

**Royal Newfoundland Constabulary Public  
Complaints Commission Panel of Adjudicators**

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Annual Report 2024-25

## Message from the Royal Newfoundland Constabulary Public Complaints Commission Panel of Adjudicators

As an Adjudicator, and in accordance with Government's commitment to accountability, I am pleased to submit the Annual Report on behalf of the Panel of Adjudicators for the Royal Newfoundland Constabulary Public Complaints Commission for the period April 1, 2024, to March 31, 2025.

The report is submitted in accordance with the Panel of Adjudicators' obligations as a Category Three Entity under the **Transparency and Accountability Act**. This Annual Report was prepared under my direction, and I accept accountability for the actual results reported on behalf of the entire Panel of Adjudicators.

Sincerely,

A handwritten signature in black ink, appearing to read "John V.B. O'Dea". The signature is written in a cursive style with a prominent initial "J".

**John V.B. O'Dea, K.C.**  
Adjudicator

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## Overview

Section 29 of the **Royal Newfoundland Constabulary Act, 1992** (the Act), provides for the appointment of a panel of 12 lawyers to serve on the Panel of Adjudicators for the Royal Newfoundland Constabulary Public Complaints Commission (the Panel) as Adjudicators, with one being named as Chief Adjudicator.

As per Section 28 of the Act, the Commissioner will forward matters to the Chief Adjudicator when a public hearing is deemed necessary. The Chief Adjudicator may hear the matter or may assign it to another Adjudicator. Hearings are open to the public. If, however, it is considered by the Adjudicator that the conditions set out in section 32 of the Act apply, all or part of the hearing may be held in private. As of March 31, 2025, the following are Adjudicators on the Panel:

- John Whalen, Chief Adjudicator;
- Raymond Critch;
- Colleen Anne Hanrahan;
- Kimberley R. Horwood;
- Brittany Keating;
- Kimberley Mackay;
- Katheryn Mercer-Oliver;
- David A. Mills, K.C.;
- Mark Mills;
- Greg Noseworthy;
- John V.B. O’Dea, K.C.; and,
- Jacqueline Penney, K.C.

## Mandate

The mandate of the Panel of Adjudicators is contained in the Act. It states that hearings are to be conducted without delay giving full opportunity to all parties to present evidence and make representation. It is the responsibility of the Commissioner of the Royal Newfoundland Constabulary Public Complaints Commission to determine which public complaints made under section 22 of the Act are referred to the Adjudicators for hearing. Section 22 provides for public complaints to be made regarding the conduct of a police officer or the operational policies and procedures of the Royal Newfoundland Constabulary (RNC).

## Vision

An environment where the public and police have access to established reputable mechanisms of review of complaints concerning police conduct.

## Highlights and Partnerships

The Panel works in tandem with the Commissioner of the Royal Newfoundland Constabulary Public Complaints Commission to ensure that the requirements of the Act are fulfilled.

The Panel of Adjudicators also works with the Department of Justice and Public Safety on certain matters such as the reporting requirements under the **Transparency and Accountability Act** and the appointment of Adjudicators.

## Activity Report

### Issue – Inquiring into Complaints

An Adjudicator has the powers of a commissioner appointed under the **Public Inquiries Act, 2006** when holding a hearing. These powers require that hearings be held without delay giving full opportunity to all parties to present evidence and make representations in person or through counsel. The Objective for the Panel of Adjudicators is consistent for the 2023-26 planning period and the associated indicators will be reported on for each year of planning period. This report presents the activities of the Panel of Adjudicators during fiscal year 2024-25.

**Objective:** By March 31, each year, all referred matters shall be assigned to an adjudicator who will administer the matter in a timely fashion.

Indicators	Results
Number of hearings held as required by the Act.	Four hearings were in progress during the reporting period.
Number of decisions issued within three months of hearings in accordance with subsection 28(2) of the <b>Royal Newfoundland Constabulary Public Complaints Regulations</b> .	One final decision was filed during the reporting period. The decision was not issued within the three-month timeline. This was due to the complexity of the file and volume of evidence which included, video evidence and expert testimonies.
Number of referrals from prior year where a hearing has not yet commenced.	There were three referrals from the prior year where a hearing has not yet commenced. This was due to medical and scheduling issues that occurred during the year.

## Opportunities and Challenges

On December 2, 2024, the Government of Newfoundland & Labrador introduced the **Law Enforcement Oversight Commission Act**. The **Law Enforcement Oversight Commission Act** will, inter alia, replace the current model of complaint investigation and adjudication under the **Royal Newfoundland Constabulary Act, 1992** and associated regulations.

The **Law Enforcement Oversight Commission Act** stipulates those complaints filed prior to the coming into force of the **Law Enforcement Oversight Commission Act** will be continued to be heard under the provisions of the **Royal Newfoundland Constabulary Act, 1992**.

The Panel will still be involved until the new process is initiated and will also continue to hear ongoing cases. It should be noted that several of the referrals currently before the Panel involve complex matters and will take time to conclude. The Panel will work with partners in the Department of Justice and Public Safety and the Public Service Commission to ensure the Panel is fully constituted through the merit-based process so ongoing cases will continue to be resolved.

The new process outlined in the **Law Enforcement Oversight Commission Act** contains substantial procedural improvements and is anticipated to benefit complainants, respondent officers, and the general public, when the legislation is brought into force.

## Financial Report

The Panel of Adjudicators does not have a separate budget. Expenses are captured under the budget of the Royal Newfoundland Constabulary Public Complaints Commission. For fiscal year 2024-25 no expenditures were required for the Panel of Adjudicators.