

Justice and Public Safety

# Annual Report

2016-17



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## MESSAGE FROM THE MINISTER

I hereby submit the Department of Justice and Public Safety Annual Report 2016-17. This report covers the period April 1, 2016 to March 31, 2017. 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.

In addition to the work outlined in this report, the Department has undertaken work as part of Government's vision for the Province as communicated in *The Way Forward*. This included plans for a new Sexual Assault Response Pilot Program and a feasibility study on the establishment of a Drug Treatment Court for Newfoundland and Labrador.

In the fall of 2016, the public inquiry into the death of Donald Dunphy began, as well as the external review of the Office of the Chief Medical Examiner (OCME) in Newfoundland and Labrador. Both the public inquiry and the external review of the OCME were ongoing at the end of fiscal year 2016-17. The findings of the inquiry and the external review will be released publicly when completed. The department will assess and address recommendations resulting from these processes.

I am committed to working collaboratively to effect positive change throughout the justice system. We must work together to ensure that the mechanisms established to protect our rights and freedoms and to ensure the safety of our communities are working as effectively and efficiently as possible.

A handwritten signature in blue ink, appearing to be 'A. Parsons', written over the printed name.

Honourable Andrew Parsons, QC  
Minister of Justice and Public Safety  
and Attorney General



# Departmental Overview

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 Public Safety and the Attorney General, the structure is consolidated in Newfoundland and Labrador. The Department of Justice and Public Safety is responsible for administering the various aspects of 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, access to information and protection of privacy, 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. 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 102 pieces of legislation, which the Department of Justice and Public Safety administers.

## Staff and Budget

In 2016-17, the department employed 1,502 individuals, including the Royal Newfoundland Constabulary (RNC). The overall gender breakdown for staffing in the department is approximately 50 per cent female and 50 per cent male. The Department of Justice and Public Safety employees are situated throughout the province.

Additionally, pursuant to the Provincial Policing Services Agreement and the Community Tripartite Agreements, in 2016-17 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 employs lawyers, police officers, social workers, psychologists, counselors, correctional officers, youth care counselors, deputy sheriffs, 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.

Branch	Staff Complement			2017-18 Budget
	Total	Female	Male	
Executive and Support Services	45	31	14	\$6,012,700
Legal and Related Services	300	172	128	\$48,899,400
Law Courts	167	147	20	\$17,277,600
Public Protection	990	401	589	\$170,575,800
<b>Total</b>	<b>1,502</b>	<b>751</b>	<b>751</b>	<b>\$242,765,500</b>
<b>Notes:</b>				
<ul style="list-style-type: none"> <li>▪ The staffing count for Legal and Related Services does not include the Legal Aid Commission</li> <li>▪ The staffing count for Public Protection does not include RCMP</li> </ul>				

For more information about the Department of Justice and Public Safety, please visit <http://www.justice.gov.nl.ca/just/>.

# Highlights and Partnerships

## 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.

Some highlights for the RNC during 2016-17 are:

### Fort Townshend Child Care Centre

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

### Police Studies Program

In August 2016, the 12th anniversary of the Police Studies Program at Memorial University was celebrated wherein 17 cadets graduated and were sworn in as Constables. Since 2005, 271 officers have been hired through the partnership with Memorial University. It is anticipated that 16 cadets will complete the program in August 2017.



## Royal Newfoundland Constabulary Museum Exhibit

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

## Social Media

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

## Awards and Recognition

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



## 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 Indigenous communities located in Labrador.



The RCMP “B” Division provides information regarding its ongoing work as part of the national RCMP structure. For more information about the RCMP “B” Division, please visit: <http://www.rcmp-grc.gc.ca/en/nl/home>

## 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 the RCMP. It also works with other law enforcement agencies in Canada and throughout the world.



In 2016-17, there were approximately 300 files issued to the CFSEU-NL. For the purpose of this report, information is organized under two categories: drug investigations and child exploitation investigations.

## Charges Laid in Relation to Drug Investigations

During the reporting period, 28 people were charged with a total of 110 offences under the *Criminal Code* and 104 offences under the *Controlled Drugs and Substances Act* (CDSA).

### Drugs and Contraband Seized:

Drugs	Amount
Marihuana	72 pounds
Hashish	2 pounds
Cocaine	15.35 kilograms
Shatter	29 grams
Fentanyl pills	252
Phenacin	20 kilograms
LSD	22 blotters
Unknown substance	235 grams
Mushrooms	30 grams
Cigarettes	600
Prescription Pills (including Lorazepam, Oxycontin, Demerol, Hydromorphone, Ritalin, Oxyneo, Tylenol 4's, and Morphine)	1,007
Note: The total street value of the above is approximately \$1,990,766. Also seized was \$1,109,646.85 in Canadian currency.	

Weapons and Property Seized:

Property/Weapons	Amount
Vehicles	4
Long guns	3
Shotgun	1
Bear spray	1

Examples of Significant Arrests:

In May of 2016, an arrest of one male at the St. John's International Airport resulted in the seizure of a large amount of drugs including cocaine, shatter, and an assortment of prescription pills; drug paraphernalia; cell phones; an electronic scanning device; fake identification; and \$4,135.00 in Canadian currency.

In August of 2016, a CDSA search warrant was executed resulting in the seizure of a large amount of drugs including marihuana, LSD, cocaine, hashish, and an assortment of prescription pills; and \$12,650.00 in Canadian currency. Three males were charged with various offences.

After several months of investigation, "Operation Titanium" came to a successful conclusion in November 2016 with the arrest of three males and one female. Search warrants were executed resulting in the seizure of a large amount of drugs including cocaine, fentanyl, hashish, and marihuana; drug paraphernalia; cell phones; weapons; two vehicles; and \$394,352.85 in Canadian currency.

## Charges Laid in Relation to Internet Child Exploitation

There were 14 people charged with a total of 57 charges laid from the Internet Child Exploitation (ICE) Unit offices in St. John's, Gander and Corner Brook.

Ongoing investigations are being conducted across the province. Charges in relation to these investigations include possession of child pornography, making child pornography, distribution of child pornography, child luring and voyeurism.

## Examples of Significant Arrests:

In October of 2014, CFSEU-NL investigated a report of transmitting child pornography. The investigation involved several search warrants and led to charges of child pornography offences. Images were discovered that implicated the suspect in additional offences in September of 2016. During January of 2017, the suspect pleaded guilty to sexual interference, making child pornography, transmitting child pornography, and a breach of a court order. He was sentenced to six years of incarceration.

In July of 2016, a CFSEU-NL online covert operator, posing as a 15 year old female, initiated a proactive investigation in a known website that's used to lure children for sexual purposes. A suspect and the covert operator exchanged messages via email and text between July 18 and September 21, 2016, where the suspect sent nude images and requested to meet for the purposes of an intimate relationship. On September 22, 2016, the accused was arrested and he subsequently pleaded guilty to child luring charges and was sentenced to six months incarceration.

## Other Activities:

Numerous training opportunities were completed by CFSEU-NL members throughout the fiscal year including Drug Investigative Techniques, Financial Investigative Techniques, Major Crime Investigative Techniques, Clandestine Lab, Expert Witness, Organized Crime, Major Case Management, and Drug Expert Workshop.

CFSEU-NL members periodically visited junior high and high schools during lunch hours to watch for suspicious activity in relation to drugs. School officials were instructed to call CFSEU-NL if they suspected drug-related activity.

Drug presentations were delivered to professional groups such as the Legal Aid Commission, the John Howard Society and the MUN School of Pharmacy students. Presentations were also given to RNC recruit classes and Patrol Division, College of the North Atlantic's paramedic class, junior and senior high school students, Choices for Youth and Victim Services staff.

## 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 2016-17 was the last year of a three year plan to implement changes contained in the DesRoches External Review.



### Court Security

#### **Staffing**

- 16 new officers were hired during fiscal year 2016-17 in order to staff positions in St. John's, Grand Bank, Gander, Corner Brook, Happy Valley-Goose Bay, and Wabush.
- Three new positions were created in Happy Valley-Goose Bay to staff ongoing local circuit court operations.

#### **Security Infrastructure and Equipment Enhancements**

A new CCTV camera system was installed at the Gander Courthouse.

## **Awards**

The Office of the High Sheriff applied for and was granted inclusion into the Governor General of Canada's Peace Officer Exemplary Service Medal Program on September 2, 2016. The Exemplary Service Medal recognizes those persons in high-risk professions, who have dedicated themselves to preserving Canada's public safety through long and outstanding service. The Medal is national in scope and is part of the Canadian Honours System, administered by the Chancellery of Honours at Rideau Hall. The Office of the High Sheriff is the first organization in Newfoundland and Labrador to be granted eligibility status for this award.

## **Rank Structure**

The Office of the High Sheriff adopted a new rank system for its structure to bring it in line with other law enforcement agencies within the Department of Justice and Public Safety. The gold bars used on epaulets were replaced with a crown and pip structure:

- The High Sheriff now has a rank (Crown over 3 pips);
- Managers are now referred to as Superintendents (Crown over 1 pip);
- Supervisors are now referred to as Sergeants (3 echelons).

## **Uniforms**

The uniforms changed in fiscal year 2016-17; Deputy Sheriff I officers now wear a dark blue shirt. This was done in order to better delineate frontline-level officers from management. Management (Superintendent and above) continue to wear white shirts.

## **Employee Training**

Several educational opportunities were provided to Office of the High Sheriff staff. Key training opportunities provided to staff included:

- Respectful Workplace Training (in class and via Lync)
- Integrated Provincial Court Information System (for Sergeants)
- Standard First Aid (St. John's and Corner Brook locations)
- Risk Management Training (Management, Sergeants and Deputy Sheriffs)

- Occupational Health and Safety Committee Training (joint training for the Office of High Sheriff, RNC, and Adult Probation)
- Accounts payable/service quality information session (Oracle users)
- Deputy Sheriff Recruit Training Program
  - This 10 week long program was completely revamped and now includes on the job training.
  - Examples of new topics introduced include: ethics and professionalism; court processes; cultural diversity; and detailed information on human resource and departmental policies. Additionally, detailed information was presented on legislation applicable to Deputy Sheriff operational work.
  - An evaluation of the revamped program will be conducted and used to identify areas of continuous improvement for future offerings.

### Civil Enforcement

The Judgment Enforcement Registry is a computerized province-wide registry of court orders. Judgment Enforcement staff collects and disburses trust monies received as a result of enforcement of court orders and collect of fees as set out in the Sheriff's Office Fee Schedule.

<b>Judgment Enforcement Registration Number of Judgments</b>	
April 1, 2016 to March 31, 2017	
Type of Registration	Quantity
Small Claims	725
Wage Claim	19
Support Order	601
Notice of Judgment	5,265
Possession Order	67
Ship Arrest	4
Other Order	8
<b>Total</b>	<b>6,689</b>

<b>Judgment Enforcement Registration Number of Registrations by Source of Entry</b>	
April 1, 2016 to March 31, 2017	
Source	Quantity
Sheriff's Office	739
Remote User	913
Small Claims Court (Remote)	710
Fines Administration (Remote)	4,241
Advanced Education & Skills (Remote)	66
Labour Relations Agency (Remote)	20
<b>Total</b>	<b>6,689</b>

## Jury Administration

The institution of trial by jury is the cornerstone of our criminal justice system. Through participation in the jury system, citizens play a direct role in the administration of justice. The jury system is an important safeguard in preserving our democratic system of government and represents one of the citizen's most important civic duties.

<b>Number of Jury Trials by District</b>		
April 1, 2016 to March 31, 2017		
<b>District</b>	<b>Scheduled</b>	<b>Proceeded</b>
Corner Brook	0	0
Gander	0	0
Grand Bank	1	0
Grand Falls - Windsor	2	1
Happy Valley - Goose Bay	0	0
Labrador City - Wabush	0	0
St. John's	10	5
<b>Total</b>	<b>13</b>	<b>6</b>

## 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, Policy Liaison Office, RCMP, provincial government departments and agencies, out-of-province clients, general public, and the legal community. The services are performed by Bailiffs, Deputy Sheriffs, Fee-for-Service Contract Deputy Sheriffs, fax and certified mail.

<b>Service of Documents Program</b>					
April 1, 2016 to March 31, 2017					
<b>Type of Document</b>	<b>Assigned</b>	<b>Served</b>	<b>Unable to Serve</b>	<b>Attempts</b>	<b>Red Flag*</b>
Criminal	3,666	3,082	584	4,289	238
General	554	434	120	930	57
Civil*	2,251	2,157	94	N/A	N/A
<b>Total</b>	<b>6,471</b>	<b>5,673</b>	<b>798</b>	<b>5,219</b>	<b>295</b>

*\*Note: Red Flag documents are required to be served within seven days.*

<b>Civil*</b>		
April 1, 2016 to March 31, 2017		
<b>Type of Service</b>	<b>Assigned</b>	<b>Served</b>
Certified Mail	1,074	1,026
Regular Mail	978	950
Personal Service	145	128
Fax	54	53
<b>Total</b>	<b>2,251</b>	<b>2,157</b>



## Fish and Wildlife Enforcement Division (FWED)

On February 22, 2017, the Honourable Premier Dwight Ball announced changes to the Provincial Government's organizational structure. One of the changes was the creation of the Department of Fisheries and Land Resources. The Fish and Wildlife Enforcement Division was moved to that new department from the Department of Justice and Public Safety.

## Corrections and Community Services Division – Adult Corrections

Adult Corrections is responsible for five correctional facilities throughout the province, specifically 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.

Adult Custody offers a variety of criminogenic and life skills programs, including but not limited to, addictions, mental health, mindfulness, pet therapy, and yoga. A recovery focus and trauma informed practices are critical to inmate programming. This approach recognizes that positive, healthy life skills are crucial to successful rehabilitation.

During fiscal year 2016-17, Adult Custody inmates also participated in special events such as career fairs, mental wellness events and information fairs regarding services available while incarcerated and upon release. Also, Adult Custody partnered with community agencies and other provincial government departments in Happy Valley-Goose Bay to deliver an innovative work skills program to inmates at the Labrador Correctional Centre.

### Key Statistics for April 1, 2016 – March 31, 2017

<b>Program Offered</b>	<b># of participants</b>
Integrated Correctional Program Model	79
In Reach Mental Health Services (CMHA)	25
Moderate Intensity Management of Offender Substance Abuse Program (MIMOSA)	56
Sex Offender Intervention	56
Addictions Treatment Groups	308
Impaired Drivers Workshops	28
Gender Specific Services	213
Construction Safety Programs	224
Anger Management	30
Caring Dads	27
Career Fair	105
Mental Wellness Fair	115
Information Fair	95

<b>Adult Correctional Facilities</b>	
<b>Admission Reason</b>	<b>#</b>
Provincial Terms	651
Provincial Term (Intermittent)	223
Federal Term	121
Federal Parole Suspension	104
Remand	1,204
Immigration Order	3
Judges Order	3
<b>Total # of Admissions</b>	<b>2,309</b>

<b>Lock-ups (St. John's and Corner Brook)</b>	
	<b>#</b>
Mental Health and Treatment Act	2
Fresh Arrest	1,070
Detention of Intoxicated Person (DIP)	620
Warrant of arrest	276
<b>Total # of Admissions</b>	<b>1,968</b>

# Corrections and Community Services Division - Newfoundland and Labrador Youth Centre (NLYC)

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. The St John's Youth Detention Center is an overnight holding facility for youth located on Parade Street. A section of this building also contains the community-based Pre-Trial Services Program which provides bail supervision and youth diversion programs.

During fiscal year 2016-17:

- A new behaviour evaluation system was developed for youth to help support the Centre's therapeutic modalities of dialectical behaviour therapy and a trauma informed approach. This new program was designed to help support youth in building skills such as emotion regulation, distress tolerance, and mindfulness;
- The contractual art therapist position was continued as a result of funding through Justice Canada. This position supports youth residents to use a variety of creative modalities to express emotions, including sketching, painting, woodworking, music, and leather work;
- Residents at the NLYC engaged in a number of skills-based recreational, cultural, and creative projects in 2016-17. These included: weekly dialectical behaviour therapy skills (groups and individual sessions); addictions awareness; Aboriginal Day in partnership with the Native Friendship Centre; salmon hatching, succeed program; Remembrance Day ceremony; career education fair; recycling program; Education Week activities; "Second Chances" clothing store; drum making; sewing program; and Vibe Café; and
- Compassion fatigue training was delivered to front line workers at the Youth Centre, using funding from Justice Canada.

## Key Statistics

Admission Type	#
Overnight Arrests (108 at St. John's Youth Detention Centre and 46 at NLYC)	154
Total Remand (Includes 2 Psychiatric Assessments and 2 Provincial Director Remands)	61
Secure Custody	12
Other Admissions (Held for court during lunch hour)	9
<b>Total Admissions</b> – involving 87 different individuals (203 males and 33 females)	<b>236</b>
<b>Pre-Trial Services Program Total Admissions</b> (32 males and 7 females)	<b>39</b>
<b>*Note:</b> The average daily population was 7.17 residents.	

## Partnerships

- Partnerships continued with Adult Corrections, the St. John's Native Friendship Centre for Aboriginal programming for youth, the RCMP, and various community agencies.

# 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.

During fiscal year 2016-17, there were:

- 1,635 admissions (339 conditional sentence orders and 1,296 probation orders);
- 646 pre-sentence reports requested; and
- 1,576 risk assessments completed.

The 33 Adult Probation Officers in Newfoundland and Labrador work under the legislative authority of the *Criminal Code* 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. In fiscal year 2016-17, there were 646 pre-sentence reports requested by the court.

Adult Probation Officers work with many community partners on a daily basis to provide effective correctional services to adult offenders throughout the province. These partners include: the Criminal Intelligence Service Newfoundland and Labrador, Central Labrador Female Offenders Committee, Crime Prevention and Communities Against Violence Committees and the Housing and Homelessness Coalition.

The Chief Adult Probation Officer continued to participate on the Federal-Provincial-Territorial Community Corrections Subgroup of the Heads of Corrections. This group works collaboratively towards a coordinated national approach to community corrections.

In 2016-17, staff:

- Participated in training such as Risk Management, Occupational Health and Safety, Violence Awareness, and First Aid; and
- Facilitated training such as Level of Service/ Case Management Inventory (risk assessment), Working Minds and community awareness.

## Corrections and Community Services Division – Victim Services

Victim Services provides support to victims of crime in the criminal justice system. Key activities during the 2016-17 fiscal year included:

- In November 2016, using Federal Government financial support, an in-service was held for all Regional Coordinators in the province.
  - Topics covered included: Internet Child Exploitation, Trauma Informed Practice, Aboriginal Cultural Diversity Training, Review of Restitution Process and Unreasonable Delay Applications, Compassionate Bereavement Care, Food, Mood and Self Care Connection and RCMP Complaints Commission.
  - There were 26 Victim Services staff in attendance, as well as the Victim Services Community Worker from Sheshatshiu. Parts of the in-service were also attended by six justice personnel from Family Justice Services, Supreme Court, Provincial Court, Adult Probation and Her Majesty's Penitentiary. This provided an opportunity for shared learning and strengthening of partnerships.
  - Victim Services staff also had an opportunity to discuss and share information about client service delivery, best practices and victim-related initiatives, both within the Victim Services program and throughout the department.
- Staff attended other training sessions throughout the fiscal year, including: Bridges out of Poverty, Schizophrenia and Psychosis, Compassion Fatigue,

Youth Justice Sharing Circle Initiative, and Emotionally Focused Therapy for Couples.

- Victim Services Management also attended sessions on: Risk Management; Managing a Diverse Workforce; and Road 2 Mental Readiness.
- Victim Services delivered training on its services to the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre crisis line volunteers.
- Victim Services, using Federal Government funding, supported two participants (a Crown Attorney and a Program and Policy Development Specialist) to attend the Knowledge Exchange hosted by Justice Canada. This was a Knowledge Exchange on the criminal justice system’s responses to sexual assault against adults. The objective was to better understand why reporting, prosecution, and conviction rates of these crimes remain low. The event also explored how the criminal justice system’s responses to sexual assault could be improved.

Referrals to Victim Services by Region in fiscal year 2016-17:

Region	#
Carbonear	438
Clarenville	191
Corner Brook	290
Gander	294
Grand Falls-Windsor	426
Happy Valley-Goose Bay	345
Marystown	174
Nain	192
Port Saunders	118
St. John’s	3,174
Stephenville	396
<b>Total</b>	<b>6,038</b>

## Fines Administration Division

The Fines Administration Division is responsible for the processing, billing and collections 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 become overdue.

The division provides the public with options to pay tickets and fines in-person, on-line, by mail and by telephone (if payment is by credit card). The Division's collection unit is responsible for collection of overdue fines. Clients who are unable to immediately pay the full amount owing can work with collection staff to establish a payment arrangement.

During fiscal year 2016-17 Fines Administration:

- Continued to work with associated stakeholders (Provincial Court of Newfoundland and Labrador, Sheriff's Office, Motor Registration Division and Canada Revenue Agency) to maximize the collection of outstanding fines; and
- Participated in negotiations with the Federal Government to investigate the issuance of tickets within the province for violations of the *Contraventions Act*.

Collection activities in 2016-17 included:

- \$11.1 million in fines was collected, of which \$9.2 million was provincial revenue and \$1.9 million was collected on behalf of third parties (municipalities, hospitals, educational institutions);
- \$942,338 was collected in Provincial Victim Fines Surcharges (PVFS), from automatic assessment on summary offence tickets as well as imposition in court. The PVFS increased from 15 per cent to 30 per cent on September 1, 2016;
- \$798,076 was collected in Late Payment Penalties on overdue fines; and
- \$1.3 million was collected through collaboration with Canada Revenue Agency to intercept tax refunds and HST rebates of individuals owing balances on fines.



## Support Enforcement Division

The Support Enforcement Division 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 the fiscal year 2016-17, the Support Enforcement Division:

- Collected \$41.2 million in support payments, which total \$614 million collected by Support Enforcement Program since its inception;
- Issued 90,691 support cheques, 91 per cent of which were issued by electronic funds transfer;
- Had 6,491 active cases registered at March 31, 2017;
- Processed 3,921 Support Orders (3,121 under the Family Law Act, 708 under the *Divorce Act* and 92 under the *Interjurisdictional Support Orders Act*);
- Had 68,411 web portal visits. Of these 59,198 visits were by the creditor, 4,049 were by the debtor and, 5,164 were by reciprocating jurisdictions;
- Responded to 5,204 web portal text messages as a result of new functionality added to the system which enables direct and secure communications with clients;
- Issued 2,093 new employer garnishments and varied 1,599 existing employer garnishments;
- Issued 897 federal interceptions;
- Issued 543 drivers licence suspension warnings and 281 licence suspensions; and
- Issued 351 federal licence suspension warning letters and 227 suspensions.

# Access to Information and Protection of Privacy (ATIPP) Office

The Access to Information and Protection of Privacy (ATIPP) Office is responsible for the province-wide administration of Newfoundland and Labrador's *Access to Information and Protection of Privacy Act, 2015* (ATIPPA, 2015). In carrying out this role, the office provides publications and resource materials on its website, offers ATIPP training and advisory services, develops policies and procedures, provides help desk services for government departments, public bodies (e.g. agencies, boards, commissions, Crown corporations, regional health authorities, public educational bodies and municipalities) and the general public, and coordinates legislative amendments to the Act. The office also monitors the administration of *ATIPPA, 2015* by collecting and maintaining statistics on access to information requests supplied by departments and public bodies as defined by the Act.

During fiscal year 2016-17, the ATIPP Office:

- Was transferred from the former Office of Public Engagement to the Department of Justice and Public Safety, effective August 17, 2016;
- Tracked 2,085 access to information requests received by government departments and public bodies;
- Held 60 training sessions for departments and public bodies across the province;
- Developed and launched new full-day training for ATIPP coordinators focused on Processing ATIPP requests;
- Provided Certified Information Privacy Professional certification training for 15 ATIPP coordinators through the International Association of Privacy Professionals; and
- Posted over 900 general access requests completed by departments on the Completed Access to Information Requests webpage (<http://atipp-search.gov.nl.ca/>) with more than 70,000 pages of information posted online; and

- Responded to more than 1,500 phone calls from departments, public bodies and the public seeking advice or guidance on accessing information, protecting privacy and processing ATIPP requests.

Information on further activities of the ATIPP Office and ATIPP statistics during 2016-17 can be found in the 2016-17 Annual Report on the administration of *ATIPPA, 2015* found online at <http://www.atipp.gov.nl.ca/publications/index.html>, when available.

## Civil Division

The Civil Division of the Department of Justice and Public Safety is government's law firm providing legal advice to all government departments and representing government in court and before administrative tribunals. 40 lawyers in four units make up the Civil Division. The four Units are the Litigation Unit, the Central Agencies and Justice Policy Unit, the Corporate Commercial Unit, and The Family Litigation Unit.

### The Litigation Unit

The Litigation Unit handles civil litigation in which the province is a party either as a defendant/respondent, or a plaintiff/applicant. There are nine lawyers in this unit, including the manager and director. 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 regularly provide strategic advice to Departments in contemplation of litigation. During 2016-17, the unit responsible for 635 litigation files of which 133 were opened during the year and 40 files were closed. Disbursements on these filed totaled \$3,529,889.

## The Corporate Commercial Unit

The Corporate Commercial Unit has nine members, including the manager, and currently provides commercial legal advice generally and to the Departments of Finance, Service NL, Transportation and Works, Tourism, Culture, Industry and Innovation, Natural Resources, Advanced Education, Skills and Labour, Municipal Affairs and Environment, Fisheries and Land Resources, 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 2016-17, 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 Family Litigation Unit

The Family Litigation unit provides services to the Department of Children, Seniors and Social Development (CSSD) across the Island and throughout Labrador. There are nine lawyers in the unit, including the Manager, with six situated in St. John's, one in Grand Falls-Windsor, one in Corner Brook, and one in Happy Valley – Goose Bay. In addition, the Happy Valley – Goose Bay office is supported with the services of a

paralegal. There are approximately 15 court circuits to the coast of Labrador, with the Happy Valley – Goose Bay office having primary responsibility for the Natuashish/Sheshatshiu circuits and the St. John's office covering the Nain and Hopedale circuits. Services provided by this unit include representing zone managers of CSSD in matters of child protection and providing legal advice generally to the zone managers and front-line offices, representing the Director of Adult Protection in adult protection litigation and the Director of Community Youth Corrections in post-sentencing applications, and acting as the designated Central Authority for the province for the Hague Convention on International Child Abduction.

### 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 full range legal services to the Departments of Advanced Education, Skills and Labour; Tourism, Culture, Industry and Innovation (Tourism and Culture including The Rooms Corporation); Children, Seniors and Social Development; Education and Early Childhood Development; Municipal Affairs and Environment; Executive Council (Planning and Coordination Office of Cabinet Secretariat and Protocol Office); Health and Community Services; Justice and Public Safety; Labrador Affairs Office; Intergovernmental and Indigenous Affairs Secretariat; Service NL (Motor Vehicle Registry); and the Public Service Commission. Over the 2016-17 year unit counsels' work has included:

- Review and drafting of the Canada-NL Atlantic Immigration Pilot Program Agreement;
- Advice related to the *Rooms Act, 2016* (to be proclaimed) and five Bills to amend the *Highway Traffic Act*;
- Advice related to child, youth and family services, including the statutory review of the *Children and Youth Care and Protection Act*, the implementation of pilot programs for family-based residential foster placements, Working Together Agreements with Sheshatshui Innu First Nation and Mushuau Innu First Nation, Service Agreements for Level 4 Residential Placement Providers and preparation

of responses for investigations and reviews of the Child and Youth Advocate, Office of the Citizen's Representative and Office of the Information and Privacy Commissioner;

- Advice related to development the *Seniors' Advocate Act*, to establish the Office of the Seniors' Advocate;
- Advice related to Education legislation, including a new direct election process for Conseil Scolaire Francophone Provincial (CSFP) trustees and amendments to the *School Board Election Regulations, 1998* to support province-wide CSFP trustee elections;
- Advice related to implementation of the *Child Care Act*, regulations and policy and Inclusion Supports and Child Care Subsidy programs;
- Advice related to Health legislation and regulations, including the *Secure Withdrawal Management Act* and the *Medical Care and Hospital Insurance Act*;
- Advice related to Medical Assistance in Dying (MAiD), Health-related national class actions and the Electronic Medical Records Program;
- Advice related to the *Smoke-free Environment Act, 2005*, and *Tobacco Control Act* amendments to regulate to e-cigarettes and hookah;
- Preparation of various departments' responses to human rights complaints;
- Constitutional law advice on programs, litigation, proposed legislation and Notices of Constitutional Question from all levels of court;
- Provincial regulatory prosecutions involving Aboriginal rights;
- Advice related to Justice legislation and regulations, including the *Access to Abortion Services Act* and regulations and amendments to the *Judicature Act*;
- Participation in the Uniform Law Conference of Canada and negotiations with the Government of Canada regarding implementation of the *Contraventions Act* in Newfoundland and Labrador; and
- Participation on the Continuing Committee of Officials on Human Rights and preparation of NL input for Canada's appearances at the United Nations on International Human Rights Conventions and Canada's accession to additional treaties.

## 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. In fiscal year 2016-17, responsibility for the administration of this division was transferred to the Supreme Court.

## 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.

**Special Note:** On December 31, 2016, W.H. John Baird retired from the position of Public Trustee having served for over 40 years with the OPT and the former Estates Office of the Supreme Court. The OPT is indebted to Mr. Baird for his years of faithful service, leadership, and commitment to clients.

- The services provided by the OPT are subject to fees based on percentages of funds collected on behalf of clients. On June 1, 2016 percentage fees for most clients was increased from five to eight per cent. On an annual basis those fees are remitted by the OPT into the Consolidated Revenue Fund. In 2016-17 regular fees collected and remitted by the Office totaled \$560,000.
- Where the OPT is in possession of funds where, after due diligence, it is determined that there is no person legally entitled to those funds or where the person legally entitled to the funds is either not known or his/her whereabouts are unknown, those funds may be paid into the Consolidated Revenue Fund as Undistributable Funds. In 2016-17 the OPT remitted \$3,064,811.75 into the Consolidated Revenue Fund as Undistributable Funds.
- The OPT is committed to updating its client file management system to ensure all active clients are properly listed and categorized. As a result, during 2016-17, the OPT opened 449 new and existing client files and closed 537 client files. On April 1, 2016 the OPT had 1,354 active client files, and on March 31, 2017 had 1,266 active client files, with a net reduction of 88 files.
- In 2016-17 the OPT collected funds on behalf of clients in the total amount of \$12,828,617.31, and disbursed client funds, via cheques and electronic funds transfers, in the total amount of \$19,311,705.73.
- From June 5 – 8, 2016, the Public Trustee attended the National Association of Public Trustees and Guardians (NAPTAG) annual conference, held in Vancouver, British Columbia. A key purpose of NAPTAG is to share information common to all provinces and territories in Canada, and to work towards implementing common best practices, where possible, within the confines of the individual provincial and territorial legislations. It is through this collaboration that the OPT developed its Policy Manual for use by OPT staff.
- The Public Trustee continues to provide advice and direction to the Provincial Director of Adult Protection and social work staff concerning matters involving financial abuse of adult citizens of the province and the protection of their assets.
- The Public Trustee sits on various government committees to provide opinions and information concerning the OPT and its services.



## 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 2016-17, Public Prosecutions employed 73 people of whom 52 are lawyers, 18 support staff and 3 articulated clerks.

Since the Supreme Court of Canada (SCC) decision in *R. v. Jordan*, significant efforts have been made to develop and follow best practices to ensure criminal matters are addressed by the courts within the timelines set out by the SCC.

During fiscal year 2016-17, highlights of other activities included:

- Crown Attorneys from various offices appeared in numerous circuit courts around the province including sitting in court as far north as Nain;
- Crown Attorneys from our Special Prosecutions Office appeared before the Supreme Court of Canada on three separate occasions;
- 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;
- 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, 35 Prosecutors attended this educational program and received instruction focused on various topics: internet and child exploitation, sentencing, search warrants, drinking and driving, sexual violence, youth criminal justice, mental health, trial advocacy and complex prosecutions. It is important for Prosecutors to participate in continuing education in order to remain current with respect to developments in the law;

- Members of Public Prosecutions offices attended various conferences and training seminars focused in areas such as working with adult victims of sexual assault; high risk offenders; and animal cruelty prosecutions; and
- Public Prosecutions liaised regularly with other justice stakeholders with a goal of providing timely and just service to the people of the province.

## 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 65 pieces of legislation which were passed through the Legislature from April 1, 2016 to March 31, 2017, affecting the provincial statutes and regulations as follows:

- 15 new Acts were introduced; and
- 50 Acts were amended.

Ninety-six pieces of subordinate legislation were produced and published in the *Gazette* as follows:

- 5 proclamations;
- 39 amending pieces of subordinate legislation;
- 12 new orders;
- 7 new planning areas; and
- 33 new regulations.

### Did You Know?

- The Government of Newfoundland and Labrador currently has 399 Consolidated Statutes and 1,616 Consolidated Regulations.
- Legislative Counsel’s website received 1,548,735 hits last year.

# Report on Performance

Fiscal year 2016-17 was the last year of government's three year planning cycle. The information contained in this section reflects the work completed by the Department of Justice and Public Safety during fiscal years 2014-15, 2015-16 and 2016-17.

## 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, RCMP, and CFSEU-NL the department continued to focus efforts on addressing organized crime, drug trafficking, child exploitation and intimate partner violence.

During the past three years, much work has been undertaken to enhance community safety. The information contained in the results column under the goal and objective outline the key work undertaken to make our communities safer. The allocation of additional funding, continued and enhanced partnerships, as well as targeted initiatives contributed to achieving this goal.

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

Indicators:	Results:
Responses to organized crime, drugs, child exploitation and intimate partner violence enhanced	In 2014-15: <ul style="list-style-type: none"><li>• Additional funding of \$527,500 enabled additional enforcement projects and activities through the Combined Forces Special Enforcement Unit - Newfoundland and Labrador (CFSEU-NL); and</li></ul>

- The RCMP and RNC each added a police officer and a crime analyst to implement the integrated Intimate Partner Violence Initiative. This includes enhanced partnerships with organizations working in this area, assisting with curriculum development and delivery on this issue to police officers and social workers, enhanced internal reviews of investigational files for policy compliance and improved service delivery, and enhanced guidance to officers in the field. The RCMP has assigned a member as the Family Violence Coordinator in each detachment in the province as a key contact.

In 2015-16, CFSEU-NL implemented targeted initiatives to intercept organized crime, drugs and child exploitation. CFSEU-NL:

- 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 Partnerships section of this report;
- Continued to focus on child exploitation. Significant arrests resulting from this work are outlined in the Highlights and Partnerships 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 were implemented:</p> <ul style="list-style-type: none"> <li>• The RNC partnered with Humane Services of the City of St. John's to implement a Pet Safekeeping Program for emergency situations related to intimate partner violence; and</li> <li>• 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.</li> </ul>
<p>Community partnerships enhanced</p>	<p>In 2014-15, community partnerships were enhanced through a new school-based program called CSI (Cyber Safety Information) involving separate sessions to students and parents. The RNC delivered sessions to 2,256 students on the Island and in Labrador.</p> <p>Additionally, the RNC identified a liaison officer to enhance partnerships with the LGBTQ community.</p>
<p>Community engagement enhanced</p>	<p>In 2015-16, the RNC and RCMP worked together to:</p> <ul style="list-style-type: none"> <li>• Re-develop the “Collaborative Approach to Family Violence” Course;</li> <li>• Implement the “Care Project” in partnership with the NL Sexual Assault Crisis and Prevention Centre and other community partners to coordinate services for sexual assault survivors;</li> </ul>

	<ul style="list-style-type: none"> <li>• Contribute to the “Working Group on the Intersection of Family and Criminal Justice Response on Family Violence”; and</li> <li>• 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”.</li> </ul>
Youth engagement enhanced	<p>Youth engagement was enhanced. In August 2016, the RNC launched its official Snapchat account which allows the RNC to be more connected with younger members of the community. The RNC also continued initiatives such as “Live Chats”, “Tweet Alongs” and “Wanted Wednesdays”. The RNC began Facebook LIVE with its first Live “Tweet-Along” during Police Week, and at events and functions throughout the year.</p> <p>CFSEU-NL continued outreach to schools regarding illegal drug use. CFSEU-NL members periodically visited junior and senior high schools during lunch hours to watch for suspicious activity related to drug activity. CFSEU-NL members advised school officials that CFSEU-NL should be contacted if they suspected drug related activity.</p>
Additional police resources hired	<p>In 2014-15, the RNC cadet class size was expanded from 21 to 31 cadets and the RCMP received dedicated funds for targeted areas and established a new position in Sheshatshiu, and four new positions for Happy Valley-Goose Bay to assist with the requests for service in these areas. The CFSEU-NL also received funding for an additional RCMP position.</p>

**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.

Indicators:	Results:
CFSEU-NL assistance to other targets on the Provincial Threat Assessment expanded	CFSEU-NL assistance to other targets on the Provincial Threat Assessment (PTA) was expanded. CFSEU-NL continued to investigate targets identified on the PTA and provided information related to new groups or individuals that could be PTA targets.
CFSEU-NL outreach to schools and parents regarding child luring and exploitation continued	CFSEU-NL continued outreach to schools and parents regarding child luring and exploitation. CFSEU-NL members delivered presentations to approximately 1,700 junior and senior high school students on cyber bullying, social media, child pornography and internet luring. Presentations were also offered to parents.
CFSEU-NL outreach to schools regarding illegal drug use continued	CFSEU-NL continued outreach to schools regarding illegal drug use. CFSEU-NL members periodically visited junior and senior high schools during lunch hours to watch for suspicious activity related to drug activity. CFSEU-NL members advised school officials that CFSEU-NL should be contacted if they suspected drug related activity.
Select community stakeholders invited to RNC training sessions related to community safety practices	Select community stakeholders were invited to RNC training sessions related to community safety practices. Training sessions consisted of the delivery of presentations related to risk management for exposure to drugs, current drug trends and drug identification. Attendees at these sessions were from various organizations, including the Legal Aid Commission, John Howard Society, MUN School of Pharmacy, College of the North

Atlantic's paramedic class, Choices for Youth, Victim Services, and government agencies.
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## 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 were accepted by government and were phased-in over three years.

During the past three years, much work has been undertaken to address the recommendations contained within the external review. The information contained in the results column under the goal and objective outline the key work undertaken to make our communities safer. Investments in staffing levels, organizational improvements and enhanced security measures contributed to achieving this goal.

**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.

Indicators:	Results:
Staffing levels increased in select areas	In 2014-15, staff recruitment requirements were addressed. Deputy Sheriff I and II competitions were completed and staff were hired in St. John's, Harbour Grace, Clarenville, Gander, Grand Falls-Windsor, Grand Bank, Corner Brook, Wabush, Happy Valley-Goose Bay, and Stephenville. A new Regional



	<p>Court Security Manager was also hired. The staffing enhancements supported the recommended organizational structure from the review.</p>
<p>Organizational improvements implemented</p>	<p>In 2014-15, staff engagement and communications were enhanced. A regular meeting schedule was implemented for the High Sheriff and all three managers in the province. A series of status updates were initiated for staff on various issues.</p> <p>Management also identified other ways to enhance staff engagement, including the expansion of access to videoconferencing capabilities for all Deputy Sheriff II's province-wide.</p> <p>In March, 2016, the Office of the High Sheriff filled the position of Manager of Equipment, Training, and Organizational Development.</p>
<p>Enhanced security measures implemented</p>	<p>Various security enhancements were made at court locations throughout the province. This included equipment and infrastructure enhancements.</p> <p>In 2014-15, Point of Entry Screening equipment was installed and processes successfully implemented at both the Supreme Court – Family Division in St. John's and at the Corner Brook Court House.</p> <p>In 2015-16, perimeter security screening was implemented at the Supreme Court - Trial Division in St. John's. Specifically:</p> <ul style="list-style-type: none"> <li>• a New Point Of Entry Screening Station was installed;</li> <li>• infrastructure modifications were completed to facilitate</li> </ul>

the installation of a new Point of Entry Screening Station;  
and

- an upgraded closed-circuit television (CCTV) Surveillance monitoring system was installed.

At the Supreme Court-Trial Division-Family Division in St. John's:

- building infrastructure modifications and security upgrades were completed to facilitate the implementation of controlled Point-of-Entry screening for the public; and

At St. John's Provincial Court (Atlantic Place):

- the CCTV security system was upgraded;
- a new fire exit door was installed in the secure vehicle compound; and
- new office space was constructed to provide an area for Deputy Sheriff Officers to write reports.

At the Corner Brook Court House upgrades were made to the:

- CCTV system;
- alarm; and
- key system.

**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.

Indicators:	Results:
Continued closed-circuit television (CCTV) system needs assessed	The Office of the High Sheriff has assessed and prioritized CCTV system needs for all court locations in the province. The office continues to assess existing CCTV requirements and modify as required based on security needs.
Continued safety and security equipment, infrastructure and protocol enhancements implemented at various court locations	<p>The Office of the High Sheriff continued to implement safety and security equipment, infrastructure and protocol enhancements at various court locations. The precise nature of this work cannot be detailed as it could comprise the safety and security of staff, clients and those attending court.</p> <p>The Sherriff's Office also completed a new risk assessment protocol for security resources.</p>
Cross-jurisdictional scan of security equipment and practices utilized by other court security divisions completed	A cross-jurisdictional scan of security equipment and practices utilized by other court security divisions began. It was not completed before the end of the fiscal year due to competing priorities. The full scan will be completed in 2017-18.

## Issue 3: Gender Equity

During the planning cycle (2014-17) the Department of Justice and Public Safety continued efforts to address gender equity issues. Gender equity contributes to a highly-skilled workforce, which fosters confidence and trust with the public. In recent years, the department has made significant progress towards increasing women’s participation in areas of the workforce that have been traditionally male-dominated

During the past three years, much work has been undertaken to address gender equity. The information contained in the results column under the goal and objective outline the key work undertaken to address barriers to the participation of women in these roles.

**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.

Indicators:	Results:
Initiatives to enhance gender equity implemented	<p>In 2014-15, a community of practice for gender equity in law enforcement was established with representatives from Fish and Wildlife Enforcement Division, Adult Corrections, RNC, RCMP, and Office of the High Sheriff. The committee enables an enhanced understanding of this issue, promote shared best practices, and provide an ability to have meaningful discussions about lessons learned along the way.</p> <p>In 2015-16, Respectful Work Place (RWP) related lunch and learn sessions were organized by the Wellness Committee at HMP. Relevant sessions included:</p> <ul style="list-style-type: none"> <li>• Bully-free workplace;</li> <li>• Occupational stress injury;</li> <li>• Mental health;</li> </ul>

	<ul style="list-style-type: none"> <li>• Employee Assistance Program;</li> <li>• Addiction services; and</li> <li>• Post traumatic stress disorder (PTSD).</li> </ul> <p>Senior management and human resources staff 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> <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>Responses to gender equity issues enhanced</p>	<p>In 2014-15, respectful workplace training plans and priorities were developed. Adult Corrections developed training and implementation priorities for a Respectful Workplace Program (RWP) throughout provincial correctional facilities.</p> <p>Fish and Wildlife Enforcement Division has included respectful workplace training in its orientation program for all new recruits.</p> <p>Respectful workplace training opportunities were provided. Specifically:</p> <ul style="list-style-type: none"> <li>• RNC delivered RWP frontline training to 60 individuals. The RNC policy requires participation in this training every three years;</li> <li>• the RNC requires all cadets to participate in a two day</li> </ul>

RWP session as part of mandatory training;

- Adult Corrections delivered RWP training to 33 staff from HMP and NLCCW;
- FWED includes RWP in its Code of Conduct component of orientation sessions for new employees; and
- Adult Corrections includes respectful workplace in its core curriculum for its Correctional Officer Recruit Training Program.

The RCMP and RNC held female-only recruitment information sessions. RNC locations included St. John's, Corner Brook, Grand Falls-Windsor, Clarenville and Labrador West. In recognition of the 40th year of women joining the RCMP, the Commanding Officer participated in a female-only recruitment session.

The Superintendent of Prisons invited female Adult Corrections staff to participate in sessions to provide input into a gender equity plan for Adult Corrections. Sessions began in 2014-15 and continued into 2015-16.

In 2015-16, FWED began the initial stages to develop a Gender Equity Policy.

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.

	<p>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 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. They were recognized for leadership potential and attended a four day certificate program.</p>
<p>Progress towards gender equity assessed</p>	<p>Progress towards gender equity was assessed using the statistics related to females working in the following traditionally male-dominated professions. At the beginning of this planning cycle (April 1, 2014):</p> <ul style="list-style-type: none"> <li>• 25 per cent of RNC uniformed services were women;</li> <li>• 24 per cent of uniformed Correctional Officers were women; and</li> <li>• 20 per cent of Deputy Sheriffs and Bailiffs were women.</li> </ul> <p>At the end of this planning cycle (March 31, 2017):</p> <ul style="list-style-type: none"> <li>• 28 per cent of RNC uniformed services were women (+3%);</li> <li>• 26.5 per cent of uniformed Correctional Officers were women (+2.5%); and</li> <li>• 20 per cent of Deputy Sheriffs and Bailiffs were women (no change).</li> </ul>

The department will continue efforts to support gender equity in these areas.

**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.

Indicators:	Results:
Women in Law Enforcement – Legacy Leadership Program assessed	The Women in Law Enforcement – Legacy Leadership Program was assessed through participant feedback. Feedback by participants indicated that it met the expectations of both participants and management. It also indicated that a broader geographic participation is required to ensure further advancement of females in leadership roles in uniformed services.
Required supports for women’s advancement in law enforcement identified	Required supports for women’s advancement in law enforcement were identified. RNC executive and female managers identified the need for greater opportunities to mentor, support and coach potential female candidates who are currently on promotional rosters.
Required supports for women’s advancement assessed	Required supports for women’s advancement were assessed. It was determined that providing mentoring, support, and coaching can be accomplished from within existing resources with the assistance of senior, experienced female police officers.
Development of a plan to address identified requirements to women’s advancement begun	A plan to address identified requirements to women’s advancement was begun and will continue into fiscal year 2017-18. First steps include the identification of senior female police officers to act as mentors and coaches and to provide these officers with an orientation to the role of becoming mentors.



## 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 the past three years, much work has been undertaken to address workforce planning priorities. The information contained in the results column under the goal and objective outline the key work undertaken to achieve this goal. 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.

Indicators:	Results:
Workplace engaged in outreach	<p>The Workplace was engaged in outreach. Some examples of this outreach included:</p> <ul style="list-style-type: none"> <li>• Adult Custody staff:               <ul style="list-style-type: none"> <li>• developed career information packages for those interested in careers in this area; and</li> <li>• held information and recruitment sessions on the Island and in Labrador. A specific example included an information session at Holy Heart High School in St. John's.</li> </ul> </li> <li>• RNC staff:               <ul style="list-style-type: none"> <li>• held a Coffee with Cops session to provide recruiting information to the LGBTQ community;</li> <li>• held information sessions and distributed career information packages to Indigenous and multicultural communities.</li> </ul> </li> </ul>

<p>Training opportunities provided</p>	<p>Training opportunities were provided. Staff engaged in law enforcement activities received ongoing training. Examples of training opportunities included:</p> <ul style="list-style-type: none"> <li>• CFSEU-NL members were provided with training opportunities such as: Drug Investigative Techniques; Financial Investigative Techniques; Major Crime Investigative Techniques; Clandestine Lab; Expert Witness; and Organized Crime, Major Case Management, and Drug Expert Workshop;</li> <li>• Several educational opportunities were provided to Office of the High Sheriff staff. Key training opportunities provided to staff included: Respectful Workplace Training Integrated Provincial Court Information System; Standard First Aid; Risk Management Training; Occupational Health and Safety Committee Training (joint training for the Office of High Sheriff, RNC, and Adult Probation); and Deputy Sheriff Recruit Training Program; and</li> <li>• Adult Custody distributed weekly articles on Wellness and Mental Health to all staff across the island. Lunch and Learn sessions were offered on topics such as: Bell Let's Talk – Mental Health Awareness – Reducing the Stigma; Occupational Stress Injury – Resiliency and Empowerment; and Health Balance – Health Food Survival Guide for Shift Workers.</li> </ul>
<p>Outreach recruitment activities enhanced through innovation</p>	<p>Outreach activities were enhanced through innovation. Some examples of this work included:</p> <ul style="list-style-type: none"> <li>• On a departmental level, social media activities have grown and all news releases are distributed using the department's Twitter account. This is also a valuable mechanism for public feedback;</li> </ul>

	<ul style="list-style-type: none"> <li>• Physical fitness testing preparations sessions were developed and offered for individuals considering a career in areas with physical fitness requirements. Specific efforts focused on women’s participation, and during 2014-15, 35 females attended preparation sessions for the physical aptitude testing for RNC applicants;</li> <li>• The RNC continued to build its social media presence. This was reflected in activities such as Twitter-based Chief Chats and Ride Alongs, as well as the release of the video “If You Can Serve, You Can Serve” which promotes diversity in the force; and</li> <li>• FWED launched its Twitter account which posts events, patrol and enforcement pictures, and provides a community outreach link. It continued to promote its website and its 1-800 poaching tips line. FWED developed a poster series depicting the work of officers. It also promoted protection and conservation, as well as career choices through education sessions delivered to students in K-12 and at the college level.</li> </ul>
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**Objective 4.3:** By March 31, 2017, the Department of Justice and Public Safety will have assessed recruitment processes to address future workforce requirements.

Indicators	Results
Law enforcement workforce analysis will be completed	Law enforcement workforce analysis was completed. The Department of Justice and Public Safety analyzed workforce data and workforce attrition and retirement projections to identify future demands. It was recognized that this analysis must be

	<p>continuous to reflect demographic changes and crime trends.</p> <p>Additionally, the Sheriff's Office began planning for a review of recruitment and retention processes, including gender considerations. This work will continue into fiscal year 2017-18.</p>
Adult Corrections will have assessed Correctional Officer Recruit Training (CORT)	Adult Corrections assessed Correctional Officer Recruit Training (CORT). Potential improvements have been identified and a plan for implementation was in progress at the end of fiscal year 2016-17.
RNC will have researched succession planning to identify best practices	Succession planning is an ongoing priority for the RNC and information has been gathered on succession planning over time. Due to organizational transition, staffing changes, and competing priorities, additional research regarding succession planning best practices was not completed. Further research to identify best practices will be carried forward to fiscal year 2017-18.
The RNC will have completed a gap analysis regarding current and future human resource needs	The RNC began a gap analysis regarding current and future human resource needs. It was recognized that this work must be continual given changing crime trends and the increasing complexity of crime.

## Opportunities and Challenges

During this fiscal year, the department assessed the feasibility of a drug treatment court. The final report of this assessment was under review at the end of the fiscal year. If implemented, this therapeutic court will provide opportunities to address drug addiction in a holistic manner through a coordinated approach to services and supports.

Violence against Indigenous women and girls continues to be a serious societal problem and is a priority at the provincial and national levels. The Government of Canada launched 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.

Combating organized crime and child exploitation continue to be priorities for our police agencies. These crimes cross provincial, national and international borders and police will continue to experience challenges to address these important issues.

Newfoundland and Labrador is following national efforts toward criminal justice reform. Such reform provides an opportunity to reflect on challenges and ways to deliver services differently, more efficiently, and with better outcomes. Examples of areas that offer opportunities to reduce the burden on the criminal justice system and enhance efficiencies include bail supervision and restorative justice. These are areas that the department will be exploring.

The Federal Government is proceeding with its commitment to legalize the non-medical use of cannabis. As this work advances, the Department of Justice and Public Safety will be focused on addressing challenges such as drug-impaired driving and combating illegal drug trafficking, both of which will continue to be a priority.

# 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 2017” (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.	<b>Minister's Office</b>	248,272	266,600	266,600
1.2.01.	<b>Executive Support</b>	1,070,655	1,119,000	1,088,800
1.2.02	<b>Administrative and Policy Support</b>	2,684,981	2,727,600	3,125,800
	Less Related Revenue (Federal)	0	(30,000)	(30,000)
	Less Related Revenue (Provincial)	(433,889)	(210,000)	(210,000)
1.2.03	<b>Legal Information Management</b>	1,076,731	1,080,100	961,500
	Less Related Revenue (Provincial)	(8,200)	(14,000)	(14,000)
1.2.04	<b>Administrative Support (Capital)</b>	321,603	330,800	330,800
1.3.01	<b>Fines Administration</b>	879,475	880,600	968,300
	Less Related Revenue (Provincial)	(1,011,784)	(828,700)	(828,700)
2.1.01.	<b>Civil Law</b>	13,361,454	13,499,789	10,227,300
2.1.02.	<b>Sheriff's Office</b>	6,799,360	6,828,300	6,486,800
2.1.03.	<b>Support Enforcement</b>	1,054,568	1,059,200	1,059,700
2.1.04	<b>Family Justice Services</b>	1,983,718	1,996,100	2,010,100
	Less Related Revenue (Federal)	(361,514)	(342,900)	(342,900)
2.1.05	<b>Access to Information and</b>	377,384	476,500	806,600

	<b>Protection of Privacy</b>			
2.2.01.	<b>Criminal Law</b>	<b>7,349,709</b>	<b>7,387,400</b>	<b>7,264,600</b>
	Less Related Revenue (Federal)	(28,842)	(28,700)	(28,700)
2.3.01.	<b>Legal Aid</b>	<b>17,033,298</b>	<b>17,033,400</b>	<b>17,115,900</b>
	Less Related Revenue (Federal)	(2,076,577)	(2,135,600)	(2,135,600)
2.3.02	<b>Commissions of Inquiry</b>	<b>2,317,589</b>	<b>2,318,600</b>	<b>1,000,000</b>
2.3.03.	<b>Office of the Chief Medical Examiner</b>	<b>1,026,635</b>	<b>1,053,500</b>	<b>992,500</b>
2.3.04.	<b>Human Rights</b>	<b>865,883</b>	<b>876,600</b>	<b>854,300</b>
2.3.05.	<b>Office of the Public Trustee</b>	<b>1,051,454</b>	<b>1,053,100</b>	<b>894,200</b>
	Less Related Revenue (Provincial)	(3,594,242)	(400,000)	(400,000)
2.4.01.	<b>Legislative Counsel</b>	<b>487,178</b>	<b>488,000</b>	<b>477,700</b>
3.1.01.	<b>Supreme Court</b>	<b>5,098,922</b>	<b>5,220,500</b>	<b>5,236,200</b>
	Less Related Revenue (Federal)	(7,470)	(11,800)	(11,800)
	Less Related Revenue (Provincial)	(27,557)	0	0
3.2.01.	<b>Provincial Court</b>	<b>11,257,559</b>	<b>11,924,000</b>	<b>12,458,900</b>
4.1.01.	<b>Royal Newfoundland Constabulary</b>	<b>53,172,557</b>	<b>53,222,200</b>	<b>52,028,100</b>
	Less Related Revenue (Federal)	(362,806)	(201,400)	(201,400)
	Less Related Revenue (Provincial)	(264,539)	(513,700)	(513,700)
4.1.02.	<b>Royal Canadian Mounted Police</b>	<b>76,040,882</b>	<b>76,076,600</b>	<b>76,276,600</b>
	Less Related Revenue (Provincial)	0	(77,800)	(77,800)
4.1.03.	<b>Public Complaints Commission</b>	<b>292,908</b>	<b>308,200</b>	<b>286,100</b>
4.2.01.	<b>Adult Corrections</b>	<b>38,962,279</b>	<b>39,040,500</b>	<b>38,377,000</b>
	Less Related Revenue (Federal)	(4,880,527)	(6,243,900)	(6,243,900)
	Less Related Revenue (Provincial)	(1,463,056)	(563,000)	(563,000)
4.2.02.	<b>Youth Secure Custody</b>	<b>5,229,986</b>	<b>5,290,300</b>	<b>5,165,800</b>
	Less Related Revenue (Federal)	(2,619,610)	(2,287,900)	(2,287,900)
	Less Related Revenue (Provincial)	(12,003)	0	0
<b>Total Expenditures - Department of Justice</b>		<b>250,045,040</b>	<b>251,557,489</b>	<b>245,760,200</b>
<b>Total Related Revenue</b>		<b>(17,152,616)</b>	<b>(13,889,400)</b>	<b>(13,889,400)</b>
<b>Total: Department</b>		<b>232,892,424</b>	<b>237,668,089</b>	<b>231,870,800</b>