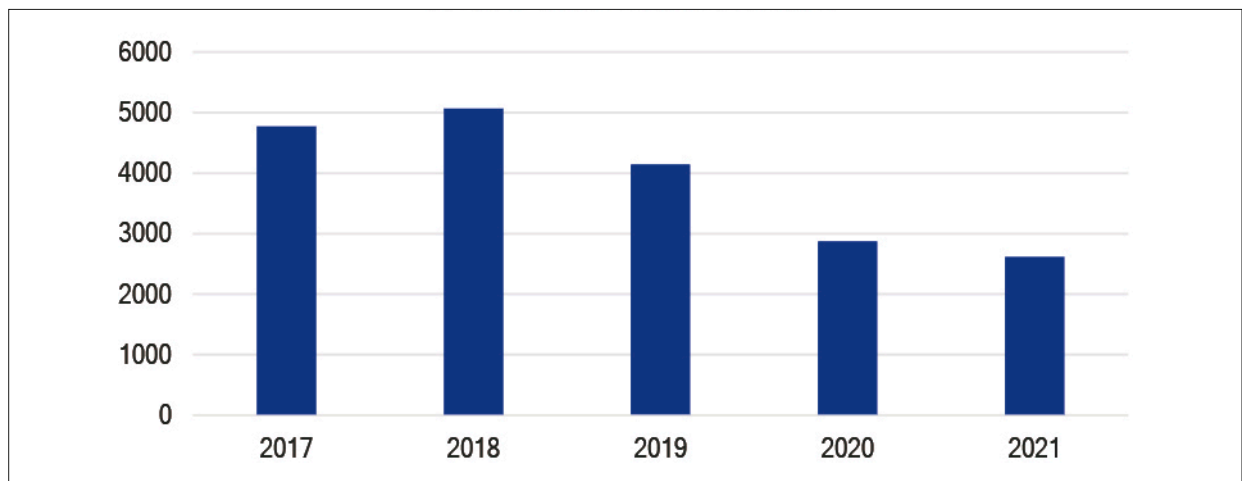
Operation Impact

With the support of the RCMP over the Thanksgiving long weekend, the RNC implemented another successful Operation Impact focused on behaviours that put drivers, passengers and other road users at risk: impaired driving due to alcohol, drugs or fatigue, as well as aggressive driving, distracted driving, and driving without a seat belt. Throughout our province Operation Impact saw the issuance of 282 summary offence tickets, including nine vehicles seized and four driver's licenses seized.

Off-Road Vehicle Safety

In February, the Labrador West detachment focused on safe snowmobile operation in an effort to ensure snowmobile operators comply with the *Motorized Snow Vehicles and All-Terrain Act*. The RNC increased patrols near schools, issuing summary offence tickets and one vehicle seized. In August Municipal Enforcement Officers in the Town of Paradise, along with the RNC, issued tickets to ATV and dirt bike users for driving without a license plate, operating without insurance, and operating on a highway as part of on-going patrols to address the illegal use of ATVs in that community.

MOTOR VEHICLE ACCIDENTS



DRUGS

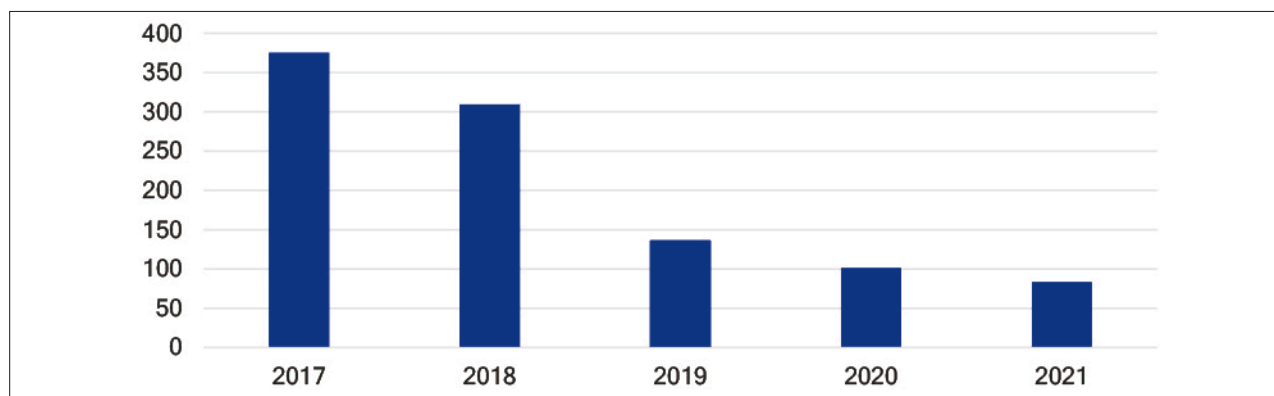
Drug Traffic Enforcement

During 2021, the RNC Drug Investigative Unit (DIU) continued to address the problem of illicit drugs at the street and supplier level. In September the DIU and the RCMP dismantled an organized crime group through their extensive work in Operation Rattle. Officers executed five *Controlled Drugs and Substances Act* searches of residences and vehicles in the Avalon region, resulting in the seizure of 10.75 kilograms of cocaine, over \$450,000 in cash, two money counters, four firearms, ammunition, and two vehicles. The DIU and RCMP also seized 5 kilograms of cocaine and arrested one man in July as a result of Operation Rebellion, and in December an arrest was made in connection with Operation Riptide, where 13.7 kilograms of cocaine, and 4500 blots of acid were seized. These operations have resulted in taking a variety of illicit, deadly drugs off our streets and helps combat the illicit drug trade in our communities.

Dangerous Drug Warnings

The RNC issued a number of warnings to the public regarding dangerous drugs in the community throughout 2021. In March investigators informed the community of dangerous substances (methadone mixture and fentanyl patches) stolen during a pharmacy break in. In April the public was warned of the presence of dangerous synthetic opioids found in the community in a pill format manufactured to mimic prescription medication. The RNC joined police services across Canada in October on a public awareness campaign to educate people about potential indicators of a methamphetamine lab operating in their area and the dangers methamphetamine and synthetic drug production pose within our communities.

CONTROLLED DRUGS AND SUBSTANCE OFFENCES



PARTNERSHIPS and ENGAGEMENT

Honouring Indigenous Peoples

In June, the RNC participated in the Grand Opening of the Mikwit'tm Garden in Corner Brook, where one of our officers, a member of the Qalipu Mi'kmaq First Nation Band, was the master of ceremonies. This garden will provide space for reflection and healing for the community as a whole. In preparation for National Indigenous Peoples Day, employees at RNC



Headquarters participated in a smudge ceremony cleansing our place and people of negative energy and marking the beginning of a project to create a space where our Indigenous visitors feel they belong and are welcome. The RNC also commemorated the first National Day of Truth and Reconciliation in September by raising orange flags and wearing orange ribbons to raise awareness of the tragic legacy of residential schools and honour the survivors.

Community Fundraising

RNC employees are always proud to support their community through fundraising efforts. Employees donated \$3,800 to their Jeans Day fund, a portion of which was used to make the Christmas of two families a special one. RNC employees partnered again with Avalon Towing on the annual Mulch for Charities fundraiser, with proceeds going to the Heroes Equine Learning Program (H.E.L.P.) As Winner of the Uniformed Services Run in the Battle of the Badges, RNC employees selected Wounded Warriors to receive funds raised in the effort. Other fundraising initiatives included the Mask up for Mentoring with Big Brothers Big Sisters, Tim's Camp Day, Jago's Run for Ned's Wish, Row for Heroes in support of Soldier On, Cst. Samuel Jefferies Memorial Ride with Newfound Riders for the NL Police and Peace Officer Memorial Association and the Law Enforcement Torch Run in aid of the Special Olympics.

Spreading Holiday Cheer

RNC employees are always there to lend a hand or make the day brighter for the members of our community. In December members at RNC Headquarters were honoured to welcome Maggie Costello and her mother as Maggie was named Chief for a day through the Make a Wish Foundation Newfoundland and Labrador. Members of our Corner Brook detachment participated in Cops for Christmas to provide items and money to families in need, as well as partnered with schools throughout the community to collect 3,500 pounds of food that was donated to the Bay of Islands Food Bank. RNC Community Services officers had a great morning at the Avalon Mall with some students of Beaconsfield Junior High for the 2021 edition of Shop with a Cop, where the students were provided with a day of shopping and entertainment, donated by the Avalon Mall in thanks for the school's contributions to the local food bank.

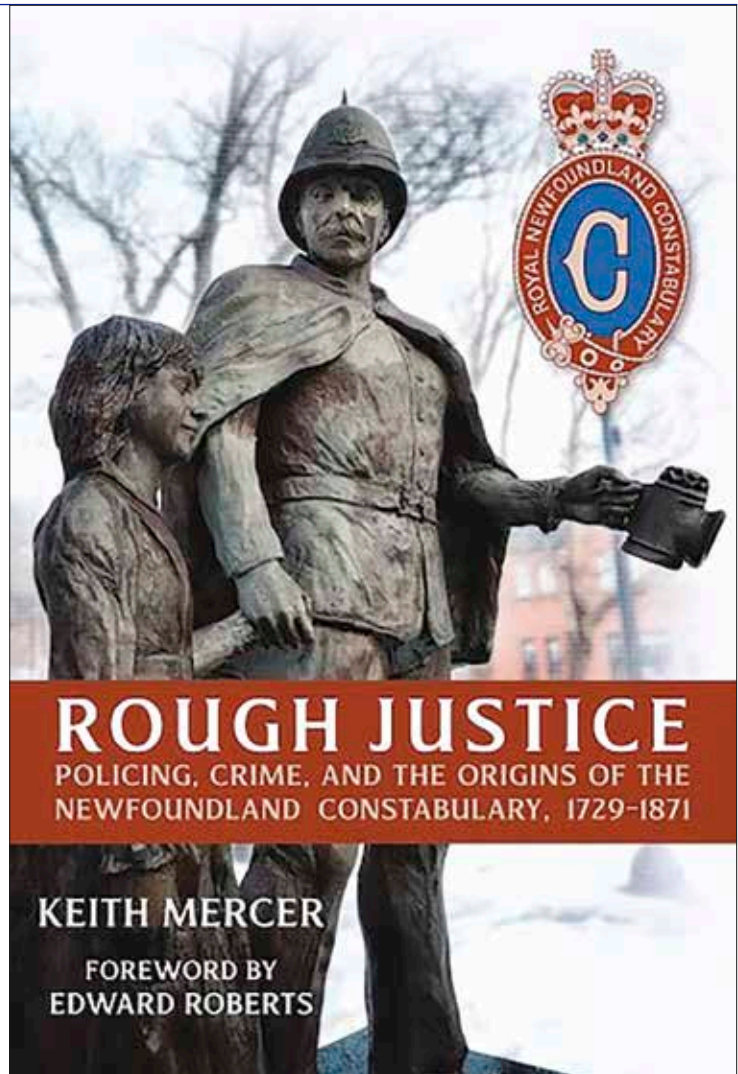


Marking 150 Years

Policing in our province dates back to 1729, with the appointment of the first police constables. The Newfoundland Constabulary, now known as the Royal Newfoundland Constabulary, was established in 1871, making it the oldest continuous police service in Canada.

On April 22, her honour, Judy Foote, Lieutenant Governor of Newfoundland and Labrador, and Chief Joseph A. Boland, M.O.M., signed a proclamation officially recognizing April 2021-April 2022 as the 150th anniversary year of continuous policing for the Royal Newfoundland Constabulary. To commemorate the anniversary the book *Rough Justice: Policing, Crime, and the Origins of the Royal Newfoundland Constabulary, 1729-1871*, by Keith Mercer, was launched.

As Honorary Chief of the RNC, her Honour also visited Corner Brook and hosted current and retired members and their families on Government House Grounds in St. John's to mark this proud occasion.







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