

Justice and Public Safety

Annual Report 2015-16



Message from the Minister and Attorney General

I hereby submit the Department of Justice and Public Safety Annual Report 2015-16. This report covers the period April 1, 2015 to March 31, 2016. In keeping with the requirements of a Category One entity under the *Transparency and Accountability Act*, my signature below is indicative of my accountability for the actual results reported.



I was pleased to take on responsibility for this portfolio in December 2015, following the provincial general election, and since then have expanded the department's direction for the coming year. In addition to the priorities outlined in this report, in 2016-17 the Department of Justice and Public Safety is making progress on a number of initiatives, including a feasibility study for a drug treatment court model, a review of the operational and organizational requirements of the Office of the Chief Medical Examiner and an appropriate model for the establishment of a Serious Incident Response Team for Newfoundland and Labrador.

Additionally, in August 2016, as part of government restructuring, the Department of Justice and Public Safety assumed responsibility for the Access to Information and Protection of Privacy (ATIPP) Office. As of March 31, 2016, the province had seen an increase of almost 90 percent in the number of access to information requests received by all public bodies over the previous fiscal year. The ATIPP Office will continue to assist public bodies in meeting the information needs of the public, while ensuring adherence to the appropriate protection of privacy provisions in the legislation.

The Department of Justice and Public Safety delivers programs and services which impact citizens each and every day, most often under very difficult and stressful circumstances. The work is demanding, challenging and invigorating. It requires a high degree of ethics, professionalism, and competence, as well as empathy and compassion.

It is a privilege for me to serve the people of Newfoundland and Labrador in the capacity of Minister of Justice and Public Safety and Attorney General and I appreciate the work of the many women and men of the Department and their valuable contributions to the justice system. As Minister, I am committed to ensuring quality programs and services that foster community safety. Under my direction, the Department will continue to work efficiently to prevent, reduce and address crime throughout Newfoundland and Labrador.

A handwritten signature in blue ink, consisting of a large, stylized 'A' followed by a smaller 'P' and a horizontal line extending to the right.

Andrew Parsons
Minister and Attorney General

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Departmental Overview

Mandate

The mandate of the Department of Justice and Public Safety derives primarily from the *Executive Council Act*. This mandate reflects the dual responsibilities of the Minister of Justice and Public Safety and the Attorney General for Newfoundland and Labrador. While several other Canadian jurisdictions have separate ministries for Justice and the Attorney General, the structure is consolidated in Newfoundland and Labrador. The Department of Justice and Public Safety's responsibilities involve administering the province's legal system. The principal components include family justice services, fines administration, support enforcement, policing, sheriff's office, adult secure custody, adult probation services, secure youth custody, victim services, fish and wildlife enforcement, office of the public trustee, and administration of the courts.

Reflecting the role and authority of the Attorney General, the Department of Justice and Public Safety provides legal services to the Crown including legal advice to departments, litigation, prosecution and legislative drafting services. While the *Executive Council Act* is the primary legislative authority for the Department of Justice and Public Safety mandate, the policies, services and programs are also governed by 100 pieces of legislation, which the Department of Justice and Public Safety is responsible for administering.

Vision

A justice and public safety environment that is accessible and understood and which plays a key role in creating a fair, equitable and safe society where all people can pursue their lawful rights and freedoms.

Mission Statement

By March 31, 2017, the Department of Justice and Public Safety will have enhanced services and responses to improve public protection and access to justice in a manner that is sensitive to the diverse needs of its clients.

Lines of Business

Civil Law Division is responsible for providing legal services to Provincial Government departments and agencies. These services include providing legal opinions, drafting commercial and financial documents, and representing the Provincial Government and its agencies in negotiations and civil actions before administrative tribunals, all levels of court and judicial inquiries.

Corrections and Community Services has responsibility for offenders, as well as for victims of crime. It is responsible for the safe and secure custody of young and adult offenders; for providing adult community corrections in the form of probation services; and for providing services to victims of crime involved in the criminal justice system.

Court Services is responsible for providing infrastructure and administrative support to the Supreme Court of Newfoundland and Labrador and the Provincial Court of Newfoundland and Labrador.

Family Justice Services is responsible for promoting dispute resolution outside the Court process in helping families resolve separation and divorce issues. The program assists parties in resolving custody, access and child support issues and offers parent information sessions, mediation and counseling.

Office of the Legislative Counsel provides legislative drafting services to government. Additionally, in conjunction with the Office of the Queen's Printer and the House of Assembly, it ensures the publication and dissemination of provincial legislation.

Office of the Public Trustee is mandated to provide expert and efficient administration and guardianship services to residents of Newfoundland and Labrador. While there are numerous lines of business under the *Public Trustee Act, 2009*, the Office has three main client file types, specifically Deceased Persons' Estates, Guardianship of Minors, and Guardianship of Mentally Disabled Adults.

Policing Services are delivered through the province's two policing agencies: the RNC and the RCMP. Through a broad range of policing services, both police forces are responsible for fostering and maintaining peaceful and safe communities.

Additional **Enforcement Services** include: the Office of the High Sheriff, which provides administrative, jury and security services to the Supreme and Provincial Courts; the Support Enforcement Program, which collects and distributes court-ordered funds for support, maintenance and alimony; and the Fish and Wildlife Enforcement Division, which focuses on protecting the province's valuable fish and wildlife resources.

Public Prosecutions is responsible for prosecuting all offences pursuant to the *Criminal Code of Canada* and provincial statutes. Prosecutors appear in every level of court in the province and in the Supreme Court of Canada. Public Prosecutions also provides legal opinions and advice on criminal and criminal-related matters to policing agencies and other government departments that enforce provincial statutes.

Employees

In 2015-16, the department employed 1,541 individuals, including the Royal Newfoundland Constabulary (RNC). The overall gender breakdown for staffing in the department is approximately 48 per cent female (737) and 52 per cent male (804). Additionally, pursuant to the Provincial Policing Services Agreement and the Community Tripartite Agreements, in 2015-16 the Royal Canadian Mounted Police (RCMP) employed approximately 422 officers and 108 civilian members and support staff to provide frontline policing services in approximately 50 locations throughout the province. The Department of Justice and Public Safety officials and employees are also situated throughout the province.

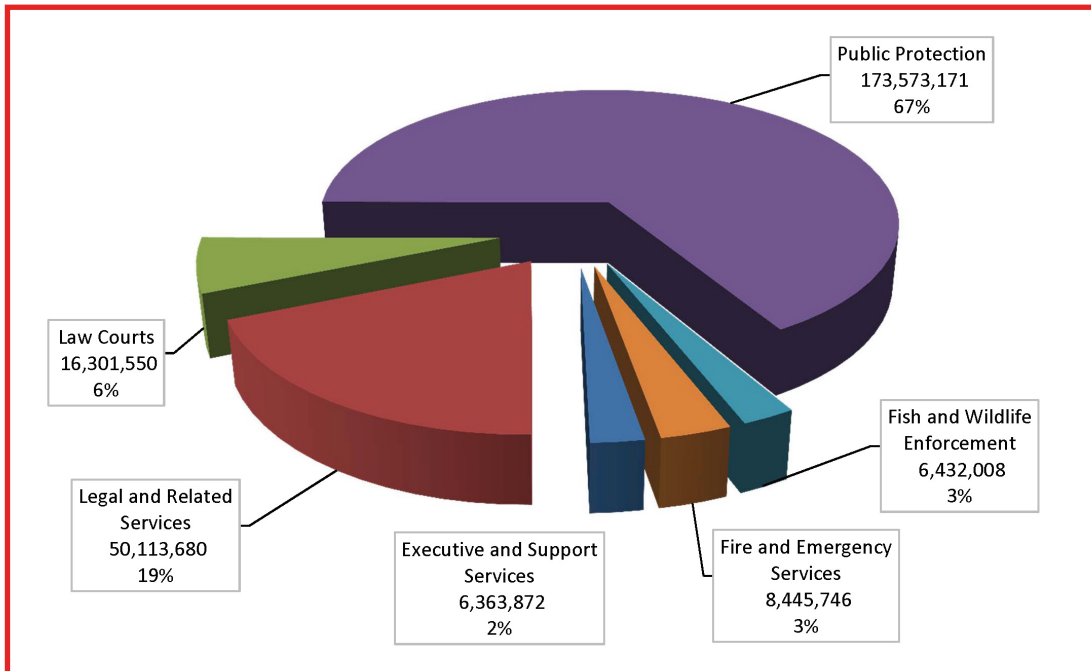
The Department of Justice and Public Safety employs lawyers, police officers, social workers, psychologists, counselors, correctional officers, youth care counselors, deputy sheriffs, fish and wildlife enforcement officers, information management specialists, administrators, financial managers, nurses, educators and administrative support staff. Efforts continue towards employment equity within sectors of justice and public safety that have historically been comprised of disproportionate numbers of males to females.

Budget

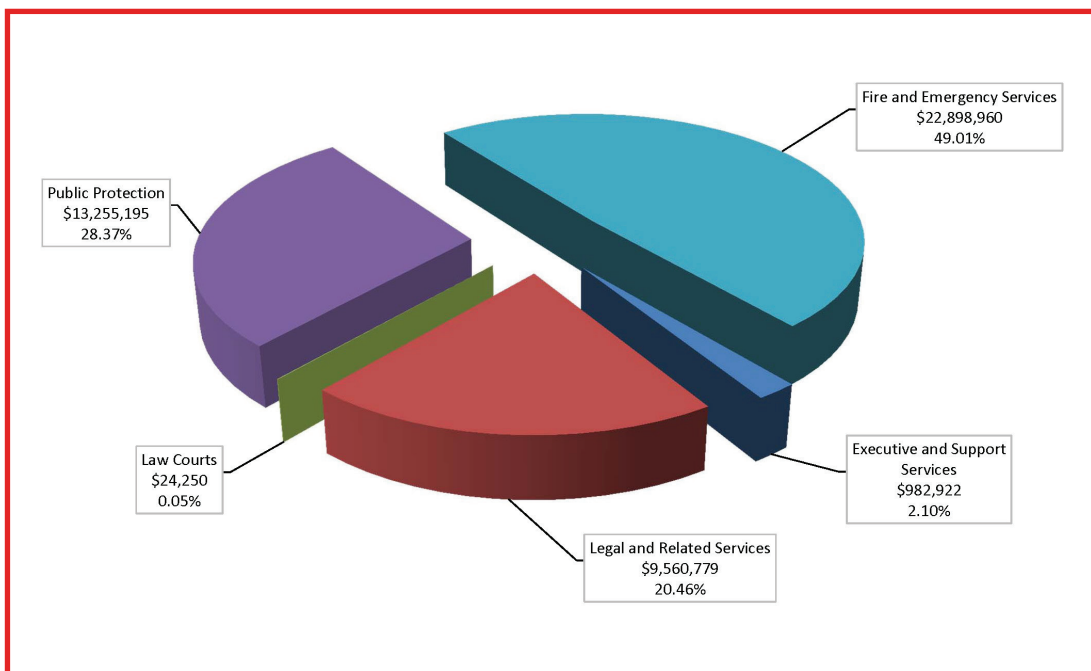
According to the Estimates of the Program Expenditure and Revenue of the Consolidated Revenue Fund 2015-16, the Department of Justice and Public Safety budget for the next fiscal year is \$251,935,700. The actual expenditures for 2015-16 were \$261,230,027 and the details can be found in Appendix A.

Financial Breakdown

Department of Justice and Public Safety Actual Expenditures
at a Glance Year Ended 31 March 2016



Department of Justice and Public Safety Actual Revenues
at a Glance Year Ended 31 March 2016



Shared Commitments

The Department of Justice and Public Safety recognizes the importance of collaborative relationships in fulfilling its mandate. This section highlights some of the key collaborative relationships that contributed to departmental achievements during the fiscal year. Please note that this is not intended to be an exhaustive list. In addition to the partnerships listed below, the department continued to be an active participant on many provincial horizontal initiatives, as well as on Federal/Provincial/Territorial committees and working groups. The department continued to work with numerous community agencies throughout the province.

Law Enforcement

Law enforcement agencies share many common goals and recognize that there are opportunities to collaborate and coordinate in the interests of public safety. These agencies continue to seek opportunities for resource sharing and joint planning.



Joint Police Initiatives

Joint Forces Operations continue between the RNC and RCMP through initiatives such as the Combined Forces Special Enforcement Unit-Newfoundland and Labrador (CFSEU-NL), the National Sex Offender Registry, Intimate Partner Violence Initiative, and Intelligence Units such as Criminal Intelligence Service Newfoundland and Labrador. The RCMP and RNC are also working together in cooperation with the Seniors Resource Centre of Newfoundland and Labrador to address the growing issue of elder abuse. Both police forces work together on significant investigations throughout the province on a day-to-day basis.

Royal Newfoundland Constabulary (RNC)

The RNC built on past relationships and developed new relationships with community groups during the past fiscal year. These relationships included Mothers Against Drunk Driving (MADD), Salvation Army, Coalition of Persons with Disabilities, LGBTQ Community, Safe Harbour Outreach Project, Association for New Canadians, Bell Aliant Pioneers, English School District, Seniors Resource Centre, NL Crime Stoppers, Crime Prevention Association NL, St. John's Citizens' Crime Prevention Committee, Mount Pearl Community Policing Committee, and NL Youth Justice Coalition.

In partnership with the Autism Society Newfoundland and Labrador (ASNL), the voluntary registry for people with Autism continued. The online registry promotes communication and provides police with quick access to critical information about a person with autism, who is registered. The registry can be found by visiting: <https://www.autism.nf.net/voluntary-autism-registry/>.

This was the final year of a three-year partnership with the Bell Aliant Pioneers to deliver “Mental Health First Aid for Youth” training to front line officers, other first responders and community groups in the province. The Bell Aliant Pioneers provided the RNC with \$250,000 to cover the costs of training and resource materials for this program, which was designed by the Canadian Mental Health Association.

Royal Canadian Mounted Police (RCMP)

The RCMP is committed to fostering valuable relationships with community partners. In 2015-16, the RCMP engaged with several key stakeholders including Citizen's Crime Prevention Committee NL, NL Coalition of Youth Justice, Safety Services NL, Public Legal Information Association NL, Injury Prevention Coalition NL, Coalition against Violence Avalon East, NL Network for Prevention of Elder Abuse, St. Johns Youth Diversion, Eastern Health Child Protection Assessment Team, Amber Alert, and Avalon Sexual Assault Response and Resource Team.

The RCMP continues to foster the longstanding and strong ties to the Aboriginal Community. Once again, Community and Aboriginal Policing Services North led the Toys for the North Christmas Project which included partnerships with RCMP Air Services as well as provincial and local business. In addition, the partnership with the Qalipu and Miawpukek First Nations continued through the continuation of summer student placements in RCMP local detachments.

Corrections and Community Services - Adult Custody

Corrections and Community Services works with many community partners in support of offender rehabilitation, accountability and victim safety. In 2015-16, Adult Custody:

- Partnered with Correctional Service Canada, through an Exchange of Services Agreement, to deliver the Integrated Correctional Program Model (ICPM) to inmates, as well as related facilitator training for staff. This model has several program streams that address a variety of criminogenic risk factors, such as addictions, family violence, anger management, and sex offender behavior.
- Continued to work collaboratively with a variety of community groups, including John Howard Society, Turnings, Stella's Circle and Canadian Mental Health Association, to enhance inmate supports and deliver programming.
- Worked with the provincial departments of Advanced Education and Skills and Health and Community Services; provincial agencies of Eastern Health and Labrador Grenfell Health; and, the Federal Department of Correctional Service Canada to deliver employment, education, programming, services and supports.
- Continued to benefit from significant volunteer services which support rehabilitative programming. Specific services included library, pastoral care, arts/crafts, and recreational services.
- Continued to partner with policing agencies which included the RNC, the RCMP, and CFSEU-NL. As well, Adult Custody is a member of Criminal Intelligence Service

Newfoundland and Labrador (CISNL) which shares intelligence information. CISNL is the provincial branch of Criminal Intelligence Services Canada.

- Partnered with Stella's Circle and Safe Harbor Outreach Project (SHOP) to provide both group programming, as well as individual program services at the Newfoundland and Labrador Correctional Centre for Women (NLCCW). Stella's Circle offers trauma, addictions and emotional management, as well as employment information sessions and resource planning to assist with release plans. SHOP offers a "Self-Care" series focusing on sexual well-being, sexuality, self-care and personal well-being. Both these partners assist with support services for offenders upon release into the community, including housing and outreach services.
- NLCCW worked with the St. John's Native Friendship Centre to celebrate National Aboriginal Day events. Offenders participated in a Smudging Ceremony, followed by a Talking/Healing Circle. Offenders also made a Feather Dressing craft and participated in a discussion about the importance and symbolism of the feather within some Aboriginal spiritual beliefs.
- Partnered with the Department of Advanced Education and Skills, Labrador Friendship Center, and College of the North Atlantic to offer a 12 week Employability Skills Program to 10 inmates at the Labrador Correctional Centre (LCC). The goal of this innovative program was to provide offenders with skills and certifications that will assist them to obtain and maintain employment upon release.

Corrections and Community Services - Adult Probation

Adult Probation continued to chair the Central Labrador Female Offenders Committee which meets on a quarterly basis. This Committee provides regularly scheduled opportunities for roundtable conversations with the exchange of information focused on:

- Services and Programs;
- Problem solving;
- Better ways of collaboration and cooperation; and
- Emerging Issues.

Participants include representation from:

- Mokami Status of Women;
- Libra House;
- Correctional Services Canada (CSC);
- Labrador Friendship Center;
- Sheshatshiu Innu First Nation;
- Nunatsiavut Government ;
- Adult Probation; and
- Adult Custody.

Adult Probation Officers worked with many community partners to provide effective correctional services to adult offenders throughout the province. This included membership in the CISNL, Crime Prevention, Communities Against Violence Committees and the Housing and Homelessness Coalition.

The Chief Adult Probation Officer represents the province at a national level on the Community Corrections subgroup of the Heads of Corrections. This group works collaboratively towards a coordinated Federal/Provincial/Territorial approach to community corrections.

Newfoundland and Labrador Youth Centre (NLYC)

Partnerships were enhanced between NLYC and Eastern Health through joint training initiatives in Dialectical Behaviour Therapy (DBT). Facilitators from NLYC and Eastern Health co-presented a DBT program orientation to youth secure custody staff and Eastern Health staff at the Tuckamore Treatment Centre. DBT is an evidence-based and empirically supported program designed to help individuals with behavioural, emotional and cognitive challenges.

The St. John's Native Friendship Centre delivered a bi-weekly program at NLYC which included a variety of cultural activities, including crafts and recreation.

The Alberta Construction Safety Association (ACSA) provided residents with an opportunity to complete workplace safety courses online. ACSA has provided free access for 100 youth to complete an on-line Workplace Safety course. In 2015-16, 10 youth participated in these online courses.

Corrections and Community Services - Victim Services

In enhancing responses to victims of crime, Victim Services was involved in many collaborative efforts during the past year, including:

- Federal/Provincial/Territorial committees on victims of crime, including the implementation of the *Canadian Victim Bill of Rights*, as well as a committee looking at the intersection between family law and criminal law responses to family violence;
- Avalon Sexual Assault Response and Resource Team (ASARRT) Development Committee, which seeks an enhanced and coordinated response to sexual violence and to prevent sexual violence in the Avalon Region; and
- NL Coalition Against Human Trafficking Inc., which is a group comprised of government, non-government agencies and community members who are interested in the eradication of human trafficking through public awareness, education, services to trafficked persons, and advocacy.

Office of the Public Trustee (OPT)

From June 1 – 3, 2015 the Public Trustee attended the National Association of Public Trustees and Guardians (NAPTAG) annual conference, held in Calgary, Alberta. One key purpose of NAPTAG is to share information common to all provinces and territories across the country, and to work towards implementing common best practices, where possible, within the confines of the individual provincial and territorial legislations.

In an effort to promote the roles and responsibilities of the Office, the Public Trustee was asked to speak at seminars held for the following groups during the year:

- Geriatric Psychiatric Clinic, held at the Dr. Leonard A. Miller Centre on September 15, 2015 for medical and other professional staff;
- *Adult Protection Act* Train the Trainer Seminar, held at the Confederation Building, West Block on September 16, 2015 for social workers from across the province; and
- Eastern Health Social Workers, held at the Health Sciences Centre on January 13, 2016 for social workers situate at the Health Sciences Centre.

The Public Trustee was asked to provide opinion and information concerning the Office to the following:

- *Adult Protection Act* Steering Committee, with monthly meetings concerning the overall enactment of the *Act*;
- *Adult Protection Act* Financial Abuse Subcommittee, with monthly meetings up to and including September, 2015 concerning the development and update of Financial Abuse Guidelines being used by social workers across the province; and
- Rules of Court Project, Estate and Guardianship Subcommittee, with monthly meetings up to and including January, 2016 concerning the review and revision of the Rules of Court for the Supreme Court of Newfoundland and Labrador.

Fish and Wildlife Enforcement Division (FWED)

During the past fiscal year, in its efforts to enforce laws related to protecting valuable fish and wildlife resources in the province, FWED partnered with the Salmon Preservation Association of Eastern Newfoundland, Witless Bay Conservation Group, Freshwater and Alexander Bay Ecosystem Corporation, Indian Bay Ecosystem Corporation, Nunatsiavut Conservation Officers, Department of Fisheries and Oceans, SeaWatch Guardian Program, and Quebec's Ministère des Ressources Naturelles de la Faune.



Additionally, FWED partnered with the Salmon Preservation Association for Western Newfoundland, the Canadian Wildlife Service – Enforcement and Compliance Branch, Canada Border Services Agency, Municipal Police Forces, as well as provincial counterparts in Alberta, Ontario, and Nova Scotia to conduct cross-jurisdictional investigations. Within the Provincial Government, FWED partnered with divisions and agencies such as Crown Lands, Provincial Parks, the Wildlife Division, and the Sheriff's Office.

FWED also continued partnerships with the RNC and RCMP, Criminal Intelligence Service NL and Canadian Armed Forces.

Highlights and Facts of Interest

Royal Newfoundland Constabulary (RNC)

The RNC is responsible for fostering and maintaining peaceful and safe communities through a full range of policing responses. While the RNC has the authority to act anywhere in the province, its service delivery covers 11 municipalities within the Northeast Avalon Region, the City of Corner Brook and the Labrador West Region.

Highlights for the RNC in 2015-16 are as follows:

RNC Memorial Campus

The official opening of the RNC Memorial Campus took place in September 2015. This building houses the training facilities which include a new lecture theatre, classrooms, computer training room, use of force scenario room, gymnasium and wellness centre. In addition, there are improvements in quartermaster stores, finance division community services, and the recruitment areas. RNC Memorial Campus also has a new co-operative daycare centre. The RNC Memorial Campus is a modern facility that will assist with training in various law enforcement agencies in the province.

Police Studies Program

In August 2015, the 11th anniversary of the Police Studies Program at Memorial University was celebrated with the graduation of 31 cadets who were sworn in as new recruits. Since 2005, 254 officers have been hired through this partnership with Memorial University.

Social Media

The RNC's social media has developed into a regular source of up-to-the-minute information to its followers. It has grown to almost 30,000 Twitter followers and is reaching upwards of 500,000 Facebook followers per month. In 2015-16, the RNC continued initiatives such as "Tweet Alongs", "Chief Chats" and "Live Tweets" from both the Communication Center and the RNC Stables. One of the most successful social media projects of 2015-16 was "Operation: Holiday Magic" launched as a means to inspire people to "pay it forward" with random acts of kindness. Looking forward to 2016-17, the RNC will focus on using social media to educate the public and improve overall traffic safety. Additionally, the "Wanted Wednesdays" initiative is expected to grow in 2016-17 as the scope of the program is expanded. "Wanted Wednesday" uses social media to post a photo and some information about a person that is wanted by police.

Awards and Recognition

The Coalition of Disabled Persons honoured the RNC with the Inclusion Award for its work in generating blue zone awareness and for assisting persons with disabilities in emergency preparedness.

The Canadian Forces Liaison Council recognized the RNC, both provincially and nationally, for supporting reservists and the important role they play in our country.



Mounted Unit

In September 2015, the RNC welcomed its newest Mount - Dr. Rich. His Honour, The Honourable Frank Fagan, Lieutenant Governor of Newfoundland and Labrador and Her Honour, Mrs. Patricia Fagan donated Dr. Rich to the RNC Mounted Unit, in honour of their son the late Dr. Richard Fagan. The RNC also has three other horses: Townshend, Fraize and Dobbin.

International Women's Day

International Women's Day was celebrated at all RNC detachments. This year's theme was "Pledge for Parity" to promote accelerated gender parity in areas of the world where progress has slowed. Members and civilians were invited to view a slide show highlighting the work of female officers from around the world.

Multicultural Week

Multicultural week was celebrated at RNC Headquarters, with a presentation from the Association for New Canadians on the Syrian Refugee Crisis. This was followed by a personal account from a new Canadian who lived in a refugee camp with his family for over 20 years. The Corner Brook and Labrador West detachments acknowledged the event with multi-colored lights on the RNC buildings.

Royal Canadian Mounted Police (RCMP)

The RCMP "B" Division provides provincial policing services to the Province of Newfoundland and Labrador under the 2012 Provincial Policing Services Agreement (PPSA). The RCMP provides frontline policing to approximately 82 per cent of the geography of the province and approximately 56 per cent of the province's population. Additionally, Community Tripartite Agreements provide enhanced policing in four Aboriginal communities located in Labrador.



Policing Priorities

The Newfoundland and Labrador RCMP provides policing services with the same five strategic priorities that guide RCMP officers across Canada:

- Serious and Organized Crime;
- Youth;
- Aboriginal Policing;
- National Security; and
- Economic Integrity.

Additionally, the Minister of Justice and Public Safety has set three provincial policing priorities that focus on the needs of the people and communities the RCMP serves in Newfoundland and Labrador. Developed in partnership with the Government of Newfoundland and Labrador, these three priorities are:

- Violence Prevention;
- Youth Crime Prevention; and
- Traffic Safety.

Key Statistics

303,805:	Square kilometres of Newfoundland and Labrador policed by the RCMP (approximately 82 per cent of the geographic landmass of the province).
17, 542:	Kilometres of shoreline policed by the RCMP.
677:	Communities policed by the RCMP in Newfoundland and Labrador.
290,155:	Newfoundlanders and Labradorians living in RCMP jurisdictions (approximately 56 per cent of total population).
514, 535:	Newfoundlanders and Labradorians served by RCMP Federal Policing units.
22,521:	RCMP <i>Criminal Code</i> files (excluding traffic and federal).
170,435:	Calls processed by RCMP Operational Communications Centre.
6,302:	RCMP referrals to Victims Services.
36:	Newfoundland and Labrador cadets who attended RCMP Depot Training Academy in Regina, Saskatchewan in 2015-16.

Qalipu and Miawpukek Summer Student Program

In 2015-16, Newfoundland and Labrador RCMP Community and Aboriginal Policing Services continued its support of the Qalipu and Miawpukek Summer Student Program. The program helps the RCMP learn more about the needs of the Indigenous communities it serves while providing solid work and life experience for Indigenous youth from our province. Nine post-secondary students from the Qalipu First Nation and the Miawpukek First Nation received training at RCMP headquarters in St. John's before working for the summer at RCMP detachments in Corner Brook, Deer Lake, Bay Roberts, Bay d'Espoir, Grand Falls-Windsor and Stephenville.

Commanding Officer's Indigenous Advisory Committee

This committee brings together representatives from provincial Indigenous groups annually, to discuss issues as well as the roles and responsibilities of the RCMP in Newfoundland and Labrador's Indigenous communities. The committee is an important component of the RCMP's planning process, providing an opportunity for the Commanding Officer to learn from and share ideas with committee members. This past year, as a result of input from the committee, cultural and community awareness packages were developed for employees who serve Indigenous communities in Newfoundland and Labrador.

Miawpukek First Nation Constable Position

In 2015-16, the RCMP re-established its partnership with the Miawpukek First Nation in Conne River. The RCMP partnered with the Miawpukek First Nation in Conne River and the Government of Newfoundland and Labrador to assign a full-time RCMP constable position to the community. This position is funded by the Band Council of the Miawpukek First Nation and the officer resides in Conne River.

Youth

One of the RCMP's five strategic priorities is to reduce youth involvement in crime, whether as victims or offenders. The current priority issues are: bullying; cyberbullying; impaired and distracted driving; substance abuse; and youth violence.

In order to reduce youth crime and victimization, the RCMP aims to:

- support sustainable long-term responses;
- support approaches that are consistent with the *Youth Criminal Justice Act*;
- focus on risk factors, prevention and early intervention; and
- promote youth engagement and empowerment.

Youth Leadership Workshop

Cyrus Nuna was selected as the representative from Sheshatshiu for the 2016 Youth Leadership Workshop held at the RCMP Training Academy (Depot) in Regina, Saskatchewan. During the workshop, Cyrus identified an action plan to address the impact of suicide and mental health on youth in his community. His ultimate goal is to raise funds for a fitness centre in Sheshatshiu where youth can improve their physical and mental wellness. Over the coming year, Cyrus will work with Cst. Dan Sharpe from the Sheshatshiu RCMP Detachment, as well as others to implement his action plan.

Seniors Advisory Committee

This committee provides the Commanding Officer with strategic advice and perspective on seniors' policing matters. The committee meets annually and is comprised of delegates representing seniors groups from across the province.

Over the past year, RCMP officers met with and presented to a number of seniors' groups around the province, including presentations by the Carmanville and Ferryland detachments on how to recognize and handle online and telephone scams and property crime. As well, in June 2015, Placentia RCMP participated in the Placentia Bay Age Friendly Fair, held to bring together seniors, youth, and community partners. Officers engaged with local seniors to hear their issues.

Traffic Enforcement

From January 2011 to December 2015, there were 136 fatal collisions on Newfoundland and Labrador roadways in RCMP jurisdictions. Excess speed, improper seatbelt use, alcohol impairment and aggressive driving were identified as key causal factors in many of these collisions. With these statistics in mind, RCMP Traffic Service's enforcement initiatives in 2015 focused on targeting these high risk driving behaviours and educating drivers about their responsibilities in keeping roadways in this province safe.

In December 2015, the Newfoundland and Labrador RCMP partnered with RCMP in New Brunswick, Nova Scotia and Prince Edward Island on a joint impaired driving social media campaign. The goal of the campaign was to prevent impaired driving deaths by educating the public through social media.

Economic Integrity

Financial gain is the motivating factor for a large number of criminal activities each year. There seems to be a growing number of financial scams aimed to deceive unsuspecting individuals into handing over money. Scams tend to be elaborate and have evolved to a high level of sophistication. B Division RCMP has listed financial crime as one of its priorities and has implemented a multifaceted approach, designed to help protect the public and bring charges against offenders.

Media alerts and public awareness campaigns are designed to educate citizens with the goal of eliminating crime at its source. RCMP members receive up-to-date training on how to recognize economic crime and the use of best practices in bringing cases to court. The RCMP is proactive in appealing to community partners such as the Canada Revenue Agency, for training opportunities from their subject matter experts, and corroboration in the laying of charges to ensure that offenders are prosecuted to the full extent of the law.

Healthy Workplace

The RCMP's "Road to Mental Readiness" and "Peer to Peer" counseling programs were launched in 2015-16 with the goal of supporting the health of all RCMP employees. These programs place an emphasis on maintaining a healthy work-life balance.

Combined Forces Special Enforcement Unit-NL (CFSEU-NL)

The Combined Forces Special Enforcement Unit - NL (CFSEU-NL) has a mandate to fight illegal drugs, organized crime and child exploitation in the province. CFSEU-NL is a joint policing initiative and is comprised of members of both the RNC and RCMP. It also works with other law enforcement agencies in Canada and throughout the world.

In 2015-16, there were 440 files assigned to CFSEU-NL. For the purposes of this report, information is organized under two categories: drug investigations; and child exploitation investigations.



Charges Laid in Relation to Drug Investigations

During this fiscal period, 44 people were charged with 26 offences under the *Criminal Code of Canada* and 104 offences under the *Controlled Drugs and Substances Act (CDSA)*.

Drugs Seized

Drugs	Amount
Marijuana	653 pounds
Hashish	44 pounds
Cocaine	12.5 kilograms
Shatter	2 kilograms
MDMA (a.k.a. Ecstasy)	2 kilograms
Prescription Pills including Morphine, Tamazepam, Percocet, Clonazepam, Seroquel, Oxycontin, Dilaudid, LSD, Oxycodone, Codeine, Ritalin, Fentanyl, Hydromorphone, Oxy Neo, Valium, Ecstasy	7,263.5 pills
Cigarettes/Tobacco	657 cartons
<i>Note: The total street value of drugs seized is approximately \$8,000,000. Also seized was \$252,825 in Canadian currency.</i>	

Weapons and Property Seized

Weapons	Amount
Firearms (including rifles, shotguns and hand guns)	7
Ammunition	118 rounds
Stun gun	1
Bear spray	1
Butterfly knife	1
Bulletproof vest	1

Examples of Significant Arrests

In May 2015, a Tracking Warrant and General Warrant were executed 10 kilograms of cocaine, 300 pounds of marijuana, two kilograms of shatter, and two kilograms of pure MDMA (a.k.a. ecstasy) were seized. Charges were laid against one male.

In June 2015, an investigation resulted in the execution of a Tracking Warrant and General Warrant where nine pounds of marijuana, a half kilogram of cocaine and 276 Oxycontin were seized. Charges were laid against two males.

In September 2015, a CDSA Warrant was executed and resulted in the seizure of 20 kilograms of hash, 20 pounds of marijuana and \$115,000 in Canadian currency. Charges were laid against two males and one female.

Examples of Significant Arrests

In June 2015, a CFSEU-NL investigator posed as a 13 year old female from Newfoundland and Labrador in an open chat room online. Within two minutes of entering the chat room, the investigator was approached by a suspect. The suspect claimed to be 39 years old and from the US. The suspect continued to chat with the investigator intermittently between June 13-16, and during that time sent sexually explicit images of himself and requested nude images of the 13 year old girl (the investigator's on-line persona). On March 10, 2016, investigators in Pennsylvania searched the home of a 59 year old male. He was arrested, remanded on \$50,000 bail and charged with one count each of unlawful contact with a minor and criminal use of a communication facility.

In July 2015, the CFSEU-NL, with assistance from the Canada Border Services Agency (CBSA), identified a male who sexually exploited a child from the Netherlands. The male had used the Internet and several fictitious documents to lure the young girl for nude photographs. As well, the male travelled to the Netherlands several times to meet the underage person. With assistance from International police agencies, the young girl was identified and participated in the investigation which resulted in the male suspect being charged for several Internet Child Exploitation related offenses and frauds; more charges are anticipated.

A file was received from the Nebraska State Patrol Task Force Coordinator after receiving a complaint that a 12 year old female was sending naked images to someone unknown and receiving images back. A search warrant was executed in April 2015; a male was arrested and the matter is still before the courts.

Other Activities

Numerous training exercises were completed by CFSEU-NL members throughout the fiscal year, including Drug Investigative Techniques, Organized Crime, Team Commanders, Surveillance, Mental Health/First Aid and the Intrusion Team Commanders Course.

CFSEU members visit school grounds at junior high and high schools during lunch hours to look for and deter drug activity.

Six drug presentations were delivered to professional groups such as physicians, pharmacies and oil companies. ICE Unit members presented to the RNC Recruit class, and delivered presentations to 2,500 Junior High and High School students on cyberbullying, social media, child pornography and Internet luring during fiscal year 2015-16.

Office of the High Sheriff

The Office of the High Sheriff provides the following services: Court Security; Civil Enforcement; Jury Administration; and Service of Documents.

Fiscal year 2015-16 was a busy year for the Office of the High Sheriff, as it was the second year of a three year plan to implement changes contained in the DesRoches External Review.



Court Security

The following job competitions were conducted as a result of the DesRoches Report recommendations:

- The Court Security Branch completed a recruitment process to hire five Deputy Sheriff Officers during 2015-16. The successful candidates will assume these positions in May 2016 and will fill vacancies in Corner Brook, Wabush, Gander, and Grand Bank.
- Another competition was initiated in 2015-16 to hire three Deputy Sheriff I positions for Supreme Court Trial Division in St. John's. These officers will staff the new Point of Entry Screening equipment when it becomes operational.

Other significant hires and achievements of the Court Security Division are outlined in the Report on Performance Section of this report.

Civil Enforcement

The Judgment Enforcement registry is a computerized province-wide registry of Court Orders. Judgment enforcement collects and disburses trust monies received as a result of enforcement of court orders. It is also responsible for the collection of fees as set out in the Sheriff's Office Fee Schedule. In 2015-16, Judgment Enforcement collected \$3.3 million in trust funds and \$2.1 million in fees that were paid into the consolidated revenue fund.

Judgment Enforcement Registration	
Number of Judgments 2015-16	
Type of Registration	Quantity
Small Claims	770
Wage Claim	47
Support Order	579
Notice of Judgment	4,727
Possession Order	99
Ship Arrest	5
Other Order	3
Total	6,230

Judgment Enforcement Registrations	
Number of Registrations by Source of Entry 2015-16	
Source	Quantity
Sheriff's Office	775
Remote User (Website)	995
Small Claims Court (Remote)	761
Fines Administration (Remote)	3,607
Advanced Education & Skills (Remote)	38
Labour Relations Agency (Remote)	54
Total	6,230

Registered Remote Clients		
Judgment Enforcement Registry and Supreme and Provincial Court E-Filing as of March 31, 2016		
Client Category	Number of Clients	Number of Users
Government Departments	19	124
Registered External Remote User	675	1,355
Provincial Court Small Claims	11	35
Sheriff's Office	2	15
Total	707	1,529

Note: an organization is considered the client, and this client may have more than one authorized user.

Jury Administration

The institution of trial by jury has been a cornerstone of our criminal justice system. Through participation in the jury system, the people of the province play a direct role in the administration of justice. The jury system is an important safeguard in democracy and represents one of the citizen's most important civic duties.

Number of Jury Trials by District in 2015-16		
District	Trials	
	Scheduled	Proceeded
Corner Brook	1	0
Gander	6	3
Grand Bank	5	2
Grand Falls - Windsor	3	0
Happy Valley - Goose Bay	2	0
Labrador City - Wabush	1	0
St. John's	15	3
Total	33	8

Service of Jury Summonses 2015-16	
Summonses	Regular Mail
Issued	9,317
Served	8,036

Service of Documents

The Office of the High Sheriff is responsible for the service of criminal, civil, and general documents for the Supreme Court, Provincial Court, Unified Family Court, Fines Administration, Police Liaison Office, RCMP, Government Departments and Agencies, out-of-province clients, general public, and the legal community.

Service of Documents Program 2015-16					
Document Type	Assigned	Served	Unable to Serve	Attempts	Red Flag*
Criminal	3,657	3,093	564	5,153	216
General	550	490	60	930	57
Civil	- Certified Mail	859	832		
	- Regular Mail	840	801		
	- Personal Service	272	246		
	- Fax	24	24		
Total Civil	1,995	1,905	90	N/A	N/A
Total Documents	6,202	5,488	714	6,083	273

*NOTE: Red Flag is any document that is required to be served within 7 days.



Fish and Wildlife Enforcement Division (FWED)

The Fish and Wildlife Enforcement Division (FWED) is responsible for the enforcement of provincial and federal laws and regulations relating to the province's fish and wildlife resources. FWED consists of a team of highly specialized officers trained in areas of investigative techniques, search warrants, surveillance operations, and legal procedures.

Primary efforts are directed towards illegal and organized poaching activities that are having the most detrimental impact on the province's natural resources.

FWED Headquarters is located in Corner Brook with Regional Offices in St. John's, Corner Brook, and Happy Valley-Goose Bay. FWED also has nine Detachment Offices and five Satellite Offices strategically located throughout the province.



Enforcement Efforts 2015-16

FWED Officers were busy during the last fiscal year. Enforcement efforts continued in Labrador to protect threatened caribou populations.

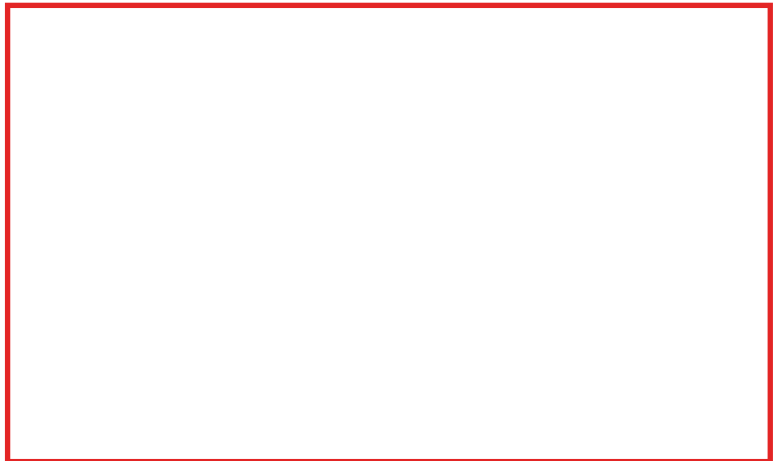
Of particular concern this fiscal year, were increases in the number of firearms violations (e.g., carrying a loaded firearm in a vehicle and discharging a firearm from a highway) and in violations related to illegal moose hunting.



In total, FWED received 581 complaints of illegal activity and issued 1,176 charges.

Complaints in 2015-16

Complaint	#	% of total
Fishing	210	36.1
Big Game	241	41.5
Small Game	61	10.5
Firearms	44	7.6
ATV/ Snowmobile	7	1.2
Other	18	3.1
Total	581	100



Violations in 2015-16

Violations	#	% of total
Fishing	162	13.8
Big Game	182	15.5
Small Game	105	8.9
Firearms	267	22.7
ATV/ Snowmobile	454	38.6
Other	6	0.5
Total	1,176	100



Wildlife Officer of the Year Award

On September 27, 2015, Officer Nathan Hodder of the Gander Detachment was presented with the “2014 Newfoundland and Labrador Wildlife Enforcement Officer of Year” Award. The award formally recognizes an officer within FWED who stands out amongst his or her peers and exemplifies high standards of work and dedication. Officer Hodder was also the recipient of the 2014 Shikar-Safari Club International Wildlife Officer of the Year Award. The Shikar-Safari Club International is recognized worldwide for its efforts in the protection, enhancement and preservation of wildlife, and the club presents the award annually to wildlife enforcement officers in Canada and the United States. Officer Mark Pritchett of the Wabush Detachment was recognized as Officer of the Year for Labrador region, and Officer Mark Gillam was recognized as Officer of the Year for Western region.

Community Involvement and Outreach

During 2015-16, officers continued to be engaged in a variety of community events such as the Law Enforcement Torch Run, Special Olympics, numerous Christmas parades and toy drives, community cleanups, and frequent visits and presentations to schools, youth and user groups. A special highlight during 2015-16 was involvement in the “Special Olympics Canada 2016 Winter Games” held February 29 - March 6 in Corner Brook. Officers played an active role in the “Final Leg Torch Run”, as well as the opening ceremonies and medal presentations. Superintendent Barry White along with special olympian David Moores had the honour of lighting the flume to open the games.



FWED continued to operate and maintain a website (www.stoppoaching.ca) and Twitter account (@FWE_GovNL), as well as a 24/7 poaching complaints telephone line (1-877-820-0999) for public tips with officers available to action complaints at all times. Also during 2015-16, FWED launched a poster campaign promoting key messages of firearms safety and encouraging residents to report illegal activity.

Put poachers in focus.

Report suspected poachers 24/7 **anonymously** and help save our valuable fish and wildlife resources.
1-877-820-0999 | www.stoppoaching.ca

Fish and Wildlife Enforcement
Follow us on Twitter @FWE_GovNL



Corrections and Community Services Division – Adult Corrections

Adult Corrections is responsible for five correctional facilities throughout the Province, namely Her Majesty's Penitentiary (HMP), Newfoundland and Labrador Correctional Centre for Women (NLCCW), Bishop's Falls Correctional Centre (BFCC), West Coast Correctional Centre (WCCC), Labrador Correctional Centre (LCC), and two detention centres located in Corner Brook and St. John's. Adult Corrections accommodates and manages sentenced and remanded individuals and provides programs and services to assist offenders in reintegrating upon release.



A Victim Liaison Officer Program exists within each institution. Correctional Officers within adult corrections facilities are important bridges for communication for victim information and provide a connection to victim services staff and case management staff, in the interest of victim and community safety.

Programming

Adult Corrections offers a variety of correctional programs that address the risk level of those incarcerated and the factors that contribute to criminal behaviour. Programming is provided to address the following areas: addictions, family violence, anger management, adult education, and employment training needs. All sites offer addictions programming with a variety of intensities and durations. Adult Basic Education is offered at all sites and General Educational Diploma's (GED's) have successfully been obtained. Employment training is offered through construction safety courses. Pro-social recreational activities are available at various sites.

A Federal Integrated Correctional Program Model (ICPM) is offered at several Adult Corrections facilities and is open to both federal and provincial offenders. ICMP is based on the most effective offender programs identified by Correctional Service Canada (CSC). These programs have been proven to significantly reduce reoffending. The program model targets the multiple risk factors common to most offenders in an efficient and comprehensive way. Offenders learn to understand the risk factors linked to their criminal behaviour and develop skills to address challenging and stressful situations. Offenders learn to set goals and solve problems, to manage behaviour and develop interpersonal, communication and coping skills.

Mental Health services are available at all Adult Correctional facilities through a variety of modalities including psychiatric and psychological intervention, general case management intervention and specialized services with Canadian Mental Health Association (CMHA).

Culturally specific programs are being offered at LCC and NLCCW, including the provision of Aboriginal Prison Liaison Services and cultural events such as Aboriginal Day Celebrations. LCC has a permanent sweat lodge constructed on its property.

All inmates have access to pre-release planning to promote greater success upon release.

Statistics

Adult Correctional Facilities	
	#
Provincial Terms	735
Provincial Intermittent	239
Federal Term	96
Federal Parole Suspension	120
Remand	1,006
Immigration Order	3
Provincial Parole Suspension	8
Judge's Order	8
Total # of Admissions	2,215
Total # of individuals Admitted	1,366

Lock-ups (St. John's and Corner Brook)	
	#
Arrests	1,038
Admissions under the <i>Detained Intoxicated Persons Act</i>	612
Admissions under the <i>Mental Health Care and Treatment Act</i>	3
Warrant of Arrest	252
Total # of Admissions	1,905
Total # of individuals Admitted	1,283

Programming Offered	# of Participants
Integrated Correctional Program Model	86
In Reach Mental Health services (CMHA)	25
Moderate Intensity Management of Offender Substance Abuse Program (MIMOSA)	57
Sex Offender Intervention	17
Addictions Treatment Groups	363
Impaired Drivers Workshops	57
Gender Specific Services	108
Construction Safety Courses	224

Other Programming Opportunities

Healthy Baby Club is offered to offenders who are pregnant and focuses on healthy decision making during pregnancy and other relevant areas such as breast feeding, healthy eating, financial services and outreach services available upon release.

WCCC entered a new partnership with the Canadian Mental Health Association (Western NL) to deliver life skills programs to the inmate population. Some of the topics delivered in this program include: anger management and self-awareness, establishing supports in the community, managing money, and wellness.

Professional Development/Training

Road to Mental Readiness (R2MR) is a program designed for a first responder workplace setting. The program helps employees create a supportive environment, strengthen organizational culture, and contribute to a healthy workplace. In an effort to promote sustainability, R2MR is delivered as a five-day, train-the-trainer model where participants become facilitators and deliver both training packages (eight-hour and four-hour) to their co-workers. This program is offered to various areas. In fiscal year 2015-16, one employee from Her Majesty's Penitentiary was trained as a facilitator.

In-reach Opportunities

- “Workin’ it 2” Employment/Training Fair was successfully held again this year at HMP. Thirty community partners, including Keyin Tech, Academy Canada, Eastern Health and College of the North Atlantic participated to discuss options and opportunities for training and employment with more than 100 inmates;
- A Mental Health Fair was held at HMP to provide inmates with the opportunity to listen to presentations related to mental health including addictions, living successfully with a mental illness, mindfulness, coping while incarcerated, and the connection between physical and mental health;
- The College of the North Atlantic offered Orientation to Trades and Technology (OTT) information sessions to NLCCW offenders; and
- “Improving Health My Way” was delivered by Central Health at the BFCC. Fourteen inmates participated in this six week program which targets individuals experiencing chronic illness or who have family members experiencing chronic illness.

Facility Enhancements

- The Intermittent Unit at HMP was renovated to accommodate the short-term housing of female inmates;
- Cameras and camera servers were upgraded at HMP and St. John’s Lock-Up (SJLU) to enhance safety and security; and
- The inmate phone system was installed in all facilities which enhances security and provides lower priced calls for inmates.

Community Involvement and Outreach

BFCC partnered with the Lions Club to recycle used eyeglasses. Since its start in November 2015, BFCC inmates have donated approximately 1,000 hours towards the recycling program and approximately 30,000 pairs of eyeglasses have been processed. Glasses will be distributed worldwide by groups such as “Broken Earth”.

The BFCC Garden Program had a successful year, despite the challenging growing conditions of the season. The program donated 500 pounds of potatoes to the “Grand Falls-Windsor and Bishop’s Falls Community Food Bank”.

Corner Brook Detention Centre (CBDC) Staff volunteered with the National Special Olympics Winter Games in Winter 2016 and assisted with the opening ceremonies. WCCC, CBDC, NLCCW, and HMP correctional staff took part in Law Enforcement Torch Runs to raise funds for the benefit of Special Olympics. Corrections and policing staff have participated in this worthwhile run for many years.

Her Majesty’s Penitentiary Honor Guard attended the Remembrance Day, Canada Day, Fallen Officers and National Day of Mourning Memorials.



LCC continued its Garden Green Project and donated vegetables to local food banks.

The BFCC Shop Program/Giving Back to the Community completed numerous projects this fiscal year. Some of the projects included:

- Bishop's Falls Community Garden: 20 gardening boxes and 6 picnic tables were built;
- Town of Point Leamington: wooden train and benches constructed for Day Park;
- Leading Tickles School Parents Association: double chair with table constructed;
- Violence Prevention South and Central: assisted with the completion of a duplex for subsidized housing; and
- Operation Smile: inmates built a trellis and proceeds were given to "Operation Smile" which provides free surgeries to repair cleft lip, cleft palate and other facial deformities for children around the globe (www.operationsmile.ca).



The "New Leash on Life" (NLL) Canine Handler training program continued at NLCCW and involved the participation of inmates, staff and community volunteers. Inmates are responsible for a dog and its training and the dogs receive care, attention and an improved chance of adoption.



Additional Matters of Interest:

Videoconferencing is an important tool utilized for visits, counseling, intervention, some court appearances, and assessments. This technology enhances access to services and resources for inmates.

Institutional clothing was implemented at HMP in January 2016 for all inmates to enhance safety for staff and inmates at HMP.

Corrections and Community Services Division - Newfoundland and Labrador Youth Centre

The Newfoundland and Labrador Youth Centre (NLYC) is the only secure custody facility for youth in the province. Treatment services are delivered by an interdisciplinary team, using individual, family, and group counseling. A community-based Pre-Trial Services Program is also offered in St. John's to provide bail supervision and youth diversion programs.



During fiscal year 2015-16:

- A contractual Art Therapist position continued with funding through Justice Canada. This assists youth to explore and express emotions through creative options including sketching, painting, music, and leather work. The Art Therapist and Youth Care Counselors facilitated a program with residents to paint a mural with a mixture of scenes from Newfoundland's Mad Rocks, Spaniards Bay, and Carbonear. This painting is located in the central Control area of the NLYC and proudly represents the youths' creativity and artistic expression.
- During National Addictions Awareness Week (NAAW), Addictions Prevention Consultants with Eastern Health partnered with the NLYC to deliver a "Mind, Body, Spirit Day." The day focused on helping young people understand and talk about behaviours that can impact their physical, spiritual, mental and emotional health. Youth took part in activities to learn ways to reduce their risk and harm from alcohol and other drug use and ways to promote positive mental health.
- A Trauma Informed Working Group was formed to promote a trauma-informed culture among staff and residents. This interdisciplinary group developed policy and training initiatives. Staff replacement costs for this working group were funded through Justice Canada.

Training

The following training occurred this fiscal year to continue to support a therapeutic approach of best practices in secure custody. All of these were funded by Justice Canada through the Intensive Rehabilitative Custody and Supervision (IRCS) Agreement:

- Dialectical Behaviour Training (DBT) for all permanent staff;
- Mindfulness Training for DBT facilitators;
- Secondary Trauma Training – Train the Trainers; and
- Mental Health First Aid for all staff.

Key Statistics

- 305 admissions (involving 86 different individuals) at NLYC; and
- The average daily population was 7.64.

Admission Statistics

Admission Type	#
Overnight Arrests	193
Total Remand (This includes 6 Psychiatric Assessments and 2 Provincial Director Remands.)	84
Secure Custody	24
Other Admissions (held for court during lunch hour)	4
Total Admissions	305 (219 Males and 86 females)
Pre-Trial Services Program Total Admissions	52 (38 males and 14 females)

Corrections and Community Services Division – Victim Services

Victim Services provides support to victims of crime in the criminal justice system. Key activities during fiscal year 2015-16 included:

- The introduction of the Canadian Victims Bill of Rights (CVBR) which improved the plight of victims involved with the criminal justice system. Educational sessions were delivered to justice professionals and it is anticipated that this training will need to be broadened to include partner departments, agencies which provide services to victims, and others.
- With Federal support, Victim Services held its annual in-service for all Regional Coordinators, and three personnel from Family Justice Services attended some of the sessions. Topics included: youth addiction services, victim notification of youth offender release into community, the employee assistance program, client service delivery, and best practices.
- With partnership funding from Justice Canada, Victim Services ran four radio ads providing information on the Victim Services Program.
- Senior staff attended a workplace mental health workshop and a Victim Services Regional Coordinator was trained as a facilitator of this workshop.
- Victim Services in Grand Falls-Windsor partnered with the Department of Advanced Education and Skills to deliver a presentation on victim services to each Women's Transition Group.
- Victim Services in Grand Falls-Windsor participated in a panel discussion for the National Victims of Crime Awareness Week 10th Anniversary in partnership with Violence Prevention South and Central.
- The Victim Services Regional Coordinator in Marystown chairs the Burin Peninsula Voice against Violence (Regional Coordinating Committee with the Women's Policy Office). The committee organized a number of initiatives including the first Pride Parade on the Burin Peninsula and a flag raising, and the annual International Women's Day luncheon which brought together 125 women.

- The Victim Services Regional Coordinator in Port Saunders is a member of the Committee for Healthy Communities and was involved in organizing and facilitating information sessions on mental health, displays on anti-violence, Seniors Lunch and Learn, Girls Program aimed at fostering life skills in young women, international Women's Day dinner, and developed the citizenship award for students in the area who promote and live an anti-violence lifestyle.
- In January 2016, the Victim Services Regional Coordinator in Happy Valley-Goose Bay attended the first National Summit on Missing and Murdered Indigenous Women and Girls in Winnipeg.
- Nunatsiavut Government invited the Victim Services Regional Coordinator in Nain to attend and provide support to families attending a roundtable in Ottawa for family members of Missing and Murdered Indigenous Women and Girls.

Referrals actioned by Regional Offices from April 1, 2015 to March 31, 2016:

Location	#	Location	#	Location	#
Carbonear	444	Grand Falls-Windsor	439	Port Saunders	153
Clarenville	239	Happy Valley-Goose Bay	482	St. John's	3,494
Corner Brook	374	Marystown	200	Stephenville	473
Gander	372	Nain	157	Total	6,827

Corrections and Community Services Division – Adult Probation

Probation is a court-imposed, community-based sentence, designed for offenders who require supervision, control and counseling. Adult Probation is responsible for:

- Providing pre-sentence reports to assist the court in determining the most appropriate sentence in a specific case; and
- Administering community-based sentencing alternatives through which the courts may satisfy a range of sentencing objectives, including: Community Supervision; Community Service Order Programs, in which offenders are ordered by the court via a probation order to perform a specified number of non-paid hours of work for a non-commercial community based agency; and compensation enforcement or monetary payment by an offender for actual loss or damage to property as a result of an offence.

In 2015-16, there were:

- 1,624 admissions;
- 572 Pre-sentence Reports requested; and
- Approximately 1,600 risk assessments completed.

The 33 Adult Probation Officers in Newfoundland and Labrador work under the legislative authority of the *Criminal Code* of Canada to manage adult offenders who have been sentenced to community supervision in the form of either a Conditional Sentence Order or a Probation Order.

Adult Probation practices are based on structured assessment tools utilized for offender rehabilitation. The offender's risks and needs are targeted in rehabilitative intervention.

Adult Probation Officers prepare Pre-sentence Reports at the request of the Court. These reports are used by the Court to aid in the sentencing process. This year there were 572 Pre-sentence Reports requested by the Court.

Adult Probation has assigned an Adult Probation Officer to the Family Violence Intervention Court (FVIC) in St. John's and a second Adult Probation Officer to the pilot site located in Stephenville. These employees are part of the team of case management professionals, including Victim Services, Legal Aid, John Howard Society, Child Youth and Family Services, who provide expertise to this specialty problem-solving court.

Family Justice Services Division (FJS)

FJS assists families in resolving separation and divorce issues. It emphasizes the best interest of children and promotes dispute resolution outside the Court process. Family Justice Services provides the following services:

- Parent information session on family law and parenting after separation;
- Dispute resolution in cases of custody, access, and child support; and,
- Counseling services for children and their families, as determined by FJS.

Evaluation

FJS has been collaborating on federal research initiatives through the Coordinating Committee of Senior Officials. FJS continues to be engaged in an evaluation project with Justice Canada that entails obtaining feedback from consumers via the Parent Information Survey and the Mediation Exit Survey, as well as a consent form that allows FJS clients to be contacted by Justice Canada for a future on-line survey. All are intended to solicit feedback from clients of the program to improve service delivery.

Staff/Management Development

FJS staff has had the opportunity to attend various sessions throughout the year, including: Critical Incident Group Debriefing training; Non-violent Crisis Intervention; Mental Health first aid sessions; Working Mind sessions (mental health in the workplace); Project Management workshop; and Occupational Health and Safety sessions.

Funding

FJS received funding from the Department of Justice Canada under the Family Justice Initiatives of the Supporting Families Fund to support the delivery of services and programs. It funded salaries, software licences, and other general operating expenses.

Community Collaboration through Group Work

FJS staff in Corner Brook and St. John's partnered with a local school (Paradise Elementary) to offer "It's Okay". This is a support group for parents and children experiencing separation and divorce. Two groups ran simultaneously; one for children and the other for their parents. Topics included: understanding divorce; new family members; learning how the court system works for families; nurturing self-concept and self-esteem; and learning how to cope with feelings and situations related to separation and divorce. Survey feedback collected from child and adult participants was positive and will be analyzed to enhance and improve future programming in this area.

Collaboration with Public Legal Information Association of Newfoundland and Labrador (PLIAN)

FJS staff reviewed and provided feedback to PLIAN on their new website, myparentsliveapart.ca, which is intended to provide basic information about family law to children and youth who are dealing with parental separation and divorce.

Parent Information Sessions

In 2015-16, FJS offered 196 parent information sessions across the province. These sessions entitled “Living Apart...Parenting Together” provide information that helps parties to make careful and informed decisions for the best interests of the children. Topics include: services offered by FJS; the separation experience from both the child’s and parent’s perspective; communication; as well as general family law information related to custody, access and child support orders.

Community Information Sessions/Contacts

FJS staff had contact with, and provided information about, FJS to a number of groups including: Janeway Family Centre, Eastern Health Developmental Practitioners (with a focus on sharing information about the impact of separation/divorce on children with special needs), Child, Youth and Family Services, and Hope Haven Transition House staff (Labrador West).

In addition, FJS attended the Sheshatshiu Community Justice Forum round-table session and an Afternoon Tea presentation on family law-related topics in Stephenville, supported by the RCMP and Bay St. George Women’s Centre.

Fines Administration Division

The Fines Administration Division is responsible for the processing, billing and collection of:

- Fines imposed by the Provincial Court of Newfoundland and Labrador;
- Fines issued by a ticket and related penalties and surcharges;
- On a fee-for-service basis, traffic tickets for third parties including municipalities, hospitals, university campuses and colleges; and,
- Fines collected by the Provincial Court of Newfoundland and Labrador which are overdue.

The Division provides the public with the ability to pay tickets and fines in person, on-line, through the mail and by telephone. The Division’s collection unit is responsible for collection of overdue fines. Clients who are unable to pay all of their fines immediately can work with collection staff to find a suitable payment arrangement.

During fiscal year 2015-16, Fines Administration:

- Continued efforts to improve the collection of outstanding fines;
- Completed the establishment of a Central Web Receipting site which enabled on-line payment, thereby making it easier for people to pay fines; and
- Finalized a cross-jurisdictional review to identify best practices in collections utilized by other provinces.

Other collection activities in 2015-16 included:

- \$10.6 million in fines was collected, of which \$8.7 million was provincial revenue and \$1.9 million was collected on behalf of third parties (i.e. City of St. John's and Memorial University);
- \$786,400 was collected in Provincial Victim Fines Surcharges, from automatic assessment on Summary Offence Tickets, as well as imposition in court;
- \$750,800 was collected in Late Payment Penalties, which are assessed on all overdue fines; and
- \$1.2 million was collected using the process of filing fines with the Canada Revenue Agency.

Support Enforcement Division

The Support Enforcement Program performs a number of services related to the collection and distribution of court-ordered funds for support, maintenance or alimony. The authority for the establishment of the agency lies under the *Support Orders Enforcement Act, 2006*.

During fiscal year 2015-16, the Support Enforcement Division:

- Collected \$40.9 million in support payments, which totals \$573 million collected by Support Enforcement Program since its inception;
- Issued 92,667 support cheques, 91 per cent of which were issued by electronic funds transfer;
- Had 6,659 active cases registered at year end;
- Processed 3,494 Support Orders; 2,761 under the *Family Law Act*, 645 under the *Divorce Act* and 88 under the *Interjurisdictional Support Orders Act*;
- Had 65,572 web portal visits. Of these, 56,267 visits were by the creditor, 4,238 visits were by the debtor and 5,067 visits were by reciprocating jurisdictions;
- Responded to 2,710 web portal text messages as a result of the new functionality added to the system which enables direct and secure communication with clients;
- Issued 3,079 new employer garnishments and varied 1,792 existing employer garnishments;
- Issued 1,033 new federal interceptions;
- Issued 525 drivers licence suspension warnings and 268 licence suspensions; and
- Developed a new electronic payment system which allows for faster and more efficient processing of payments between jurisdictions.



Civil Division

The Civil Division of the Department of Justice and Public Safety is government's law firm and provides legal advice to all government departments and represents government in court and before administrative tribunals. In the Civil Division there are 38 lawyers in four units: the Family Litigation Unit, the Central Agencies and Justice Policy Unit, the Corporate Commercial Unit and the Civil Litigation Unit.

The Family Litigation Unit

There are nine lawyers in this unit including the Manager. Solicitors based in St. John's provide services to the Department of Child, Youth and Family Services (CYFS). Additional members of the Unit are embedded in CYFS locations in Corner Brook, Happy Valley - Goose Bay, and Grand Falls - Windsor. Services provided by this unit include representing regional directors of CYFS in matters of child protection and family services throughout the Province. The increasing complexity of files, issues relating to new legislation, and changes to the underlying legislation have all required an expansion of this Unit in recent years.



The Litigation Unit

The Litigation Unit handles civil litigation in which the Province is a party either as a defendant/respondent, or as a plaintiff/applicant. There are nine lawyers in this unit, including the manager. A wide range of files are litigated ranging from complex class actions and Charter challenges in the Trial Division to routine matters and debt recovery in Provincial Court. The litigation unit handles civil appeals before all levels of court, including the Supreme Court of Canada. The members of the unit appear in Federal Court and before administrative tribunals and inquiries. Members of the litigation unit frequently attend discoveries with government employees in matters where the Province is not a party and they regularly provide strategic advice to Departments in contemplation of litigation. During 2015-16, the unit was responsible for 661 litigation files of which 118 were opened during the year and 97 were closed. Disbursements on these files totaled \$4,654,366.

The Corporate Commercial Unit

The Corporate Commercial Unit has nine members (with two current vacancies), including the manager, and currently provides commercial legal advice generally and to the Departments of Finance, Service NL, Transportation and Works, Business, Tourism, Culture and Rural Development, Natural Resources, Advanced Education and Skills, Environment and Conservation, Municipal Affairs, Fisheries and Aquaculture, Government Purchasing Agency, and Office of the Chief Information Officer. Demand for commercial and specialized commercial legal services has been increasing due to significant projects and increasing reliance by client departments on corporate legal services.

In 2015-16, counsel was engaged in providing advice in support of the following:

- Negotiation and advisory services in support of a renewed Agreement on Internal Trade, as well as other trade matters;
- Advice on significant procurement issues (including legal support of the proposed long term health care project);
- Mining project advice, including Voisey's Bay development agreements and proposed closure of Wabush (Scully) mine;
- Lower Churchill (Muskrat Falls project) and interconnectivity with North American electricity grid;
- Advisory services regarding the *Atlantic Accord Act* and regulations;
- Advisory services in support of various aquaculture and fisheries initiatives, including investment by Royal Greenland in the province;
- Development of new generic offshore oil royalty regime; and,
- Devolution of income support responsibilities to the Labrador Innu.

The Central Agencies and Justice Policy Unit

The Central Agencies and Justice Policy Unit has 12 members, including the manager, and provides specialist legal services to all government departments in the areas of constitutional, Aboriginal and human rights law and a full range of legal services to the Departments of Advanced Education and Skills (Post-Secondary Education); Child, Youth and Family Services, Education and Early Childhood Development; Environment and Conservation; Health and Community Services; Justice and Public Safety; Municipal Affairs; Intergovernmental Affairs Secretariat; Service NL (Motor Vehicle Registry); Business, Tourism, Culture and Rural Development (including The Rooms Corporation); Labour Relations Agency; Labrador and Aboriginal Affairs Office; Office of Climate Change, Energy Efficiency and the Public Service Commission. During fiscal year 2015-16, counsel's work has included providing advice related to:

- Health-related legislation and regulations, including the addition of quality assurance provisions to the *Registered Nurses Act, 2008* the *Social Workers Act*; the *Health Professions Act*; the *Dispensing Opticians Act, 2005* and the *Optometry Act, 2012*;
- Preparation for various departments' responses to human rights complaints;
- Crown Lands Administration Division work related to a review of the *Lands Act*;
- Participation in negotiations with Canada and with the Parks and Natural Areas Division, Department of Environment and Conservation on the creation of the Mealy Mountains National Park Reserve;
- Implementation of *Child Care Act*, regulations and policy and the Early Childhood Learning Framework; and
- Ongoing constitutional law advice on proposed legislation and Notices of Constitutional Question from all levels of court.

Public Prosecutions Division

Public Prosecutions is responsible for prosecuting all *Criminal Code* offences and offences pursuant to provincial statutes. Prosecutors appear in every level of court in the province and in the Supreme Court of Canada. Legal opinions in criminal and criminal related matters are provided to police agencies and other government departments by Public Prosecutions upon request. In 2015-16, Public Prosecutions employed a total of 70 employees (71 per cent female and 29 per cent male). Of these 70 employees, 49 were Crown Attorneys (61 percent female and 39 per cent male).

During fiscal year 2015-16, some highlights of activities included:

- Public Prosecutions participated in meetings of the Coordinating Committee of Senior Officials (Criminal Justice) to conduct analysis of, and make recommendations on, criminal justice policy issues of joint concern to the Federal, Provincial and Territorial governments.
- Two Prosecutors attended the French Language Legal Training Conference offered by the Centre Canadien de Français Juridique.
- Prosecutors attended various training initiatives related to criminal prosecutions, including the prosecution of internet child exploitation offences, appellate court advocacy and many other topics related to the field of prosecutions. It is important for Prosecutors to participate in ongoing professional development opportunities, in order to remain current with respect to changing legislation and case law.
- Presentations were delivered to various agencies and groups on the topics of impaired driving, the role of the crown attorney and the criminal process.
- The Division continued its partnership with the Ontario Crown Attorneys' Association to participate in the comprehensive educational program which the Association delivers annually. This fiscal year, 24 Prosecutors attended this educational program and received instruction focused on various topics including: sentencing, trial advocacy, issues connected with mental illness and high risk offenders, prosecution of sexual violence cases, and the prosecution of cases involving domestic violence.
- Prosecutions sent a representative to the National Justice Practitioners' Summit on Missing and Murdered Indigenous Women and Girls and contributed to the Summit's recommendations.

Office of the Legislative Counsel

The Office of the Legislative Counsel is responsible for the provision of legislative drafting services to government and, in conjunction with the Office of the Queen's Printer and the House of Assembly, the publication and dissemination of the legislation of the province.

The Office of the Legislative Counsel produced 22 pieces of legislation which was passed through the Legislature from April 1, 2015 to March 31, 2016, affecting the provincial statutes and regulations as follows:

- Six new Acts were introduced (including a new *Access to Information and Protection of Privacy Act, 2015*); and
- 34 Acts and two regulations were amended (including significant amendments to the *Electoral Boundaries Act* and the *House of Assembly Act*).

**Note: These numbers are lower than previous years as the Newfoundland and Labrador Legislature did not sit in Fall 2015 due to the general election held on November 30, 2015.*

Eighty-nine pieces of subordinate legislation were produced and published in the Gazette as follows:

- Nine proclamations;
- 37 amending pieces of subordinate legislation;
- 22 new orders;
- Three new planning areas; and
- 17 new regulations.

Did You Know?

- The Government of Newfoundland and Labrador currently has 392 Consolidated Statutes and 1,583 Consolidated Regulations.
- Legislative Counsel's website received 1,237,401 hits last fiscal year.

Office of the Public Trustee (OPT)

The Public Trustee is appointed under the *Public Trustee Act, 2009* to protect the financial assets and well-being of clients of the OPT and may perform the following duties:

- accept and carry out a trust, including a charitable trust;
- act as the administrator of estates or executor under a will;
- act as custodian of property of prisoners and missing persons;
- act as the guardian of the estate of mentally disabled persons under the authority of the *Mentally Disabled Persons Estates Act*;
- act as guardian in an action in court respecting the estate of a minor, a mentally disabled person or a deceased person;
- act as guardian of the estate of a minor committed to the continuous custody of a director under the *Children and Youth Care and Protection Act*;
- where no person has been appointed guardian by the issue of letters of guardianship, act as guardian or custodian of the estate of a minor who has property or is entitled to property; and
- act as an attorney under an enduring power of attorney.

Fees

The services provided by the OPT to its clients are subject to fees based on percentages of funds collected on behalf of clients. On an annual basis, those fees are remitted into the Consolidated Revenue Fund. In 2015-16, regular fees collected and remitted totaled \$594,623. As well, where the OPT is in possession of funds where, after due diligence, it is determined that there is no person legally entitled or where the person legally entitled is either not known or his or her whereabouts are unknown, those funds may be paid into the Consolidated Revenue Fund as Undistributable Funds. In 2015-16, \$216,396 was remitted into the Consolidated Revenue Fund as Undistributable Funds.

In 2015-16, new accounting software was designed and implemented to enable automatic fee calculation across all client file types, as well as semi-annual fee deductions. This was a significant enhancement to how fees are calculated and deducted. Prior to this time, fees owing by clients were calculated manually by staff on a client by client basis, typically at the time of closing a client file. With the new software, the Office calculated and deducted fees owing on all active client files, resulting in a one-time remittance into the Consolidated Revenue Fund of \$1,890,709.

File Numbers

On April 1, 2015, the OPT had 1,307 active client files, and on March 31, 2016 had 1,354 active client files. This continued the annual trend of client file increases. In 2015-16, 287 new client files were opened and 240 were closed. These numbers are higher than typical, as the OPT hired additional staff to enter all client files into the file management system. This also enabled the review and closure of older client files.

Receipts and Disbursements

In 2015-16, the OPT issued 5,430 receipts for client funds received in the amount of \$17,936,186, and issued 4,612 cheques and 1,799 electronic funds transfers in the amount of \$25,633,727.

Report on Performance 2015-16

Issues

Strategic issues identify key areas of focus for the Department of Justice and Public Safety and do not represent the total of all actions and efforts of the department. The strategic issues have articulated goals, objectives and associated measures and indicators. They must be able to be met within the department's authority, funding, resources and mandate. This section focuses on the 2014-17 strategic issues for the Department of Justice and Public Safety.

Issue 1: Community Safety

Issue 2: Enhancements to the Office of the High Sheriff

Issue 3: Gender Equity

Issue 4: Strengthened Workforce

Issue 1: Community Safety

The Department of Justice and Public Safety is committed to ensuring the safety of our communities. Through the dedicated policing services of the RNC and the RCMP, the department continued to focus efforts on addressing organized crime, drug trafficking, child exploitation and intimate partner violence.

During 2015-16, the Combined Forces Special Enforcement Unit - Newfoundland and Labrador (CFSEU-NL) continued to combat organized crime, drug trafficking and child exploitation through targeted initiatives. Both the RNC and RCMP continued to enhance supports for victims of intimate partner violence (IPV) through separate and joint initiatives. The details of this work are outlined below.

Goal 1: By March 31, 2017, the Department of Justice and Public Safety will have implemented initiatives that enhance community safety.

Measure: Initiatives to enhance community safety implemented

Indicators:

- Responses to organized crime, drugs, child exploitation and intimate partner violence enhanced
- Community partnerships enhanced
- Community engagement enhanced
- Youth engagement enhanced
- Additional police resources hired

Objective 1.2: By March 31, 2016, the Department of Justice and Public Safety will have implemented initiatives to further enhance its response to organized crime, drugs, child exploitation and intimate partner violence.

Measure: Response to organized crime, drugs, child exploitation and intimate partner violence further enhanced.

Indicators:	Results:
<p>CFSEU-NL will have implemented targeted initiatives to intercept organized crime, drugs and child exploitation</p>	<p>CFSEU-NL implemented targeted initiatives to intercept organized crime, drugs and child exploitation.</p> <p>In 2015-16, CFSEU-NL:</p> <ul style="list-style-type: none"> ▪ continued to target large scale drug traffickers, as well as street level traffickers. Drug and weapon seizures, as well as significant arrests resulting from the targeted initiatives are outlined in the Highlights and Facts of Interest section of this report; ▪ continued to focus on child exploitation. Significant arrests resulting from this work are outlined in the Highlights and Facts of Interest section of this report; ▪ visited schools weekly in an effort to combat drug possession and trafficking on school grounds; ▪ presented information about drug-related crime to physicians, pharmacists and large corporations; and ▪ continued to educate students and parents about cyberbullying, social media concerns, child pornography and Internet luring.
<p>Enhanced supports for victims of domestic violence implemented</p>	<p>Enhanced supports for victims of domestic violence were implemented.</p> <p>The RNC partnered with Humane Services of the City of St. John's to implement a Pet Safekeeping Program for emergency situations.</p> <p>The RNC and RCMP worked together to:</p> <ul style="list-style-type: none"> ▪ re-develop the "Collaborative Approach to Family Violence" Course; ▪ implement the "Care Project" in partnership with the NL Sexual Assault Crisis and Prevention Center, and other community partners to coordinate services for sexual assault survivors; ▪ contribute to the "Working Group on the Intersection of Family and Criminal Justice Response on Family Violence"; and ▪

- partner with the Department of Child, Youth and Family Services and the MUN School of Social Work regarding the “Child Abuse Investigation and Family Violence Training Project”.

Additionally, both the RNC and RCMP have dedicated Intimate Partner Violence Units. These Units assess all investigational reports where intimate partner violence is present and develop a strategic response to each investigation. This includes ensuring investigation quality, compliance with policies and legislation, as well as facilitating linkages with appropriate government and community services.

Objective 1.3: By March 31, 2017, the Department of Justice and Public Safety will have implemented initiatives to enhance the inclusion of the community in addressing community safety issues.

Measure: Initiatives to enhance the inclusion of the community in address community safety issues implemented

Indicators:

- CFSEU-NL assistance to other targets on the Provincial Threat Assessment expanded
- CFSEU-NL outreach to schools and parents regarding child luring and exploitation continued
- CFSEU-NL outreach to schools regarding illegal drug use continued
- Select community stakeholders invited to RNC training sessions related to community safety practices

Issue 2: Enhancements to the Office of the High Sheriff

In June 2013, the Government announced an External Review of the Office of the High Sheriff. The review was completed by retired Inspector Leigh DesRoches, a 42-year veteran with the RCMP, and was released publicly in March 2014. All 16 recommendations contained in the report have been accepted by Government and were to be phased-in over three years. Investments are being made in staffing levels, organizational improvements and enhanced security measures.

During 2015-16, the Department of Justice and Public Safety implemented security enhancements at the Supreme Court Trial Division in St. John's, enhanced security and equipment at various court locations, and hired a Manager of Equipment, Training, and Organizational Development.

Goal 2: By March 31, 2017, the Department of Justice and Public Safety will have implemented the recommendations contained in the External Review of the Office of the High Sheriff using a phased-in approach.

Measure: Recommendations contained in the External Review of the Office of the High Sheriff implemented

Indicators:

- Staffing levels increased in select areas
- Organizational improvements implemented
- Enhanced security measures implemented

Objective 2.2: By March 31, 2016, the Department of Justice and Public Safety will have implemented phase 2 of the recommendations of the External Review of the Office of the High Sheriff.

Measure: Phase 2 of the recommendations of the External Review of the Office of the High Sheriff implemented

Indicators:	Results:
Implemented perimeter security screening for Supreme Court Trial Division in St. John's	<p>Perimeter security screening was implemented at the Supreme Court -Trial Division in St. John's. Specifically:</p> <ul style="list-style-type: none"> ▪ A New Point Of Entry Screening Station was installed; ▪ Infrastructure modifications were completed to facilitate the installation of a new Point of Entry Screening Station; and ▪ An upgraded closed-circuit television (CCTV) Surveillance monitoring system was installed.
Enhanced safety and security equipment, infrastructure and protocols at various court locations	<p>Safety and security equipment, infrastructure and protocols were enhanced at various court locations.</p> <p>At the Supreme Court-Trial Division-Family Division in St. John's:</p> <ul style="list-style-type: none"> ▪ Building infrastructure modifications and security upgrades were completed to facilitate the implementation of controlled Point-of-Entry screening for the public; and ▪ At the end of the fiscal year, the St. John's Provincial Court (Atlantic Place) was in the final stages of: <ul style="list-style-type: none"> ▪ Upgrading the CCTV security system; ▪ Installing a new Fire Exit Door in the secure vehicle compound; and ▪ Constructing new office space to provide an area for Deputy Sheriff Officers to write reports. <p>At the Corner Brook courthouse upgrades were made to the:</p> <ul style="list-style-type: none"> ▪ CCTV system; ▪ Alarm; and ▪ Key System.

<p>Established Information Management and Training/Organizational Development positions</p>	<p>In March, 2016, the Office of the High Sheriff filled the position of Manager of Equipment, Training, and Organizational Development.</p> <p>Due to unanticipated delays and a change in direction, the Information Management and Training position was not established. The Office of the High Sheriff will continue to work with the Legal Information Management Division within the Department of Justice and Public Safety to guide Information Management policies and practices.</p>
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Objective 2.3: By March 31, 2017, the Department of Justice and Public Safety will have implemented phase 3 of the recommendations of the External Review of the Office of the High Sheriff.

Measure: Phase 3 of the recommendations of the External Review of the Office of the High Sheriff implemented

Indicators:

- Continued closed-circuit television (CCTV) system needs assessed
- Continued safety and security equipment, infrastructure and protocol enhancements implemented at various court locations
- Cross-jurisdictional scan of security equipment and practices utilized by other court security divisions completed

Issue 3: Gender Equity

The Department of Justice and Public Safety continued efforts to address gender equity issues.

During 2015-16, the Department of Justice and Public Safety began work to expand Respectful Work Place (RWP) training throughout Adult Custody and additional female staff were consulted to inform Adult Corrections' gender equity plan.

The Fish and Wildlife Enforcement Division (FWED) supported the involvement of all female officers in the National Association of Women Wildlife Officers (NAWWO), delivered a number of career presentations throughout the province and began initial work to develop a Gender Equity Plan.

Additionally, the Gender Equity Committee for Law Enforcement Agencies continued its work, including the planning and delivery of the first Women in Law Enforcement – Legacy Leadership Program.

Goal 3: By March 31, 2017, the Department of Justice and Public Safety will have expanded gender equity initiatives to support women's participation in non-traditional roles.

Measure: Gender equity initiatives expanded

Indicators:

- Initiatives to enhance gender equity implemented
- Responses to gender equity issues enhanced
- Progress towards gender equity assessed

Objective 3.2: By March 31, 2016, the Department of Justice and Public Safety will have enhanced its response to gender equity issues.

Measure: Response to gender equity issues enhanced

Indicators:	Results:
RWP training expanded throughout Adult Corrections	<p>The ability to expand RWP training was limited due to unforeseen circumstances. However, RWP related lunch and learn sessions were organized by the Wellness Committee at HMP. Relevant sessions included:</p> <ul style="list-style-type: none"> ▪ Bully free workplace; ▪ Occupational stress injury; ▪ Mental health; ▪ Employee Assistance Program; ▪ Addiction services; and ▪ Post Traumatic Stress Disorder (PTSD). <p>RWP will remain a priority focus in 2016-17.</p>
Additional female staff engaged in consultation sessions to inform Adult Corrections' gender equity plan for Corrections	<p>Senior Management and Human Resources engaged 12 female correctional staff to gather information on the current experience of women working in corrections to inform the gender equity plan. These 12 females were randomly selected from five correctional facilities and represented both union and management.</p>
RWP plan developed by the Office of the High Sheriff	<p>The development of the RWP plan by the Office of the High Sheriff was deferred due to a delay in the hiring of the Manager of Equipment Training and Organizational Development. This position was filled in March 2016 and will develop a RWP program tailored to the Office of the High Sheriff.</p> <p>Three female Sheriff's Officers were selected for the Women in Law Enforcement – Legacy Leadership Program and will provide input into the plan. When developed, there will be mandatory training for all staff.</p>
Career opportunities for women promoted by FWED through high school presentations and career fairs.	<p>FWED conducted a number of career presentations throughout the province to various audiences ranging from elementary children, high school students, and post-secondary students. This presentation is often delivered by a female officer and contains images of female officers engaged in both training and conducting field duties.</p>

<p>Female officers engaged by FWED in gender equity consultations</p>	<p>FWED began the initial stages to develop a Gender Equity Policy. Management and bargaining unit employees will work together to engage female officers in gender equity consultations in the next fiscal year.</p>
<p>Involvement of female officers in organizations such as the National Association of Women Wildlife Officers supported by FWED</p>	<p>FWED supported the involvement of all female officers in organizations such as the National Association of Women Wildlife Officers (NAWWO). All female officers are now members of NAWWO and some are members of Atlantic Women in Law Enforcement. A FWED Officer from this province was featured in an article on the NAWWO website (https://nawwo.wordpress.com/). Additionally, in 2015-16, two female FWED officers were selected to attend the Women in Law Enforcement – Legacy Leadership Program, which is a four day certificate program for female officers demonstrating leadership potential.</p>
<p>Joint planning promoted through the Gender Equity Committee for Law Enforcement Agencies</p>	<p>Joint planning and knowledge exchange was promoted through the Gender Equity Committee for Law Enforcement Agencies. The Gender Equity Committee successfully planned the first Women in Law Enforcement – Legacy Leadership Program. Twenty women were selected representing five enforcement agencies of the Department of Justice and Public Safety: Fish and Wildlife Enforcement, RNC, RCMP, Adult Corrections and the Office of the High Sheriff, were recognized for leadership potential and attended a four day certificate program.</p>

Objective 3.3: By March 31, 2017, the Department of Justice and Public Safety will have assessed its progress towards gender equity to inform future work in this area.

Measure: Progress towards gender equity assessed to inform future work in this area

Indicators:

- Women in Law Enforcement – Legacy Leadership Program assessed
- Required supports for women's advancement in law enforcement identified
- Required supports for women's advancement assessed
- Development of a plan to address identified requirements to women's advancement begun

Issue 4: Strengthened Workforce

The Department of Justice and Public Safety recognizes that the key to achieving its mandate is a stable, highly skilled workforce.

During 2015-16, a new Correctional Officer Recruit Training Program was finalized, the RNC Police Studies Program was reviewed, and sessions were facilitated with new recruits in various enforcement settings to promote leadership.

Goal 4: By March 31, 2017, the Department of Justice and Public Safety will have addressed workforce planning priorities.

Measure: Workforce planning priorities addressed

Indicators:

- Workplace engaged in outreach
- Training opportunities provided
- Outreach recruitment activities enhanced through innovation

Objective 4.2:

By March 31, 2016, the Department of Justice and Public Safety will have implemented enhanced training and mentoring initiatives to support organizational growth and development.

Measure: Enhanced training and mentoring initiatives to support organizational growth and development implemented

Indicators	Results
A new Correctional Officer Recruit Training Program offered outside St. John's	The new Correctional Officer Recruit Training (CORT) Program was finalized, however, there was a delay in offering it during the fiscal year. Plans were underway to advertise this opportunity early in 2016-17. The delivery date was still under consideration at the end of 2015-16.
Cadet training programs and curriculum reviewed by the RNC and Adult Corrections	The RNC Police Studies program was reviewed and the final report is expected to be completed in June 2016. The CORT program was reviewed and revised to include additional topics such as the new <i>Correctional Services Act</i> , Mental Health First Aid, diversity, and victim issues and needs.

Follow-up sessions facilitated with new recruits in various enforcement settings to promote engagement, assess training experiences, and promote leadership.

Follow-up sessions were facilitated with new recruits in various enforcement settings to promote engagement, assess training experiences and promote leadership. In July 2015, two lunchtime sessions were held for the newest correctional officers to discuss how the CORT prepared them for their roles, their recommendations for improvement of the training and any advice or observations they would like to share based on their experience transitioning from training to employment.

Objective 4.3: By March 31, 2017, the Department of Justice and Public Safety will have assessed recruitment processes to address future workforce requirements.

Measure: Recruitment processes to address future workforce requirements assessed

Indicators:

- Law enforcement workforce analysis will be completed
- Adult Corrections will have assessed CORT
- RNC will have researched succession planning to identify best practices
- The RNC will have completed a gap analysis regarding current and future human resource needs

Opportunities and Challenges Ahead

In November 2015, the Newfoundland and Labrador general election resulted in a change of government for the province. This resulted in new priorities and a renewed commitment to other priorities.

Addressing intimate partner violence is a significant priority for the Department of Justice and Public Safety. The Family Violence Intervention Court is a specialty, problem solving court which aims to enhance victim safety and offender accountability by addressing root causes of violence. The department recognizes the value of such problem-solving and therapeutic approaches and will continue to explore opportunities to expand this model in 2016-17. The department will assess the feasibility of a drug treatment court during the next fiscal year.

In 2015-16, the Canadian Victim Bill of Rights (CVBR) introduced measures to enhance victims' participation in the criminal justice system. It supports the victims' rights of enhanced access to information and greater protections. The implementation of the CVBR will present opportunities for the justice system to enhance its role in the delivery of services to victims.

Violence against Indigenous women and girls continues to be a serious societal problem and is a priority at the national and provincial level. The department will continue to engage Indigenous partners and work with other provincial and federal departments, to ensure that diverse perspectives are represented as the department moves forward in addressing this issue. The Government of Canada plans to launch a National Inquiry into Missing and Murdered Indigenous Women and Girls. Newfoundland and Labrador supports this initiative, and will continue to work in cooperation with the federal government, other provinces and territories as the Inquiry moves forward.

Organized crime and child exploitation continue to be priorities for our police agencies. These crimes cross national and international borders and police will continue to experience challenges and opportunities to address these jurisdictional issues.

The RCMP and RNC provide provincial policing services. Dedicated and professional police personnel are involved in a range of duties which can regularly put them in harm's way in order to serve the people of the province. Considering the number of officers, number of locations and number of public interactions on a 24/7/365 basis, there are few complaints. However, if the police are involved in an incident where there is serious injury or death, the ensuing investigation into police actions must stand up to public scrutiny. The public must have confidence that the investigation is thorough and without any perception of bias. To address this issue, some jurisdictions have established special investigative units independent of their provincial police services. In 2016-17, the province will move to establish its own independent investigative unit.

Fiscal realities will challenge the Department of Justice and Public Safety to find new and innovative ways to ensure quality service delivery. This provides an opportunity to strengthen existing partnerships and to develop new partnerships in the delivery of services. In these times of change, there is an opportunity for reflection, learning and growth. The Department of Justice and Public Safety will continue to focus on ensuring Newfoundland and Labrador remains one of the safest places to live.

Appendix A: Financial Statements

Expenditure and revenue figures included in this document are based on public information provided in the "Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended 31 March 2016" (unaudited).

The full report can be viewed at:
<http://www.fin.gov.nl.ca/fin/publications/index.html>

You can request a copy of the report by contacting:

Comptroller General's Office
P.O. Box 8700,
St. John's, NL A1B 4J6

Phone: 709.729.2341

	Actual \$	Estimates	
		Amended \$	Original \$
1.1.01. Minister's Office	265,422	305,300	290,300
1.2.01. Executive Support	1,082,625	1,088,600	1,260,800
1.2.02. Administrative and Policy Support	2,405,046	2,443,600	4,041,700
Less Related Revenue (Provincial)	(353,823)	(63,000)	(63,000)
1.2.03. Legal Information Management	965,855	971,900	820,400
Less Related Revenue (Provincial)	(8,290)	(16,000)	(16,000)
1.2.04. Administrative Support - Capital	688,642	745,400	771,400
1.3.01. Fines Administration	956,282	960,700	967,000
Less Related Revenue (Provincial)	(620,809)	(700,000)	(700,000)
2.1.01. Civil Law	12,734,793	12,817,400	8,687,200
Less Related Revenue (Provincial)	(600)	0	0
2.1.02. Sheriff's Office	6,329,538	6,390,800	6,819,900
2.1.03. Support Enforcement	1,039,379	1,047,500	995,600
2.1.04. Family Justice Services	1,937,319	1,954,700	2,213,500
Less Related Revenue (Federal)	(723,143)	(361,500)	(361,500)
2.2.01. Criminal Law	7,347,202	7,422,000	7,599,100
Less Related Revenue (Federal)	(28,842)	(28,900)	(28,900)
2.3.01. Legal Aid and Related Services	17,169,700	17,171,000	16,916,600
Less Related Revenue (Federal)	(6,106,465)	(4,271,200)	(4,271,200)
2.3.02. Commissions of Inquiry	0	1,000	1,000
2.3.03. Office of the Chief Medical Examiner	1,096,276	1,133,800	895,800
2.3.04. Human Rights	845,356	862,100	869,800

	Actual \$	Estimates	
		Amended \$	Original \$
2.3.05. Office of the Public Trustee	807,093	819,700	880,900
Less Related Revenue (Provincial)	(2,701,729)	(400,000)	(400,000)
2.3.06. Electoral Districts Boundaries Commission	327,905	350,400	600,400
2.4.01. Legislative Counsel	479,119	484,700	484,300
3.1.01. Supreme Court	5,253,945	5,309,100	5,256,200
Less Related Revenue (Federal)	(16,600)	(12,000)	(12,000)
Less Related Revenue (Provincial)	(7,650)	(12,000)	(12,000)
3.2.01. Provincial Court	11,047,605	11,057,400	11,076,700
4.1.01. Royal Newfoundland Constabulary	51,665,037	52,027,000	52,972,900
Less Related Revenue (Federal)	(72,873)	(201,600)	(201,600)
Less Related Revenue (Provincial)	(501,963)	(533,700)	(533,700)
4.1.02. Royal Canadian Mounted Police	74,991,109	75,018,600	75,489,600
Less Related Revenue (Provincial)	(68,239)	(78,000)	(78,000)
4.1.03. Public Complaints Commission	326,714	356,100	307,700
4.1.03. Royal Newfoundland Constabulary (Capital)	2,185,419	2,360,000	2,360,000
4.2.01. Adult Corrections	39,296,655	39,413,500	36,656,600
Less Related Revenue (Federal)	(8,956,520)	(5,493,900)	(5,493,900)
Less Related Revenue (Provincial)	(1,103,523)	(564,000)	(564,000)
4.2.02. Youth Secure Custody	5,090,019	5,121,600	5,192,900
Less Related Revenue (Federal)	(2,514,128)	(2,337,600)	(2,337,600)
Less Related Revenue (Provincial)	(37,949)		
4.2.03. Correctional Facilities (Capital)	18,218	20,000	300,000
5.1.01. Inland Fisheries Enforcement	6,432,008	6,457,500	7,177,700
6.1.01. Fire and Emergency Services - Executive Support	1,201,604	1,275,900	1,288,100
6.1.02. Fire and Emergency Services - Fire Services	1,529,763	1,540,900	1,410,500
6.1.03. Fire and Emergency Services - Emergency Services	603,836	670,700	648,100
Less Related Revenue (Provincial)	(2,254,004)	(1,500)	(1,500)
6.1.04. Fire and Emergency Services - Disaster Assistance	81,106	92,100	92,100
Less Related Revenue (Federal)	(20,644,956)	(33,261,400)	(33,261,400)
6.1.05 - Fire and Emergency Services - Fire Protection Vehicles and Protection	5,029,437	5,030,000	5,030,000
Total Expenditures - Department of Justice	261,230,027	262,721,000	260,374,800
Total Related Revenue	(46,722,106)	(48,336,300)	(48,336,300)
Public Accounts 2015-16 NET	214,507,921	214,384,700	212,038,500

Justice and Public Safety

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