



REPORT ON POLICE SERVICE ACTIVITIES

2011 - 2012



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CHIEF'S MESSAGE



“ The vision of the RNC is to achieve safer communities through policing excellence. ”

On behalf of the Royal Newfoundland Constabulary and pursuant to Section 6 of the Royal Newfoundland Constabulary Act, as well as provisions of the Transparency and Accountability Act, I am pleased to submit this report on the activities of the Constabulary for the year ending March 31, 2012.

The mandate of the RNC is to provide police services and to maintain traffic and other patrols in the designated areas of the province which are: (i) North East Avalon; (ii) Corner Brook; and (iii) Western Labrador. The vision of the RNC is to achieve safer communities through policing excellence.

In 2011-2012, the women and men of the RNC worked toward meeting the commitments identified in the 2011-2014 Corporate Plan. These commitments were aligned with seven goals in the following areas:

- Patrol and Operational Support Services
- Intelligence-Led Policing
- Protection of Children
- Public Communication
- Gender Equality and Diversity
- Liaison with Stakeholders
- Business Processes

The following report covers the period April 1, 2011 to March 31, 2012. The outcomes reported reflect strategic directions and areas of intervention identified by government and by the Department of Justice. My signature below is indicative of my accountability for the reported results.

Respectfully submitted,

A handwritten signature in blue ink that reads "Robert P. Johnston". The signature is written in a cursive style.

Robert P. Johnston
Chief of Police

HIGHLIGHTS



RNC Welcomes New Police Officers

In August 2011, 16 cadets comprised of 11 men and 5 women from the MUN Police Studies Diploma Program were sworn in as RNC police officers. Constable Neil Penney received the Lieutenant Governors Award for the Royal Newfoundland Constabulary, Cadet of the Year for excelling in all aspects of the Police Studies Diploma Program and consistently demonstrating the required competencies. Constable Matthew Dixon received the Head Constable Malcolm "Mackey" White Outstanding Dedication Award which is bestowed on the cadet who demonstrates an extraordinary work ethic and commitment to every aspect of the program.

Corner Brook Freedom of the City

On July 20, 2011, the City of Corner Brook conferred the Freedom of the City on the Royal Newfoundland Constabulary. The City of Corner Brook has previously bestowed the "Freedom of City" on eight previous recipients, including to the Royal Canadian Mounted Police, the Second Battalion of the Royal Newfoundland Regiment, and the crew of the HMCS Corner Brook. The honorary Freedom of the City was granted to the RNC in recognition of its eminent service to the City of Corner Brook and as an expression of the high esteem in which they are held by the citizens. It grants the right to sit beside the mayor at the council chamber at any regular public council meeting, the right to address council, but not to vote; to be present at all official civic functions and the right to procession immediately preceding the mayor and councillors.

Atlantic Women in Law Enforcement

The Atlantic Women in Law Enforcement (AWLE) 19th annual training conference was held in Halifax, Nova Scotia from October 18-21, 2011. At this conference, RNC Constable Stephanie Motty was received the Excellence in Performance Award. This honour is awarded to a female officer who distinguishes herself through superior attention to duty or outstanding investigative effort that leads to the identification, location, or arrest, or a major criminal or criminal activity. Constable Motty was selected from nominees across Atlantic Canada. She has been a member of the RNC since 2002 and has demonstrated sound judgment, integrity and dependability throughout her career. She has worked as an adept and highly competent investigator in the drug, child abuse and sexual assault and major crime units and has excelled in these complex investigations.





Crime Stoppers Police Officer of the Year

The Newfoundland and Labrador Crime Stoppers Police Officer of the Year award is designed to recognize a police officer working in Newfoundland and Labrador who has exhibited outstanding qualities in the performance of his or her duties. RNC nominees for the 2011 Crime Stoppers Police Officer of the Year award were Constable Perry Priddle, Constable John Turpin and Sergeant Jason Sheppard. On January 25, 2012, Crime Stoppers recognized Sergeant Jason Sheppard as the RNC recipient of the 2011 Police Officer of the Year.

International Association of Women Police Conference

In preparing to host the International Association of Women Police conference in St. John's in 2012, the online registration went live in December 2011. By March 31, approximately 273 people from 16 countries were registered. The Conference Companion Program was finalized, which consists of three day tours arranged to showcase provincial attractions including Cape Spear National Historic Park. A six day post conference tour will also be offered through McCarthy's Party, a local destination management company.

Sponsorship commitments to the end of the fiscal year were \$210,100 which is approximately 84% of the sponsorship goal. General Rick Hillier (Retired) is the keynote speaker for the conference. The former Chief of Defence Staff of the Canadian Armed Forces and the Patron of Women in Defence and Security will speak on Motivation and Leadership.

RNC Headquarters Redevelopment

Phase two of the RNC headquarters redevelopment commenced in August, 2011. This construction phase includes the complete redevelopment and expansion of the existing headquarters building in St. John's. As a result of the construction, the RNC has had to temporarily relocate its executive and administration offices to 68 Portugal Cove Road, training section to 425 Topsail Road; patrol services and criminal investigation to the RNC Annex building at Fort Townshend as well as other services in various locations throughout the St. John's metropolitan area. The temporary relocation of offices has been challenging to operational requirements. However, the RNC is committed to maintaining its high level of service delivery to the public and minimizing interruptions. The RNC looks forward to serving the public from its new headquarters building early in 2013.

STATS AT A GLANCE

Calls for Service by Region

Jurisdiction	2007	2008	2009	2010	2011
North East Avalon	55459	55969	59828	62458	63407
Corner Brook	9222	9577	9429	9881	9250
Labrador	2882	3280	2939	3204	3282
Outside Jurisdiction	174	247	228	249	228
Total	67755	68826	72424	75795	76167

Royal Newfoundland Constabulary, Information Management Division: Calls for Service Report, June 2012

Crime Statistics | All RNC Jurisdictions

Offence Classification	2007	2008	2009	2010	2011
Violent Crimes - Crimes Against Person	3543	4123	4166	4364	4026
Crimes Against Property	12150	11232	11782	12793	11771
Other Criminal Code	3465	3499	3485	4090	4104
Controlled Drugs and substances	394	541	640	694	978
Other Federal Statutes	376	419	453	387	403
Criminal Code Traffic/Impaired Violations	1029	1301	1287	1482	1577
Provincial Traffic Offences	16239	19391	21058	23535	25902
Motor Vehicle Accidents	4326	4740	5118	5620	6062
Total	41522	45246	47989	52965	54823

Royal Newfoundland Constabulary, Information Management Division: Police Reported Incidents by Offence Categories by Jurisdiction, June 2012

Crime Statistics | North East Avalon

Offence Classification	2007	2008	2009	2010	2011
Violent Crimes - Crimes Against Person	3141	3679	3728	3864	3528
Crimes Against Property	11137	10172	10725	11675	10674
Other Criminal Code	3007	2988	2993	3489	3573
Controlled Drugs and substances	296	422	523	567	854
Other Federal Statutes	316	374	357	346	348
Criminal Code Traffic/Impaired Violations	893	1120	1118	1250	1378
Provincial Traffic Offences	14814	17316	18981	20045	22224
Motor Vehicle Accidents	3753	4030	4411	4894	5217
Total	37357	40101	42839	46130	47793

Royal Newfoundland Constabulary, Information Management Division: Police Reported Incidents by Offence Categories by Jurisdiction, June 2012



Crime Statistics | Corner Brook

Offence Classification	2007	2008	2009	2010	2011
Violent Crimes - Crimes Against Person	284	319	323	351	360
Crimes Against Property	778	766	770	836	871
Other Criminal Code	356	408	388	469	436
Controlled Drugs and substances	83	88	91	95	98
Other Federal Statutes	53	33	86	40	48
Criminal Code Traffic/Impaired Violations	87	137	134	181	149
Provincial Traffic Offences	1292	1690	1304	2230	2883
Motor Vehicle Accidents	375	447	491	529	545
Total	3308	3888	3587	4731	5390

Royal Newfoundland Constabulary, Information Management Division: Reported Incidents by Offence Categories by Jurisdiction, June 2012

Crime Statistics | Labrador

Offence Classification	2007	2008	2009	2010	2011
Violent Crimes - Crimes Against Person	118	125	115	149	138
Crimes Against Property	235	294	287	282	226
Other Criminal Code	102	103	104	132	95
Controlled Drugs and substances	15	31	26	32	26
Other Federal Statutes	7	12	10	1	7
Criminal Code Traffic/Impaired Violations	49	44	35	51	50
Provincial Traffic Offences	133	385	773	1260	795
Motor Vehicle Accidents	198	263	216	197	300
Total	857	1257	1566	2104	1636

Royal Newfoundland Constabulary, Information Management Division: Police Reported Incidents by Offence Categories by Jurisdiction, June 2012

Drug Crime Seizures

Year	Marijuana kg	Cocaine kg	Pills	Cash	Total Street Value
2009	187	3.7	81,445	\$101,515	\$2.4M
2010	847	9.2	442	\$696,594	\$3.9M
2011	69	3.5	1186	\$168,296	\$2.0M

Royal Newfoundland Constabulary: Drug Section, June 2011.

Budget

Current	2010-2011* Actual \$	2011-2012** Actual \$
Salaries	39,793,000	41,424,298
Employee Benefits	38,944	49,304
Transportation and Communication	2,170,960	2,003,142
Supplies	1,606,295	1,665,395
Professional Services	111,746	172,919
Purchased Services	1,804,923	1,671,409
Property, Furnishing and Equipment	526,660	205,813
Grants and Subsidies	12,000	12,000
Revenue-Federal	(1,281,559)	(957,058)
Revenue - Provincial	(456,107)	(475,770)
Total Current	44,326,862	45,771,452
Capital	2010-2011* Actual \$	2011-2012** Actual \$
Professional Services	491,809	331,092
Purchased Services	5,518,473	13,404,525
Property, Furnishings and Equipment	1,199,808	753,978
Total Capital	7,210,090	14,489,595
Total Royal Newfoundland Constabulary	51,536,952	60,261,047

* Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended 31 March 2011

** Unaudited financial statements provided by RNC Finance Division from the Oracle Financial Management System June 2012.

Population/Police Officer

Jurisdiction	Population	Police Officers	Population per Police Officer	Police Officers per 100,000 Population
NE Avalon	196,966**	336	586	171
Corner Brook	19,886**	40	497	201
Labrador West	9,862**	22	448	223
Total RNC	226,714	398	570	176
Canada*	34,482,779	69,438	497	201

RNC Finance Division as of May 15, 2011

*Statistics Canada: Police Resources in Canada 2011

** 2011 Census, Population by Census Subdivision, Newfoundland and Labrador.



Police/Civilian Staff

Jurisdiction	Police Officers	Civilian Staff	Total Staff	Police/Civilian Staff Ratio
NE Avalon	336	102	438	3.3
Corner Brook	40	8	48	5
Labrador West	22	11	33	2
Total RNC	398	121	519	3.3
Canada*	69,438	28,151	97,589	2.5

RNC Finance Division as of May 15, 2011. The number of civilian staff for the NE Avalon does not include the number of cadets (19). The number of cadets (22) was included in the number of civilian employees reported in the 2009-2010 RNC activity report.

*Statistics Canada: Police Resources in Canada 2011

Police Officer by Sex

Jurisdiction	Male Officers		Female Officers		Total
	#	%	#	%	
NE Avalon	264	78.6	72	21.4	336
Corner Brook	34	85.0	6	15.0	40
Labrador West	17	77.0	5	23.0	22
Total RNC	315	79.1	83	20.9	398
Canada*	55,833	80.4	13,605	19.6	69,438

RNC Finance Division as of May 15, 2011

*Statistics Canada: Police Resources in Canada 2011

Police Officer by Sex and Rank

Jurisdiction	Commissioned Officers		Non-Commissioned Officers		Constables	
	Male	Female	Male	Female	Male	Female
Total RNC	83.3	16.7	93.8	6.3	75.9	24.1
Canada*	90.5	9.5	84.2	15.8	78.4	21.6

RNC Finance Division as of May 15, 2011

*Statistics Canada: Police Resources in Canada 2011

REPORT ON COMMITMENTS

GOAL 1

Objective

Reduce false security alarm activations.

Continue to improve patrol and operational support services.

Progress and Accomplishments

In 2011, the RNC conducted a review of calls for service related to the activation of residential and commercial security alarms. Results indicate that from 2008 to 2010 the RNC responded to an average of 11,642 calls per year for service related to the activation of residential and commercial security alarms annually. This represents approximately 16% of total calls for service. Analysis of such police files on these calls indicates that approximately 98% of security alarm activations were determined to be "false" alarms. The results of this review were consistent in each of the three years and consistent across all RNC jurisdictions. In 2011 the number of security alarm activations for commercial and residential premises increased to a combined total of 11,978 (commercial 6068 and residential 5910) and the percentage of false activations remained constant at over 98%.

In 2011-2012 the RNC developed a strategy to reduce false security alarm activations which will be implemented over the next two years. In phase one of the strategy, owners of commercial properties with a frequency of 10 or more false security alarm activations and residential properties with a frequency of 8 or more false security alarm activations will be contacted by telephone by a supervisor from the RNC Communications Centre to participate in research to identify the possible causes for false alarms as well as identify solutions. This initial contact will be followed up with a letter outlining the impact false activations have on RNC resources.

Phase two will consist of meeting with alarm security companies and other parties who may be identified through the research to discuss the results of the research and implementation of solutions.

Objective

Improve highway safety.

Progress and Accomplishments

On the Thanksgiving long weekend, from October 7-10, the Corner Brook, Labrador West and North East Avalon regions of the RNC participated in the National Traffic Education and Enforcement initiative entitled Operation Impact.

Operation Impact is an annual collaborative effort by Canadian Police Services to aggressively enforce the laws that govern high risk activities of road users and to make Canada's roads the safest in the world. During





Objective

Optimize the patrol structure in NEA region.

Operation Impact the RNC conducted road side checkpoints and traffic stops checking for impaired driving, seat belt use, distracted and aggressive driving. Police vehicles were stationed at key locations to remind people that safe driving habits save lives and reduce injuries on our roadways.

During Operation Impact in Labrador West, approximately 400 vehicles were checked by frontline patrol officers resulting in 12 summary offence tickets being issued.

In Corner Brook, the RNC conducted numerous roadside checks in conjunction with CRSW. The RNC also collaborated with RCMP Traffic Services West to conduct roadside checks throughout the week in the City of Corner Brook and on the Trans Canada Highway. Summary Offence Tickets were issued for the following infractions under the Highway Traffic Act: speeding (18), driver no seat belt (9), studded tires (14), improper window tinting (8), and cellular phone usage (4). Several other tickets were issued for other infractions such as defective equipment and other hazardous moving violations. There were no charges for impaired driving or criminal code driving offences during this week.

On the North East Avalon, there were 922 Summary offence tickets issued during this week.

During the fall of 2011 another six week traffic enforcement initiative was undertaken on the Northeast Avalon by the Operational Support Services and Patrol Services Divisions. The target of this initiative was to enforce the Highway Traffic Act in school zones, main thoroughfares and residential neighbourhoods in an effort to improve overall driver compliance with highway traffic legislation, reduce speeding and reduce accident rates. During this initiative over 1000 summary offence tickets were issued.

In addition to these initiatives, front line supervisors continued to dedicate resources to traffic law enforcement especially on the main commuter roads (Outer Ring Road and Pitts Memorial Highway) and new Torbay Bypass Road. Furthermore, compliance check points and traffic safety stops are carried throughout the year where drivers are checked for both sobriety and compliance with Provincial Legislation related to licensing, vehicle registration and valid insurance.

Progress and Accomplishments

Since 2001 the population on the North East Avalon has increased by over 15,000 people. From 2008 to 2011, the population has grown by approximately 3,000 people per year. Calls for service on the North East Avalon have also grown by almost 7,500 (13%) from 2008 to 2011. While the population and calls for service have increased, the capacity of the patrol services section has remained constant. This has raised concerns

about capacity, workload and the allocation of patrol resources. In 2011-2012, the RNC commenced an information gathering process to inform the development of a methodology for the allocation of patrol resources.

In 2011-2012, the RNC Operational Support Services Division initiated a full review of the mounted unit mandate. This review included operational responsibility and work schedule. The review is expected to be completed in the summer of 2012.

On May 25, 2011 the RNC selected nine police officers to perform secondary duties in a new Marine Unit as part of the Operational Support Services Division. This unit will be responsible to assist Canadian Coast Guard with search missions in RNC jurisdictions; assist Transport Canada with boating safety/enforcement in RNC jurisdiction; and assist ground search operations where coastline searches are required.

GOAL 2

Objective

Provide intelligence led policing education.

Objective

Enhance response to domestic violence.

Continue to implement intelligence-led policing.

Progress and Accomplishments

Since December 2011, the educational component of intelligence led policing has been delivered by the Criminal Intelligence Unit (CIU). In 2011-2012 the CIU delivered this information through the Criminal Investigative Techniques Course (CITC) to 57 police officers.

Progress and Accomplishments

In November 2011, the RNC met with stakeholders on the issue of domestic violence and Emergency Protection Orders. Those in attendance included Victim Services, Provincial Advisory Council Status of Women and the RNC. It was agreed that the RNC and Victim Services would jointly provide training to police officers of the RNC on Emergency Protection Orders. On March 15, 2012, this training was delivered to 12 police officers including nine Sergeants and one Inspector on the North East Avalon, one Sergeant in Corner Brook and one Sergeant in Labrador.

In December 2011, Chief Robert Johnston brought attention to the issue of domestic violence by participating in a three part series on domestic violence by The Telegram reporter Tara Bradbury. In the interview Chief Johnston discussed the mandatory training related to the investigation of domestic violence, the police response, aggressive charge policy. This article also provided advice to victims and contact information for Emergency Protection Orders and other services available.





Objective

Enforce judicial release conditions.

Objective

Improve internal communication.

In January, 2012 the RNC began assessing the effectiveness of implementing a risk assessment tool as well as a case coordination protocol. As part of this assessment, representatives of the RNC met with Claudia Mann, Manager of Special Initiatives with the Nova Scotia Department of Justice to review their high risk assessment initiative and case coordination protocol.

In the last quarter of the fiscal year, RNC Inspector Brian Dowden met with Pam Thomas of Victim Services and Phyllis Harris of the Crown Attorney's Office to evaluate the use of a "risk assessment tool" to be used by officers in preparing domestic violence reports for the crown attorneys and courts. By the close of the fiscal year, the RNC planned to meet again with service delivery partners to evaluate the use of a risk assessment tool.

Finally, the RNC trained 20 police officers in the Collaborative Approach to the Investigation of Family Violence.

Progress and Accomplishments

In November 2011 the RNC contacted Probation Services to partner in the initiative. Preliminary discussions have been held with Crown Attorney's Office on an appropriate approach to this issue.

Progress and Accomplishments

Toward improving internal communication, in November 2011, the Criminal Intelligence Unit installed an intelligence phone line. This number allows members to call their unit 24 hours a day and leave intelligence information.

In December 2011 the "street check" option on the Mobile Data Terminals was activated. This allowed creation of a record for observations of suspicious activity or known criminals to be recorded without charges being laid.

Since January 2012, a sergeant from the CID General Investigation Unit has been briefing patrol officers on crime patterns and persons of interest for car thefts, break and entries and armed robberies. This has occurred on a bi-weekly basis as required.

In March 2012, the Criminal Intelligence Unit and Information Management Division partnered in having the RNC intelligence form placed on the MRE/MDT system. This allowed for the electronic completion and submission of intelligence information.

In March 2012 Computer Aided Dispatch was linked to safety alerts. The RNC Dispatcher is now prompted when calls for service are associated with a hazard location.

Objective

Operationalize the provincial threat assessment on organized crime.

Progress and Accomplishments

The Criminal Intelligence Service Newfoundland and Labrador (CISNL) is administered in partnership by the RNC and the RCMP. The mandate of CISNL is to be a strategically-focused organization which ensures the timely production and exchange of criminal information and intelligence among CISNL and CISC member agencies, in support of the provincial effort to detect, reduce, disrupt and prevent organized and serious crime affecting Newfoundland and Labrador, and Canada.

In 2011, CISNL produced a provincial threat assessment detailing known organized crime groups and assessing the threat of organized and serious crime to the communities of Newfoundland and Labrador. This detailed report on known criminal groups and trends also forms part of the national threat assessment developed by Criminal Intelligence Service Canada, with input from the 10 provincial bureaus across Canada and is one of five mandated outcomes required by CISC.

The Provincial Executive Committee of CISNL has committed to using the Provincial Threat Assessment to select organized crime groups for tactical operations.

A meeting of RNC and RCMP representatives is planned for April 2012 to identify and target organized crime groups for tactical operations.

GOAL 3

Objective

Expand internet child exploitation unit.

Enhance protection of children.

Progress and Accomplishments

Highlighted in the provincial budget for 2011-2012, the RNC received \$108,300 to add a Child Exploitation Prevention Unit in Corner Brook. This position was staffed in October 2011.

Objective

Deliver Computer Safety and the Internet (CSI) program to all junior high schools in RNC jurisdictions.

Progress and Accomplishments

In 2011-2012 the CSI program was delivered to approximately 2000 grade 7 students in 17 schools in Labrador West, Corner Brook and on the North East Avalon.

Six sessions were also held for parents to provide information on safeguarding their children's use of the internet. These sessions were attended by approximately 140 parents.



Objective

Deliver Drug Abuse Resistance Education (DARE) program to all elementary schools in RNC jurisdictions.

Progress and Accomplishments

On the North East Avalon, the DARE program was delivered to 1969 grade six students in 35 schools.

In Corner Brook, DARE was delivered to 230 grade six students in 5 schools.

Due to staffing changes in Labrador, the DARE program was not delivered in the 2011-2012 school year as intended. The DARE program was delivered to grade six students at Eric G Lambert School in Churchill Falls. However, The DARE program will be delivered to the grade six and seven classes at schools in Western Labrador in the Fall of 2012.

Objective

Deliver Students Taking Responsibility in Violence Education (STRIVE) to all junior high schools in RNC jurisdictions.

Progress and Accomplishments

In 2011-2012 the RNC delivered the STRIVE program to approximately 2000 Grade 8 students in 17 schools across the RNC Jurisdiction. This included schools in the Northeast Avalon Region, GC Rowe Jr. High, Presentation Junior High in Corner Brook, and Menihok High in Labrador City.



GOAL 4

Objective

Ensure effective public notification of high risk offenders.

Objective

Link the RNC YouTube media relations channel to the RNC website.

Objective

Enhance RNC website.

Objective

Link the Amber Alert Facebook page to the RNC website.

Enhance public communication.

Progress and Accomplishments

Toward ensuring the effective public notification of high risk offenders, a jurisdictional review of policy and procedures in other police agencies was completed. In the new fiscal year, the RNC will consult with its other service delivery partners involved in public notification of high risk offenders on its policy. This will result in an updated and comprehensive policy on notification of the public concerning the release of high risk offenders from custody.

Progress and Accomplishments

The RNC YouTube channel was created launched on September 20, 2010. The YouTube channel allows the RNC to post video and images of individuals. There are over 100 subscribers to the account which has reached 265,308 viewers. This account has been effective in assisting the RNC in identifying suspects and locating missing persons.

Progress and Accomplishments

In 2011-2012, recommendations to enhance the RNC website were approved and assigned to the RNC Intranet and Website Committee to implement in consultation with the OCIO. These recommendations included:

- Redesigning layout and content
- Ensuring more constant updating of content
- Posting RNC YouTube video that can be played directly from the RNC website
- Posting photos
- Links to social media
- Posting Amber Alert PSA to home page
- Post Crime Stoppers information

By the end of the fiscal year, the OCIO had presented 10 options for the design and layout for the first page. The RNC Intranet and Website Committee approved a design but requested more customization of the background to include a collage of photos to represent the organization. The OCIO subsequently presented 10 collage options which by the end of the fiscal year were still being considered by the committee.

Progress and Accomplishments

The Amber Alert Facebook page was launched on December 20th 2010 and as of March 31, 2012 had 9439 friends. This reach is comparable to that of the Wireless Amber Program.





Both are to be used as message distribution sites in the community for up to date Amber Alerts about ongoing child abductions. The program is intended to utilize the community to assist in locating an abducted child.

The Amber Alert program has been credited with the recovery of 550 children in Canada and the USA.

The Amber Alert program was introduced in Newfoundland and Labrador in 2003. It is a province wide innovative program which partners the province's law enforcement community, media broadcasting agencies and the public with a focus of locating abducted children.

When an Amber Alert occurs, police agencies provide the public with immediate information about an ongoing child abduction through widespread media broadcasts and solicit the public's help in the return of the child.

The RNC effectively utilizes Facebook and Wireless Amber to post info which is effective. However, to reach members of the public who do not avail of Facebook or a cell phone, the RNC is creating an Amber Alert message board on its public facing website. This would allow greater control over the information that is being communicated and expand the public reach of the program in the event an Amber Alert is issued.

In 2011-2012, this message board and link was incorporated into the design and layout options of the new RNC website.

GOAL 5

Objective

Offer two recruiting sessions for women annually.

Objective

Offer two PARE preparation sessions for women annually.

Promote gender equality and diversity.

Progress and Accomplishments

On September 19th and October 25th, the RNC hosted women centred information sessions at Memorial University's St. John's campus. These two sessions attracted twenty-six women.

A third women centred recruiting session was hosted on November 1st, at Memorial University's Grenfell Campus in Corner Brook which was attended by four women.

Progress and Accomplishments

Two women centred PARE preparation sessions were held in St. John's on December 6th and 13th, 2011. Fourteen women attended these sessions

An additional 11 women attended the general PARE preparation sessions that were open to men and women on December 6th, 7th, 13th and 14th.

Objective

Host the International Association for Women Police (IAWP) conference in 2012

Progress and Accomplishments

In preparing to host the International Association of Women Police conference in St. John's in 2012, the online registration went live in December 2011. By March 31, approximately 273 people from 16 countries were registered. The Conference Companion Program was finalized, which consists of three day tours arranged to showcase provincial attractions including Cape Spear National Historic Park. A six day post conference tour will also be offered through McCarthy's Party, a local destination management company.

Sponsorship commitments to the end of the fiscal year were \$210,100 which is approximately 84% of the sponsorship goal. General Rick Hillier (Retired) is the keynote speaker for the conference. The former Chief of Defence Staff of the Canadian Armed Forces and the Patron of Women in Defence and Security will speak on Motivation and Leadership.

Objective

Increase recruitment outreach to visible minority and Aboriginal populations.

Progress and Accomplishments

The RNC recruiting team undertook several outreach initiatives to bolster interest in policing careers.

In November, the recruiting team travelled to Labrador. Constable Steve Fitzgerald with the Labrador West Detachment did an interview with CBC reporter Mike Power to promote the planned recruitment events. On November 8, the recruitment team offered an information session at the Menihek High School which was attended by 15 students, 14 of which were women.

During the Fall 2011, the recruiting team set up a display booth in Memorial University's University Center on 5 separate occasions. The Recruiting Team estimated that 20 to 30 students approached the recruiting booth each visit expressing interest in a career with the RNC.

The recruiting team attended four career fairs, three in the metro area and one on Bell Island. Memorial University had a large career fair on September 26th with approximately 115 booths which was attended by approximately 1842 people. On October 17th, 2012 and March 21st, 2012 the team participated in the YMCA career fairs at the Holiday Inn which featured approximately 40 booths. Each fair was attended by an estimated 500 people. On November 21st, the team attended St. Michaels Junior High School on Bell Island which featured 15 booths. Over 300 students from grade 8 to grade 12 attended this career fair.



Finally, from March 14-28, 2012, the RNC was featured in an online Career Fair that was a joint initiative of Memorial University and the College of the North Atlantic. The online Career Fair was live and available for students to register and view. Approximately 936 students participated in this online event.

Objective

Offer 2 RWP related training opportunities annually



Progress and Accomplishments

On April 4, 5, 2011, the RNC Respectful Workplace Program Committee Chair attended the Creating Safe Spaces Workshop which focussed on affirming lesbian, gay and bisexual youth and adults. This training helped to increase the capacity of the RWP committee to advise on issues related to workplace conflict that may arise from discrimination against members of the lesbian, gay, bisexual community.

On September 20, 2011, the RNC in partnership with the Public Service commission delivered the RWP Frontline training to cadets as well as to new employees of the RNC. This training is mandatory for all RNC employees. This training session was attended by 15 cadets and 9 other RNC employees.

On November 16, 17, 2011, all of the RNC RWP committee members attended workshop offered by the ADR Institute titled "A Resolution Approach to Workplace Harassment". By attending this workshop, committee members were provided with additional skills and tools to assist RNC employees in distinguishing between discipline, performance and harassment and other related workplace issues.

RWP Frontline (Train the Trainer): On December 7, 8, 2011, three RWP Committee members, attended the RWP Frontline Train the Trainer program. This training helped increase the RNC capacity to deliver such training in-house, effectively deal with respectful workplace inquiries and serve as a resource to other public service departments and agencies.

On December 16, 2011, the RWP committee sent out an advisory to all RNC employees about upcoming training sessions related to respectful workplace offered through the Centre for Learning and Development entitled: "Working Through Emotions and Conflict" as well as an online training program entitled "Discrimination and Harassment Free Workplace" also offered by the Centre for Learning and Development through their online training program PS Access. In 2011-2012 one employee attended the Working through Emotions and Conflict training and two employees participated in the online Discrimination and Harassment Free Workplace training and two employees participated in the Creating a Respectful and Harassment Free Workplace in-class workshop delivered by the Centre for Learning and Development.

On February 29, March 9, 14 and 28, an RWP Committee member delivered a presentation on Psychological Health Awareness to RNC employees as part of the Respectful Workplace program. In total 83 RNC employees participated in this training.

GOAL 6

Objective

Engage municipal governments in policing issues.

Objective

Foster relationships with multi-cultural communities.

Objective

Involve women's organizations in discussions of the police response to violence against women.

Increase liaison with stakeholders.

Progress and Accomplishments

In 2011-2012 the RNC Operational Support Services Division met with all 15 municipalities in RNC jurisdictions to discuss emergency preparedness, roles and responsibilities as well as address services delivery concerns raised by municipalities.

Progress and Accomplishments

On March 21, in recognition of multi-cultural week and the International Day for the Elimination of Racial Discrimination, all regions of the RNC participated in the multi-coloured lights campaign to welcome newcomers. In St. John's, the RNC also hosted David Penner and Chris Sheppard of the St. John's Native Friendship Centre who gave a presentation to RNC staff on Aboriginal people in the province. Following the presentation, the hosted a coffee reception.

On March 27, Chief Johnston, Deputy Chief Singleton, Deputy Chief Janes and the Police Studies Cadet Class attended a half day session sponsored by the Association for New Canadians (ANC). The ANC hosted an event, Building Bridges: Policing in a Diverse Society. The event included an interactive workshop delivered by the ANC's Diversity Coordinator, Sanchita Chakraborty, followed by a keynote address by Dr. Augie Fleras, Professor of Sociology at the University of Waterloo and expert in the field of Policing, Minorities and Immigration. The event concluded with a newcomer panel discussion as well as a question and answer session with the audience.

Progress and Accomplishments

On March 8, in recognition of International Women's Day all regions of the RNC participated met with representatives from women's organizations to review statistics on police reported incidents of crime and victims of crimes against persons in RNC jurisdictions, police response and related goals identified in the RNC Corporate Plan. Following these meetings, guests joined RNC employees for a coffee and cake reception in celebration of International Women's Day.

In Labrador **Inspector Paula Walsh** hosted:

- Karen Oldford, Deputy Mayor, Town of Labrador City
- Edna McDonald, Councillor, Town of Wabush
- Noreen Careen, Labrador West Status of Women's Council
- Mernie Kelly, Hope Haven Women's Shelter
- Capt. Laura Jenkins, Ministerial Association





Objective

Increase collaboration with service delivery partners.

- Ron Barron, Mayor, Town of Wabush
- Lise Boucher, Francophone Association
- Joan Stamp, Seniors Rep
- Kim Martin, Housing and Homeless
- Gail Pike, Community Policing

On March 5, RNC officers also attended an International Women's Day event hosted by the Labrador West Status of Women Council.

In Corner Brook, **Inspector Terry Corbin** hosted:

- Holly Lewis, Western Regional Coalition to End Violence & Corner Brook Status of Women;
- Mary Cashin, Co-Chair Corner Brook Status of Women, Western Regional Coalition to End Violence & Transition House
- Allison Tobin, Chair of Women's Committee, Grenfell Campus Student Union
- Victoria Jones, Western Regional Coalition to End Violence
- Nathalie Pender, Canadian Federation of University Women
- Paula Sheppard Thibeau, Corner Brook Status of Women.

In St. John's, **Chief Robert Johnston, Deputy Chief Alban Singleton, Deputy Chief Bill Janes** hosted:

- Linda Ross, President, Provincial Advisory Council on the Status of women
- Leslie Macleod, Executive Director, St. John's Status of Women council
- Leisha Sagan, Executive Director, Coalition Against Violence Avalon East
- Gail Tobin, Iris Kirby House
- Kelly Fewer, Iris Kirby House
- Yamuna Kutty, President, Multi-Cultural Women's Organization of Newfoundland and Labrador

Progress and Accomplishments

During 2011-2012, RNC Legal Services Section met twice with Child Youth Care Protection officials to discuss information sharing, aligning policies, establishing protocols for situations where the CYCP workers need police assistance, and to discuss joint training sessions. A committee of supervisors of front line workers in both organizations has been established to meet semi-annually to discuss service delivery issues.

Throughout 2011-2012, the RNC met with officials from Transportation and Works to develop a new vehicle collision report form to replace the motor vehicle accident report form. The new form requires all fields to be completed documenting details of a vehicle collisions such as location and road details, GPS coordinates, vehicle and driver details and details of other persons involved. In January 2012, this form was implemented by the RNC to collect and submit to Transportation and Works to populate their new data collection system. It is anticipated that this enhanced data collection and reporting system will facilitate greater analysis of the factors involved in vehicle collisions that can be mitigated by police action.

GOAL 7

Objective

Identify temporary alternate facilities for RNC headquarters operations.

Objective

Implement additional core technology such as live fingerprint scan machines.

Objective

Expand implementation of mobile data terminals and mobile report entry systems.

Improve business processes.

Progress and Accomplishments

Phase two of the RNC headquarters redevelopment commenced in August, 2011. This construction phase includes the complete redevelopment and expansion of the existing headquarters building in St. John's. As a result of the construction, the RNC temporarily relocated its executive and administration offices to 68 Portugal Cove Road, training section to 425 Topsail Road; patrol services and criminal investigation to the RNC Annex building at Fort Townshend as well as other services in various locations throughout the St. John's metropolitan area. The temporary relocation of offices has been challenging to operational requirements. However, the RNC is committed to maintaining its high level of service delivery to the public and minimizing interruptions. The new RNC headquarters building is expected to be completed early in 2013.

Progress and Accomplishments

On Thursday, March 30th, 2012 the RNC put into production a Livescan fingerprint device. The device was deployed at the Royal Newfoundland Headquarters at Fort Townshend, St. John's.

The Livescan device enables the RNC to electronically scan fingerprints and transmit the fingerprints electronically to the Real Time Identification System at RCMP headquarters in Ottawa.

The device will be used by the Royal Newfoundland Constabulary to electronically process civil prints for vulnerable sector, employment, adoption, Canadian citizenship, visa, and border crossing checks.

Livescan technology will allow electronic fingerprint submissions to shorten wait times for results. The processing time will be shortened to (2-3 business days or with the recommended solution further reduce to minutes) from the current paper-based wait time of 120 days.

Progress and Accomplishments

No action was taken on this objective in 2011-2012.



AWARDS AND RECOGNITION



Crime Stoppers Police Officer of the Year

The Newfoundland and Labrador Crime Stoppers Police Officer of the Year award is designed to recognize a police officer working in Newfoundland and Labrador who has exhibited outstanding qualities in the performance of his or her duties. RNC nominees for the 2011 Crime Stoppers Police Officer of the Year award were Constable Perry Priddle, Constable John Turpin and Sergeant Jason Sheppard. On January 25, 2012, Crime Stoppers recognized Sergeant Jason Sheppard as the RNC recipient of the 2011 Police Officer of the Year.

Corner Brook Freedom of the City

On July 20, 2011, the City of Corner Brook conferred the Freedom of the City on the Royal Newfoundland Constabulary. The City of Corner Brook has previously bestowed the "Freedom of City" on eight previous recipients, including to the Royal Canadian Mounted Police, the Second Battalion of the Royal Newfoundland Regiment, and the crew of the HMCS Corner Brook. The honorary Freedom of the City was granted to the RNC in recognition of its eminent service to the City of Corner Brook and as an expression of the high esteem in which they are held by the citizens. It grants the right to sit beside the mayor at the council chamber at any regular public council meeting, the right to address council, but not to vote; to be present at all official civic functions and the right to procession immediately preceding the mayor and councillors.



Atlantic Women in Law Enforcement

The Atlantic Women in Law Enforcement (AWLE) 19th annual training conference was held in Halifax, Nova Scotia from October 18-21, 2011. At this conference, RNC Constable Stephanie Motty was received the Excellence in Performance Award. This honour is awarded to a female officer who distinguishes herself through superior attention to duty or outstanding investigative effort that leads to the identification, location, or arrest, or a major criminal or criminal activity. Constable Motty was selected from nominees across Atlantic Canada. She has been a member of the RNC since 2002 and has demonstrated sound judgment, integrity and dependability throughout her career. She has worked as an adept and highly competent investigator in the drug, child abuse and sexual assault and major crime units and has excelled in these complex investigations.



Police Exemplary Service Medals

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 service with one or more recognized Canadian police forces. Full-time police cadets in training also qualify for the award. 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 2011 awards are identified below:

30-Year Exemplary Service Bar

(Class July 7, 1980):

Staff Sergeant Gerald F. Carrigan
Constable Gordon A. Lidstone

(Class December 15, 1980):

Deputy Chief Alban G. Singleton
Superintendent June R. Layden
Superintendent John C. House
Inspector Craig F. Kenny
Inspector Frederick J. Brett
Staff Sergeant Barry G. Randell
Staff Sergeant Dean J. Chaulk *(Ret'd)*
Sergeant Darrin F. Feehan
Sergeant Karl J. Piercey
Constable Donald M. Greening
Constable Derek Churchill
Constable James T. Hynes *(Ret'd)*

20-Year Exemplary Service Medal

(Class 1989):

Constable Deborah S. Moss
Constable Paul B. Roche
Constable Scott W. Snelgrove
Constable Russell B. Moores
Constable Dwight E. Feltham
Constable Harvey R. Collett
Constable David W. Beehan
Constable Corinne A. James

(Class 1990)

Constable W. Todd Barron
Constable David M. Squires
Constable Reuben D. Pike
Constable Neil M. Walsh
Constable Jarrod S. Rogers
Constable Thomas G. Warren
Constable L. Todd Thornhill
Constable Michael F. Kavanagh
Constable William M. Biggin
Constable Fred F. Roche





SAFER COMMUNITIES
THROUGH POLICING EXCELLENCE.



1 Fort Townshend
St. John's, NL Canada
A1C 2G2

Telephone: 709.729.8333
Facsimile: 709.729.8276