



Royal Newfoundland Constabulary

Activity Report

2016-2017

Building Safe and Healthy Communities Together

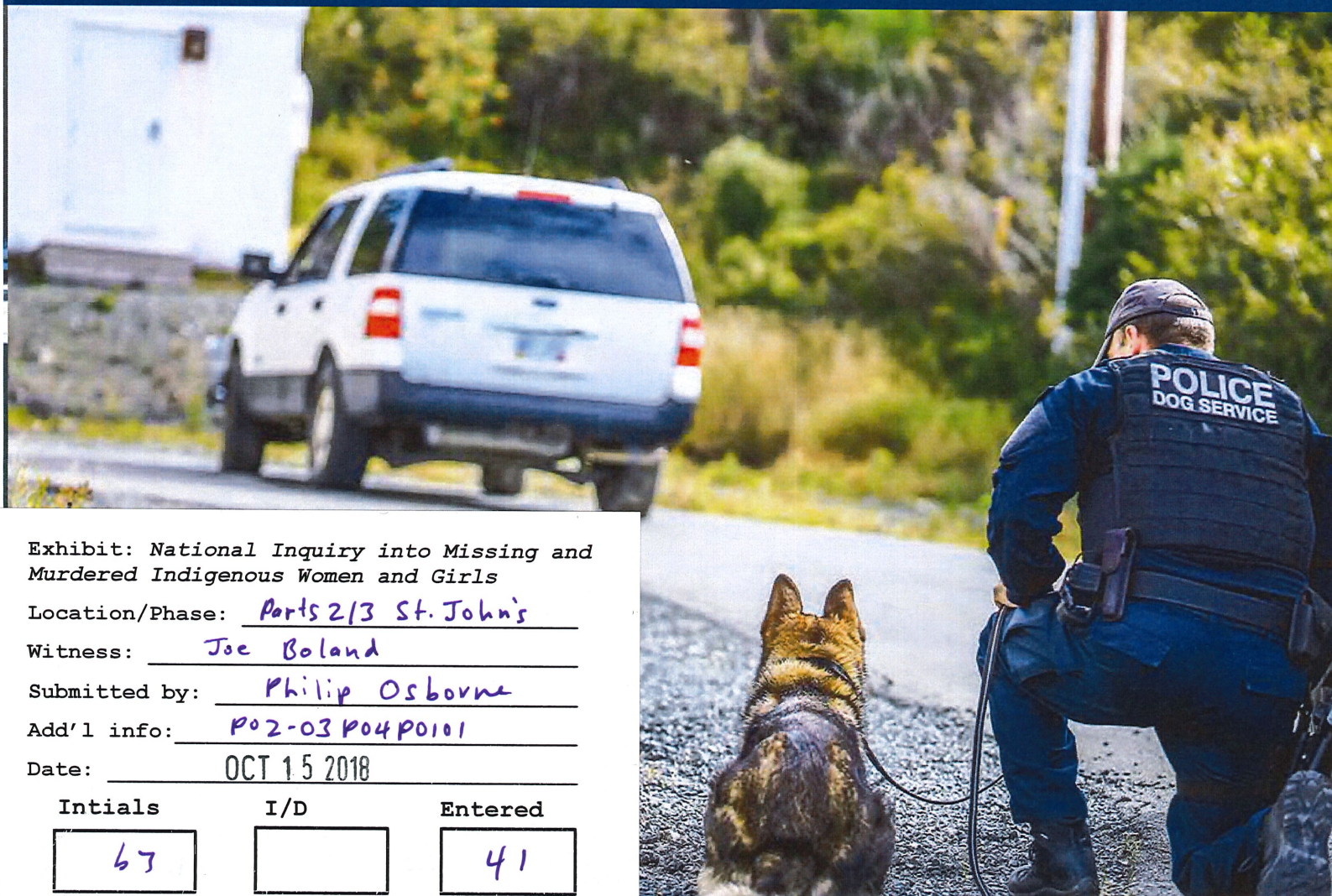


Exhibit: *National Inquiry into Missing and Murdered Indigenous Women and Girls*

Location/Phase: *Parts 2/3 St. John's*

Witness: *Joe Boland*

Submitted by: *Philip Osborne*

Add'l info: *P02-03 P04 P0101*

Date: *OCT 15 2018*

Initials

67

I/D

Entered

41



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MESSAGE FROM THE CHIEF

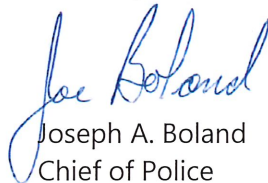
On behalf of the Royal Newfoundland Constabulary (RNC) and pursuant to Section 6 of the *Royal Newfoundland Constabulary Act*, I am pleased to submit this report on the activities of the RNC for the year ending March 31, 2017.

The outcomes outlined in this report are aligned with the strategic directions and areas of intervention identified by the Department of Justice and Public Safety, Government of Newfoundland and Labrador as well as the following goals from our 2014-17 Corporate Plan:

- Improve Highway Safety
- Enhance Response to Domestic Violence
- Enhance Relationship with Community and Stakeholder Groups
- Enhance Response to Persons with Mental Health Issues
- Continue to Implement Intelligence-Led Policing
- Promote Gender Equity and Diversity
- Improve Business Processes

The police officers and civilian employees of the RNC are committed to the safety of our communities and this report highlights the excellent work they do every day.

Sincerely,


Joseph A. Boland
Chief of Police

HIGHLIGHTS

Fort Townshend Childcare Centre

The Fort Townshend Childcare Centre (FTCC) had its official opening on June 29, 2016. FTCC is located at the Memorial Campus of the RNC and has space for 10 toddlers ranging from two to three years old and 16 children ranging from three to five years old. The FTCC is a tremendous benefit to RNC families as parents and children are able to come to work together. It allows parents the comfort of knowing their children are close by and reduces some of the pressures of balancing work and family.

Police Studies Program

The Diploma in Police Studies Program (Program) is a partnership between Memorial University of Newfoundland, the RNC and the Department of Justice and Public Safety. In August 2016, the 12th anniversary of the Program was celebrated with 17 cadets graduating and sworn in as Constables. Since 2005, 271 officers were hired through this partnership.

Royal Newfoundland Constabulary Museum Exhibit

The official opening of the Royal Newfoundland Constabulary Museum Exhibit was held on November 30, 2016. This Museum Exhibit is located in the foyer of the RNC Headquarters and serves as an interpretative display designed to communicate the messages, stories, information and experiences of the men and women of the RNC, past and present.

Social Media

The RNC continues to use social media as a regular source of providing up-to-the-minute information to its followers. Facebook use has grown to approximately 1.1 million users each month with 32,000 followers. Twitter followings reached 40,000 users with up to 1.7 million 'impressions' monthly. In August 2016, the RNC launched its official Snapchat account. In 2016-17, the RNC continued initiatives such as "Live Chats", "Tweet Alongs" and "Wanted Wednesdays". The RNC began Facebook Live with its first Live "Tweet-Along" during Police Week 2016, and at events and functions throughout the year.

STATS AT A GLANCE

Calls for Service by Region*

Jurisdiction	2011	2012	2013	2014	2015	2016
Northeast Avalon	63,407	63,617	63,675	65,647	64,314	67,641
Corner Brook	9,250	9,537	9,942	9,570	8,052	8,373
Labrador West	3,282	3,326	3,419	2,971	3,038	2,613
Outside Jurisdiction	228	232	240	264	155	168
Total	76,167	76,712	77,276	78,452	75,559	78,795

Police Reported Incident Statistics – All RNC Jurisdictions*

Incident Classification	2011	2012	2013	2014	2015	2016
Violent Crimes - Crimes Against Persons	4,026	4,301	4,229	3,930	4,060	3,879
Crimes Against Property	11,771	10,994	11,323	10,050	9,856	9,801
Other Criminal Code	4,104	4,041	3,901	3,685	3,875	4,063
Controlled Drugs and Substances	978	892	776	528	559	456
Other Federal Statutes	403	147	199	139	204	314
Traffic Violations and Impaired Operations	1,577	1,658	1,629	1,484	1,148	1,255
Provincial Traffic Offences	25,902	25,413	24,647	26,016	25,005	28,864
Motor Vehicle Collisions	6,062	5,978	6,284	6,100	5,590	5,246
Total	54,823	53,424	52,988	51,932	50,297	53,878

Note: These numbers include any calls that occurred outside RNC jurisdiction but were responded to by RNC police officers.

Police Reported Incident Statistics – Northeast Avalon*

Incident Classification	2011	2012	2013	2014	2015	2016
Violent Crimes - Crimes Against Persons	3,528	3,797	3,577	3,384	3,431	3,329
Crimes Against Property	10,674	9,889	10,147	8,950	8,846	8,731
Other Criminal Code	3,573	3,464	3,209	3,020	3,139	3,477
Controlled Drugs and Substances	854	751	617	428	362	320
Other Federal Statutes	348	97	124	97	160	286
Traffic Violations and Impaired Operations	1,378	1,413	1,388	1,275	1,121	1,077
Provincial Traffic Offences	22,224	21,287	20,506	21,148	19,132	21,443
Motor Vehicle Collisions	5,217	5,142	5,404	5,366	4,921	4,629
Total	47,796	45,840	44,972	43,668	41,112	43,292

Police Reported Incident Statistics – Corner Brook*

Incident Classification	2011	2012	2013	2014	2015	2016
Violent Crimes - Crimes Against Persons	360	359	534	441	530	437
Crimes Against Property	871	878	963	949	819	882
Other Criminal Code	436	490	642	639	692	550
Controlled Drugs and Substances	98	119	132	88	161	111
Other Federal Statutes	48	45	63	41	44	27
Traffic Violations and Impaired Operations	149	167	175	164	153	147
Provincial Traffic Offences	2,883	3,041	2,404	2,537	3,713	5,438
Motor Vehicle Collisions	545	551	598	535	517	451
Total	5,390	5,650	5,511	5,394	6,629	8,043

Police Reported Incident Statistics – Labrador West*

Incident Classification	2011	2012	2013	2014	2015	2016
Violent Crimes - Crimes Against Persons	138	145	118	105	99	106
Crimes Against Property	226	227	213	151	191	176
Other Criminal Code	95	87	50	26	44	32
Controlled Drugs and Substances	26	22	27	12	36	25
Other Federal Statutes	7	5	12	1	0	1
Traffic Violations and Impaired Operations	50	78	66	45	43	31
Provincial Traffic Offences	795	1,085	1,737	2,331	2,160	1,968
Motor Vehicle Collisions	300	285	282	199	152	136
Total	1,637	1,934	2,505	2,870	2,725	2,475

Population/Police Officer**

Jurisdiction	Population	Police Officers	Population per Police Officer	Police Officers per 100,000 Population
Northeast Avalon	195,855	341	574	174
Corner Brook	19,825	46	431	232
Labrador West	10,340	20	517	193
Total RNC	226,020	407	555	180
Canada	35,151,728	68,773	511	190

Police Officer/Civilian Staff**

Jurisdiction	Police Officers	Civilian Staff	Total Staff
Northeast Avalon	341	114	455
Corner Brook	46	9	55
Labrador West	20	5	25
Total RNC	407	128	535
Canada	68,733	28,422	97,155

Police Officer by Gender and Rank**

Jurisdiction	Commissioned Officers		Non-Commissioned Officers		Constables		Total	
	Female	Male	Female	Male	Female	Male	Female	Male
Northeast Avalon	2	10	4	46	91	187	98	243
Corner Brook	0	1	0	6	13	26	13	33
Labrador West	0	1	1	4	3	11	4	16
Total RNC	2	12	5	56	107	224	115	292
Canada	348	2,285	3,187	14,301	11,020	37,720	14,545	54,228

Budget***

ROYAL NEWFOUNDLAND CONSTABULARY

CURRENT	Actual 2016-17	Estimates 2016-17
01 Salaries	46,850,621	46,060,500
Operating Accounts:		
Employee Benefits	23,967	39,000
Transportation & Communication	1,192,008	1,502,000
Supplies	1,826,727	1,656,300
Professional Services	15,021	83,400
Purchased Services	3,125,986	2,377,200
Property, Furnishings & Equipment	138,227	307,900
02 Operating Accounts	6,321,936	5,965,800
10 Grants and Subsidies	-	1,800
	53,172,557	52,028,100
01 Revenue - Federal	(362,806)	(201,400)
02 Revenue - Provincial	(264,539)	(513,700)
	52,545,212	51,313,000
CAPITAL		
Operating Accounts:		
Property, Furnishings and Equipment	321,603	330,800
02 Operating Accounts	321,603	330,800
Total RNC	52,866,815	51,643,800

* Royal Newfoundland Constabulary Information Services Division: 2016 Annual Juristat Report

** RNC 2017 Police Administration Data and Statistics Canada, Police Resources in Canada, 2016

*** Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund

REPORT ON COMMITMENTS

Goal 1

Improve Highway Safety

Objective 1.1

Implement traffic enforcement programs

Enforcement efforts to ensure safer roads and highways are an important part of the work of the RNC. In addition to daily enforcement, the RNC took on a number of specific traffic enforcement initiatives in 2016-17 to address key contributing factors to motor vehicle collisions. These initiatives addressed impaired driving, distracted driving, speeding and aggressive driving, unsafe vehicles, ATV safety, seatbelt compliance and commercial vehicle safety. Some of these initiatives included:

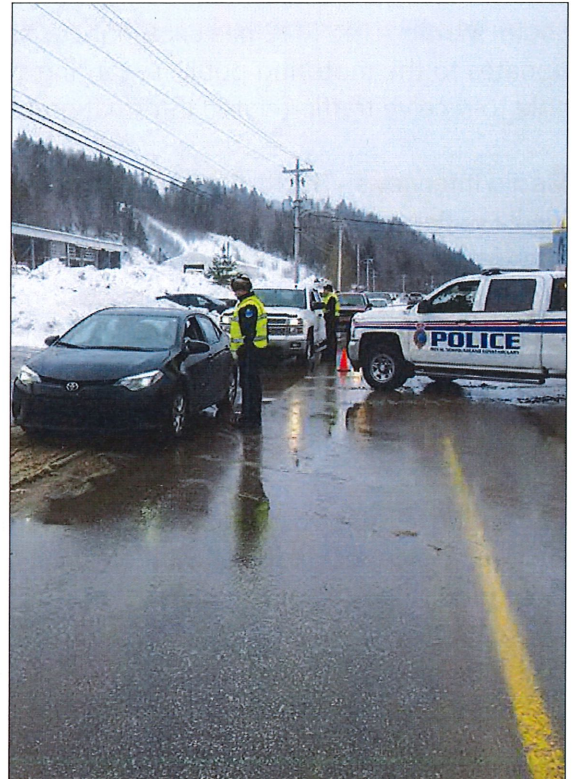
Operation Impact - The RNC partnered with the RCMP to focus on the "4 Big Killers" on our highways: Speeding/Aggressive Driving, Impaired Driving, Distracted Driving, and Seatbelt Non-Compliance.

Impaired Driving - An education, awareness and enforcement initiative directed at impaired driving was conducted in all RNC jurisdictions.

Laser Radars - The RNC purchased three laser radars in June 2016. From July to September, members of Patrol and Traffic Services conducted enforcement initiatives in all jurisdictions that focused on high speed and aggressive driving.

Seatbelts - Members of Patrol and Traffic Services conducted an enforcement initiative directed at seatbelt non-compliance.

Canada Roads Safety Week is an enforcement, education and awareness initiative that the RNC participates in annually. Checkpoints and strategic enforcement initiatives are conducted during that week by members of Patrol and Traffic Services.



Objective 1.2 Increase traffic safety messaging to the public

Education and communication are essential for creating safer roadways and preventing collisions. In 2016-17, the RNC continued to work diligently to promote traffic safety through media, educational programming and community outreach.

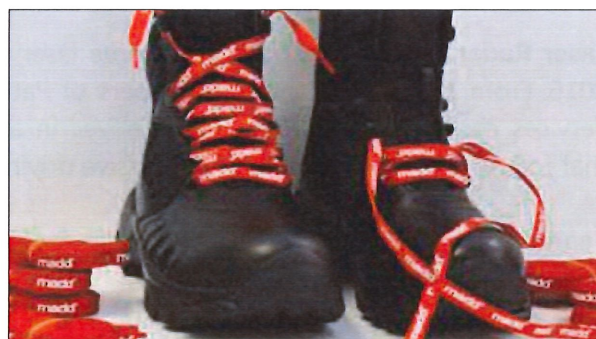
Social Media - The RNC has excellent social media reach which provides "real time" traffic messaging and updates to the motoring public regarding problem areas and traffic incidents in progress. The RNC is also able to receive traffic-related information from the public through social media.

Media Interviews - The RNC's Traffic Services members were interviewed by the media and appeared on various media outlets including CBC Crosstalk, CBC Here and Now, VOCM Backtalk, and NTV News First Edition. These interviews enabled the delivery of messaging pertaining to a variety of traffic safety-related matters such as impaired driving enforcement, aggressive and distracted driving, and seatbelt compliance.

RNC/CBC "Driven" - This series began in March 2016 and continued throughout the year. CBC reporters interviewed and worked with RNC members and other community partners to deliver messages to the public regarding vehicle safety and roadworthiness, distracted and aggressive driving, and delivering death notifications.

Community Partnerships - In addition to partnering with the RCMP on strategic initiatives, members of Patrol and Traffic Services partnered with community groups to deliver safe driving messages to the public. Some of these groups include:

- Safety Services NL
- Mothers Against Drunk Driving Canada
- NL Injury Prevention Coalition
- NL English School District
- Regional Health Authorities
- St. John's Regional Fire Department
- Canadian Broadcasting Corporation
- Service NL Highway Enforcement
- City of Mount Pearl Municipal Enforcement
- Town of Conception Bay South Municipal Enforcement
- Town of Paradise Municipal Enforcement
- Canadian Corps of Commissionaires



Committees and Town/City Assistance - Members of Patrol and Traffic Services are involved in a variety of committees designed to improve highway safety. These committees aim to provide proactive solutions to traffic-related problems. Some of these committees include:

- St. John's Police and Traffic Committee
- National Breath Test Committee
- St. John's Special Events Committee
- Mothers Against Drunk Driving Canada
- Province of NL *Highway Traffic Act* Committee
- NL Injury Prevention Coalition

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

In the Corner Brook region, RNC officers delivered distracted driving information sessions to numerous organizations including: Corner Brook Regional High School, Sir Wilfred Grenfell College, College of the North Atlantic, Corner Brook Pulp and Paper, NL English School District Bus Drivers, the Corner Brook Lion's Club, Qalipu Mi'kmaq First Nation Band and numerous government departments.

In September and October 2016, the RNC in the Corner Brook region partnered with the City of Corner Brook and Western Health to promote the Bicycle Safety Helmet Campaign. During this campaign, riders were given bicycle safety awareness citations which were issued by members of RNC Patrol Services and the City of Corner Brook's Traffic Enforcement. The event concluded with a large educational event and bicycle rodeo.



Goal 2 Enhance Response to Domestic Violence

Objective 2.1 Revise policy on response to domestic disputes

In October 2016, the Domestic Violence policy was revised and renamed "Intimate Partner Violence" (IPV) to more accurately reflect the scope of the policy and to align with other agencies involved with IPV.

Objective 2.2 Implement a risk assessment tool

In 2016, the IPV crime analyst, investigators and NCO completed training in "Ontario Domestic Assault Risk Assessment" and "Foundations of Violence Risk Assessment and Management". This training improved the RNC's response to IPV, allowing complaints to be appropriately triaged, interventions initiated and resources effectively allocated to increase efficacy.

Objective 2.3 Deliver education to youth on dating violence

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

The RNC in Corner Brook partnered with the Qalipu Mi'kmaq First Nation Band to help deliver the "Dancers of the New Dawn", an anti-violence program for aboriginal youth aged 11-15 years.

Objective 2.4 Develop on-line information for RNC website for victims of domestic violence

In June 2016, the RNC IPV Committee updated the RNC website with information on the IPV Unit as well as resources that can assist victims and those who know someone who is a victim of IPV.

Objective 2.5 Work with community partners to improve support for victims

The RNC works closely with various community groups to enhance response to IPV incidents including women's groups, youth groups and community advocates. In 2016-17, the RNC took the following actions to improve response:

- As part of the continuing partnership with the RCMP and the Department of Children, Seniors and Social Development (CSSD), two officers were trained in the "Collaborative Approach for the Investigation of Child Abuse" program. Using best practices in investigations related to child abuse, the program promotes joint investigations between social workers, the RNC and the RCMP. The training is designed for those who respond to cases of child abuse. Internal trainers from the RNC, RCMP and CSSD offered training to 20 frontline social workers and police officers. This training will continue to be offered four times per year, with the goal of having all frontline officers complete the program.
- The RNC continued its partnership with Memorial University for training/support regarding the PEACE model for interviewing including specialized training in interviewing vulnerable victims.



Members of the IPV Unit in St. John's:

- continued working with Patrol Services, Compliance and Enforcement of Orders Unit, and Major Crime Unit to ensure high risk offenders responsible for IPV and who are released by the courts, comply with the conditions of their release;
- provided training to members of Patrol Services and the Telephone Reporting Centre on Emergency Protective Orders (EPOs) and RNC response to IPV; and
- provided training to all patrol officers on the use of the Family Violence Investigative Report (FVIR) form. The FVIR form was developed in Alberta and adopted by the RNC to provide information to the IPV Unit for investigative purposes, to assist in gathering critical information and to create efficiencies in completing police reports.



In Corner Brook:

- the RNC partnered with Memorial University's Sexual Harassment Office to develop and deliver training to Campus Enforcement Officers at Sir Wilfred Grenfell College in relation to their response to IPV;
- an IPV Working Group was established. This group meets every six weeks to discuss, develop and implement strategies to combat IPV. Some of the stakeholders who have attended these meetings include: Willow House, Corner Brook Status of Women Council, Violence Prevention West, NL Housing, Sir Wilfred Grenfell College, Qalipu Mi'kmaq First Nation Band, and the Departments of Children, Seniors and Social Development; Advanced Education and Skills; and Justice and Public Safety (Victim Services and Corner Brook Lockup);
- the Pet Safekeeping Program was launched in September 2016. This program helps victims of IPV leave abusive partners by providing temporary care and housing for their pets;
- the RNC partnered with the Mi'kmaq Assembly of Newfoundland and Labrador to deliver information in relation to IPV at their Prevention of Violence Against Women Conference held in September 2016; and
- during Pride Week, RNC officers developed and facilitated an information session on Same Sex Intimate Partner Violence.

Goal 3

Enhance Relationship with Community and Stakeholder Groups

Objective 3.1

Engage municipalities in policing issues

Partnerships and engagement with municipalities are instrumental in identifying community issues and implementing workable solutions. The RNC in the Northeast Avalon, Corner Brook and Labrador West regions continued to engage municipalities to identify safety issues, discuss potential intervention strategies and work collaboratively to implement solutions. The RNC was also heavily involved in many community events including winter carnivals, parades and various charity events.

Members of the RNC regularly attend St. John's Special Events Advisory Committee meetings. These meetings are critical to building relationships with communities by sharing ideas and planning for the future. In 2016-17, the municipalities of Torbay and Portugal Cove-St. Philip's were visited.

The RNC is represented on the St. John's Police and Traffic Standing Committee. This committee is comprised of individuals from various departments with the City of St. John's and is responsible for making decisions and providing recommendations to the St. John's City Council related to traffic safety.

The Corner Brook RNC partnered with the Qalipu Mi'Kmaq First Nation Band and assisted with the planning of events surrounding National Aboriginal Day in June 2016 in support of our First Nations people and to ensure that the RNC is providing support to the aboriginal community. Members from Corner Brook also took part in the provincial Aboriginal Youth Forum with the Qalipu Mi'Kmaq First Nation Band.

The RNC continued to work with business owners to help protect them against crime. In Corner Brook, the RNC delivered crime prevention information sessions to the Corner Brook Downtown Business Association and the Great Humber Joint Council. As well, workplace safety information sessions were held at various organizations in the Corner Brook area including seniors' homes, government departments and community service agencies.

Objective 3.2 Deliver education programs to children

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

In 2016-17, the RNC delivered educational programs to children and youth throughout the Northeast Avalon, Corner Brook and Labrador West regions. RNC officers presented on a variety of topics related to safety, violence and drugs. Some of the specific programs included:



Drug Abuse Resistance Education (DARE) - A comprehensive 11-week program designed by educators to be delivered to students by uniformed police officers. The goal of DARE is to help students recognize and resist the pressures that may influence them to experiment with drugs and violence. This program was delivered to grade six students that attend school in RNC jurisdictions.

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

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

Internet Safety for Teens Program - Designed to help teenagers and their parents recognize electronic and computer threats and make them think critically about their internet behavior and practices. This program was offered to all grade seven students and their parents in RNC jurisdictions.

Street Drugs Presentation - A police-facilitated session that explains the physical and mental effects of drugs on a person and gives a factual overview of exactly what drugs are, how they work and what they do. During this 60 minute session, the long- and short-term side effects of the most common substances that are seen in our communities are discussed. This presentation was offered to high school students and their parents in RNC jurisdictions.

Driven Program - This program was piloted in 2016 and is a collaborative effort of a number of community partners which include the St. John's Regional Fire Department, the RNC, CBC, Ambulance Department of the Health Sciences Centre and NL Safety Services. The overall goal of the program is to have students think more critically about the decisions they make on a daily basis, especially involving the operation of motor vehicles.

In August 2016, the Corner Brook RNC partnered with the Qalipu Mi'Kmaq First Nation Band and the Vine Place Community Center for the Junior Police Academy which is a three-night, four-day camping experience held in Gros Morne National Park. Participants included children aged 9-12 years from the Corner Brook region who are members of the Qalipu Mi'Kmaq First Nation Band or clients of the Vine Place Community Center. Through the Junior Police Academy, the RNC fostered stronger and healthier relationships between the youth and the police by breaking down historical barriers with youth from the Crestview Community and the Qalipu Mi'Kmaq First Nation Band.

Objective 3.3 Enhance relationship with persons with disabilities

The RNC continued to promote the advancement of inclusion and the rights of persons with disabilities through partnerships with community and stakeholder groups such as the Coalition of Persons with Disabilities NL.

In 2016, the RNC once again participated in the Law Enforcement Torch Run (LETR) NL with other law enforcement agencies. The LETR NL raises money and awareness to inspire people to accept and include those with intellectual disabilities. In 2016, over \$160,000 was donated by LETR NL to support NL Special Olympics. Corner Brook RNC also hosted a community barbeque after their run; all money raised was donated to the NL Special Olympics.

In 2016, the Corner Brook RNC partnered with the City of Corner Brook Fire Department to host a charity hockey game called "Battle of the Badges". This is an annual event that raises money for Special Olympics and Muscular Dystrophy.

Objective 3.4 Enhance relationship with LGBT community

The RNC has an LGBT Committee that works closely with the LGBT community in all RNC jurisdictions. The RNC participated in PRIDE Week 2016 in St. John's, Corner Brook and Labrador West. To increase public support and awareness, members of the RNC wore PRIDE buttons and rainbow magnets were displayed on patrol cars that read "Celebrate Diversity".

The Corner Brook RNC partnered with Corner Brook Regional High School to sponsor and participate in the StandOut2 Conference for LGBT youth and allies. Officers were present throughout the weekend operating a recruitment booth and answering questions in relation to police response for issues affecting the LGBT community. The Corner Brook RNC is also represented on the Corner Brook Regional High School's Pride Alliance and Western Pride NL.

To enhance employee response to and understanding of the LGBT community, the RNC Gender and Sexual Diversity policy was issued in December 2016. Gender and Sexual Diversity training was developed and is being provided to all sworn and civilian members of the RNC in the three regions.



Goal 4 Enhance Response to Persons with Mental Health Issues

Objective 4.1 Educate police officers on mental health response protocols

Road to Mental Readiness (R2MR) was delivered to police officers and civilians across the organization. The purpose of the program is to reduce stigma associated with mental health and educate participants on the mental health continuum. The intention is to ensure participants recognize changes in mental health in themselves and their colleagues, and encourage seeking treatment and support.

During this past year, 59 supervisors and managers completed a one day program on the mental health continuum and managers' responsibilities for supporting mental health in the workplace. A total of 274 uniformed officers completed a 4-hour R2MR session designed specifically for police. The sessions were facilitated by uniformed officers and civilians who completed the "Train the Trainer" program from the Mental Health Commission of Canada.

In addition to R2MR, members received training on Occupational Stress Injuries, Respectful Workplace and Tourette Syndrome.

Through the Police Studies Program, cadets received training in mental health. Training for cadets included: Applied Suicide Intervention Skills Training; the Changing Minds program; and awareness of conditions such as Tourette Syndrome, Fetal Alcohol Spectrum Disorder and Autism.

The RNC continued its partnership with Bell Aliant Pioneers and the Mental Health Commission of Canada to facilitate the delivery of Mental Health First Aid for Youth to first responders through a train-the-trainer model. Since 2013, the RNC has delivered Mental Health First Aid to 227 employees.

Objective 4.2 Work with stakeholders to improve response

Working closely with community partners, the RNC continued its efforts in 2016-17 to enhance response to persons with mental health issues. In March 2017, the All-Party Committee on Mental Health and Addictions released a report entitled, "Towards Recovery: A Vision for a Renewed Mental Health and Addictions System for Newfoundland and Labrador". As a result of the report recommendations, the RNC will work closely with the Department of Health and Community Services on the implementation of a joint Mobile Crisis Response Team that will provide crisis intervention and support to people in the community dealing with a mental health crisis. This team will consist of health care crisis interveners and plain-clothed RNC officers working together as a team and responding to people in the community experiencing mental health issues.



This past year, the RNC across the province once again participated in the "Bell Let's Talk Day", a wide-reaching, multi-year program designed to break the silence around mental illness and support mental health all across Canada.

In January 2017, the Community Coalition for Mental Health and Wellness was established in Labrador West to promote mental health and addictions awareness, by providing education and resources to the community. The Coalition consists of representatives from the RNC, Labrador City, Town of Wabush, Mental Health and Addictions, United Steel Workers Union, IOCC, Youth Outreach, Ministerial Association, Provincial Advisory Council on the Status of Women Newfoundland and Labrador, people with lived experience, the MHA for the district and members of the Critical Incident Stress Management Team.

Goal 5 **Continue to Implement Intelligence-Led Policing**

Objective 5.1 **Enforce judicial release conditions**

The enforcement of judicial release conditions aims to reduce the operation of prolific and violent offenders. The Compliance and Enforcement of Orders Unit (CEO) was established in 2013 with a mandate to monitor the activity of prolific high risk and repeat offenders to ensure that released offenders comply with their judicial orders. These orders may include parole conditions, no contact orders, driving prohibitions, curfews, signing in at RNC Headquarters, and alcohol and drug prohibitions. The CEO Unit is also responsible for executing outstanding warrants. The unit is comprised of four Constables and one Sergeant. The 2016-17 activity of the CEO included:

- 197 warrants executed
- 162 persons arrested on warrants
- 8 arrests unrelated to warrants
- 22 internal requests from other RNC divisions
- 10 external requests from other agencies such as Parole Services, Adult Corrections, and the Department of Justice and Public Safety
- 7 intelligence reports

Objective 5.2 **Increase crime analyses**

RNC crime analysts are an integral part of police services as they research statistics and identify patterns in criminal and traffic-related activity. Analyzing crime statistics and trends are important tools for better understanding criminal tendencies, operations and movements. This information helps the RNC better allocate resources to proactively provide police services.

Furthermore with the advancement of technology, crime analysts are utilized to review large volumes of information relating to cellular telephones, computers and video recordings. They assist investigators of major crime or complex investigations with establishing the various timelines associated to persons of interest.

Objective 5.3 Operationalize the provincial threat assessment on organized crime

The RNC continued to operationalize the Provincial Threat Assessment (PTA) on organized crime. The PTA is completed annually and is coordinated by Criminal Intelligence Service Newfoundland and Labrador (CIS-NL), a partnership consisting of the RNC, RCMP and other enforcement agencies. The RNC's Intelligence and Organized Crime Section continued to work through and with its own members, the RCMP, Combined Forces Special Enforcement Unit (CFSEU-NL), Canada Border Services Agency (CBSA), Canadian Intelligence Services Canada (CISC) and other partners to operationalize and update the PTA.

CFSEU-NL is an investigative and enforcement unit with a mandate to detect, investigate and disrupt serious and organized crime, as well as to investigate persons who exploit children through the proliferation and/or possession of child pornography and related images. The CFSEU-NL mandate is carried out according to provincial and national enforcement priorities and strategies. In 2016-17, there were 300 files assigned to CFSEU-NL that resulted in 28 people being charged with 110 offenses under the *Criminal Code of Canada* and 104 offenses under the *Controlled Drugs and Substances Act*. Additionally, drugs with a street value of nearly \$2 million, and over \$1 million in Canadian currency were seized.

The RNC's Internet Child Exploitation (ICE) unit responds and investigates complaints of on-line sexual exploitation of children (persons under the age of 18 years). In 2016-17, the ICE unit continued to see an increase in the number of reported incidents.



Goal 6 **Promote Gender Equity and Diversity**

Objective 6.1 **Open RNC childcare facility**

The Fort Townshend Childcare Centre (FTCC) had its official opening on June 29, 2016. The FTCC is located at the Memorial Campus of the RNC and has space for 10 toddlers two to three years old and 16 children from three to five years of age. The FTCC is a tremendous benefit to RNC families as parents and children are able to come to work together. It allows parents the comfort of knowing their children are close by and reduces some of the pressures of balancing work and family.

Objective 6.2 **Offer two recruiting sessions for women annually**

In the fall of 2016, the RNC offered two information sessions solely for women. These sessions were designed to allow female attendees an opportunity to ask questions in a comfortable safe environment that they may not otherwise ask in a general session. The session offered in St. John's was attended by 25 women; a session in Corner Brook was attended by five women. A number of general sessions were also held in various locations throughout the province that were open to both males and females.

Objective 6.3 **Offer two PARE preparation sessions for women annually**

In the fall of 2016, the RNC offered Physical Abilities Requirement Evaluation (PARE) preparation sessions. Four of these sessions were for women only; the three sessions in St. John's were attended by a total of 16 women while the session in Corner Brook had two attendees.

A number of general sessions were also held in various locations throughout the province that were open to both males and females.

Objective 6.4 Offer recruitment outreach to diversity groups annually

To ensure the RNC is reaching a diverse audience and thus recruiting a true representation of the community it serves, the recruitment team:

- delivered an information session at the Qalipu Mi'kmaq First Nation Band Office in Corner Brook in October 2016 which four people attended,
- participated in the Bilingual Post-Secondary Career and Entrepreneurship Day in Torbay in November 2016, and
- delivered a multicultural information session at RNC Headquarters in St. John's in November 2016 which nine people attended.

Objective 6.5 Offer Respectful Workplace-related training opportunities annually

The RNC is committed to ensuring a respectful workplace for all employees. The RNC has a Respectful Workplace (RWP) Committee that is comprised of both uniformed members and civilian employees. All RNC employees (bargaining, non-bargaining and management) receive RWP Frontline Training once every three years. In 2016, the RWP Committee revised the RWP training to better reflect working in a police environment and offered this training to all RNC employees in the three regions.



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

Goal 7 **Improve Business Processes**

Objective 7.1 **Implement automatic vehicle locators**

During the last reporting period (2015-16), Automatic Vehicle Locators (AVLs) were installed in RNC Fleet vehicles assisted by the provider Kerr Global Communications. AVLs were introduced to enhance officer safety, allow for the efficient allocation of resources and enhance fleet management.

Objective 7.2 **Implement electronic recording of suspect, victim and witness statements on RNC network**

The RNC continued using MediaSolv, a digital evidence management solution that allows evidence (interviews) to be stored and managed. This interviewing solution improves business requirements by reducing the manual effort to record, manage and disclose video (interviews) evidence. The MediaSolv solution is currently used in nine interview rooms, an identification room, and two video-monitored rooms within the RNC headquarters building. The next phase of the project is a digital evidence management solution for the recording and storage of video interviews on the RNC network with future deployment to Corner Brook and Labrador West.

Objective 7.3 **Partner in national police services initiatives**

The RNC is represented on a number of federal/provincial/territorial committees such as:

- Canadian Association of Chiefs of Police
- National Police Services
- National Police Information Services Advisory Board
- Police Information and Statistics Committee
- Law Amendments Committee

As a partner in national law enforcement initiatives, the RNC invested in and installed Live Scan technology at each RNC detachment in 2014. Since then, the RNC submits criminal fingerprints electronically to the National Criminal Records Repository which allows for a more efficient and effective process.

Since March 2015, the RNC has been submitting electronic criminal charge dispositions through Criminal Justice Information Management (CJIM) system. The CJIM system provides an immediate increase in the accuracy and timely update of criminal records. The estimated processing time for criminal dispositions submitted electronically through CJIM is two minutes. The CJIM solution also provides increased accuracy, completeness and timeliness of the criminal record information; paper and postage savings; a reduction in work effort involved in the handling, filing, annotating and returning of paper C-216s; and up-front validation.



Objective 7.4

Complete RNC headquarters development

During the last reporting period (2015-16), construction was completed on the RNC Memorial Campus which was the third and final phase of the RNC's \$57.5 million redevelopment project.

AWARDS AND RECOGNITION

Acknowledging the contributions made by members of the RNC to create safer communities is an important commitment for the RNC.

This past year, the RNC was awarded the Newfoundland Liquor Corporations President's Award. This award recognizes individuals and organizations who have demonstrated excellence in education, awareness and enforcement of alcohol-related issues that drastically impact our communities.

On October 9, 2016 in Barcelona Spain, Constable Stephanie Pelley was recognized and awarded the Medal of Valor at the International Association of Women Police Awards Ceremony and Training Conference.

On October 27, 2016, at the Atlantic Women in Law Enforcement Awards Ceremony and Training Conference held in Halifax, Nova Scotia:

- Constable Stephanie Pelley and Constable Charlie Torres were awarded the Medal of Valor, and
- Constable Julie Cunningham was awarded the Leadership Award



Three civilian members of the RNC: Anne Marie Tibbo, Jennifer Blanchard and Kourtney Ward, were awarded the Public Service Award of Excellence for their collaboration with officers of the Combined Forces Special Enforcement Unit, NL (CFSEU-NL) in the highly complex disclosure phase of Operation Turbulence. This operation was a wiretap investigation involving the RNC, RCMP, Sûreté Du Quebec, Toronto Metro Police Service, Toronto Airport Drug Investigation Unit and the US based Drug Enforcement Agency. In this case a significant amount of cocaine and cash were seized. Their undertaking was significant with respect to the collection and collation of some 40,000 pages of evidentiary documents during the investigation of a multi-national organized crime drug importation scheme.

The following recipients were awarded the Certificate of Commendation on behalf of His Excellency the Right Honourable David Johnston, Governor General of Canada:

1. Sergeant William James, Northeast Avalon Region
2. Constable Krista Miller (Fagan), Labrador West Region
3. Constable Skylar Peddle, Corner Brook Region

The St. John Ambulance Silver Life-Saving Award recognizes individuals, or groups of individuals, who have saved or attempted to save a life through the application of first aid knowledge and skills, where no risk to life exists. Congratulations to Sergeant Mitchell Rumbolt and Constable Joseph Smyth for receiving this prestigious award in 2016.

Each year, Newfoundland and Labrador Crime Stoppers honours officers that make an exceptional contribution to our communities. On May 28, 2016, Sergeant Paul Didham was named Police Officer of the Year.

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 continuous service, or 30 years in the case of the Service Bar.



Congratulations to the following 2016 award recipients:

30 Year

Exemplary Service Bar

Inspector Terrence C. Corbin
Inspector Paul F. Woodruff
Inspector Shawn C. O'Reilly
Sergeant Derrick J. Cole
Sergeant William F. James
Sergeant Hubert S. Marrie
Sergeant Darrell E. Long
Sergeant Randy D. Hennessey
Sergeant Bernard J. Jesso
Sergeant Edward M. Billard
Sergeant Robert S. Baldwin
Constable Rupert J. Kearney
Constable Karen J. Hemmens
Constable John W. Goss
Constable John A. Collins

20 Year

Exemplary Service Medal

Sergeant Douglas W. Day
Sergeant Michael G. Summers
Sergeant Krista L. Clarke
Sergeant F. Alexander Brennan
Sergeant Robert C. Edwards
Sergeant Paul C. Didham
Sergeant Stephen A. Knight
Sergeant Colin J. McNeil
Sergeant Mitchell J. Rumbolt
Constable A. Dee Edison





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