



Item No. 4

Board of Police Commissioners for the Halifax Regional Municipality September 3, 2025

TO: Chair and Commissioners of the Board of Police Commissioners for the Halifax Regional Municipality

FROM: Cathie O'Toole, Chief Administrative Officer

DATE: August 13, 2025

SUBJECT: RCMP Halifax Regional Detachment 2025-26 Annual Performance Plan

INFORMATION REPORT

ORIGIN

This is a staff-initiated report.

BACKGROUND

The RCMP Halifax Regional Detachment 2025-26 Annual Performance Plan builds on the foundation of our previous work and deepens our efforts on priorities and initiatives that are currently underway.

HRD priorities include strengthening trust and collaboration with our communities. Community engagement initiatives are fostering open dialogue, ensuring our residents and business owners directly inform policing priorities. HRD is also focused on advancing coordinated approaches within our integrated environment that strengthens the broader public safety ecosystem.

FINANCIAL IMPLICATIONS

No financial implications at this time.

COMMUNITY ENGAGEMENT

Community engagement is outlined in Attachment 1.

LEGISLATIVE AUTHORITY

By-law P-100, *Respecting the Board of Police Commissioners for the Halifax Regional Municipality*, section 8(3)(c):

8 (3) The Board in accordance with the Police Act and HRM Bylaws may carry out any of the following roles and responsibilities as they relate to the Provincial Police Service

8 (3) (c) requiring the Officer in Charge to provide an annual report, by March 31 of each year, on the status of the implementation of HRM's objectives, priorities and goals relating to the Halifax Detachment's policing responsibilities within its prescribed territorial boundaries in the municipality during the previous fiscal year.

ATTACHMENTS

Attachment 1 – RCMP HRD 2025-26 Annual Performance Plan

Report Prepared by: Inspector Jeff Mitchell, OiC Management and Administration Services

Report Approved by: Chief Superintendent John Duff, OiC Halifax Regional Detachment

Bill Moore, Commissioner of Public Safety, 902.490.8545



POLICE HEADQUARTERS



2025/26 Annual Performance Plan

THIRD EDITION

RCMP Halifax Regional Detachment

Serving the Halifax Regional Municipality in Support of Public Safety



Royal Canadian Mounted Police
Gendarmerie royale du Canada

Canada

HALIFAX

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Letter from Commissioner of Public Safety

Dear Colleagues,

I am pleased to extend my support for the Halifax Regional Detachment's (HRD) Annual Performance Plan, which aligns closely with our municipality's shared priorities for community safety, engagement, and well-being.

The ongoing collaboration between the Halifax Regional Municipality (HRM) public safety ecosystem and HRD exemplifies our mutual commitment to providing a safe and inclusive region for all. It is my personal commitment to work closely with the Board of Police Commissioners, HRM's new Mayor and Council, other levels of government, and HRD to support efforts that foster safe, vibrant, and resilient communities across our growing municipality.

This year's HRD plan outlines key objectives focused on reducing crime, bolstering community presence, and enhancing service delivery. As a growing municipality, we are committed to an evidence-based, community-focused and culturally sensitive approach to policing, with an emphasis on continuing the renewal of integration with Halifax Regional Police. The objectives in HRD's Annual Performance Plan reinforce our collective mission to improve the quality of life for residents and create a safer HRM. Thank you for the Halifax Regional Detachment's dedication and collaborative spirit in advancing these goals. I look forward to seeing the positive impact this plan will have on our community in the coming year.

Sincerely,

Original Signed

William (Bill) Moore
Commissioner of Public Safety
Halifax Regional Municipality
Email: [REDACTED]

Foreword: Officer-in-Charge

Good day,


It is my pleasure to share the latest edition of the Halifax Regional Detachment Annual Performance Plan (APP). Having recently arrived in my role as the Officer-in-Charge of HRD, this is the first time I've had the privilege of collaborating with our team to deliver this publication to you.

The members of Halifax Regional Detachment are working hard to establish strong, trust-based partnerships with HRM Council, the Board of Police Commissioners, and with the communities we serve. It is a deliberate commitment to listening and learning so we can proactively respond to concerns more effectively and efficiently. From attending community safety meetings, working collectively on initiatives that reflect local priorities, the work is underway. HRD was recently supported by the BoPC and HRM Council to hire an additional 14 police officer positions to support our vision for greater community integration and collaboration. This solidifies the concrete steps we are taking to strengthen the public safety ecosystem by developing programs that not only target crime and offenders, but also support prevention, intervention, and trauma informed approaches.

The HRD leadership team and I work closely with Chief McLean and HRP leadership regarding police operations. Building upon the strength of the RCMP/HRP integrated environment, HRD will continue to evolve as we work to find effective and efficient operational enhancements for all citizens within HRM. Our goal is for our residents and businesses to have confidence in our ability to provide a safe place to live, work and play.

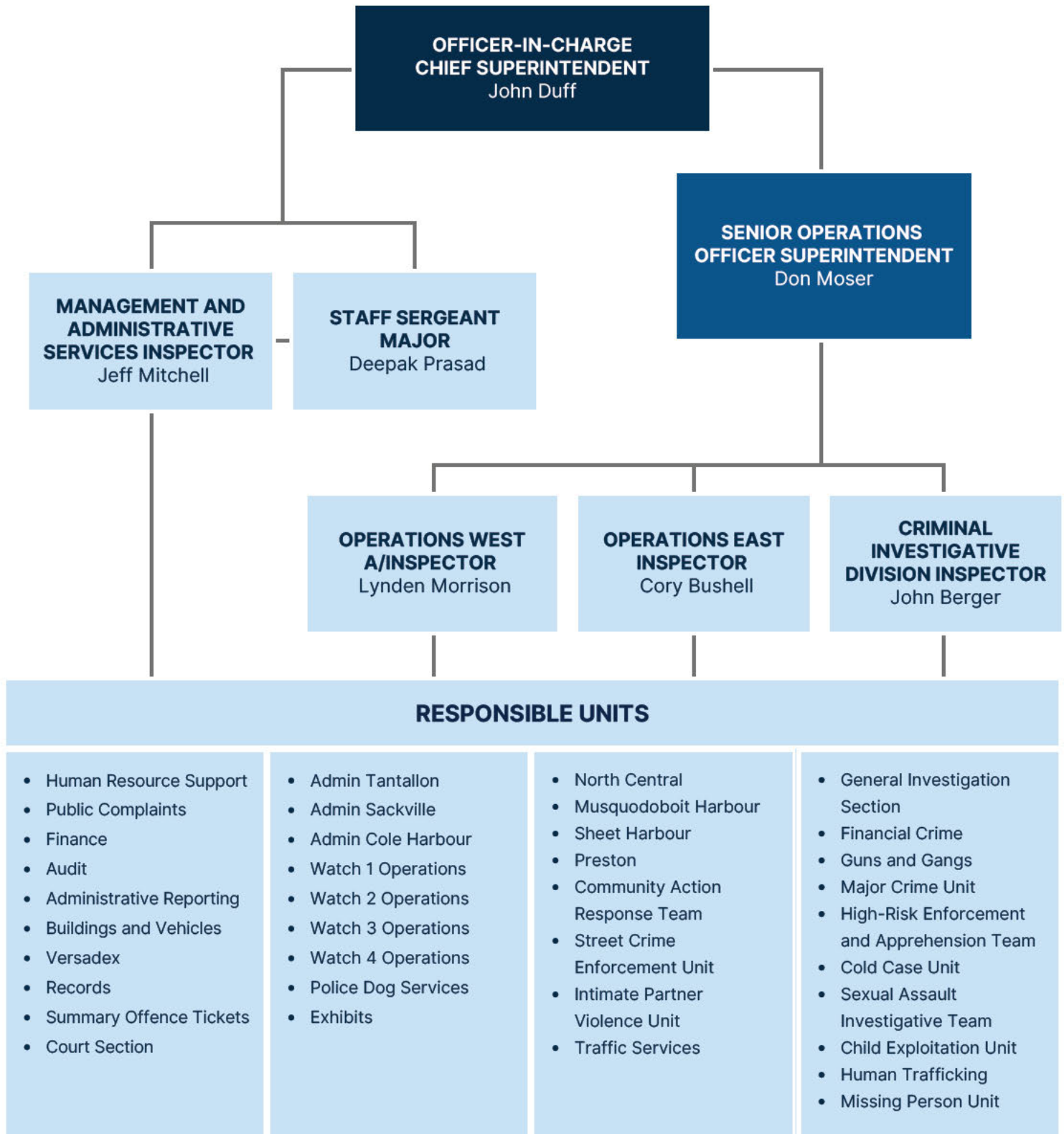
I have been warmly welcomed by our partners and the community members I have had the opportunity to meet with thus far. I look forward to continuing to participate in community and stakeholder engagements and am committed to building on the legacy of the previous OiC to modernize operations and elevate public safety throughout the HRM. I am committed to working with our diverse communities to strengthen our bonds, build trust, forge new connections and set priorities that will foster safe communities.

Sincerely,



Chief Superintendent John Duff
Officer-in-Charge
Halifax Regional Detachment

Halifax Regional Detachment Team



Annual Performance Plan

Serving the Halifax Regional Municipality in support of public safety

Support Governance, The Board of Police Commissioners and HRM Administration for adequate, efficient and effective policing by RCMP resources | Officer-in-Charge

1. Directly support HRM's BoPC, Mayor and Council
2. Directly support the Commissioner of Public Safety and Chief Administration Officer on the advancement of PWC recommendations to ensure effective follow through regarding police transformation
3. Promote and deliver eight community-based engagement sessions per year
4. Build and maintain key partnerships/collaborations with senior HRM, HRP and other public safety stakeholders
5. Oversee the strategic direction of HRD to ensure effective, efficient and adequate delivery of policing services, in partnership with HRM's public safety ecosystem and H Division HQ

Contributing to municipal public safety outcomes

Oversee high-risk operations / priorities | Superintendent Operations

1. In partnership with HRP, support a comprehensive review of the HRD/HRP Integrated Criminal Investigations Division to optimize the effective and efficient delivery of specialized investigative services
2. Champion the implementation of improvement actions stemming from the Tantallon Wildfire After-Action Review
3. For significant/high risk HRD-based operations, ensure effective operational plans are developed, reviewed and approved
4. Deliver an Annual HRM Stakeholder Update session
5. Ensure HRD's Emergency Operations Plan is supported by an HRD ICS-competent Incident Management Team capable of mobilizing in support of HRM's collective response to all-hazard emergencies
6. Oversee and support effective and efficient HRD policing operations, in partnership with HRP, HRM, and other public safety partners
7. Support H Division HQ on priority matters
8. Directly support HRM's Commissioner of Public Safety on priority HRM public safety matters

Deliver strong core operations | Operations Officer West

1. Deliver 8 COMPSTAT (operational briefings) meetings per year
2. Ensure stewardship of Watch resources and pressures
3. Lead effective proactive patrols
4. Engage with local Councillors and Community

Create and sustain partnerships | Operations Officer East

1. Establish an Intimate Partner Violence (IPV) Unit to address the epidemic of IPV in the HRM
2. Support reconciliation with African Nova Scotians and other people of African descent
3. Contribute to the municipality's homeless strategy and response
4. Support the municipal Public Safety Directorate Team
5. Engage local Councillors and Community

Deliver an effective specialized service within HRM | Criminal Investigation Division Officer

1. Oversee operational planning for high-impact organized crime files and liaise with Criminal Operations
2. Support employee wellness in the integrated environment
3. Support CID with joint service and innovation such as the Sexual Review Committee and other opportunities that may arise
4. Develop joint recommendation plan on CID modernization plan
5. Support related specialized provincial priorities (RCMP NS) such as cyber, CISNS, specialized services and human trafficking (as may be associated to CID) or unfolding for new crime trends victimizing HRM
6. Support and oversee the implementation of mentorship programs within integrated MCU

Build internal capacity and strengthen wellness | Management & Administration Officer

1. Deliver a minimum of 2 employee development initiatives per year
2. Develop, track and deliver the 2024-2026 Performance Plan
3. Complete a yearly reconciliation of positions in PS and RM categories
4. Champion wellness and related support for all categories of employees during significant events
5. Develop and maintain a tracking system for BoPC matters and Diary Dates
6. Maintain effective oversight of priority public complaints
7. Monitor and develop a plan with HRM and HRP to redress outdated MOU's for a new governance model
8. Ensure effective stewardship of budget and human resources
9. Model and create effective business cases aligned with HRM business work flow and Multi-Year Financial Plan (MYFP) process

Provide adequate and effective policing in collaboration

Strengthen dress, deportment and performance | Staff Sergeant Major

1. Develop and lead a performance improvement program
2. Provide a liaison and advisory role to the Officer in Charge on behalf of the membership and Headquarters
3. Strengthen employee engagement with high-profile community events
4. Liaise and integrate with the H Division Warrant Officer and HRP Warrant Officer programs

Annual Performance Plan Priority 1

SUPPORT GOVERNANCE, THE BOARD OF POLICE COMMISSIONERS & HRM ADMINISTRATION FOR ADEQUATE, EFFICIENT AND EFFECTIVE POLICING BY RCMP RESOURCES

Chief Superintendent John Duff | Officer-in-Charge Halifax Regional Detachment



Deliverables

- Directly support HRM's BoPC, Mayor and Council.
- Directly support the Commissioner of Public Safety and Chief Administration Officer on the advancement of PWC recommendations to ensure effective follow through regarding police transformation.
- Promote and deliver eight community-based engagement sessions per year.
- Build and maintain key partnerships/collaborations with senior HRM, HRP and other public safety stakeholders.
- Oversee the strategic direction of HRD to ensure effective, efficient and adequate delivery of policing services, in partnership with HRM's public safety eco-system and H Division HQ.

Operational Highlights

In the spring of 2025, HRD welcomed Chief Superintendent John Duff as HRD's new Officer-in-Charge. The Chief hit the ground running, intently focused on providing continuity and confidence in HRD leadership, while building the momentum needed to ensure HRM remains a safe place to live, work and play. In doing so, C/Supt. Duff is directly supporting the efforts of HRM's new Commissioner of Public Safety, HRM Council and the Board of Police Commissioners (BoPC), while bringing to bear his extensive knowledge and experience as part of HRM's collaborative leadership team approach to meet the public safety needs of a growing and diverse HRM.

Working closely with stakeholders, C/Supt. Duff is championing HRD's efforts to optimize Halifax Regional Detachment - Halifax Regional Police integration, thus contributing to a renewed sense of HRM community safety transformation. With the renewal of HRD's leadership team, HRD is well positioned to support the future model of HRM policing. The anchoring of this transformative leadership team serves HRM through a lens of collaboration, adaptation and engagement, while reflecting the municipality's governance and public safety needs.

HRD is committed to a continuous improvement model and has deliberately evolved its business planning processes by establishing important corporate capacity to realize a more effective and adaptive approach in support of HRM's business planning needs. HRM's continued investment into HRD's public safety footprint directly enables consistent and effective policing services needed to meet increasing community safety expectations linked to HRM's rapid population growth and evolving social complexities.

Annual Performance Plan Priority 2

OVERSEE HIGH-RISK OPERATIONS AND PRIORITIES

Superintendent Don Moser | Senior Operations Officer



Deliverables

- In partnership with HRP, support a comprehensive review of the HRD/HRP Integrated Criminal Investigations Division to optimize the effective and efficient delivery of specialized investigative services.
- Champion the implementation of improvement actions stemming from the Tantallon Wildfire After-Action Review.
- For significant/high risk HRD-based operations, ensure effective operational plans are developed, reviewed and approved.
- Deliver an Annual HRM Stakeholder Update session.
- Ensure HRD's Emergency Operations Plan is supported by an HRD ICS-competent Incident Management Team capable of mobilizing in support of HRM's collective response to all-hazard emergencies.
- Oversee and support effective and efficient HRD policing operations, in partnership with HRP, HRM, and other public safety partners.
- Support H Division HQ on priority matters.
- Directly support HRM's Commissioner of Public Safety on priority HRM public safety matters.

Operational Highlights

In the fall of 2024, as HRD's newly appointed Senior Operations Officer, Superintendent Don Moser, in addition to his substantive responsibilities, assumed the front facing role of HRD's interim Officer-in-Charge. This helped ensure important continuity and confidence in HRD's senior leadership team while the process for selecting HRD's new Officer-in-Charge was finalized.

With Supt. Moser's completion of the Tantallon Wildfire After-Action Report (AAR) in 2024, HRD's Senior Operations Officer took the important next step in championing the outflowing recommendations outlined within an Improvement Plan. As part of the recommended improvement actions, HRD has established an internal awards and recognition program to continuously recognize the important contributions and impact of HRD employees. HRD has also finalized its Incident Command System (ICS)-based Emergency Operations Plan (EOP) which supports the effective and efficient response to all-hazards emergencies. This framework also enhances HRD's interoperability with its partners through ongoing ICS training and exercising. In doing so, HRD's EOP has established a new high watermark within the NS RCMP as to how detachments plan and support all-hazards emergency responses. HRD continues to exercise its ICS capabilities to ensure continuous improvement in support of HRM's collective public safety response.

Operational Highlights

The intersectionality of crime trends and public safety is key to informing an effective and efficient response strategy. HRD continues to curate an Annual Stakeholder Update as a key platform to deepen the awareness of HRD's capabilities, and to ensure HRD clearly understands the needs and expectations of key stakeholders. These sessions have proven to enhance trust and confidence in HRD's service delivery model through transparency and providing an understanding of crime trends and important initiatives, and through a focused opportunity to engage in meaningful discussions on policing matters important to stakeholders.

Supt. Moser continues to engage with HRM's new Commissioner of Public Safety and the CAO to provide timely sharing of significant information related to public safety as well as enhanced awareness of incidents and events that are deemed to be high-risk within HRD jurisdiction.



Annual Performance Plan Priority 3

DELIVER STRONG CORE OPERATIONS

A/Insp. Lynden Morrison | Operations Officer West

Deliverables

- Deliver 8 COMPSTAT (operational briefings) meetings per year
- Ensure stewardship of Watch resources and pressures
- Lead effective proactive patrols
- Engage with local Councillors and Community

Operational Highlights

A/Insp. Lynden Morrison is HRD's senior Watch Commander and is the acting Operations Officer (West). A/Insp. Morrison maintains continual focus on core operations and the deliverables within the APP.

HRD's senior management regularly engage with HRM councillors to identify and discuss key issues and areas of local concern. By maintaining close collaboration with our stakeholders, Halifax Regional Detachment (HRD) is better positioned to deliver effective policing responses across the RCMP's broad jurisdiction. A/Insp. Morrison meets with each councillor monthly to identify their district priorities and challenges. HRD's engagement strategy with its stakeholders has been very well received.

In addition to these meetings with municipal councillors, A/Insp. Morrison and HRD's senior management team actively attend meetings organized by RCMP members, elected officials, or community groups throughout the various districts. These engagements provide an opportunity to hear directly from residents and offer timely responses to their concerns. Issues raised are addressed using the most suitable policing strategies, which may include conducting studies to determine the appropriate level of response. For instance, recurring speeding problems on certain highways may prompt a traffic study to better understand the root causes. This collaborative approach often involves other HRD partners, such as Halifax Regional Municipality and the Nova Scotia Government.

Another critical tool used to identify and address public safety concerns is COMPSTAT, known for its evidence-based methodology. HRD's COMPSTAT model was recently revitalized with the addition of a new crime analyst and monthly meetings. These sessions bring together HRD's public safety partners and serve as a key mechanism for coordinating effective responses to emerging crime threats and repeat victimization across traditional boundaries. With monthly meetings underway, HRD completed 12 CompStat meetings since it resumed in 2024 and is on track to deliver similar success in 2025.



Operational Highlights

Areas covered at COMPSTAT meetings include chronic offenders, crime trends, high-priority targets, and significant incidents. Attendance and participation have been strong across the HRD policing community, including units such as the Community Action Response Team (CART), Traffic Services, Patrols, and the Criminal Investigative Division (CID). The sessions have also been well received by partners such as the Department of National Defence, Correctional Service of Canada, Probation Services, Halifax Regional Police and various other agencies supporting intelligence and investigative efforts.

HRD's Watch Commanders bring with them significant policing experience. They manage human resources based on pressures within HRD by conducting continuous risk assessments to ensure adequate public safety response is maintained. To ensure HRD's effective readiness, capacity and response, A/Insp. Morrison developed, and oversees, a detailed Emergency Operations Procedures plan to ensure HRD can provide the best response possible during any all-hazard emergency including, but not limited to, hurricanes, wildfires and droughts. A/Insp. Morrison works closely with partners such as the Halifax Regional Police Aviation Security Unit (ASU) as well as the Halifax Stanfield International Airport team to ensure that, as the police of jurisdiction, the best level of service is provided to HRM and its visitors. HRD is also leveraging technology for risk management and improvement and has recently implemented more Forward Looking Infrared (FLIR) devices for the front lines (to aid in searching for missing persons, etc.) as well as Remotely Piloted Aircraft Systems (RPAS or drones), to assist in officer safety and frontline investigations. To increase accountability and public confidence, all front-line members in HRD are now certified to use, and are equipped with, Body Worn Cameras (BWC). HRD has had the opportunity to make a number of presentations on the new equipment at town halls.



Annual Performance Plan Priority 4

CREATE AND SUSTAIN PARTNERSHIPS

Inspector Cory Bushell | Operations Officer East



Deliverables

- Establish an Intimate Partner Violence (IPV) Unit to address the epidemic of IPV in the HRM
- Support reconciliation with African Nova Scotians and other people of African descent
- Contribute to the municipality's homeless strategy and response
- Support HRM's Public Safety Directorate Team
- Engage local Councillors and Community

Operational Highlights

Inspector Cory Bushell and his teams continue to develop our network of public safety partners and community groups who share the common goal of enhancing public safety through traditional and innovative proactive policing and social development efforts. Over the past year, we have seen advancements in collaboration and refinement of our collective response to public safety concerns.

This year, with support of the HRM Board of Police Commissioners, and funding through the HRM, HRD has created a specialized Intimate Partner Violence (IPV) Unit. The unit is based out of the Cole Harbour office and will serve all RCMP jurisdictions within HRM. The primary objectives of the unit are to:

- Reduce IPV recidivism
- Improve early intervention and support for victims
- Improve offender support, management, compliance and accountability
- Strengthen collaboration across police and community agencies
- Build public trust in police response to intimate partner violence

The IPV unit will focus on existing, as well as the development of new, predictive analytics to anticipate violence in high-risk relationships. Officers will work closely with a network of professional community partners to enhance inter-agency collaboration and service delivery. Officers are highly trained in trauma informed approaches, cultural competence and in the use of risk assessment tools.

HRD's work in supporting reconciliation with African Nova Scotian (ANS) communities continues. In response to Assistant Commissioner Dennis Daley's, (Commanding Officer of the Nova Scotia RCMP) 2024 apology to African Nova Scotians and all people of African descent, for our historic use of street checks and other harmful interactions, an action plan to rebuild the fractured relationship with the province's Black community was released.

Operational Highlights

Insp. Bushell and the members of HRD's Preston office have developed and are tracking initiatives to help bring the action plan to fruition. Over the past year, we have continued to enhance positive interactions with the community through outreach, community town halls, focus groups, community partnerships and interactive events. To enhance police transparency, we formed a committee in consultation with the community to conduct a file review in the Preston Township. Our officers are also working to build new connections in the communities of Beechville, Hammonds Plains, Lucasville and all other historic African Nova Scotian Communities across HRM.

Our work continues with HRM as it relates to HRD's support of the municipality's homelessness strategy. HRD's CART-based liaison officer collaborates directly with the municipality's homelessness working group for outreach within unhoused community. The member continues to cultivate and maintain strong working relationships within the supportive housing network that serves our unhoused population. HRD was present for the opening of Lower Sackville Tiny Home community and is proudly working with its proprietors to maintain a close and supportive relationship in joint service.

HRD continues to support HRM's community safety team and related ecosystem. This ongoing collaboration seeks to clarify roles within the public safety sphere to ensure the most timely, appropriate and effective response is applied to public safety concerns. Areas of consultation include but are not limited to:

- crime prevention through environmental design (CPTED)
- development of a municipal sobering centre
- creation of a mobile community crisis service pilot
- highway safety and areas of concern such as high-incident portions of municipal roadways and intersections, aggressive and impaired driving
- senior safety
- violence in communities



Annual Performance Plan Priority 5

DELIVER AN EFFECTIVE SPECIALIZED SERVICE WITHIN THE MUNICIPALITY

Inspector John Berger | Criminal Investigation Division Officer



Deliverables

- Oversee operational planning for high impact organized crime files and liaison with Criminal Operations
- Support employee wellness in the integrated environment
- Support CID with joint service and innovation such as the Sexual Review Committee and other opportunities that may arise
- Develop joint recommendation plan on CID modernization plan
- Support related specialized provincial priorities (RCMP NS) such as cyber, CISNS, specialized services and human trafficking (as may be associated to CID) or unfolding for new crime trends victimizing HRM
- Support and oversee the implementation of mentorship programs within integrated MCU

Operational Highlights

Inspector John Berger will soon complete his second year with the HRD management team and integrated specialized CID. He continues to focus on supporting operational priorities, advancing modernization efforts, and fostering wellness in an integrated policing environment. A key responsibility has been overseeing operational planning for high-impact investigations, where regular liaison with Criminal Operations, the Integrated Criminal Investigation Division (ICID), and Halifax Regional Police (HRP) have been critical to success. This collaboration has yielded tangible successes throughout the year, including progress on several complex, high-profile investigations that required careful coordination and strategic oversight.

Files investigated within the unit include sudden/traumatic deaths (homicides), sexual assault, and internet child exploitation. In support of employee wellness, Inspector Berger has remained responsive to needs of the integrated team by drawing on supporting agencies, when necessary, to address morale, interpersonal conflict, and training gaps. Wellness in high-stakes operational environments requires both reactive and proactive engagement, and these have been prioritized through daily interactions and structural support.

In the spirit of innovation and partnership, we have supported CID through initiatives such as the Sexual Assault Investigation Review Committee (SAIRC). Our team has participated in initial sessions and will continue to engage in three additional reviews in 2025. The Board of Police Commissioners will receive an update on our progress this fall. This work is being carried out collaboratively with both H Division and HRP to ensure consistency, transparency, and shared accountability across partner agencies.

Operational Highlights

These efforts directly support the broader strategic objectives of enhancing operational efficiency and strengthening oversight in sensitive persons crimes. Reporting modernization improves interoperability as the enhanced awareness not only ensures risk awareness and management but highlights areas of need that could affect all of HRM. In addition, the realignment of resources within the unit maximized efficiency and resulted in an additional position to the Sexual Assault Investigative Team (SAIT) thereby bolstering oversight in a high-risk and sensitive area. Collectively, these initiatives reflect a continued commitment to collaboration, innovation, and accountability as we respond to complex and evolving public safety challenges.



Annual Performance Plan Priority 6

BUILD INTERNAL CAPACITY AND STRENGTHEN WELLNESS

Inspector Jeff Mitchell | Management and Administration Services Officer



Deliverables

- Deliver a minimum of 2 employee developmental initiatives per year
- Develop, track and deliver the 2024-2026 Performance Plan
- Complete a yearly reconciliation of positions in PS and RM categories
- Champion wellness and related support for all categories of employees during significant events
- Develop and maintain a tracking system for BoPC matters and Diary Dates
- Maintain effective oversight of priority public complaints
- Monitor and develop a plan with HRM and HRP to redress outdated MOU's for a new governance model
- Ensure effective stewardship of budget and human resources
- Model and create effective business cases aligned with HRM business work flow and RCMP Multi-Year Financial Plan (MYFP) process

Operational Highlights

Inspector Mitchell is well established in his role as the Management and Administration Services Officer for HRD. The portfolio is complex and diverse, providing operational support to over 240 regular members (RM) and public service employees (PSE). Inspector Mitchell is also responsible for all HRD corporate management and administration services and liaising with RCMP H Division. This role oversees: Integrated Records Section, Finance, Fleet, Human Resources, Business Planning (internal and external), Facilities Management, Annual Performance Plan, Quality Assurance, Multi-Year Financial Planning process, Training programs, Public Complaints, Versadex Computer Aided Dispatch (CAD), Records Management System (RMS) and, Internal/External Communications.

A key function, as mentioned above, is providing oversight in relation to public complaints received by citizens in the HRD policing area. This is an important component of police governance, and a key Nova Scotia public safety priority. The Public Complaints Coordinator position reports to Inspector Mitchell and was created in fall 2023 to address a substantial number of complaints received by HRD. Under the *RCMP Act*, complaints against the RCMP must be brought forward within a 1-year timeframe on an incident; these complaints can be made by citizens through several avenues, including through the Civilian Review and Complaints Commission (CRCC) which is an independent governance body meaning it does not report through the RCMP. Since creating this Public Complaints Coordinator (Corporal) role, the number of outstanding public complaints have been significantly reduced. Proactive work and education with our members in this area has led to an emphasis on early intervention as well as improved communications and follow-up with the complainant. HRD is committed to improving service delivery, strengthening relationships with our communities, and sees this function as critical to supporting the citizens of HRM.

Operational Highlights

As part of the recommendations raised in the Mass Casualty Commission (MCC) report, HRD has been working closely with the Halifax Regional Police (HRP), to improve the interoperability between the two agencies during significant public safety emergencies. HRM has a unique police service delivery model in which two agencies, HRP and RCMP HRD, provide municipal policing services to HRM. Both agencies are supported by call-takers and dispatchers working in the Integrated Emergency Services (IES). The RCMP Provincial Police units working outside of the HRM, utilize a separate Records Management System (RMS) and are supported by separate dispatch centre. Until recently, neither dispatch centre has had the ability to access each others RMS during emergency situations and relied solely on radio communications. A current Memorandum of Understanding (MOU) between RCMP and HRP will allow for greater situational awareness in responding to significant events in an effort to promote public safety. HRD is also working closely with HRP and HRM's Community Safety office to work towards the development of a number of important public safety initiatives, including a Crisis Diversion Program.

Engagement and consultation with community and stakeholders is an important pillar of the Board of Police Commissioner's (BoPC) strategic priorities. Meeting with the community to understand their concerns and receive input into our policing services is equally important to HRD. In 2024, HRD participated in a number of community engagement sessions throughout HRM including, but not limited to, North Preston, Cherry Brook, East Preston, West Dover, Sackville, Musquodoboit Harbour, Dean, Sheet Harbour, Middle Musquodoboit, Beechville, Timberlea, and others are being scheduled. Engaging with our community members provides us the opportunity to inform on crime trends and to hear the concerns and input from our citizens. We use this information to evaluate, adapt and evolve our policing response to respond to our communities' needs. The Timberlea, Prospect and Upper Musquodoboit community engagement included representation from all three levels of government and each was well attended by more than 50 citizens who participated in dialogue regarding the topics that meant the most to them. We encourage citizens to attend an upcoming community engagement session and to feel confident they can impact public safety and contribute to meaningful change within their communities.

HRD was recently supported by HRM Council for the addition of 14 police officers for the 2025-26 fiscal year. Our proposal includes the future creation of satellite community offices in Fall River and in Beechville-Lakeside-Timberlea. This aligns with adapting our police response model to a fast-growing population as we work with our communities to promote public safety. The vision of how each satellite community office operates will be in consultation with the communities and stakeholders. Rest assured, you can begin to expect to see a greater police presence in these communities in late 2025. In addition, a dedicated traffic services officer has been added to HRD's Musquodoboit Harbour office and another police officer will be dedicated to community policing in Sheet Harbour. HRD is grateful for the support of HRM Council as we continue to protect and serve our communities while advancing public safety outcomes within the HRM.

Annual Performance Plan Priority 7

STRENGTHEN DRESS, DEPARTMENT AND PERFORMANCE

Staff Sergeant Major Deepak Prasad



Deliverables

- Develop and lead a performance improvement program
- Provide a liaison and advisory role to the Officer in Charge on behalf of the membership and Headquarters
- Strengthen employee engagement with high-profile community events
- Liaise and integrate with the H Division Warrant Officer and HRP Warrant Officer programs

Operational Highlights

The Warrant Officer Program is a new and recent addition to HRD. It's focus in 2025-26 will be on strengthening dress, deportment, and performance across the detachment. The deliverables are rooted in our shared commitment to professional excellence, public trust, and organizational pride; it responds to both internal feedback and national priorities, recognizing that the way we present ourselves and carry out our duties directly impacts the credibility of our work and the confidence of the communities we serve.

A key component of these deliverables is the development and leadership of a performance improvement program. This initiative will focus on supporting members by identifying areas for growth in investigative quality, report writing, supervisory oversight, and wellness. It will be rolled out in phases, beginning with data collection from members and supervisors, followed by targeted support and coaching. The goal is not to penalize, but to strengthen individuals through a structured approach that improves skill, confidence, and readiness.

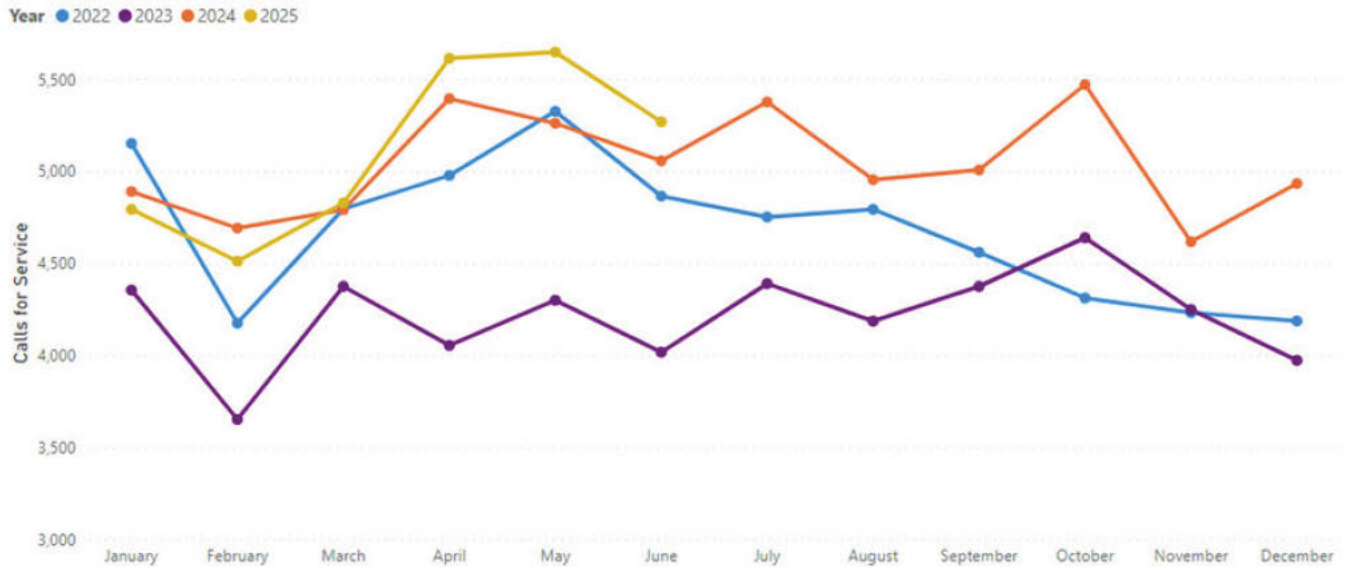
The Warrant Officer will continue to serve as a liaison and advisor to the Officer-in-Charge (OIC) of the Halifax Regional Detachment. In this role, they will represent the views and concerns of the membership, while serving as a bridge to H Division Headquarters to ensure alignment with broader organizational initiatives. This advisory function ensures that decisions and policies are informed by operational realities and that members have a voice at the leadership table, particularly around standards of dress, conduct, and performance expectations.

Another area of focus will be employee engagement through high-profile community events. The Warrant Officer will support the planning and coordination of RCMP HRD participation in ceremonies, awareness walks, parades, and other visible public engagements. These events are an opportunity to reinforce standards of deportment and professionalism while strengthening the connection between our officers and the public.

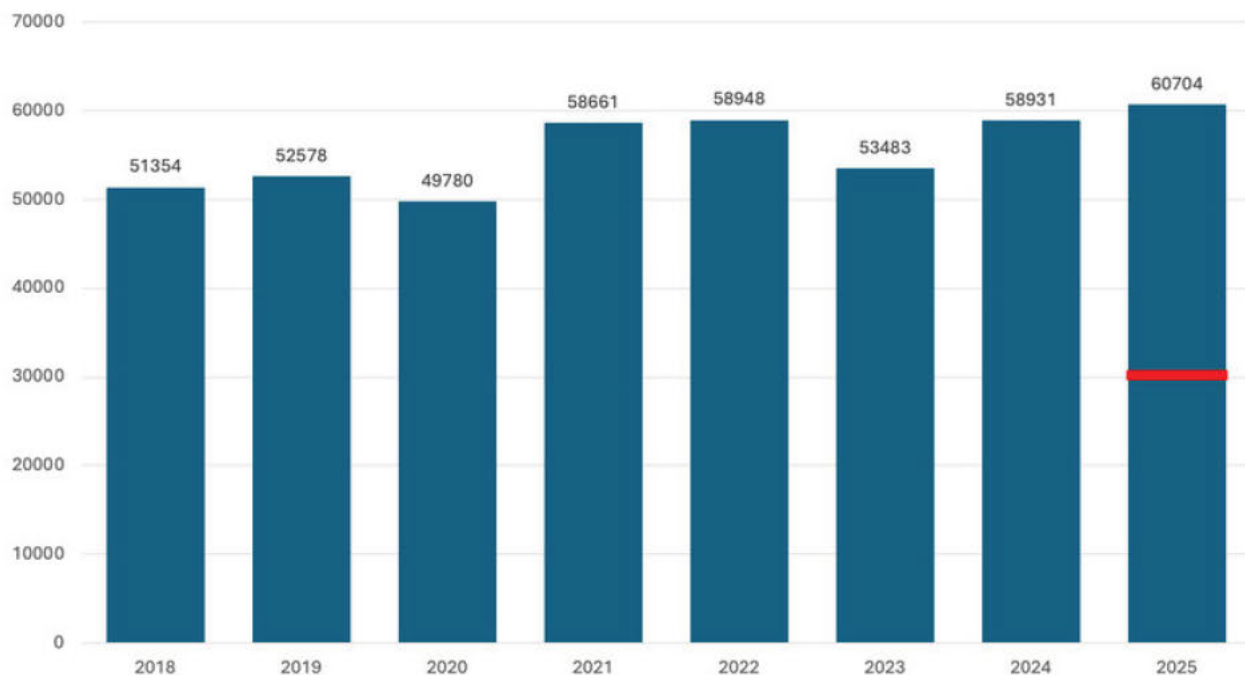
Finally, the Warrant Officer will build and maintain regular collaboration between HRD and counterparts in both H Division and Halifax Regional Police. This ongoing integration ensures consistency in messaging, encourages shared best practices, and provides a forum to discuss challenges and innovations. Whether through joint training, policy alignment, or ceremonial coordination, this partnership reinforces a culture of excellence and mutual support.

Calls For Service and General Occurrence Statistics

Total Calls for Service | Year over Year Comparison
January 1, 2022 to June 30, 2025

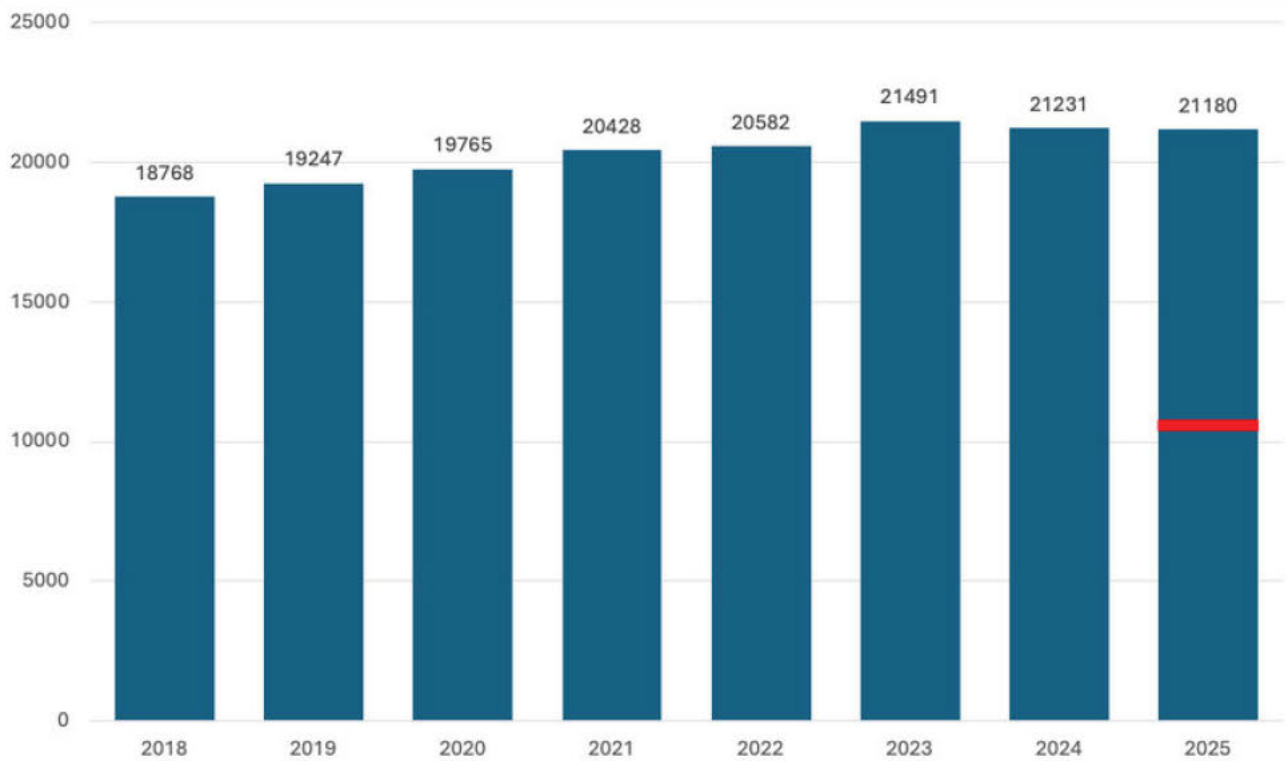


Dispatched Calls for Service | January 1, 2018 to June 30, 2025



- 2025 data is forecasted
- Red line indicates actual count as of 2025-06-30 (30352)

Investigative Case Files | January 1, 2018 to June 30, 2025



- 2025 data is forecasted
- Red line indicates actual count as of 2025-06-30 (10,590)



Crime and Traffic Stats YTD (January to June)

Differences are comparisons from 2024 to 2025 for January to June timeframe

Crimes Against Persons	2022	2023	2024	2025	Diff	% Diff
Assault	354	376	394	466	72	18.27%
Homicide/Attempted Homicide	1	2	4	0	-4	-100.0%
Robbery	15	18	14	13	-1	-7.14%
Sex Assault	59	48	60	50	-10	-16.67%
Other Sexual Offences	34	49	38	47	9	23.68%
Extortion/Harassment /Threats	402	441	367	412	45	12.26%
Total Crimes Against Persons	871	945	890	1008	118	13.26%*
Family Violence	157	196	204	339	135	66.18%**

* Rise in Crimes Against Persons may be correlated to additional economic and global stressors that our communities are facing.

** Significant increase in Family Violence files from 2024 to 2025.

Property Crimes	2022	2023	2024	2025	Diff	% Diff
Arson	4	4	5	5	0	0.00%
Break and Enter	104	142	107	78	-29	-27.10%
Fraud	342	389	353	386	33	9.35%
Mischief	307	283	323	226	-97	-30.03%
Possess Stolen Goods	15	17	25	18	-7	-28.00%
Theft of MV	54	49	57	59	2	3.51%
Theft Over \$5000	27	32	18	23	5	27.78%
Theft Under \$5000	489	448	800	787	-13	-1.62%
Total Property Crime	1350	1374	1697	1596	-101	-5.95%

- From 2023 to 2024 YTD there was a significant rise of 78% in Theft Under \$5000 (which includes Shoplifting) although it is leveling off in 2025.

Other Criminal Code	2022	2023	2024	2025	Diff	% Diff
Morals	7	42	55	99	44	80.00%*
Other	214	301	370	388	18	4.86%
Offensive Weapons	54	66	66	60	-6	-9.09%
Total Other CC	332	484	558	645	87	15.59%

* This increase appears to be associated to a rise in online offences like sharing of intimate pictures.

Federal	2022	2023	2024	2025	Diff	% Diff
Drugs Total	33	30	47	40	-7	-14.89%
Other Total	9	11	15	13	-2	-13.33%
Total Federal	42	41	62	53	-9	-14.52%

Provincial	2022	2023	2024	2025	Diff	% Diff
General	399	180	225	178	-47	-20.89%
Liquor Act	48	57	55	45	-10	-18.18%
Total Traffic	8834	8504	8423	7923	-500	-5.94%
Total Provincial	9281	8741	8703	8146	-557	-6.40%

Traffic	2022	2023	2024	2025	Diff	% Diff
Driving Complaints	1764	1496	1581	1703	122	7.72%
Collisions Injury	136	141	161	179	18	11.18%
Collisions Fatal	1	2	4	5	1	25.00%
Total Collisions	867	920	1048	1231	183	17.46%
Speeding Tickets	891	733	558	670	112	20.07%
Distracted Driving	164	77	113	58	-55	-48.67%
Aggressive Driving	548	275	415	402	-13	-3.13%
Impaired Suspensions	148	157	174	140	-34	-19.54
Impaired Charges	139	136	143	180	37	25.87%



Our Story: Intimate Partner Violence

In 2024, Intimate Partner Violence (IPV) was declared an epidemic in Nova Scotia. The declaration followed the recommendations of the *Mass Casualty Commission* and the *Desmond Inquiry* along with a marked increase in the number of tragic IPV occurrences within our Nova Scotia communities. Together, these developments underscore the need for improved systems and processes to address IPV more effectively. They reflect both the urgency of the issue and the collective responsibility of the police, government and community agencies to adapt our responses by incorporating approaches that are coordinated, collaborative and trauma-informed.

To address these findings and to reflect this shared priority, the RCMP HRD established a dedicated IPV Unit in April 2025 which provides specialized oversight, guidance and investigative training for IPV-related investigations. This unit is dedicated exclusively to IPV education, enforcement and prevention. HRD recognizes that IPV impacts our community members regardless of cultural background, socio-economic status, sexual identity or gender-based relationship preferences. The IPV unit supports front-line officers by providing detailed analysis of high-risk IPV files, strengthening communication within the IPV ecosystem and promoting consistent application of trauma-informed practices. Dedicated investigators are tasked with establishing mutual respect and creating alignment across agencies and community partners, ensuring that both public safety priorities and stakeholder's needs are understood and addressed.

Fostering innovative and collaborative relationships is essential to achieving effective, coordinated outcomes in IPV cases. A key objective of the unit is to identify early patterns, warning signs or escalations which could lead to violence or lethality.

This dedicated unit reflects HRD's broader commitment to public trust, accountability and the continuous enhancement of service delivery.

