

# Our Plan 2022 - 2024



**OUR COMMUNITY • OUR PEOPLE**



**OUR COMMITMENTS AND KEY PRIORITIES**

**Our Community**

Trust and Confidence

Crime Prevention/Reduction

**Our People**

Safety and Wellness

Collaboration, Communication and Engagement



## MESSAGE FROM THE CHIEF

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I am excited to present *Our Plan 2022-2024* – a plan of action that outlines the Royal Newfoundland Constabulary’s strategic direction for the next three years.

Our employees are at the core of this plan, and their well-being is crucial to its success. With healthy and supported people, we are better positioned to prevent and address crime, enhance public safety, and serve our community. To help accomplish this we will implement initiatives that support employee safety and wellness, and enhance organizational collaboration, communication and engagement.

For the next three years, this plan will help focus our efforts by providing a road map that will guide our work and decision-making. It can be adapted to meet challenges, opportunities and changing employee and community needs. While this document does not outline all that the RNC does to ensure safe communities, it does provide an overview of the areas to which we will give special focus from 2022 through 2024.

Thank you to our dedicated employees who work tirelessly every day to serve our community, while embodying our core values of integrity, teamwork, pride, respect and professionalism. Thank you to our community for your support of public safety – we look forward to working together to implement the actions outlined in *Our Plan 2022-2024*.

Sincerely,



Patrick R. Roche  
Chief of Police



# SERVE OUR COMMUNITY

The RNC is committed to fostering relationships, trust and confidence with citizens and our community partners to prevent and reduce crime, and improve public safety.

## *Trust and Confidence*

When the community has trust and confidence in police, the police/citizen relationship is stronger and there is more engagement and collaboration in the area of public safety.

## *Crime Prevention/Reduction*

Together with the community, developing effective and responsive strategies can prevent and reduce crime, as well as promote public safety and contribute to the quality of people's lives.



## ACTIONS

- Participate in municipal meetings to discuss community concerns
- Enhance our partnership with Neighborhood Watch
- Use crime trends to develop crime prevention/reduction strategies
- Develop an external communication strategy to help ensure the public is informed and aware of organizational direction and on-going public safety issues
- Work collaboratively with community partners to identify and improve outcomes for vulnerable and priority populations





## SUPPORT OUR PEOPLE

The RNC is committed to a healthy work environment where our employees can reach their full potential and provide the best possible service to the public.

### *Safety and Wellness*

A positive and safe work environment, where all employees can thrive and contribute to the success of the organization, will ensure our employees can face the physical and mental demands of their work.

### *Collaboration, Communication and Engagement*

Effective collaboration, communication and engagement is critical to ensuring our employees are informed and aware of organizational changes and direction, as well as on-going public safety issues.

### ACTIONS

- Provide psychological services for employees
- Implement a Harassment Prevention Program
- Establish a Reintegration Program for employees returning to work after an extended absence
- Provide comprehensive leadership and mentorship training
- Implement ideas brought forward to the Innovation and Improvement Committee
- Develop an internal communication strategy to help ensure employees are engaged and informed







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