



**Serious Incident Response Team**

**Activity Plan  
2023-26**

## Message from the Director

As Director, I am pleased to submit the Serious Incident Response Team Activity Plan for the planning period of April 1, 2023 to March 31, 2026.

I have prepared this activity plan pursuant to the **Transparency and Accountability Act**, which classifies the Serious Incident Response Team as a Category 3 Entity, thereby requiring a three-year Activity Plan.

In developing this Activity Plan, I have considered the strategic directions of the Provincial Government as communicated by the Minister of Justice and Public Safety. As Director of the Serious Incident Response Team, I hereby acknowledge my accountability for the preparation of this plan, pursuant to the **Transparency and Accountability Act**, and the achievement of the objectives and indicators set out herein.



**Michael NR King**  
Director

## Overview

The **Serious Incident Response Team Act** (the Act) established the Serious Incident Response Team of Newfoundland and Labrador (SIRT-NL). The Act was proclaimed on March 26, 2021.

SIRT-NL is a civilian-led police oversight agency responsible for conducting investigations into incidents involving death, serious injury, sexual offence, domestic violence or any matter of significant public interest that may have arisen from the actions of a police officer in Newfoundland and Labrador.

The team consists of a civilian director, a civilian investigator, an investigator seconded from the Royal Newfoundland Constabulary, an investigator seconded from the Royal Canadian Mounted Police, and an administrative assistant. All investigators report to the Director, who must never have been a police officer.

The Director and investigators of SIRT-NL have authority under the Act to lay criminal charges against police officers when the evidence gathered during an investigation provides grounds to believe a criminal offence has been committed. All investigative decision-making and the decision to issue a public report, lay a charge or refer a matter to Crown counsel are the responsibility of the Director.

SIRT-NL has jurisdiction over both policing agencies in Newfoundland and Labrador, the Royal Canadian Mounted Police and the Royal Newfoundland Constabulary.

SIRT-NL conducts its investigations to a criminal law standard. The team can receive allegations of wrongdoing from the police agencies, the Minister of Justice and Public Safety or directly from the public. SIRT-NL gathers and reviews evidence and reports on the results. We do this as transparently as practicable under the circumstances while respecting the integrity of the investigation and the privacy interests of those involved.

Upon receiving a notification of wrongdoing, SIRT-NL can take one or more of the following actions:

- Conduct its own investigation;
- Refer the matter to another agency to conduct an investigation;
- Enter into an agreement to have an independent team from another province conduct an investigation;
- Oversee, observe, monitor or review an investigation by an agency;
- Appoint a community liaison or observer to work with SIRT-NL in the course of an investigation;
- Refer the matter to the RNC Public Complaints Commission under the **Royal Newfoundland Constabulary Act**;
- Refer the matter under the complaints process of the **Royal Canadian Mounted Police Act** (Canada); or
- Determine that the matter is not within the mandate of SIRT-NL.

Where SIRT-NL determines there are grounds to lay a criminal charge, a public report is released, including the officer's name and the nature of the charge(s). The matter is then referred to Public Prosecutions. SIRT-NL may release a supplementary report at the conclusion of the prosecution. Where SIRT-NL determines there are no grounds to lay a charge, a public report is released outlining all the relevant facts and reasons for the decision. This allows the public to understand the basis for the decision.

The budget of SIRT-NL's is contained within the Department of Justice and Public Safety's budget and, as a result, SIRT-NL does not provide separate audited financial statements. According to the Estimates of the Program Expenditure and Revenue of the Consolidated Revenue Fund for 2023-24, SIRT-NL operates with a budget of \$483,600.

### **Mandate**

SIRT-NL's mandate is to investigate serious incidents, which are defined in the Act as a death, a serious injury, a sexual offence, domestic violence or any matter of significant public interest that may have arisen from the actions of a police officer in the province. SIRT-NL does not present separate Lines of Business as they are reflected in the Mandate.

### **Primary Clients**

The people served by SIRT-NL are those who are party to a serious incident report. These are the Minister of Justice and Public Safety, the chief officer of the agency in which the police officer under investigation is or was employed, the police officer under investigation and the person directly affected by the serious incident or, where they are deceased, their family.

### **Vision**

To build public trust and confidence in policing in Newfoundland and Labrador through demonstrating independence, investigative excellence and transparency.

Additional information on SIRT-NL can be viewed at the following link:

<https://www.sirtnl.ca/>

## Strategic Issue

**Issue:** Investigating serious incidents that have arisen from the actions of a police officer in Newfoundland and Labrador as defined in the **Serious Incident Response Team Act**.

As required by its enabling legislation, SIRT-NL conducts investigations into incidents involving death, serious injury, sexual offence, domestic violence or any matter of significant public interest that may have arisen from the actions of a police officer in Newfoundland and Labrador. SIRT-NL has jurisdiction over both policing agencies in Newfoundland and Labrador, the Royal Canadian Mounted Police and the Royal Newfoundland Constabulary. In accordance with the **Transparency and Accountability Act**, SIRT-NL will report on the results of its objective and indicators in the Annual Reports, which will be prepared for each of the 2023-26 fiscal years. SIRT-NL has considered the strategic directions of the Department of Justice and Public Safety in the development of this activity plan and SIRT-NL will focus on achieving the below objective and indicators.

Objective	Indicators
By March 31 of each year, SIRT-NL will respond to notifications of serious incidents as per the <b>Serious Incident Response Team Act</b> .	<ul style="list-style-type: none"><li>• Number of investigations directed.</li><li>• Number of investigations concluded.</li><li>• Number of investigation summaries released.</li></ul>

## Contact Us

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