



ACTIVITY REPORT 2022





The RNC Marine Unit, escorting the arrival of cruise ship Nieuw Statendam In St. John's Harbour.



TABLE OF CONTENTS

Message from the Chief	1
Our People	2
Calls for Service	4
Serving Our Community	6
Trust and Confidence	6
Crime Prevention/Reduction.....	15
Supporting our People	17
Safety and Wellness.....	17
Collaboration, Communication and Engagement.....	20
Complaints Oversight	21
Sharing and Giving	22
Awards and Recognition	26



Disabled boat being taken in through the narrows at St. John's Harbour.

MESSAGE FROM THE CHIEF



This past year we saw significant change within the management rank of the Royal Newfoundland Constabulary. The promotion of two new Deputy Chiefs as well as several new Inspectors signals a new and bright direction for our organization.

The Harriett Lewis report commissioned by the Government of Newfoundland and Labrador provided us with recommendations to consider as we move forward. This report and its recommendations when implemented will have a positive effect on this police organization. A working group has been formed to start the implementation of these recommendations.

We as an organization continue to grow both in numbers and in the innovative ways we learn to police our communities. In the last year we recruited a class of 17 cadets who will attend the Atlantic Police Academy and commence work with us in the fall of 2023. We continue to partner with our community stakeholders to forge stronger relationships to ensure a timely response, and to serve the people of Newfoundland and Labrador with respect.

Both the physical and mental well-being of our members is a priority and we continue to support both through programs within our organization. With our Director of Employee Health, Safety and Training we will continue to be innovative in our approach to the needs and requests of our officers.

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, 2022. I look forward to continuing to engage our 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 'P. Roche'.

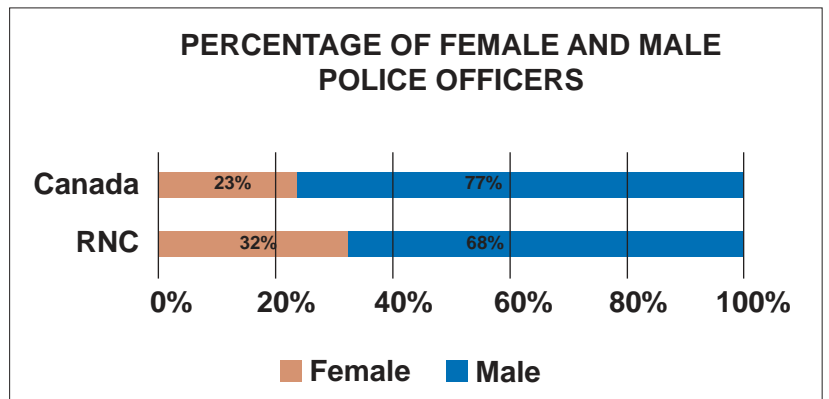
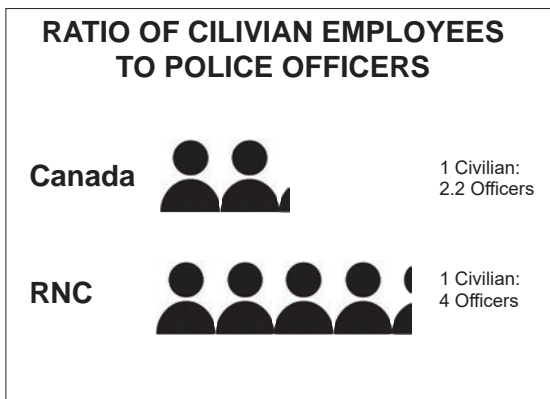
Patrick R. Roche
Chief of Police



OUR PEOPLE

POLICE AND CIVILIAN STAFF, 2022

	Police Officers	Civilian Staff	Total Staff
Northeast Avalon	337	81	418
Corner Brook	41	7	48
Labrador West	19	5	24
TOTAL RNC	397	93	505



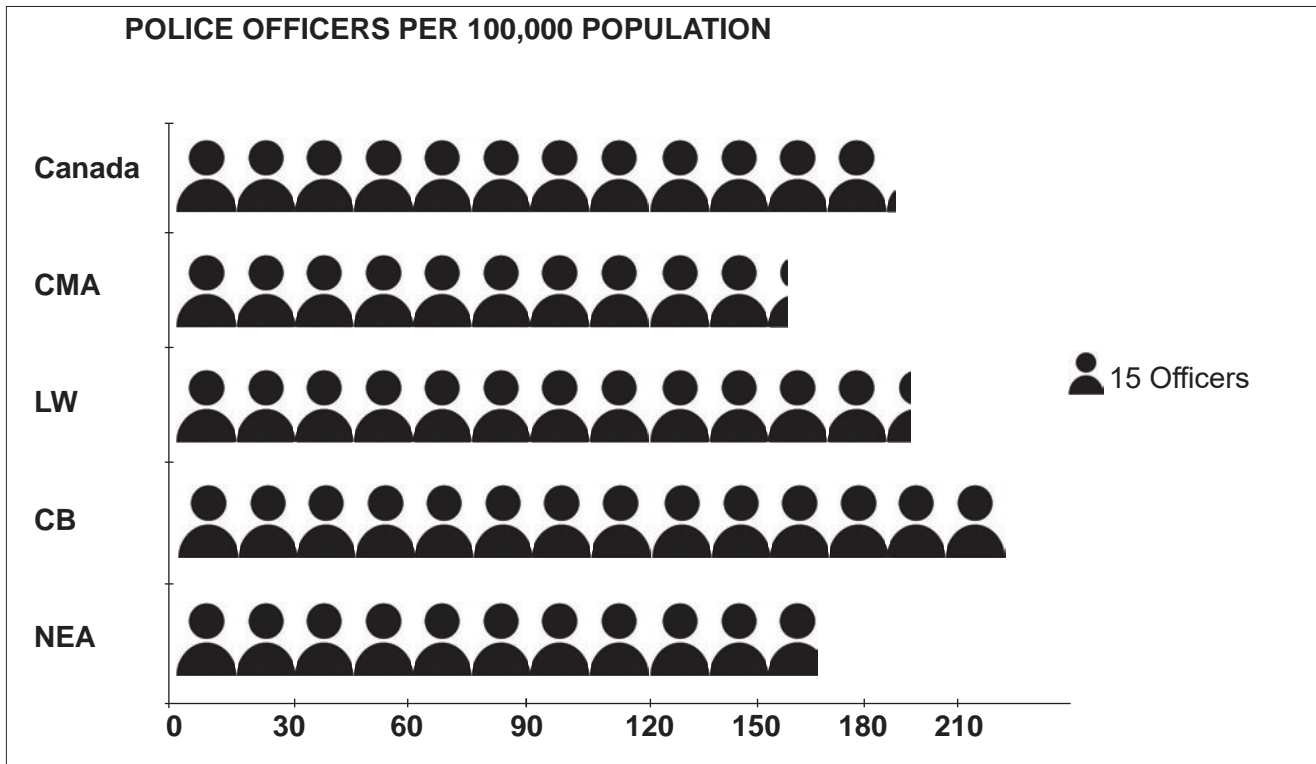
SOURCES: Statistics Canada. Table 35-10-0076-01 (2022) as of March 29, 2023. RNC numbers as of May 15, 2022.

SOURCES: Statistics Canada. Table 35-10-0076-01 (2022) as of March 29, 2023. RNC numbers as of May 15, 2022.



Employees in the Criminal Investigation Division, Headquarters.

POLICE OFFICERS PER 100,000 POPULATION



SOURCES: Table 35-10-0076-01 (2019)
 CMA: Police services serving Census Metropolitan Areas across Canada with population 100,000 or more (2019)
 RNC numbers as of May 15, 2022.

POLICE OFFICER BY RANK AND GENDER, 2022

	Commissioned Officers		Non-Commissioned Officers		Constables		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Northeast Avalon	8	2	37	15	182	93	227	110
Corner Brook	1	0	4	2	24	10	29	12
Labrador West	0	0	3	1	9	6	12	7
TOTAL RNC	9	2	44	18	215	109	268	129
Canada	3,880	870	14,830	3,928	35,848	11,210	54,557	16,008

SOURCES: Statistics Canada. Table 35-10-0076-01 (2022) as of March 29, 2023.
 RNC numbers as of May 15, 2022.

CALLS FOR SERVICE

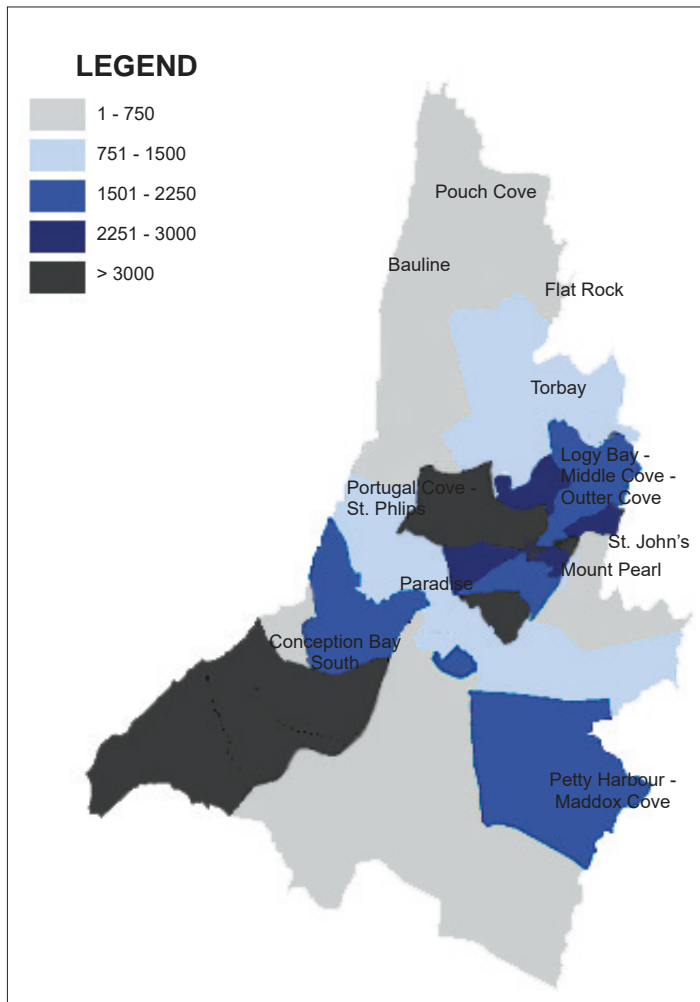


In 2022, officers responded to

73,087

calls for service

CALLS FOR SERVICE, NORTHEAST AVALON



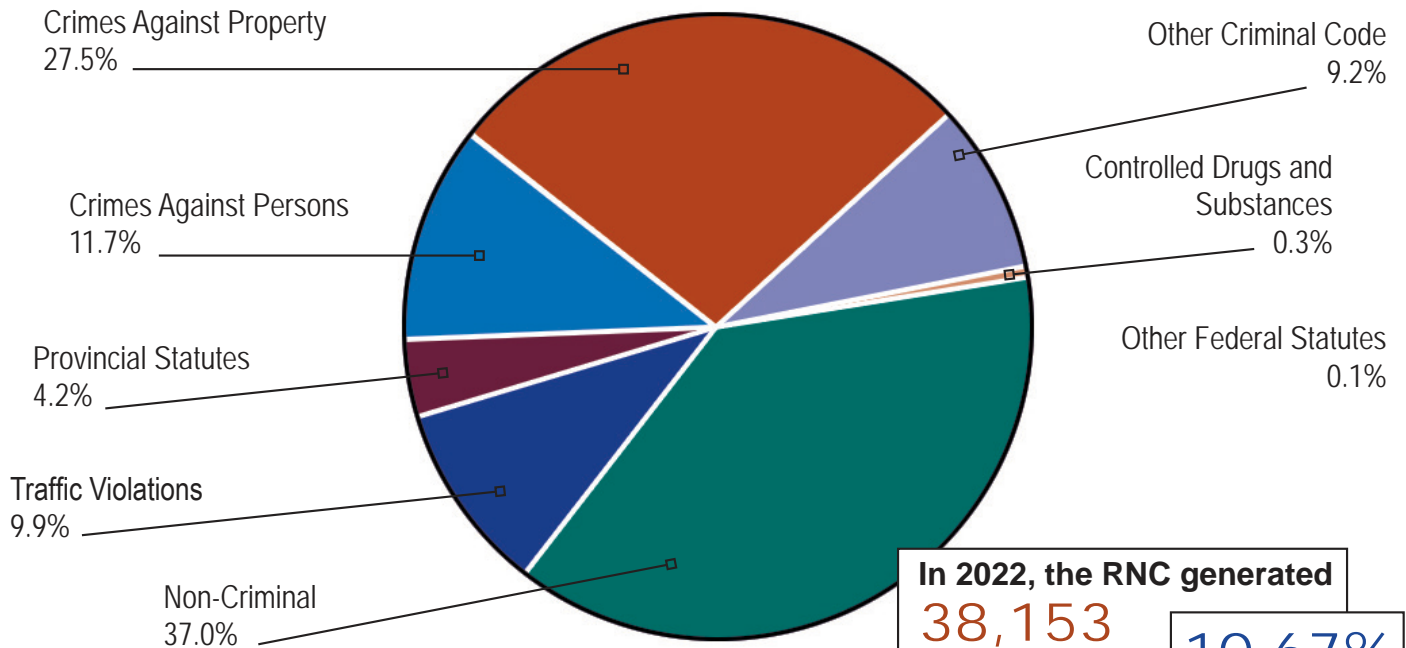
Community	Number of Calls
St. John's	46,980
Mount Pearl	5,236
Torbay	972
Pouch Cove	269
Conception Bay South	4,223
Logy Bay-Middle Cove-Outer Cove	254
Paradise	3,112
Portugal Cove-St. Philips	976
Petty Harbour-Maddox Cove	147
Flatrock	136
Bauline	50
Total Northeast Avalon	62,355
Labrador City	1,764
Wabush	571
Churchill Falls	167
Total Labrador West	2,502
Corner Brook	8,127

* Does not include calls received for events outside RNC jurisdiction.



Responding to a call for service, St. John's.

OVERALL BREAKDOWN OF FILES

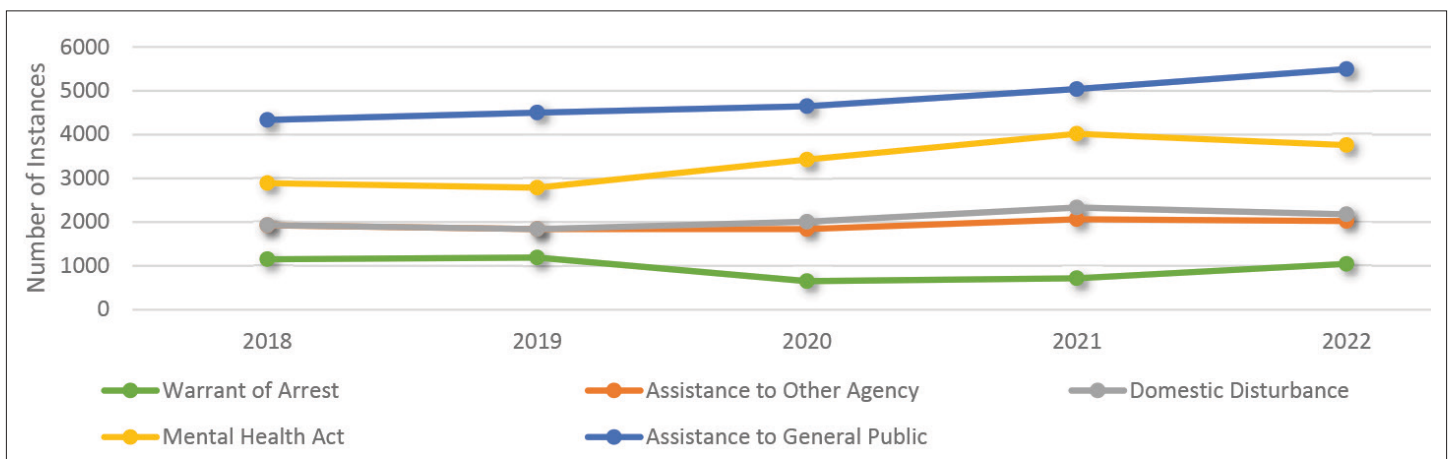


In 2022, the RNC generated **38,153** operational files with a **10.67%** Clearance rate.

OPERATIONAL FILES BY REGION*	
Northeast Avalon	31,230
Labrador	1,138
Corner Brook	4,293

*Does not include files related to events outside RNC jurisdiction.

COMMON NON-CRIMINAL



Non-criminal files make up the majority of file types (37%). Files related to providing assistance to the general public and *Mental Health Act* files were the most prevalent non-criminal files in the last five years.

SERVING OUR COMMUNITY

Trust and Confidence

Community Collaboration on the Northeast Avalon

Officers in Patrol Services on the Northeast Avalon have been working with community partners to help improve neighborhoods and assist with providing more suitable living arrangements for people within our vulnerable population. For example, officers have engaged community stakeholders, Children Seniors and Social Development, the City of St. John's and the Sheriff's Department to help address housing concerns for residents with mental health and addictions issues.

Members of Operational Patrol Services and Criminal Investigation Division also met with members of the Ahmadiyya Muslim Jama'at Mosque in Conception Bay South. This meeting brought national, regional and provincial leaders for the faith group together with community leaders to discuss relationship building. As a commitment to our community, this event supported the building of trust and confidence while understanding community concerns.

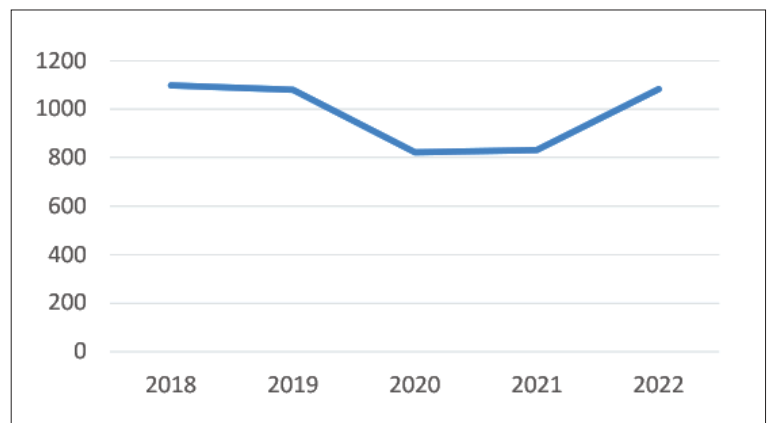


Meeting with Community Members, Conception Bay South.

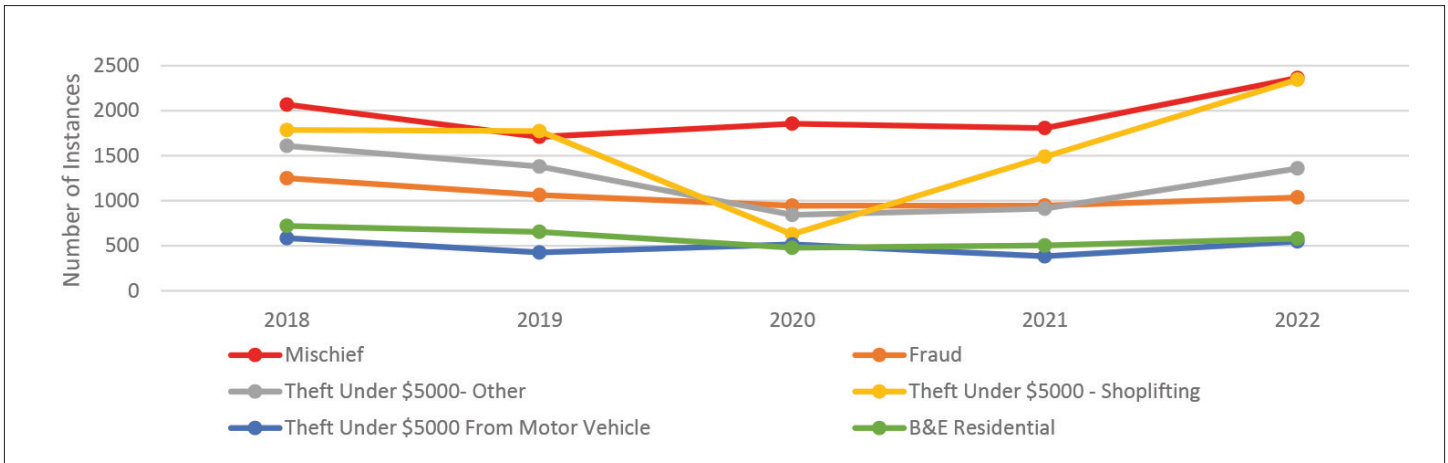
Neighborhood Watch

In October 2022, RNC Community Services officers partnered with City of St. John's Neighborhood Watch representatives to deliver a presentation on a Neighborhood Watch program. Over 100 residents attended and gathered to voice concerns over criminal activity in the area. Police officers, government officials and St. John's Deputy Mayor were in attendance. Representatives reminded residents of the importance of reporting incidents to police.

BREAK AND ENTRY FILE COUNT 2018-2022



COMMON CRIMES AGAINST PROPERTY



In 2022, Theft under \$5000- shoplifting dramatically increased beyond the point prior to the pandemic in 2020-2021.

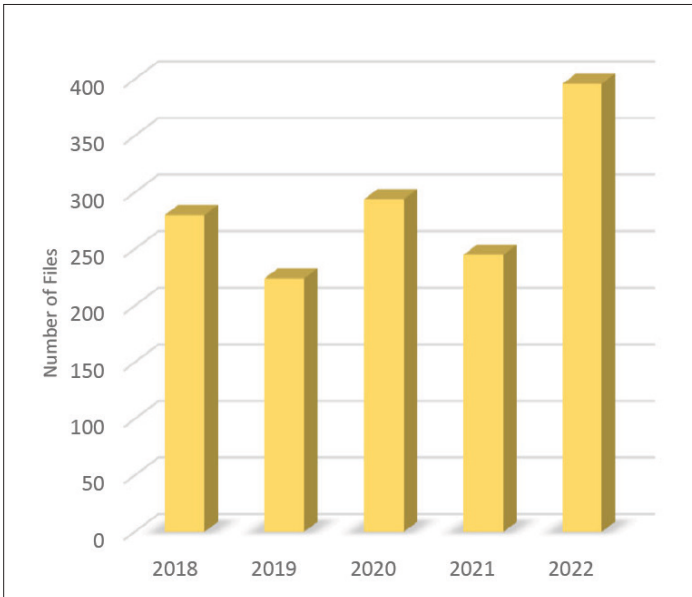
Mounted Unit Patrols

The Mounted Unit completed six weeks of extra patrols in the downtown area during the Christmas season from November 17 to December 22. These Thursday evening shifts were established to increase police presence during the hours while downtown businesses were open at night. The Mounted Unit also patrolled other neighborhoods in St. John's that have faced social challenges and illegal activity. The increased police presence in these neighborhoods was viewed very positively by community members, with a number of residents reaching out to the RNC. One community member said the unit had "Such a big impact on decreasing the illegal activities and drug use" and "Ultimately making us all feel safe".

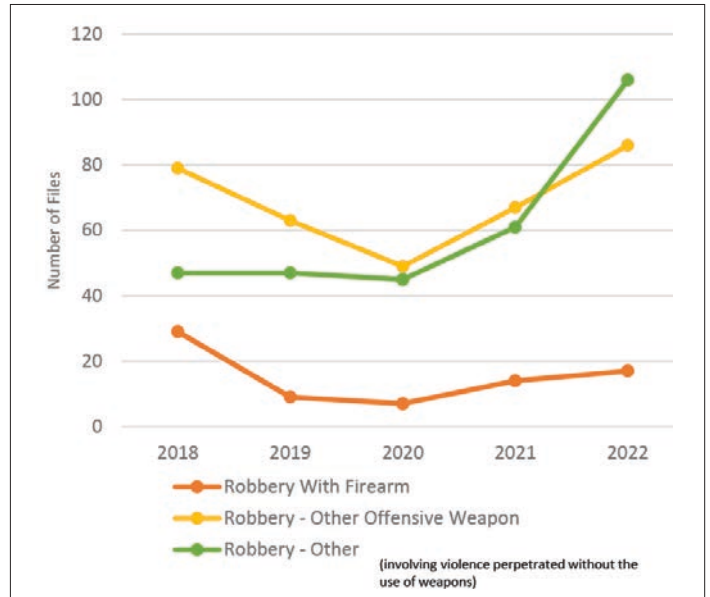


Mounted Unit Patrolling Downtown St. John's.

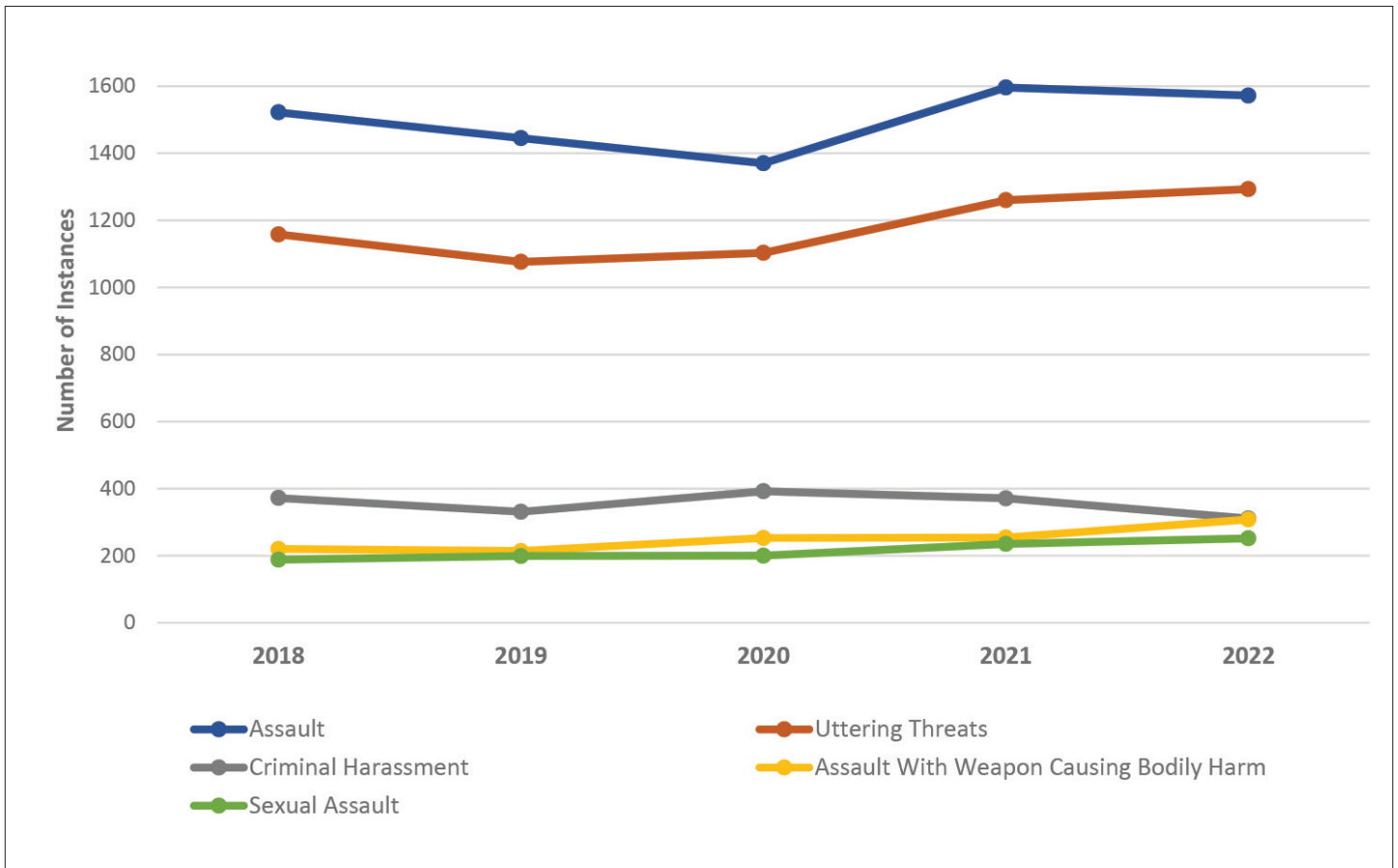
MOTOR VEHICLE THEFT



ROBBERIES



COMMON CRIMES AGAINST PERSONS



WHAT WE HEARD

“Professional, calm, kind, non-confrontational, but still managing to take control of the situation. It was impressive.”

“They showed great compassion and teamwork.”

“I thank them for their humanity on what was one of the saddest moments in my life.”

“Amazing to deal with and couldn’t have asked for better.”

Compassionate Community Response

The day to day work of a frontline RNC officer often requires responding to, managing, and frequently working in scenarios involving death, assault, abuse, threats of harm/injury to themselves or others, disasters and other unique scenarios. Every interaction between RNC officers and community members in a challenging situation provides an opportunity to show the respect, integrity and professionalism our officers embody. Officers, and the general public often never know the positive impact they have had on someone during a very difficult time. Thank you to community members who do reach out to let the RNC know the care demonstrated by our officers is having a positive impact on our community.

Labrador West Community Engagement

The RNC meets regularly with the mayors and council of Labrador City and Wabush to discuss issues related to crime trends and concerns. In 2022 this included extensive planning to ensure public safety at the IronFest music festival in Labrador City, and meeting with NALCOR officials including fire and security management in Churchill Falls around concerns from the public related to highway safety and Occupational Health and Safety standards related to the Hydro industry.

The RNC is also a part of a Mental Health Coalition Committee, which also includes membership from the Association for New Canadians. This group focuses on mental health of the citizens of the Labrador Region and organizes community events such as walks and vigils with a focus on violence prevention and awareness. It also allows for partnerships to be built with immigrant populations and provides the opportunity for the RNC to offer support related to Citizenship or the safe reporting of crimes to our office.



Community Artwork, Churchill Falls.



National Indigenous Peoples Day, Corner Brook.

RNC Statement on Reconciliation and Growth (October 19, 2022)

Reconciliation requires action. The RNC recognizes the colonial history of Newfoundland and Labrador, the ongoing harms that it has caused, and the societal constructs formed as a result. The RNC is not immune to this systemic formation of racism, discrimination and societal differences within our institutions, resulting in injustices to Indigenous and other racialized people. The RNC acknowledges the impact of racism within our communities, the role police have played in it, and the RNC's responsibility to move forward in the spirit of reconciliation.

After meeting with representatives of First Voice, Chief Roche and his management team are committed to a pathway of change and growth. While the RNC has taken some preliminary steps, there is still work to be done. The RNC will engage First Voice and other Indigenous groups to review and support the implementation of the Calls for Justice of the National Inquiry into Missing and Murdered Indigenous Women and Girls. In doing so, the RNC understands that action to advance truth and reconciliation depends on building long-term relationships that are grounded in mutual respect and understanding, and that action must be led by and in partnership with Indigenous Peoples. With these objectives in mind, the RNC has made commitments to review current training to ensure RNC officers and civilians are equipped with appropriate anti-racism training, to undertake a review of policies and procedures, and to work to repair our relationship with the urban Indigenous community with counsel from First Voice.

Serving our communities, and providing the highest standard of police service requires collaboration and meaningful engagement. The RNC is focused on an open and honest approach to addressing historical and current harms and seeking improvement at any opportunity, guided by respect and understanding. The RNC sends its gratitude to First Voice for an open and frank discussion, and look forward to building a meaningful relationship.

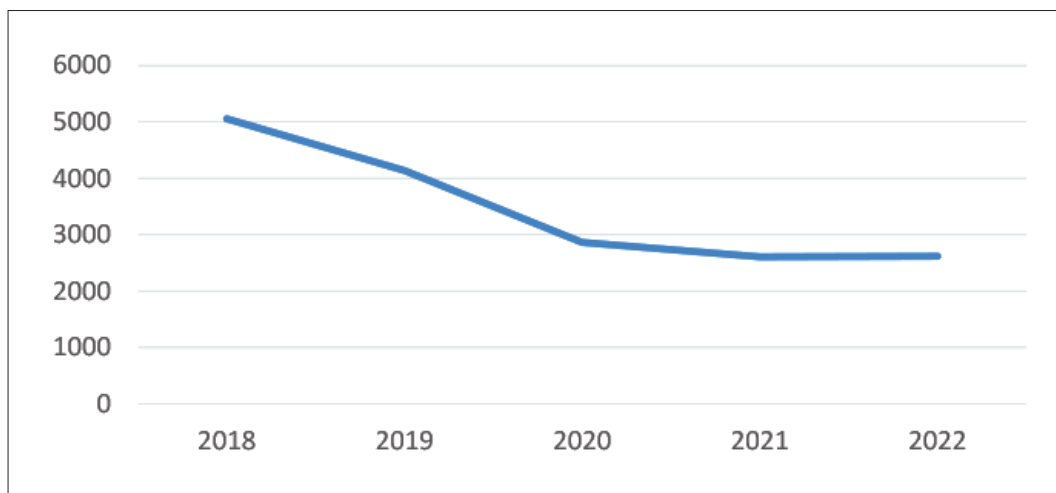
Analyzing Traffic Trends in Labrador West

The RNC met with officials of both the Towns of Wabush and Labrador City throughout the year to discuss recreational vehicle usage, focusing on areas of concern from an enforcement and education perspective. Both towns are interested in establishing an active ATV route. Through analysis of crime stats and past Summary Offence Ticket enforcement, direction was given on how to establish a safe route while minimizing the potential for enforcement.

In the Fall, parents in Labrador City identified concerns with School busses being passed while offloading or taking on young students. An analysis of past Summary Offence tickets issued was completed to potentially identify areas of concern. A consultative discussion took place with the local School District bussing coordinator in hopes of identifying problem bus routes or locations of bus stops. This resulted in marked police units following school busses on their morning and afternoon routes in an effort to curb the motoring public from potentially passing busses. These calls for service have minimized.

Also in the Fall, the town of Wabush identified concerns related vehicles taking part in unsafe driving behavior as well as creating loud noise in neighborhoods which resulted in their Municipal Police receiving a variety of complaints from the public. The RNC met with Town officials and gave clear direction on the reporting practices that are required for police to conduct enforcement in the absence of directly witnessing erratic driving behavior. The Town was encouraged to have community members watch for these behaviors and report them directly to police to assist in education and enforcement. This resulted in pointed and directed education and enforcement with vehicles being located and intervened upon by police.

YEARLY MOTOR VEHICLE ACCIDENT FILES - ALL RNC



The RNC Historical Association

The Royal Newfoundland Constabulary (RNC) Historical Association has continued to promote and celebrate the history of the RNC. Over the past year the RNC Historical Society is proud to report the following:

- Miss Elinor Ratcliffe generously donated \$40,000 to complete volume II of the RNC History. The book is anticipated to be available in the fall of 2023.
- The Last Post Fund has recognized the paramilitary service of the Newfoundland Constabulary from 1871-1945. Members from the Newfoundland Constabulary now qualify for the Unmarked Graves Program. The RNC Historical society is now conducting research to ensure that all past members who qualify have a marked grave.
- The RNC Historical Society participated in Veteran Service Recognition Ceremonies. This included two past Constabulary members, Constable Jim Lynch and Constable Bernard Browne.
- The RNC Historical Society was an integral part of the dedication of the Memorial Gardens Field of Honour, located in Galway.
- RNC Historical Society social media sites have been developed in an effort to promote RNC history and engage the public.



Memorial Gardens Field of Honour Dedication Ceremony, Galway.



Constable Alexander A. O’Keefe, Constable Jake R. Sharpe, Constable Kyle T. Fowler, Constable Stephen R. Martin, Constable Brittany J. Hierlihy, Premier Andrew Furey, Krista Quinlan, Clerk of the Executive Council, Constable Daniel R. Cadigan.

Public Service Award of Excellence

The 2021 Public Service Award of excellence for teams was awarded to the Royal Newfoundland Constabulary Patrol, of Conception Bay South. The team displayed a tremendous amount of bravery when they responded to an emergency call involving the rescue of a person in crisis at the Manuels River Bridge. The officers demonstrated a commitment of service to the community through their profound act of bravery and peaceful resolution that saved someone’s life. The team is comprised of six officers who are members of Operational Patrol Services: Constable Daniel R. Cadigan, Constable Kyle T. Fowler, Constable Brittany J. Hierlihy, Constable Stephen R. Martin, Constable Alexander A. O’Keefe and Constable Jake R. Sharpe.



Police Week, Corner Brook.

Community Collaboration in Corner Brook

The RNC in Corner Brook sits on the City of Corner Brook Community Partners Committee to discuss and address a wide array of issues facing residents in this area, such as homelessness, busing, planning community events and addressing crime trends. This group meets quarterly and over this last year has tackled issues facing access to medical services with special emphasis toward those at risk within the community. This committee is comprised of Western Health members, Physicians, the Salvation Army, Qalipu First Nation, YMCA, Corner Brook Status of Women, The Canadian Mental Health Initiative and the Canadian Youth Network.

Officers also meet regularly with the City of Corner Brook directly to address issues of concern for residents such as problem traffic areas where infractions of the *Highway Traffic Act* are common, public safety during events such as the Freedom Convoy protest movement and local festivals, and weather emergencies.



Honour Guard, Remembrance Day Parade, St. John's.

The RNC has representation on the Community Mental Health Initiative, demonstrating to the mental health community that our members are actively involved in helping this vulnerable population. The RNC completed plans in 2022 to continue the delivery of the Mental Health Critical Incident Response Training in partnership with Western Health. It is anticipated that another class will complete this training in early 2023.

The RNC also continues its ongoing partnership with the city to support victims of intimate partner violence through the Pet Safekeeping Program. This program provides an option for victims of IPV to have their pet placed with a foster family while they seek additional supports. This helps reduce stress and individuals can focus on moving forward without an added worry of their pet being left behind.

The RNC Honour Guard

The Honour Guard consists of 30 dedicated members from the ranks of Constable to Staff Sergeant and are led by one Inspector that is designated by the Chief of Police as Honour Guard Commander. The role of the Honour Guard is to attend ceremonial functions in dress uniform and are trained in basic marching drill, rifle drill and colour party drill. Due to COVID-19, 2022 was the first year since 2019 that the Honour Guard was able to participate in public events. Events included the November 11 Remembrance Day parade, the October 5 opening of the House of Assembly at the newly renovated Colonial Building, the local funeral service for Queen Elizabeth II at the Anglican Cathedral in St. John's, and the July 1 Memorial Day parade commemorating the losses at Beaumont-Hamel.

Crime Prevention/Reduction

Traffic Checkpoints

The RNC Traffic Services and Accident Investigation Section remain dedicated to ensuring road safety throughout our policing jurisdictions. Throughout 2022 we worked with our partners to make our roads safer through both education and enforcement initiatives. For example, in December, Operational Patrol Services, Traffic Services and Accident Investigation teamed up with the RCMP to conduct traffic checkpoints on roadways around the Northeast Avalon, stopping hundreds of vehicles to educate drivers on safety and check for impairment and compliance with the *Highway Traffic Act*. During these initiatives, there were 38 drivers ticketed for excessive speeding (one vehicle seized for stunting) and three drivers were found to be under the influence of drugs.

National Impaired Driving Enforcement Day

For National Impaired Driving Enforcement Day in December, members from the RNC, RCMP, Highway Enforcement, NL Liquor Corporation and MADD Canada completed a joint checkpoint on the Northeast Avalon. During this checkpoint, members handed out ribbons, information sheets and seatbelt covers to drivers to raise awareness and educate the motoring public on safe driving practices. Two drivers were found to be under the influence of drugs, one driver was found to be under the influence of alcohol, and one driver found to have open Cannabis in their vehicle.

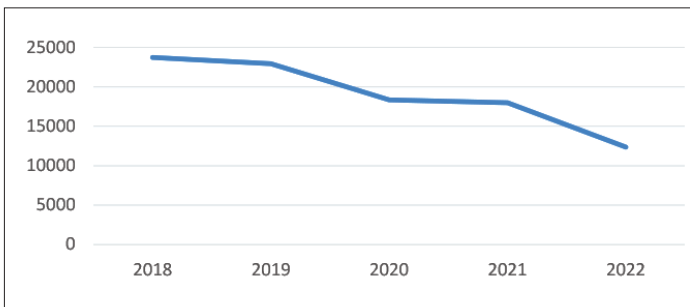
Drug Abuse Resistance Education

For the past 20 years, RNC Community Services officers have delivered the Drug Abuse Resistance Education (DARE) program to approximately 2,500 Grade six students throughout our jurisdiction each year. This international program delivered by police officers, teaches students how to navigate situations that involve



Traffic Checkpoint, Northeast Avalon.

YEARLY PROVINCIAL TRAFFIC OFFENCES - ALL RNC





DARE Participants at Juniper Ridge Intermediate School, Torbay.

bullying, vaping, peer pressure and how to handle stress in a positive way. The tools provided in the program are intended to help students make positive choices in the school year and beyond.

The Newfoundland Growlers became a community partner of the DARE program this year with the objective of enhancing the delivery of the DARE program to school children and maximizing the potential community outreach of the program. The DARE program provides significant and impactful life learning tools for children and fosters the building of positive relationships between families and children in the community and members of the RNC.

Joint Force Operation West

In February, after analyzing criminal offences and identifying opportunities to enhance enforcement, the RCMP-RNC Joint Force Operation West (JFO West) was formed. Based out of Corner Brook, JFO West includes dedicated police officers from both the RNC and the RCMP and targets street level criminal offences related to drug trafficking, as well as organized crime operating at the local, regional and provincial level. This past year the JFO has been actively executing search warrants, making arrests, and taking drugs and drug paraphernalia off our streets.



Items seized by RCMP-RNC JFO West, Corner Brook.

SUPPORTING OUR PEOPLE

Safety and Wellness



Stella Supporting an Officer.

Healthy Lifestyle Program

Launched in 2022, the Healthy Lifestyle program consists of a biochemical assessment to determine an employee's overall functional mobility while evaluating the demands of their role within the RNC, as well as their personal hobbies. The goal is to deliver employees with the tools, education and on-going support to increase strength, mobility and functional movement so they can stay injury free on the job and at home.

Equestrian Wellness Activities

The RNC Mounted Unit of the Northeast Avalon region improved accessibility to equestrian wellness-based activities through a weekly, recurring time for RNC employees to avail of these activities. The primary objective for this initiative is the engagement, participation and promotion of self-care in a peer-to-peer setting, within an equestrian-based environment.

Support Dog Services

In addition to providing a calming and grounding influence to victims/witnesses of crime or traumatic incidents, the RNC's first certified Police Support Dog Stella also provides mental health and wellness support to RNC employees and their families. For much of 2022, Support Dog Stella was primarily internally focused on the wellness and safety of RNC employees first and foremost. Stella and her handler Constable Krista Fagan could be found daily making rounds at our detachments and Provincial Headquarters connecting with employees, promoting health, safety and wellness initiatives.



Taking calls for the Health Care Foundation Radiothon, St. John's.

Health Care Foundation Radiothon

On March 23, frontline RNC officers, Rovers Search and Rescue, and Eastern Health Paramedicine and Medical Transport employees were on the phone lines taking calls with the Health Care Foundation in support of the First Responder Psychological Collaborative. Funds raised are used to enhance critical mental health supports to first responders in our communities.

Job Demand Analysis

The Employee Health, Safety and Training section continues to work through job demand analysis (JDA) to best understand the unique physical and cognitive demands of each role within the RNC. These evaluations provide the RNC with key information that will be utilized to identify where supports can be implemented to reduce workplace injury and illness.

Mindfulness Sessions

This year the RNC initiated biweekly employee mindfulness sessions with Dr. Julie Dwyer. These sessions place an emphasis on the development of practical skills that are specific to a first responder context, which in turn can be applied regularly as a means to manage stress proactively and efficiently. This initiative is intended to provide staff across the organization with equitable, evidence-based skills in the prevention and mitigation of operational stress injury and illness.

Wellness Centre in Corner Brook

Renovations were made to the wellness centre in the Corner Brook detachment to improve the space for RNC employees. An additional 400 square foot training room was added to the existing gym area that members will be able to avail of for extra physical exercise training and Use of Force module training. The room has been constructed, will be floored with rubber matting and is expected to be completed in spring of 2023. Many members utilize this space to improve both their mental and physical well-being. The area will also provide space to complete annual recertification on important training initiatives.

Psychological Services

Throughout the year the RNC was actively recruiting a Clinical Psychologist to provide psychological services for employees. The position will function as an integral member of the RNC Employee Health, Safety and Training Division, working toward the implementation of programs, policies and procedures strategically targeted at preventing the occurrence and mitigating the effects associated with, psychological injury and illness in RNC employees. The position will be responsible for administering preventative health screening procedures with employees, in response to specific position requirements, employee requests, critical incident exposure, or in relation to complex and multi-faceted operational stress injuries. The position will also play an active role in the organizational Critical Incident Preparedness Plan, assisting with the organizational response to critical incidents and the provision of supports and resources to employees and families. While recruitment has not been successful to date, the RNC continues to actively recruit for this position.

Substance Use and Impairment Policy

The RNC is committed to creating a supportive, healthy and safe environment for employees and others in the workplace. All employees share in the responsibility of maintaining a safe work environment for themselves, other workers and the public by reporting for duty fit for work without impairment due to substance use. To this end, the RNC issued an updated Substance Use and Impairment policy which provides direction to employees on substance use and impairment at work and the assistance available to support employees who may have substance use issues that may impair their ability to perform their work safely and effectively.

Wellness Centre in Labrador City

Through a partnership with IOC-Rio Tinto, the RNC was able to establish a wellness and fitness space within the Labrador City Detachment. In partnership with Transportation and Infrastructure, an office space was renovated to allow for a place for our members to go to decompress and focus on wellness through exercise while at work. The wellness center brought with it an opportunity to establish a local Wellness Committee, comprised of membership from our staff as well as representation from the Royal Newfoundland Constabulary Police Association. This committee oversees the operations of the wellness and fitness area and listens to the needs of our members so a focus can be placed on new equipment or programs to meet those needs.

Workplace Review of the RNC

In July 2022, the Report into an independent workplace review of the Royal Newfoundland Constabulary (RNC) prepared by Ms. Harriet Lewis was concluded and released. The workplace review required the participation of uniformed officers and civilian employees of all ranks and positions. The Review was to assess and make recommendations with respect to improvements needed to maintain a healthy workplace at the RNC and to provide police officers and staff with a supportive environment. The review considered workplace culture, internal communications, internal conflict management and adequacy of wellness supports for both police officers and civilian employees.

The Department of Justice and Public Safety and the RNC Executive reaffirms its commitment to continuous improvement and a healthy workplace. A Working Group was created to ensure the recommendations remain a priority for the RNC and the Department.

Collaboration, Communication and Engagement

Innovation and Improvement Committee

The Innovation and Improvement Committee received more than forty proposals from employees of the RNC during the inaugural submission window in January 2022. Each of these submissions was carefully considered by the Committee and presented to the Executive via a series of meetings. The first initiative to be implemented is a new CSIPix software used in forensic identification. Several other initiatives, including automatic license plate readers, hybrid vehicles and yearly platoon photos are in the research and development stage. Work will be ongoing in 2023 to ensure that approved proposals are actioned and implemented.

Policy, Planning and Research Support

The RNC Policy, Planning and Research Office engaged with employees throughout the year to deliver support for operations and decision making. In 2022, 30 policies and 18 forms were developed or revised to help provide guidance, consistency, accountability, and clarity in the work we do. The office also provided strategic planning and research services including the development of the 2022-2024 Corporate Plan and completion of almost 200 requests for information, research and reviews to help inform decision-making within the RNC and other police agencies across Canada.

Harassment Prevention

The purpose of the RNC Respectful Workplace Policy, revised in 2022, is to promote a respectful work environment as well as awareness, prevention and appropriate timely resolution of allegations of harassment in the workplace. The updated policy now contains the responsibilities of employees, managers and supervisors in harassment prevention and the promotion of a respectful work environment which includes: leading by example and acting respectfully in dealings with employees and other persons; encouraging early and open dialogue before inappropriate behaviour escalates; and participating in learning opportunities on the prevention, early intervention, and resolution of harassment-related issues.

Leadership Training

The RNC believes in the professionalization of policing and is committed to supporting today's police members and to help develop the police leaders of tomorrow. One of the RNC's goals is to develop and provide comprehensive leadership and mentorship to allow members to navigate the complexity of decision-making and leadership in today's dynamic policing contexts. To this end, the RNC offered a number of police leader development courses in 2022, such as Major Case Management Team Commander, Critical Incident Commander and Tactical Team Leader Workshop. These courses helped develop a variety of strategies in decision making and analysis using an academic and practical foundation.

COMPLAINTS OVERSIGHT

The Royal Newfoundland Constabulary Professional Standards Section serves to safeguard public trust and confidence in policing by investigating and resolving complaints regarding service delivery and employee conduct in a timely, unbiased and transparent manner. Complaints may be received from the public or initiated internally, and may be criminal in nature and/or identified as officer misconduct.

The Royal Newfoundland Constabulary Public Complaints Commission provides members of the public with an independent forum for their complaints against Royal Newfoundland Constabulary officers.

The Serious Incident Response Team of Newfoundland and Labrador (SIRT-NL) is a civilian-led police oversight agency responsible for conducting independent investigations into serious incidents involving death, serious injury, sexual offence, domestic violence or any matter of significant public interest that may have arisen from the actions of a police officer in the province.

Internal Complaint: Complaint initiated internally regarding the conduct of a member that may contravene the regulations governing discipline or performance of duty of police officers.

Public Complaint: Complaint regarding the conduct of a member that may contravene the regulations governing the discipline or performance of duty of police officers.

Criminal Complaint: Complaint that is deemed criminal in nature.

2022 INTERNAL COMPLAINTS - TOTAL	17
Active	4
No Charges Arising	5
Suspended	1
Discipline Imposed	4
Submitted to Office of the Chief of Police	3
2022 PUBLIC COMPLAINTS - TOTAL	48
Suspended	11
Active	2
Dismissed	0
Submitted to Office of the Chief of Police	14
Withdrawn	3
Informal Resolution	4
Discipline Imposed	0
Rejected by RNC Public Complaints Commission	13
Public Complaint Referral	1
2022 CRIMINAL COMPLAINTS - TOTAL	10
Active	7
No Charges Arising	3

SHARING AND GIVING

Cram the Cruiser

The RNC Corner Brook Detachment held a food drive in December to Cram the Cruiser. Along with a vehicle of food donated to local food banks, \$1,500 in cash and gift cards were also donated to those in need.

Seniors Christmas Luncheon

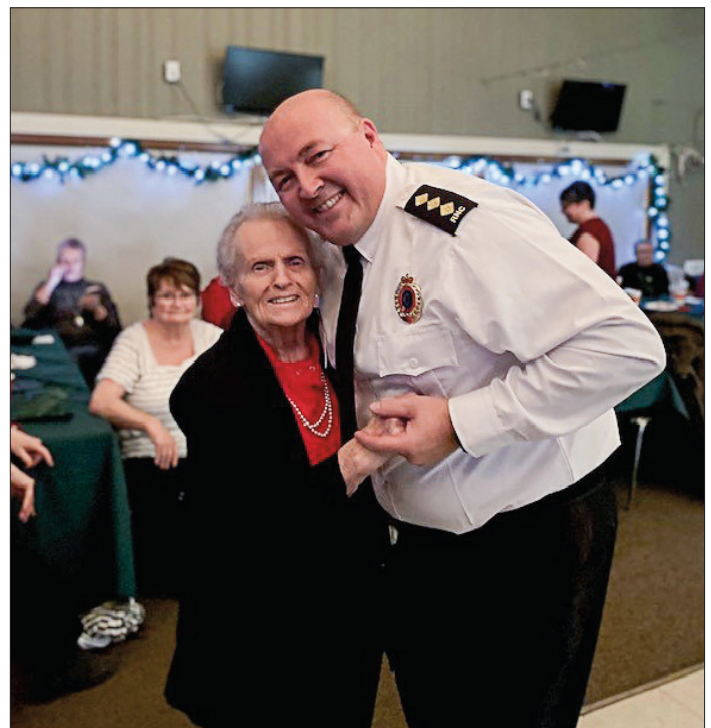
The Town of Labrador City, the Community Based Policing Committee and the RNC Corner Brook Detachment held a Seniors Christmas Luncheon, where they enjoyed the holiday season with approximately 80 seniors from the Labrador West region. These members of the senior's community were treated to lunch and entertainment by local musicians. For some of these seniors, this may have been the only warm meal and interaction they received over the holidays. For others it was a time to be social and reflect on the community over the holidays. All participants left with a gift and some holiday spirit.

Halloween Community Events in Labrador West

The RNC, Town of Labrador City, and the Labrador West Community Based Policing Committee, partnered on several fall events around Halloween such as Pumpkin Patrol and Trunk or Treat. These events create an environment where the community can communicate with the police and talk about issues related to their children in their own neighborhoods, while the RNC can promote safety to children and their parents.



Cram the Cruiser, Corner Brook.



Seniors Christmas Luncheon, Labrador City.



Pumpkin Patrol, Labrador City.

Shop with a Cop

RNC Community Services participated in the 15th annual “Shop with a Cop” in December. During this event, sponsored by the Avalon Mall, students of Juniper Ridge Intermediate in Torbay brought in food donations for their local foodbank and had an opportunity to “Shop with a Cop” for their loved ones. The RNC delivered the food donations to the local foodbank which was distributed back into the school community. This event helps create positive memories and fosters positive community relationships.

Community Food Sharing

The RNC partnered with Mount Pearl Municipal Enforcement, Royal LePage and Coleman’s to hold a food drive for the Community Food Sharing Association (Newfoundland and Labrador’s Food Bank). This was an opportunity to work with and give back to the community.



Trunk or Treat.



Operation Iron Christmas Toy Drive, St. John's.

Operation Iron Christmas Toy Drive

The RNC collaborated with members of the Royal Newfoundland Regiment to assist the Heroes for Heroes charity which collects toys and funds to support Ronald McDonald House. Over \$1,500 in donations and \$2,000 worth of toys were collected.

Annual Jeans Day Donations

The RNC continued the annual tradition of presenting worthy community organizations with the proceeds from the Casual Friday Jeans Day donations. This year over \$4,300 was collected from RNC employees on the Northeast Avalon and shared with the Community Food Sharing Association, Thrive and the Single Parents Association of Newfoundland to help them continue making a difference in our communities.



Jeans Days donation to the Single Parents Association, Headquarters.



Tim Horton's Cookie Day

On September 23, RNC Executive members were joined by Police Support Dog Stella to support the Tim Hortons Smile Cookie initiative. All proceeds from every Smile Cookie supports local charities and organizations in our community.

First Responder Fundraiser

In April, the Corner Brook Fire Department and members of the RNC Detachment in Corner Brook held a basketball fundraiser to support Red Cross relief efforts in Ukraine.

RNC Executive Officers, Police Support Dog Stella and Staff of Tim Hortons, Mount Pearl.



Corner Brook Fire Department and RNC Members.

AWARDS AND RECOGNITION

Police Exemplary Service Medal

In 2022, nine RNC officers were awarded the 20 Year Police Exemplary Service Medal in recognition of 20 years continuous exemplary police service in Canada, characterized by good conduct, industry and efficiency. In one ceremony the Honourable Judy May Foote, Lieutenant Governor of Newfoundland and Labrador and Honorary Chief of Police for the Royal Newfoundland Constabulary, and Chief Patrick R. Roche presented the Medals to Staff Sergeant Jason C. Power, Constable Matthew G. Matthews and Constable Terrance L. Follett. In separate ceremonies held at RNC Provincial Headquarters, Labrador West and Corner Brook Detachments, the Medal was awarded by Chief Patrick R. Roche to Deputy Chief Stephanie L. Lagace, Inspector Kent R. Kelly, Sergeant Marjorie M. Royal, Sergeant Robert J. Brown, Constable T. Alex Prince and Constable Peter W. Kelly.



Deputy Chief Stephanie L. Lagace, Staff Sergeant Jason C. Power, Constable Matthew G. Matthews, Constable Terrance L. Follett, Deputy Chief Colin J. McNeil, Chief Patrick R. Roche, Her Honour Judy May Foote and His Honour Howard William Foote.

Atlantic Women in Law Enforcement (AWLE) Awards

Sergeant Amy Sharpe was awarded the AWLE Leadership Award for demonstrating skills that encompass qualities of a leader, including her ability to inspire, collaborate with and empower those she works with and consistently demonstrating the constabulary's core values of professionalism, respect, integrity, pride, and teamwork.

Constable Dawn Martin received the Excellence in Performance Award by distinguishing herself through superior attention to duty and dedication to her work. Constable Martin consistently goes above and beyond to assist others, take initiative, establish relationships and apply her skills throughout the organization.

Sergeant Lynn Downton, Constable Cathy Snelgrove, Ms. Danielle Green and Ms. Katelyn Rowe received the Team Endeavors Award for their work in the Telecommunications Centre during an active shooter situation. The team made rapid and calm decisions to coordinate resources, calmed chaos and directed a professional response in a high stress situation which ultimately, helped to result in a peaceful resolution.

RNC Recognition Awards

At a ceremony held on June 8, 2022, the following people were presented with the Royal Newfoundland Constabulary awards in honour of their valuable contributions to the organization and the community.

Recipient	Award	Description
Sergeant Daniel T. Morrissey	RNC's Volunteer of the Year	A member of the RNC (police officer or civilian employee) who volunteers their time to an organization that benefits our local communities and citizens.
Constable Kenneth E. Milks Constable Tanya E. Schwartz	RNC's Constable Leadership Award	Constable that displays an exceptional level of leadership and greatly impacts the performance and morale of their peers.
Sergeant Colin V. Deacy	RNC's Police Officer Leadership Award	An officer that displays an exceptional level of leadership and greatly impacts the performance and morale of their subordinates and/or peers.
Constable Jake R. Sharpe Constable Brittany J. Hierlihy Constable Kyle T. Fowler Constable Stephen R. Martin Constable Jason R. McCarthy Constable Ryan P. McMackin Constable Michael F. Ghaney Constable Stephen J. Miller Constable Ashley M. Martin Constable Robert J. Mercer Constable Jeffery P. Jamison Constable Wesley A. Welcher Constable Geoffrey P. Heffernan Constable Zachary B. Putt Constable Lisa-Marie Penney Constable Daniel R. Green Constable Shane A. McClafferty Constable Jason R. McCarthy Constable Jenna A. Currie Ms. Cynthia Marshall	Chief of Police Commendation	Presented in recognition of a distinguished, commendable act of police duty or outstanding contribution to the RNC.

Recipient	Award	Description
Tina Duperre	RNC's Civilian Employee of the Year	A Civilian Employee who continuously displays the core values of the RNC and performs their duties at an exceptional level.
Constable Geoffrey P. Heffernan	RNC's Police Officer of the Year	A Police Officer who continuously displays the core values of the RNC and performs their duties at an exceptional level.
Constable Mitchell T. Ryall	Distinguished Service Award For Merit	An officer who performs outstanding work that greatly benefits the organization and community, and continues to promote the core values of the RNC.
Inspector Daniel R. Doiron	Distinguished Service Award For Valour	An officer who performs an exceptional act of valour and displays bravery well beyond the normal course of their duties. This is the highest internal award an RNC police officer can be awarded.



Deputy Chief Stephanie L. Lagace, Constable Jason R. McCarthy, Constable Jeffery P. Jamison, Constable Stephen R. Martin, Constable Brittany J. Hierlihy, Constable Jake R. Sharpe, Constable Geoffrey P. Heffernan, Constable Ashley M. Martin, Constable Shane A. McClafferty, Kim Harding, Deputy Chief Colin J. McNeil, Constable Jenna A. Currie, Constable Wesley A. Welcher, Cynthia Marshall, Constable Kyle T. Fowler, Constable Daniel R. Green, Constable Lisa-Marie Penney.



Team Nick Coates Awards, RNC Memorial Campus St. John's.

Team Nick Coates Awards

In June 2022, MADD Canada recognized six RNC officers for their outstanding work to take impaired drivers off provincial roads and highways with its Team Nick Coates Awards.

- Constable Cody A. Langmead – Gold (51 drivers)
- Constable Christopher M. G. Horan – Gold (13 drivers)
- Constable Joseph W. Burry – Silver (11 drivers)
- Constable Geoffrey P. Heffernan – Silver (8 drivers)
- Constable Zachary B. Putt – Silver (8 drivers)
- Constable Terence C. Reid – Silver (8 drivers)



Newfoundland and Labrador Police and Peace Officers' Memorial Ceremony



Remembrance Day, Corner Brook.



*RNC Marine Unit in the Narrows of
St. John's Harbour.*



Royal Newfoundland Constabulary
Provincial Headquarters
1 Fort Townshend
St. John's, NL A1C 2G2
Telephone: 709.729.8000
Facsimile: 709.729.8214
Website: www.rnc.gov.nl.ca

