

2009-2010

# RCMP YEAR IN REVIEW "B" DIVISION

NEWFOUNDLAND AND LABRADOR

# RCMP



ROYAL CANADIAN MOUNTED POLICE





**WILLIAM J. S. ELLIOTT**  
*Commissioner*



**STEVE W. GRAHAM**  
*Deputy Commissioner  
Atlantic Region*



**W. A. (BILL) SMITH**  
*Assistant Commissioner  
Commanding Officer*

The Royal Canadian Mounted Police (RCMP) is proud to continue to serve the people of the province of Newfoundland and Labrador. Each of our 750+ employees plays a vital role in the policing of over 430 communities in the province.

Through this publication, I invite you to share our 2009/2010 accomplishments and to recognize the efforts we have made to meet our challenges and to continue to keep our province safe.

As we close the book on nearly six decades of policing in Newfoundland and Labrador, we are often reminded of our past, and the rich history we have shared. We are proud of the men and women of the Royal Canadian Mounted Police past and present, and all they have achieved.

While methods of policing continue to evolve, the partnerships that have been forged over time continue to play a critical role in our successes. Our initiatives with

youth, seniors, special interest groups, other enforcement groups, community groups, and government representatives at all levels are as valued as the bonds that have resulted from them.

2009/2010 brought with it an increase in drug production and trafficking offences, and while the rise in violent crime was minimal, it is nonetheless of concern and indicative that drug related criminal activity continues to grow despite some significant successful enforcement efforts.

It is in this light that we will continue to work with the Department of Justice and other internal and external stakeholders to conduct a comprehensive environmental scan. Information compiled from this scan will be used to develop strategic plans to combat the policing issues expected to accompany the economic boom we are all hopeful for, specifically priorities such as family violence, traffic safety, economic

integrity, organized crime and drug enforcement.

The RCMP's quest to provide "Safe Homes, Safe Communities" is stronger than ever. The winning combination of lessons learned, seasoned experience, youthful enthusiasm and strong partnerships have resulted in many of the successes we have accomplished. I would like to commend all the employees of "B" Division for their dedication and professionalism. We all share the benefits of safer communities, and we pledge to continue to find ways to resolve our challenges.

W. A. (Bill) Smith, Assistant Commissioner  
Royal Canadian Mounted Police  
Commanding Officer, "B" Division

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*According to a 2009 Survey, 92% of Newfoundlanders and Labradorians  
felt that the RCMP provides high quality service.*

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# RCMP National Strategic Priorities

## Organized Crime

The pervasive nature of organized crime groups in legitimate global and domestic commercial markets makes their impact extremely widespread. Ranging from small groups of three individuals to larger more extensive networks, organized criminal groups are present in Canada and abroad. The health and safety implications of organized crime are important to all Canadians. Organized crime can affect your take-home pay (health care and tax losses



are recouped by paying for those who are drug addicted, and for people trafficked into Canada); property tax bill (policing costs and costs of money laundering effects to the local economy); electricity bill (hydro diversion for drug operations); car and home insurance bills (organized auto theft rings and property break-ins); monthly banking fee (as a profit-seeking business, banks need to recover bank fraud costs by billing regular customers); credit card payment (credit card fraud and identity theft costs to banks are recovered in your interest rate payments), and much more. In terms of economic-related crimes, it is estimated that organized crime costs a family of four up to \$600 a year. Organized crime affects our basic Canadian rights to peace, order and good government. During 2009/2010, the RCMP in Newfoundland and Labrador was successful in disrupting seven organized crime groups within the province, and a number of associated groups were affected to some degree.

## Terrorism

Threats to our national security are continually changing, presenting an “intelligence challenge” to governments and law enforcement around the world. Potential terrorists may not have yet engaged in criminal activity and are therefore difficult to recognize and impede. Terrorist organizations, whether foreign or domestically-based are increasingly sophisticated, with members linked through technology and loosely linked groups or cells, allowing them to operate in an environment where borders are invisible and detection is difficult. This global operations’ base for terrorist groups emphasizes the importance of an integrated policing approach where intelligence is shared among countries around the world. The mandate of the RCMP Emergency Management Section in Newfoundland and Labrador is to conceive, develop, implement and sustain a standardized, all hazards capability in collaboration with other divisions and partners. They work hand in hand with our National Security Criminal Investigation Section to identify and mitigate threats.

## Youth

The RCMP believes that long-term prevention of youth crime and victimization can only be accomplished in partnership with the community. The RCMP sees young people as key players in the prevention of crime in communities. It provides young people with opportunities to provide their perspective on issues that affect them, and this enables police officers to more effectively interact with and understand youth. Through its National Youth Officer Program, the RCMP educates front-line officers about what causes youth crime and what police and young people can do about it, and gives them the tools and resources to assist them when they interact with youth in schools and the community. More than 16,000 youths participated in the RCMP’s Drug Awareness programs in Newfoundland and Labrador during



2009/2010. Our Youth Educating Youth project has resulted in three Marystown youth receiving National recognition for an anti-drug use commercial currently being aired throughout the provinces television channels.

## Aboriginal Communities

The RCMP has a long and productive history of service to First Nations, Inuit and Métis peoples. Delivering culturally competent police services provides the foundation necessary to build relationships and partnerships with the more than 600 Aboriginal communities we serve. From maintaining the outdoor hockey rink in Hopedale, to partnering with the Department of Health and Social Development in the delivery of Elder programs in Makkovik, to helping form a Ground Search and Rescue team in Rigolet, our members are entrenched within the communities they serve. We are committed to continue building upon these relationships as we encourage, sustain and foster honest and open dialogue among our Aboriginal partners. As we work together, the RCMP is in a position to assist and advocate for Aboriginal communities at a local and national level.

## Economic Integrity

In Newfoundland and Labrador, the RCMP’s Integrated Proceeds of Crime Section seized \$977,690 in Canadian currency, the result of over 60 investigations. The types of crimes driven by the motivation for profit are extensive and certainly not victimless. Illegal economic activity either robs or diverts funds away from hard-working Canadians. The confidence of Canadian consumers and investors in their economy can be shaken – their economic security undermined and their trust in institutions put at risk. The nature of crimes that affect the economy is rapidly changing. In the face of globalization and technological progress, criminals are operating beyond jurisdictions, using sophisticated and continuously-evolving methods to find victims. Law enforcement plays an important role in strengthening and preserving the security and economic interests of Canada. However, maintaining Canada’s Economic Integrity is a complex issue that must be tackled in cooperation with other law enforcement agencies, governments at all levels, the private sector and our international partners. Together, we must work to ensure that Canadians have confidence in their financial, currency and market systems.

# Focus on Newfoundland and Labrador

## Provincial Priority: Family Violence

The prevention of family violence continues to be a priority for RCMP members at all levels of the organization.

In 6 out of 10 cases of physical and sexual abuse, the victims have considerable problems with behaviour, negative peer involvement, depression and anxiety, violence to others, developmental delays, irregular school attendance, and inappropriate sexual behaviour. It is now known that witnessing family violence is as harmful as experiencing it directly. Often parents believe that they have shielded their children from spousal violence, but research shows that children see or hear some 40% to 80% of it. Children who witness family violence suffer the same consequences as those who are directly abused.

Criminal Operations members sit on the Police Liaison Committee alongside Child Youth and Family Services and the Royal Newfoundland Constabulary (RNC) where they work to strengthen partner collaboration and establish protocol pertaining to investigative mandates.

As a member of the Mental Health Committee, RCMP members meet frequently with other community stakeholders to resolve issues pertaining to the implementation and enforcement of the Mental Health Act.

RCMP representatives participate on the Janeway Child Protection Committee and Shaken Baby Syndrome Subcommittee. Additionally, RCMP members meet regularly with representatives from the Department of Child, Youth and Family Services to discuss child protection issues and training.

Criminal Operations officers meet monthly with provincial women's centres, women's shelters, Newfoundland and Labrador Housing, the Senior's Resource Centre, Sexual Health Centre, Status of Women's Council and the RNC to address

common concerns and goals in violence prevention.

The Commanding Officer's Aboriginal Advisory Committee, Youth Advisory Committee and Seniors' Advisory Committees are active and provide valuable advice which assists police in the development of effective violence prevention programs and initiatives.

### Highlights/Accomplishments

The RCMP's Avalon East District and Placentia Whitbourne District took part in a pilot project with the St. John's Family Violence Intervention Court, a specialized criminal court using a treatment based approach to address the complex issues of family violence. Five of the ten offenders appearing before the Family Violence Intervention Court met the eligibility criteria and either completed or are in the process of completing supervised family violence programming.

RCMP Labrador District organized and sponsored a visit to Labrador by award winning author/journalist/producer Brian Vallée. Since the publication of his latest books *The War on Women* and *Life With Billy*, Mr. Vallée has been the keynote speaker on criminal domestic violence at several events and conferences across the country. Mr. Vallée was the special guest speaker at the Violence Prevention Labrador Conference in October 2009, and travelled to communities in southern Labrador where he spoke with several groups on the topic of intimate partner violence.

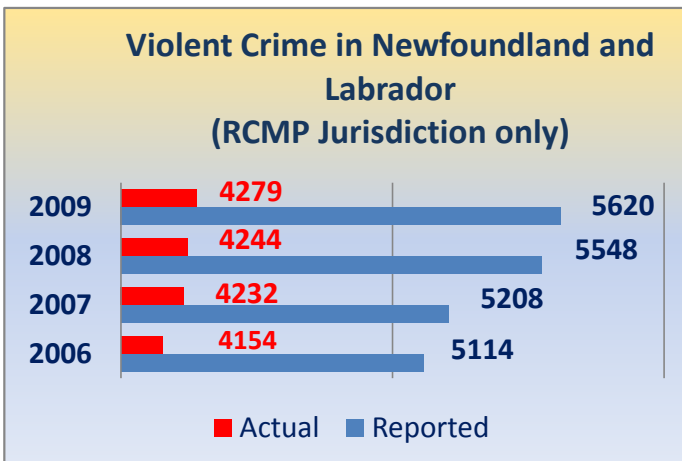
The RCMP joined forces with Eastern Health in the implementation of the Mobile Crisis Response Team (MCRT). This pilot project provides a mobile crisis response for people experiencing a mental health crisis. Focused primarily in the St. John's area, the team will travel to the Avalon East District communities of Holyrood and Bay



Bulls, and will work in partnership with RCMP members in the district.

Members in all districts continue to target the education of youth through Bullying and Cyber Bullying violence prevention programs, in partnership with our community stakeholders.

Since the enactment of the Family Violence Protection Act in 2006, the RCMP has seen a slight but steady rise in actual crimes of violent nature. Through consultation and goal oriented activities with government and community partners, RCMP members throughout Newfoundland and Labrador continue to pursue the goals of preventing and reducing family violence, increasing public awareness, strengthening early intervention activities and effectively enforcing the Family Violence Protection Act.



*The RCMP's Operational Communication Center received an average of 520 calls for service every day in 2009.*



# Focus on Newfoundland and Labrador

## Provincial Priority: Traffic Services

*33 per cent of traffic fatalities are the result of impaired driving.*

The goal of the Newfoundland and Labrador Road Safety Vision (RSV) 2010 is to target specific high risk driving behaviours and reduce serious injuries and deaths on our roadways 30% by the year 2010.

In 2009/2010, RCMP Traffic Services members worked with local detachment members to focus education and enforcement efforts. 234 Selective Traffic Enforcement Program (STEP) initiatives were conducted in 2009/2010 on high risk driving activities such as the non-use of occupant restraints, impaired driving, intersection violations and aggressive driving.

Each District created a traffic plan that harmonized RSV 2010 goals, provincial objectives and individual community needs. Plans focused on reducing traffic collisions, impaired driving, Highway Traffic Act and ATV violations and increasing traffic safety awareness, traffic enforcement and seatbelt usage.

Traffic Services units specialize in the delivery of the Traffic Services Program. Many officers are trained in the investigation of alcohol and drug impaired drivers and the technical investigation of vehicle collision scenes.

### Highlights/Accomplishments

The Provincial RSV 2010 goal is to reduce the number of annual fatalities and serious injuries to 112 (or fewer). Our total for 2009 was 107, a decrease of 20 over the previous year, and well within our 2010 objective. 33% fewer fatalities and serious injuries occurred on our roadways in 2009, compared to a six year average of 162. We will continue to emphasize the importance of Traffic Safety in 2010.

RCMP members have made excellent use of their Standardized Field Sobriety Test/Drug Recognition Expert (SFST/DRE) training and are one of the country's leaders in the detection and prosecution of drug impaired drivers. In 2009, nine RCMP and thirteen RNC members attended the RCMP's national training program. The 37 SFST/DRE evaluations conducted by the RCMP and the RNC are indicative of the teamwork and dedication to making Newfoundland and Labrador's roads and communities safer.

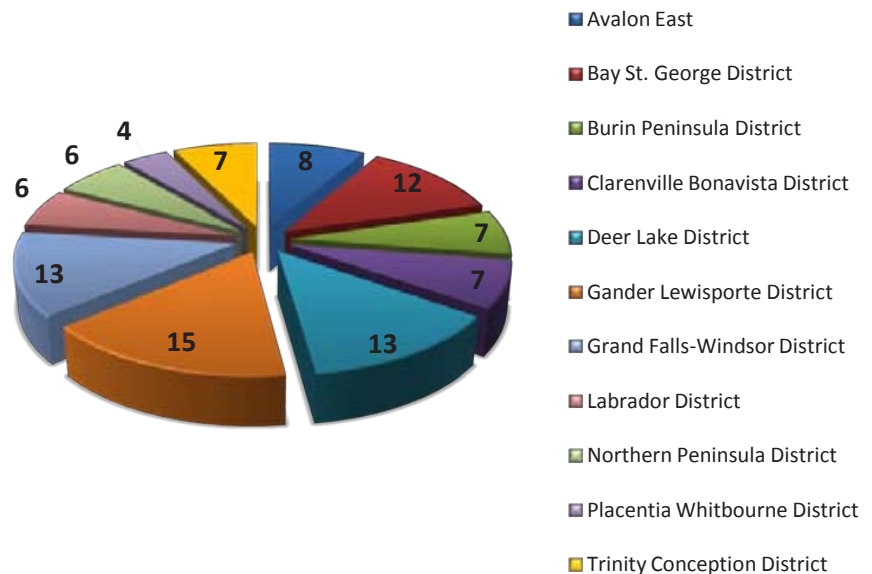
In November 2009, through a redeployment of resources, two additional positions were added to the RCMP's Roving Traffic Unit (RTU). Members of this unit receive specialized training to assist them in the detection and interception of illegal

Roving Traffic Unit							
<b>Seizures</b>		<b>2007</b>		<b>Seizures</b>		<b>2008</b>	
Drug Value	\$332,578.00	Drug Value	\$3,791,760.00	Property Value	\$0.00	Cash Value	\$76,390.00
Property Value	\$7,000.00	Tobacco Value	\$146,000.00	Tobacco Value	\$146,000.00	Total Seized	\$4,014,150.00
Cash Value	\$5,215.00	Total Seized	\$391,793.00	Drug Value	\$6,015,108.00	Property Value	\$98,060.00
Tobacco Value	\$47,000.00	<b>2009</b>		Cash Value	\$375,290.00	Tobacco Value	\$388,190.00
Total Seized	\$2,470,705.00	Drug Value	\$1,890,770.00	Total Seized	\$6,876,648.00	<b>Unit Totals</b>	
<b>Seizures</b>		Property Value	\$91,060.00	Property Value	\$98,060.00		
Drug Value	\$1,890,770.00	Cash Value	\$293,685.00	Cash Value	\$375,290.00		
Property Value	\$91,060.00	Tobacco Value	\$195,190.00	Tobacco Value	\$388,190.00		
Cash Value	\$293,685.00	Total Seized	\$2,470,705.00	Total Seized	\$6,876,648.00		
Tobacco Value	\$195,190.00						
Total Seized	\$2,470,705.00						

contraband on the Province's highways. On June 1st 2009, RTU members made one of the largest seizures of tobacco in the province when they stopped a motor home in the Steady Brook area and subsequently located 330 bags of contraband cigarettes, valued at \$157,500. The tobacco and the motor home were seized. The driver was charged, pled guilty and will be sentenced in June 2010.



### Serious Injury Traffic Accidents by District Average (2002 - 2009)



# Our Accountability Highlights and Accomplishments

In the fall of 2009, Cst. Doane Noel began working with the residents of Rigolet to form a much needed Ground Search and Rescue Team for the area. The nine team members are undergoing training and are fully supported by the Newfoundland and Labrador Search and Rescue Association. Newfoundland and Labrador Ground Search and Rescue volunteers gave close to 21,000 hours of their time in 2009, and participated in 122 searches for lost or missing persons.

The Patrol Vessel Murray continued to be a presence in Newfoundland and Labrador waters. Responding to a general assistance call from the Canadian Coast Guard, the PV Murray located a disabled vessel with the operator and his two young, very distraught children. The children were transferred to the police vessel where they were given the care they needed. The disabled vessel was towed to a safe port.

In late 2009, members of the RCMP Drug Section at St. John's teamed up with the RNC Drug Section to dismantle an organized crime group transporting drugs from Vancouver, BC to Newfoundland and Labrador. Thirteen persons were arrested, and approximately one million dollars worth of cocaine was seized.

An electrical fire at Clarenville detachment in June 2009 resulted in the building being virtually inaccessible for 10 days and required the use of the RCMP's Mobile Command Post to act as a temporary detachment and district headquarters. The activation of the districts Business Continuity Plan meant that policing services within the district continued to function effectively.

Members of Clarenville Bonavista District were kept busy in March when an ice storm savaged the region, the worst storm to hit the Bonavista Peninsula in 25 years. While crews restored electricity and communications, RCMP members continued to deliver police services and

ensured the safety of the communities most vulnerable residents, with the aid of the RCMP's Mobile Command Post.

RCMP Police Dog Services in Newfoundland and Labrador is comprised of 4 Regular Members and 4 German Sheppard dogs. In 2009, they answered 473 calls for service and travelled over 182,000 kilometers within the province.

The RCMP celebrated 35 years of female members in the Force. The first troop of 32 female Regular Members (Troop 17) arrived at the RCMP Academy on September 16th, 1974 to commence training. Ranging in age from 19 to 29 and representing all provinces with the exception of Prince Edward Island, this first all-female troop graduated from RCMP Depot on March 3, 1975. Newfoundlanders and Labradorians Cheryl LaFosse, Gail Courtney and Rosemary Russell-Coffey were among this ground-breaking troop.



While executing a Parole Warrant in November, a Bay St. George RCMP member was dragged by the moving car the offender was operating as he attempted to escape. While she suffered injuries to her head and legs, she recovered fully and has returned to full duty. The driver was found a short time later, and has since been convicted of numerous charges, including Aggravated Assault on a Police Officer.

In April, Northern Peninsula District RCMP seized 15,000 ecstasy pills and 3 kilograms of cocaine in what the area's District Commander, S/Sgt. George Noseworthy says "highlights the

problem with drugs that does exist in our communities, urban and rural alike." Seven residents of the area were arrested.

Corner Brook RCMP members teamed up with Department of Natural Resources Conservation Officers for a ski-doo patrol between Hughes Brook, Goose Arm and Cox's Cove. This is an example of the ongoing education and enforcement partnerships between our members and provincial departments.



RCMP members and local residents hosted the first ever Law Enforcement Torch Run in Baie Verte, NL. The run took place on Sunday, June 14th 2009. Organizers and participants were very enthusiastic about coordinating and participating in this year's event and look forward to making it an annual event

In February, the RCMP started using magic to talk to kids about drugs. Cpl. Ann Noel of the Gander RCMP Drug and Organized Crime Awareness Section, with financial assistance from the Gander area Rotary Club, took a magical approach to educating our youth about Drug Use and Good Decision Making. Magician Gary Summers was brought to the Grand Falls and Gander Districts to visit eleven schools, in five communities, and connected with over 3000 students. Kids from preschool to grade ten were treated to an amazing performance from Mr. Summers, highlighting the effects of poor decisions about drugs and personal choices.

RCMP Commissioner William J.S. Elliott presented a private citizen in Hare Bay with a Commissioner's Commendation Award for helping save the life of two RCMP divers. The Commissioner's Commendation is the highest award bestowed by the RCMP. Mr. Reg Cooze was officially commended for his courage, bravery and outstanding assistance to law enforcement when he knowingly and voluntarily put himself at risk to rescue an RCMP diver on February 5, 1993, in Hare Bay.



# Our Accountability Highlights and Accomplishments

In the past two years, the Trinity Conception District Crime Prevention Committee helped to bring more than \$8000.00 to Drug Awareness programs in the area. Cst. Vicki Chalker and the committee have held two "Battle of the Brains" trivia nights where money was raised for the Vial for Life Program, D.A.R.E and the Special Olympics.

RCMP and RNC Members from



Newfoundland and Labrador participated in the 2010 Olympics Integrated Security Unit under the command of Assistant Commissioner Bud Mercer, a native of the province.

RCMP Public Service Employee Gary Martin has been awarded the RBC Insurance Local Hockey Leader award. His dedication to volunteering was recognized in the Hockey Hall of Fame, he was awarded with \$10,000 in funding and a team spot in the Vancouver 2010 Olympic Torch Relay.

Joint Force Operations continued this past year with the Royal Newfoundland Constabulary in Corner Brook, Violent Crime Linkage Analysis Section (ViCLAS), the National Sex Offender Registry, Crime Stoppers and Criminal Intelligence Service NL, with the Canadian Coast Guard and Gendarmerie of St. Pierre and Miquelon.

In July, after serving 11 years as both Criminal Operations Officer

and Commanding Officer, Assistant Commissioner Gerry Lynch officially stepped down as Commanding Officer. Assistant Commissioner Bill Smith, who previously served as the Divisions Criminal Operations Officer was selected to lead the RCMP in Newfoundland and Labrador as the new Commanding Officer.

Assistant Commissioner Smith started his policing career in Newfoundland and Labrador. He spent his first eight years of service between Grand Falls/Windsor, Happy Valley/Goose Bay and Nain. He calls his three-year posting in Labrador the highlight of his service. "When others talk about the problems and challenges in Nain, I know first hand what they mean, because I've been there" says Smith. "To be able to return and Command the very division I began my career in is a unique opportunity, and it is one I am very excited about. I can't wait to get started."

## The Policing Landscape

### 2009/2010 RCMP Division Establishment in Newfoundland and Labrador

On March 22, 1949, some 76 years after its inception, the RCMP arrived in Newfoundland and Labrador. Eight Mounties and one officer opened a Divisional Headquarters on Kenna's Hill in St. John's. They were posted there to enforce federal law. The RCMP was officially recognized a year later on August 1, 1950 with an agreement between RCMP Deputy Commissioner Gray and the Attorney General for the province, the Honourable L. R. Curtis. In 2010, the RCMP will celebrate 60 years of policing in Newfoundland and Labrador.

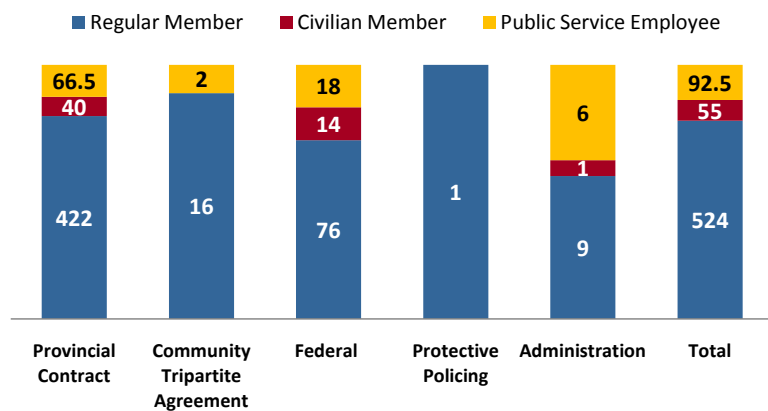
Today, the RCMP has 671.5 established positions in "B" Division. That equates to 524 Regular Member, 55 Civilian Member and 92.5 Public Service positions.

**Note:** Established positions are permanently established Division positions. This number does not reflect the total number

of employees working in the province since it does not include casual employees such as the Guards and Matrons or persons

working in the province under the Atlantic Region establishment.

#### 2009/10 Division Establishment

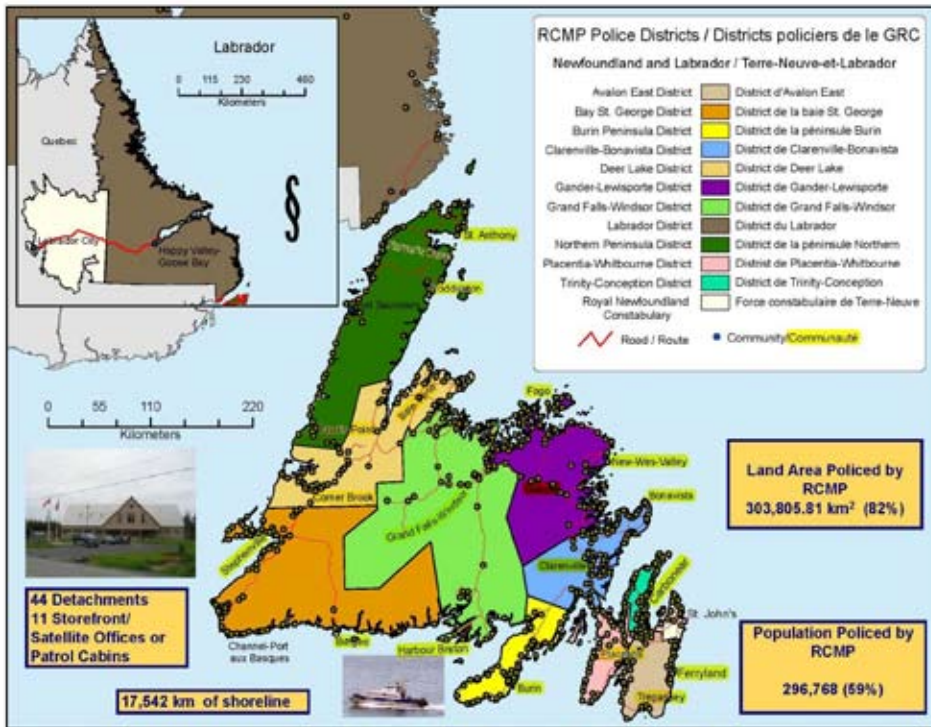


*The RCMP is responsible for the investigation of provincial statutes and federal statutes as well as national security investigations at all ports.*



# The Policing Landscape

## RCMP Policing Jurisdiction



## Crime Trends

2009 CRIMINAL ACTIVITY	Reported	Actual	3 Yr Avg 2006-08	% Change In Actual
Homicide	1	1	3	-67%
Other Offences Related to Death	12	9	11	-18%
Robbery	21	21	19	16%
Sexual Assaults	305	230	263	-13%
Other Sexual Offences	127	103	58	78%
Assault	3309	2641	2654	-1%
Kidnapping/Hostage/Abduction	46	38	37	3%
Extortion/Harassment/Threats	1801	1238	1113	11%
<b>TOTAL PERSONS</b>	<b>5622</b>	<b>4281</b>	<b>4158</b>	<b>3%</b>
Break & Enter	1632	1432	1722	-17%
Theft of Motor Vehicle	281	214	240	-11%
Theft Over	66	57	47	21%
Theft Under	2449	2130	2156	-1%
Possession of Stolen Goods	130	120	138	-13%
Fraud	559	417	385	8%
Arson	102	97	74	31%
Mischief to Property	7295	6534	6447	1%
<b>TOTAL PROPERTY</b>	<b>12514</b>	<b>11001</b>	<b>11209</b>	<b>-2%</b>
Offensive Weapons	219	193	162	19%
Public Orders	16	14	14	0%
Other Criminal Code	5245	4525	4775	-5%
<b>TOTAL OTHER CC</b>	<b>5480</b>	<b>4732</b>	<b>4951</b>	<b>-4%</b>
<b>TOTAL CRIMINAL CODE</b>	<b>23616</b>	<b>20014</b>	<b>20318</b>	<b>-1%</b>

2009 CRIMINAL ACTIVITY	Reported	Actual	3 Yr Avg 2006-08	% Change In Actual
<b>FEDERAL</b>				
Drug Enforcement - Production	66	60	31	94%
Drug Enforcement - Possession	379	348	356	-2%
Drug Enforcement - Trafficking	530	504	305	65%
Drug Enforcement - Other	112	106	79	34%
Customs and Excise	323	320	322	-1%
Federal Enforcement Section	645	619	524	18%
<b>PROVINCIAL</b>				
Liquor Act	982	903	923	-2%
Other Provincial Stats	6293	6084	5893	3%
<b>TRAFFIC</b>				
Fatal Motor Vehicle Accidents (MVA's)	23	23	24	-4%
Injury Motor Vehicle Accidents	470	469	495	-5%
Property Damage MVA's (Reportable)	3318	3311	2772	19%
Property Damage MVA's (Non Reportable)	522	506	466	9%
<b>TOTAL MVAS</b>	<b>4333</b>	<b>4309</b>	<b>3757</b>	<b>15%</b>
Provincial Traffic	24922	24723	18560	33%
Other Traffic	340	337	271	24%
CC Traffic	2690	2153	1830	18%

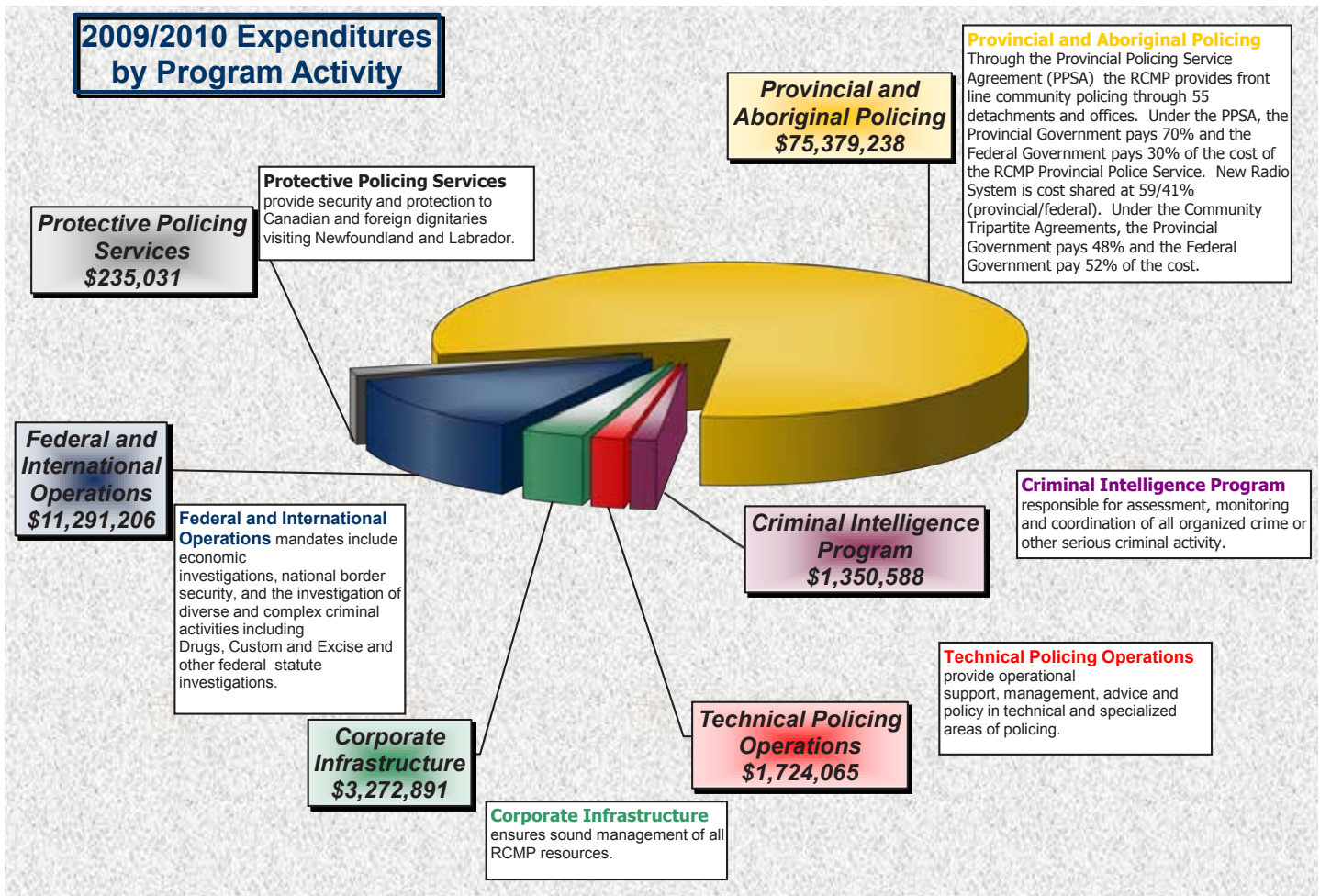


*There are more than 1,400 radio base stations, 10,000 mobile radios and 11,000 portable radios in active use across the RCMP.*





# Financial Report



## Property Management Highlights

### New Detachment Buildings

Springdale – Under way. Completion expected in 2010.

### New Residences

St. Anthony Married Quarters – Under way. Completion expected in 2010.

### Cell Retrofit

Channel-Port Aux Basques – Completion expected in 2010.  
Goose Bay – Completed.

### Detachment Upgrades

Stephenville – Extension completed.  
Clareville – Upgrade completed (portion of project deferred).  
St. Anthony – Approval for FY 2011/2012.  
Port Saunders – Plans/Specifications completed. Approval pending.  
Hopedale – Plans/Specifications completed. Approval pending.

### Capital/Minor Projects

There were 30 Capital/Minor Projects in 2009/2010. Expenditures for this program were \$5,086,474.

### Land Purchase

Rigolet  
North West River

*The single most effective way to save a life or prevent serious injuries is to ensure all vehicle occupants wear seat belts.*

*A Police dog can search a car in approximately three minutes.*



# The Year Ahead

As we celebrate 60 years of policing in Newfoundland and Labrador, we can't help but look back on times when policing was much simpler. 2010/2011 will continue to bring many challenges as it unfolds. Policing activities have been subject to an increased standard and scope of service delivery. Policing is becoming more complex, the environment is more litigious, and the public's expectations have increased significantly. At the same time, administrative requirements have grown exponentially.

Our provincial policing program continues to face a number of long standing pressures. Many of these challenges have been exacerbated by the evolving legal context of policing, technological changes, shifting demographics, economic development, as well as evolving health and safety and labour relations practices.

In conducting a number of independent studies of economic forecasts for the province, as well as examining data from our own environmental scans, a number of trends are evident in the next two to three years. With escalating market values in oil, gas and mining resources, there is expected to be an increase in the numbers of industrial companies operating within the province. Our consultations with these companies have allowed us to determine what major projects they will be commencing in the next five years.

Government officials and RCMP employees from this province recently travelled to Alberta where they met with representatives from various organizations and levels of government. Their discussions and findings relevant to the impact and responses to the economic boom experienced in that province will help us to further develop our strategic plans and to take steps to ensure there are sufficient RCMP resources in the right place.

The enhancement of policing services in the community of Postville is good news for the community, and a welcome addition to the establishment of the Force in this province. The various mining related developments as well as the expected completion of Phase 3 of the Trans Labrador Highway will undoubtedly have further impact the future policing demands of Labrador.

To fully address the issue of crime reduction in the province, law enforcement needs to take a tactical approach in the disruption of not only organized crime groups, but also prolific offenders who disproportionately preoccupy the resources not only within law enforcement, but

also other government agencies including Crown, Legal Aid, Probation, Parole, Health, Social Services, and others. The result of a similar approach in other areas has produced exceptional results. In the first year alone the Moncton Crime Reduction Strategy resulted in a 23% reduction in property crime offence. We will continue to work with our provincial partners to bring this successful program to this province.

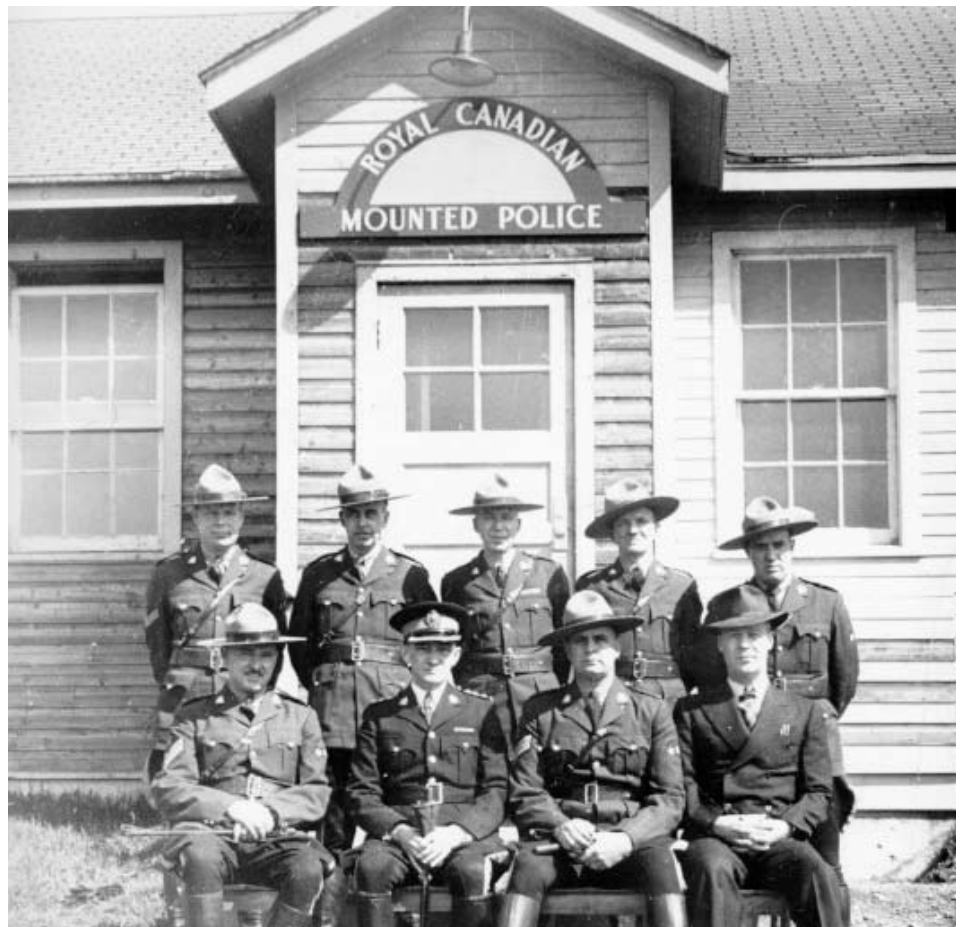
The investigations into various forms of Child Exploitation on the internet are very complex investigations, as they often cross various jurisdictional boundaries. The process of tracking and identifying suspects and victims requires considerable time. Human resources tasked with these investigations require subject specific training to ensure compliance with legal parameters to ensure likelihood of conviction. In the 2010 Provincial budget, funding was provided to establish an additional position on this unit.

Victims of Crime must remain the focal point of much that we do. Through our partnership with the Department of Justice, and through the enactment of the Victims of Crime Act, we will strengthen our resolve to assist those that need assistance.

The RCMP's vehicle fleet in Newfoundland and Labrador will be enhanced in 2010. The addition of a Tactical Armoured Vehicle, as well as other Critical Incident vehicles will further augment our tactical responses and provide an additional element of safety to the public and our members.

There are many other projects in 2010 which will further improve the delivery of policing services we provide: Joint Forces Operations expansion, the implementation of Aboriginal Community Constables for Nain and Hopedale, the increase of mobile workstations in police vehicles, and e-ticketing are just a few.

As the RCMP continues to adapt to the changes that affect us all, it will be our shared culture, proud history and strong partnerships that will benefit all of us. The policing needs of the citizens of this province form the basis of our efforts to build on what we have and make improvements where we can. "Safe Homes – Safe Communities" requires that all of our organizational activities enhance the safety, security and well-being of all Newfoundlanders and Labradorians.



# Mission, Vision and Values

## Mission

The RCMP is Canada's national police service. Proud of our traditions and confident in meeting future challenges, we commit to preserve the peace, uphold the law and provide quality service in partnership with our communities.

## Vision

We will:

- be a progressive, proactive and innovative organization
- provide the highest quality service through dynamic leadership, education and technology in partnership with the diverse communities we serve
- be accountable and efficient through shared decision-making
- ensure a healthy work environment that encourages team building, open communication and mutual respect
- promote safe communities
- demonstrate leadership in the pursuit of excellence

## Core Values of the RCMP

Recognizing the dedication of all employees, we will create and maintain an environment of individual safety, well-being and development. We are guided by:

- integrity
- honesty
- professionalism
- compassion
- respect
- accountability

## Commitment to Our Communities

The employees of the RCMP are committed to our communities through:

- unbiased and respectful treatment of all people
- accountability
- mutual problem solving
- cultural sensitivity
- enhancement of public safety
- partnerships and consultation
- open and honest communication
- effective and efficient use of resources
- quality and timely service



## Commitment to the Employees of the RCMP

In the spirit of shared leadership and recognizing all employees as our greatest asset, we commit to:

- open, honest and bilateral communication
- demonstrating leadership through accountability and responsibility at all levels
- treating all employees with equal respect and consideration
- ensuring the safety of our employees by developing and enforcing minimum resourcing standards
- training that is timely, specific to the needs and relevant to job requirements
- effective and efficient management of human resources through consultation, teamwork and empowerment at all levels
- ensuring a safe and harassment free work environment
- encouraging and recognizing innovation and creativity
- fair and equitable systems to deal with
  - recognition for good performers
  - compensation and entitlements
  - financial hardship caused by employees' worksite
  - consistently poor performers
  - discipline and discharge
- promoting health, safety and well-being
- ensuring adequate human, financial and material resources
- enhancing job security through aggressive marketing of our services

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*The first female police officer to serve in Newfoundland and Labrador was RCMP member Rosemary Russell-Coffey. 2009 commemorates 35 years of female regular members in the RCMP.*



# Celebrating 60 Years in Newfoundland and Labrador

