



ANNUAL REPORT
2022-2023



Annual Report 2022-2023
New Brunswick Police Commission
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Transmittal letters

From the Minister to the Lieutenant-Governor

The Honourable Brenda L. Murphy, ONB
Lieutenant Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the annual report of the New Brunswick Police Commission, Province of New Brunswick, for the fiscal year April 1, 2022, to March 31, 2023.

Respectfully submitted,



Honourable Kris Austin
Minister responsible for the New Brunswick
Police Commission

From the Chair to the Minister of Public Safety Responsible for the New Brunswick Police Commission

Honourable Kris Austin
Minister of Public Safety

Sir:

I am pleased to be able to present the annual report describing operations of the New Brunswick Police Commission for the fiscal year April 1, 2022, to March 31, 2023.

Respectfully submitted,



Marc Léger
Chair
New Brunswick Police Commission

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Message from the Chair

Minister,

It is my pleasure to present you with the annual report of the New Brunswick Police Commission. As you will see, we have remained focused and determined in our efforts to renew and modernize our systems and improve outreach. We are committed to excellence in the civilian oversight of police conduct issues and the best possible outcomes for New Brunswickers.

We are fortunate to collaborate with the Department of Justice and Public Safety and with other local, provincial and federal agencies as we remain focussed on our strategic priorities as expressed through our strategic plan.

I welcome the opportunity to serve as Chair of the New Brunswick Police Commission with the support of a dedicated team of Commission members and employees.



Marc Léger
Chair
New Brunswick Police Commission



Message from the Executive Director

Our mission, as the New Brunswick Police Commission, is to be a *fair and independent civilian oversight of policing in New Brunswick trusted by all*. To do this, we need to focus on people. The Commission's Strategic plan focuses on people, on building and strengthening our relationships, developing our team, increasing awareness of the Commission's mandate, and improving processes that make our services more accessible to people.

The complaint process can be challenging and stressful for people. This is true, whether you made a complaint, are the subject of the complaint, are a witness, family, friend, or colleague. I encourage you to reach out to the police force professional standards' officer or to Commission staff to get assistance and answers to your questions.

We are only able to do our work and achieve our mission because of the support, collaboration, and cooperation we receive from our partners, our stakeholders, and the public. For that, I am grateful. We, as a Commission, including our members, staff, and investigators, will continue to work hard for the people of New Brunswick. We work to strengthen your confidence in policing and police oversight and to achieve *fair and independent civilian oversight of policing in New Brunswick trusted by all*.



Jennifer Smith
Executive Director
New Brunswick Police Commission

Composition of the Commission

During the reporting period, members of the Commission included: Marc Léger as Chair of the Commission, Lynn Chaplin as Vice-Chair and members Bob Eckstein, Tammy Augustine Thompson, Sandy Ward and Brian Malone.

During the reporting period, two members resigned from the Commission, Bob Eckstein and Tammy Augustine Thompson and new member Amy Stewart joined the Commission.

Additional information on our Commission members is available on the Commission's website at <https://nbpolicemission.ca/>.

The Commission employs four full-time staff which includes an Executive Director, a Senior Consultant, an Associate Director and Administrative Officer. Staff are responsible for the day-to-day operations of the Commission.

Highlights

What is the difference between the New Brunswick Police Commission (Commission) and the Nova Scotia Serious Incident Response Team (SiRT)?

The Commission is pleased to welcome the Nova Scotia Serious Incident Response Team (**SiRT**) to New Brunswick. Both SiRT and the Commission are independent, objective oversight bodies with different mandates, and both are essential to building public confidence in policing. We look forward to working with SiRT to this end.

To explain a little about the differences between the Commission and SiRT, the Commission is an independent civilian oversight body responsible for managing and monitoring the public complaints process regarding police officer conduct and municipal and regional policing policies or services in New Brunswick. We are governed by the *New Brunswick Police Act* and the *Code of Professional Conduct - Police Act (Code)*. If a police officer is alleged to have breached his or her code of conduct, the monitoring of this complaint falls under the jurisdiction of the Commission.

SiRT also has a specific mandate to investigate serious incidents involving the police. The SiRT is a civilian led oversight body and is responsible for conducting investigations into death, serious injury, sexual assault, intimate partner violence or any matter determined to be in the public interest to investigate that has arisen from the actions of a police officer. The SiRT has jurisdiction over municipal policing agencies and the Royal Canadian Mounted Police (RCMP). They investigate the incident to determine what happened and whether or not there was a violation of the *Criminal Code* or other federal/provincial legislation. They do not investigate whether an officer has breached his or her code of conduct, or whether an officer should be disciplined outside the criminal justice system.

SiRT operates within the criminal justice system, while the Commission is an administrative body operating under the *Police Act*, where a complaint can lead to an arbitration hearing that may result in corrective or disciplinary action.

For example, in the case of a serious incident involving a police officer, SiRT goes to the scene, collects physical evidence, interviews witnesses and determines whether the officer should be criminally charged. Most often, the *Police Act* process the Commission is responsible for, begins after the SiRT investigation. The Commission investigation focuses on whether the officer has breached the *Code of Conduct*. Complaints filed with the Commission may be resolved by summary dismissal, informal resolution, or, after investigation, a decision to take no further action, a settlement conference or arbitration. The principles of the *Police Act* focus on correction and education.

Generally speaking, the investigative bodies across Canada, like SiRT, and other provincial conduct bodies in our provinces and territories are members of the Canadian Association for Civilian Oversight of Law Enforcement (CACOLE).

Arbitration

In New Brunswick, we hold the actions and behaviour of our Police Officers to a very high standard. This standard has been codified in the *Code of Professional Conduct* under our *Police Act*. Often, minor breaches of the *Code* can be resolved informally, however, sometimes informal resolution fails or is inappropriate. In these cases, the officer will proceed to a settlement conference or arbitration hearing.

The *Police Act* allows for the use of arbitration to resolve complaints. Under the *Act*, arbitration hearings use independent arbitrators who act like a judge, hearing the details of the complainant and issuing a decision where possible corrective and disciplinary measures range from a verbal reprimand to dismissal. The Commission maintains a list of arbitrators which can be found on the Commission's website, in addition to a list of scheduled arbitration hearings and arbitration decisions.

Privacy legislation limits the information the Commission is able to share with the public, however, arbitration hearings are open to the public (unless in rare circumstances the arbitrator, in accordance with the *Act*, closes the hearing to the public). The following arbitration decision was released on December 29, 2022:

Arbitration decision: In the matter of the *New Brunswick Police Act* and in the matter of an arbitration between: Inspector Mike Young as designate of the Chief of Police, Saint John Police Force and Constable Jonathan Grenier

In the Grenier matter, the officer made comments referring to his ex-wife as the “c-word” just before a morning briefing. The matter was investigated and the parties, in this case the chief and the officer, could not agree on appropriate corrective and disciplinary measures either at informal resolution or settlement conference. The matter therefore proceeded to arbitration.

At arbitration, the arbitrator found the officer had breached two sections of the *Code*. The first by engaging in discreditable conduct, conduct which is “likely to bring the reputation of the police force...into disrepute.” The second being neglect of duty for failing to “work in accordance with official police force policies and procedures.” Interestingly the arbitrator noted the distinction between words which are merely vulgar, and those which are discriminatory, stating the officer’s words constituted the latter:

As a constable, you are held to a high standard of conduct. Your work involves serving and protecting all members of our community. These include individuals whose personal characteristics have attracted historic discrimination and marginalization. All members of the ...Police Force, including you, must ensure that your conduct reflects an attitude of equality and fairness for all members of our community...

In consequence of the *Code* breaches and having regard to the discriminatory nature of the “C-word” the arbitrator ordered the officer receive a written reprimand, counselling services, and human rights and sexual harassment training.

The full [decision](#) can be found on the Commission’s website under publications.

Compliance

Complaint process

The Commission's authority comes from the New Brunswick *Police Act (Act)* and the *Code of Professional Conduct Regulation – Police Act (Code)*.

A member of the public can make a complaint about the conduct of any member of a municipal/regional police force, or they can make a complaint about the service or policies of any of the municipal/regional police forces.

If a complaint is accepted, the complainant is advised whether their complaint is conduct, service, policy or a combination.

The *Act* says that if it is a service or policy complaint, the Commission will send the complaint to the appropriate chief of police and civic authority¹ to process. The chief of police or civic authority will give the complainant notice in writing of the outcome of their complaint.

The *Act* says that if it is a conduct complaint, the Commission will send the complaint to the chief of the proper police force for processing. If the complaint involves a chief of police or deputy chief of police, the complaint is sent to the civic authority for processing.

The chief of police or civic authority may dismiss a conduct complaint or may choose to attempt to informally resolve the complaint. The Commission encourages early resolution of conduct complaints. If a complaint cannot be resolved informally, then the complaint will be investigated.

It is up to the body processing the complaint to determine who they will appoint as an investigator. In all cases involving a deputy chief or chief of police, an investigator is appointed from the list of investigators maintained by the Commission.

In some cases, the chief of police or civic authority will determine, or the Commission may order it, that an external investigation is necessary. There are also times where it is in the public interest for the Commission to investigate the complaint itself. When the Commission takes over the processing of a complaint from a chief of police or civic authority, they adopt the powers of the chief of police or civic authority under the *Act* as it relates to processing the conduct complaint.

After the investigation is completed, the chief of police or civic authority must decide if there is sufficient evidence the police officer committed a breach of the *Code*. If there is insufficient evidence, the chief of police or civic authority, will take no further action.

If the chief of police or civic authority decides there is sufficient evidence the police officer committed a breach of the *Code*, a settlement conference can occur, or the matter can proceed directly to an arbitration hearing.

¹Civic authority means a board, a joint board, or where a board or joint board has not been established, a council and includes any person designated by the civic authority to act on the civic authority's behalf. All municipal/regional police forces have a civic authority. They are responsible for providing and maintaining an adequate police service.

Arbitration hearings conducted under the *Act* use independent arbitrators. The arbitrator acts like a judge and will hear the details of the complaint and issue a decision. The decision is final and binding on all parties involved.

Complaints are confidential and are discussed only with the parties involved. The Commission monitors the processing of all complaints from when they are filed until they are resolved.

More information is available on the Commission’s website at www.nbpolicemission.ca.

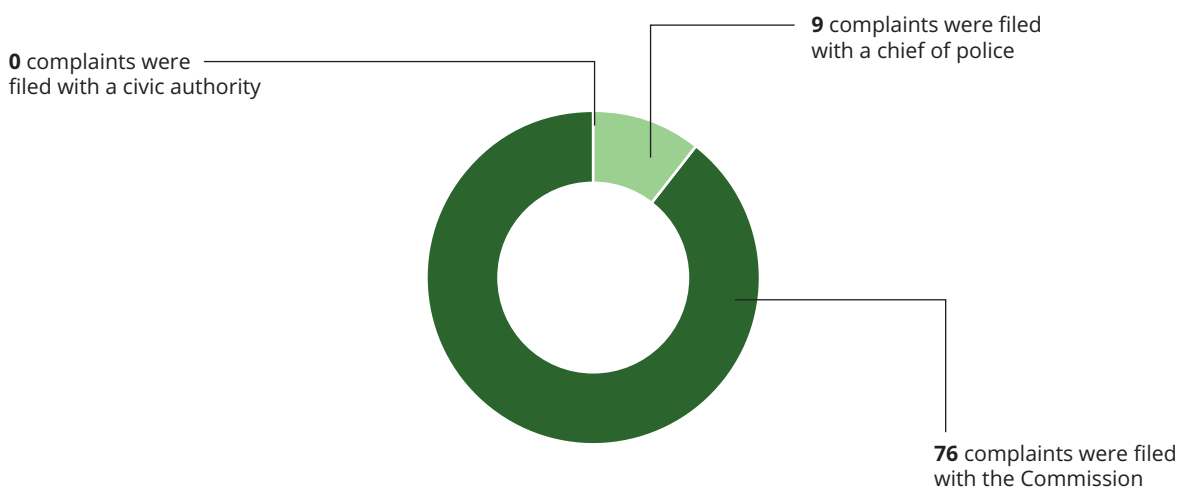
A process map of the complaint process is found at Appendix B.

Operations

The Commission is an independent civilian oversight of law enforcement body that oversees the management of the public complaints process into the conduct of police officers and the policies or services of municipal and regional police forces within the Province of New Brunswick. The Commission oversees New Brunswick’s 9 municipal/regional police forces. A member of the public can make a conduct complaint about any member of a police force or a complaint regarding the policies or services of any of the police forces.

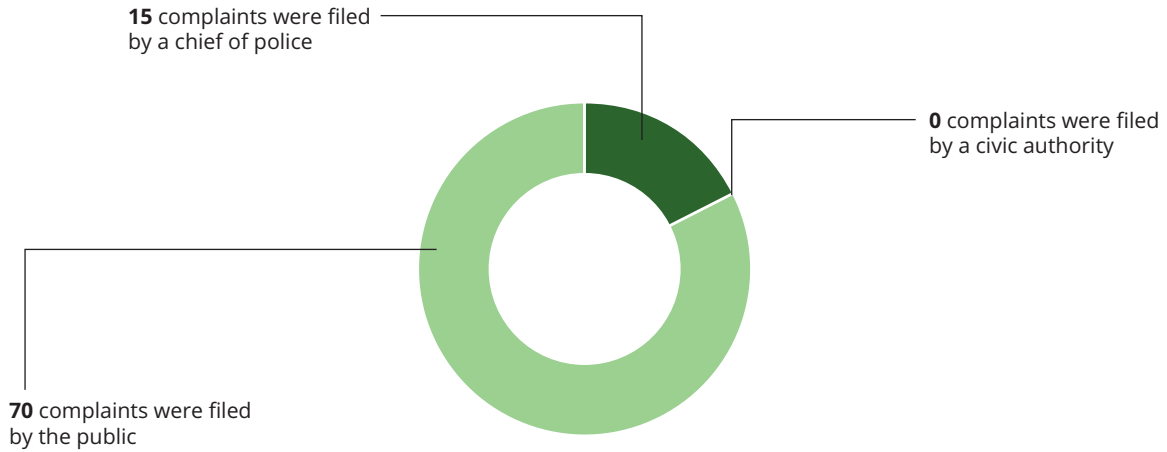
How complaints are made

Any member of the public can make a complaint against a New Brunswick police officer or a municipal or regional police force. This is done by making the complaint in writing on the Commission’s complaint form and filing it with the Commission, with the proper chief of police, or with the police force’s civic authority (which may include a board, a joint board or a municipal council). In the fiscal period, there were 85 complaints filed; 9 complaints were filed with a chief of police, none were filed with a civic authority and 76 were filed with the Commission.



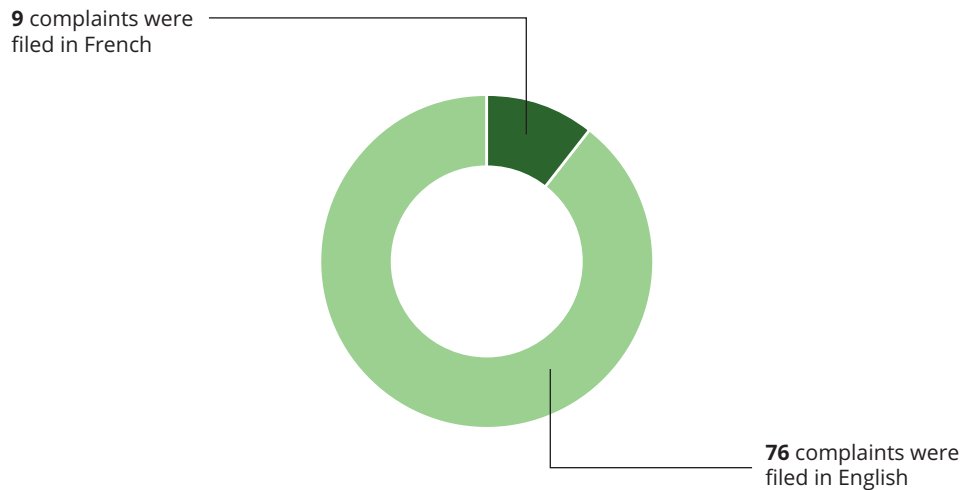
Who is filing complaints

Members of the public, a chief of police, or a civic authority, may file a complaint. In the reporting period, 15 complaints were filed by a chief of police, none by a civic authority and 70 by the public.



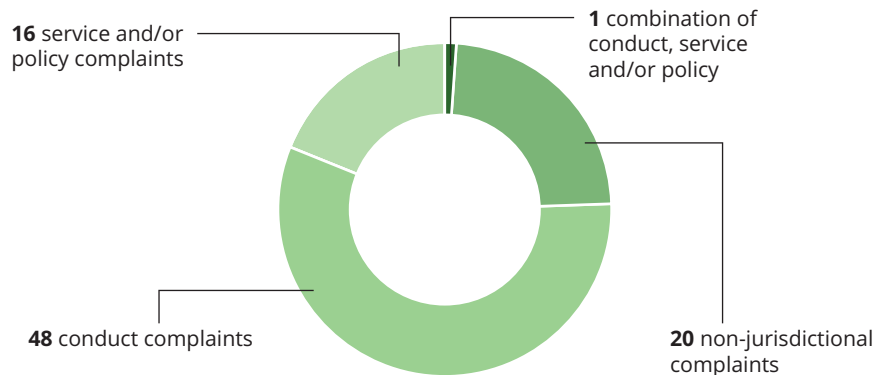
What language are complaints being filed in

The Commission processes complaints in both official languages. During the fiscal year, 9 of the complaints were filed in French and the remaining 76 were filed in English.



What types of complaints can be filed

After receiving a complaint, it is reviewed to make sure it falls within the Commission's mandate. If it doesn't, then the complaint is closed as the Commission has no jurisdiction to process it. If it does fall within the Commission's mandate, the Commission then decides what type of complaint it is, conduct, service, policy, or a combination of types. Of the 85 complaints filed, the Commission had no jurisdiction in 20. Like previous years, most complaints were conduct complaints (48), followed by one (1) complaint that was a combination of conduct, service and/or policy and sixteen (16) service/policy complaints.

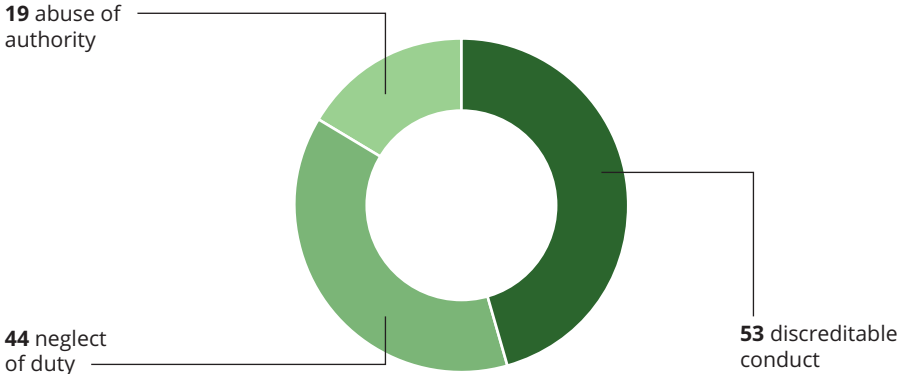


How a police officer breaches the *Code of Professional Conduct*

A conduct complaint is when a member of a police force is alleged to have breached *Code of Professional Conduct (Code)*. The *Code* is a regulation found in the New Brunswick *Police Act*. If a police officer does something, or doesn't do something they are supposed to, that violates any of the thirteen breaches listed in the *Code*, then a police officer might have violated the *Code*.

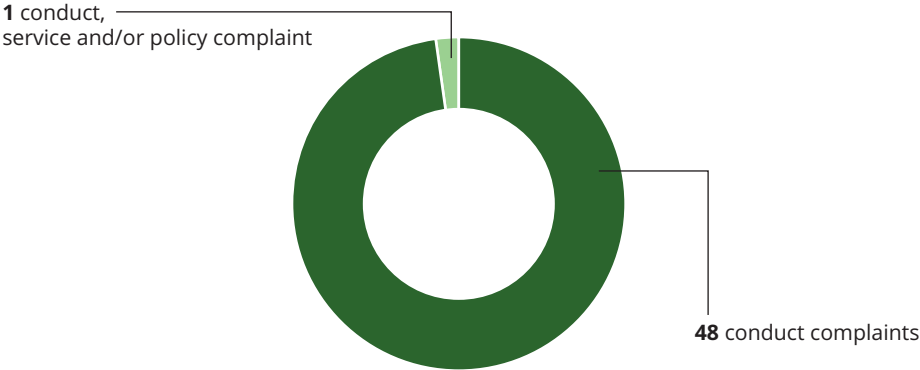
Sometimes there can be more than one alleged breach of the *Code* and sometimes there is more than one officer involved who is alleged to have breached the *Code*. Ten (10) of the 49 conduct complaints had more than one police officer named. Thirty-two (32) of the 49 conduct complaints had more than one allegation of a breach of the *Code*, either because there were multiple police officers allegedly involved in the incident or more than one section of the *Code* might have applied to the allegation. Only an arbitrator can decide that the *Code* has been violated.

Of the 49 conduct complaints, there were 125 alleged breaches of the *Code* with the most common being discreditable conduct (53), neglect of duty (44), and abuse of authority (19). The alleged breaches are identified when a complaint is filed.



How many conduct complaints are filed

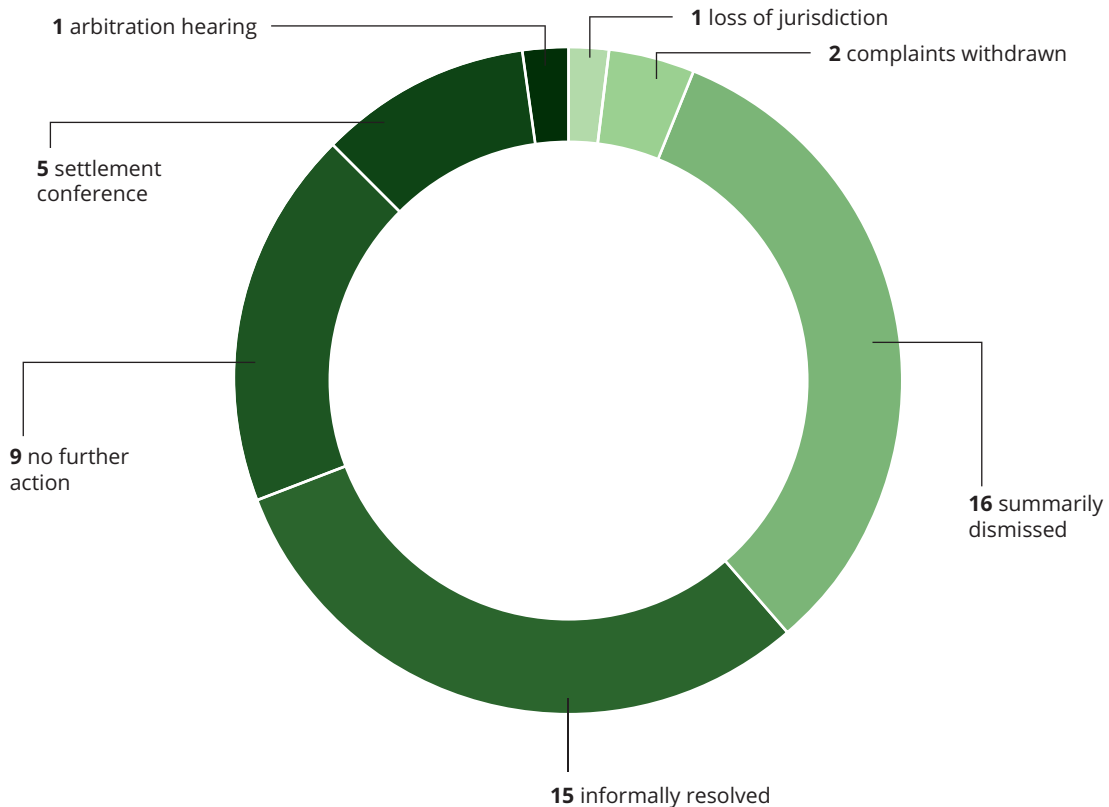
A total of 49 (48 determined to be conduct only, 1 determined to be a combination of conduct, service and policy) conduct complaints were filed during the fiscal year. Three police forces accounted for 76% of the conduct complaints and account for 64% of the total police officers in the province.



How complaints are resolved

There are different ways that a complaint can be resolved or concluded. They include when someone withdraws their complaint; when a complaint is summarily dismissed; or when a complaint is settled at early (informal) resolution. Most times, these occur at the beginning of the complaint process.

When an investigation occurs, if there is not sufficient evidence that an officer breached their code of conduct, the complaint will be closed with no further action being taken. If there is sufficient evidence the officer breached their code of conduct, then the complaint may be settled at a settlement conference or decided by an arbitrator at an arbitration hearing. The Commission oversees the process from start to finish, and a complainant can request the Commission review the decision made by a chief of police or civic authority. During the reporting period, two (2) complaints were withdrawn, 16 were summarily dismissed, 15 were informally resolved, nine (9) resulted in no further action, five (5) were settled at a settlement conference, and one proceeded to an arbitration hearing where the officer retired causing a loss of jurisdiction. The Commission lost jurisdiction of one (1) other complaint when the officer resigned during a different stage of the process.



New Brunswick Police Commission Priorities

Strategy and Operations Management

The Commission oversees the public complaint process in a transparent and accessible manner that ensures complainants and police officers are treated fairly, impartially and with respect.

The Commission functions at arms-length from government. The Police Commission consists of a Chair, a Vice-Chair and such other members as the Lieutenant-Governor in Council appoints.

The New Brunswick Police Commission safeguards the public interest in policing by:

- Providing an independent and objective complaint process;
- Ensuring independent, fair and thorough investigations; and
- Ensuring the province is discharging its obligation to maintain an adequate level of policing.

The Commission does this by ensuring we remain committed to our values:

Quality Service	We provide services that are dependable and consistent.
Integrity	We act with honesty and fairness.
Accountability	We take responsibility for our policies, decisions, actions and products.
Objectivity	We make balanced and unbiased decisions.
Transparency	We foster a structure and culture that encourage access to information within the law.

During the reporting period, the Commission actioned its 2021-2024 strategic plan. Its strategic priorities focused on excelling in operations, increasing the awareness of the Commission’s mandate, strengthening the Commission’s relationships and building organizational talent. The Commission’s strategic plan may be found on our website under Publications ([NBPC Strategic Plan 2021-2024](#)).

Education and Engagement

Awareness

The *Police Act* and the *Right to Information and Protection of Privacy Act (RTIPPA)* set out the information that the Commission can release to the public. Complaints are considered personnel investigations under *RTIPPA* and so we are only able to release complaint statistics through the publication of our annual reports on our website. Complaints only become public if they are referred to arbitration. During the reporting period, one arbitration occurred and it is posted on our website at [Arbitration Decisions \(nbpolicemission.ca\)](https://www.nbpolicemission.ca).

We also publish other news releases or documents to inform New Brunswickers of the work of the Commission and these are also published on our website.

We are committed to increasing our transparency and accessibility. We continue to work on modernizing the website as the central resource for the public and the media to access information about us.

On our website, you will find the Commission's [2021-2024 strategic plan](#), the [list of investigators](#), the [list of arbitrators](#), a list of [scheduled arbitration hearings](#) and [arbitration decisions](#). During the reporting period a number of public [guidelines](#) were added to our website.

Presentations, education, and workshops

Commission staff gave 15 presentations through 2022-2023 to various groups including civic authorities, frontline police officers, police chiefs and professional standards officers, the New Brunswick Association of Chiefs of Police, and Commission members.

The *Police Act* states that the Commission will maintain a list of investigators. Our investigators attended their 2nd annual training which focussed on investigative principals and procedural fairness, investigative report writing, breaches of the *Code of Professional Conduct Regulation*, new investigator tools, and a review of how things went during the first year of the revised *Police Act*.

There was one new Commission member appointed during this time that participated in the Commission's orientation workshop. Members also participated in a session on the breaches of the *Code*.

National oversight of law enforcement activities

The Commission is a member of Canadian Association for Civilian Oversight of Law Enforcement (CACOLE) which is a national organization of individuals and agencies involved in the oversight of law enforcement in Canada. CACOLE members represent diverse organizations - municipal and provincial police boards and commissions, First Nations, provincial and federal oversight agencies, ombudsman's offices, police associations and professional standards bureaus individuals as well as organizations in the justice, rights and advocacy agencies and representatives of community agencies and police services from Canada, the United States, Great Britain, Northern Ireland, Portugal and other European countries.

The Executive Director is the Vice-President of CACOLE. Being part of CACOLE allows us to work with our colleagues across the country and internationally to improve our effectiveness and our efficiency as well as to share best practices.

The CACOLE national conference was held virtually and in-person in May 2022. The Commission hosted the virtual component to provide an opportunity for Commission staff and members, Justice and Public Safety employees, New Brunswick peace officers, and police force professional standards officers to attend. Professional standards officers received an additional workshop on investigations and report writing.

The Executive Director and Senior Consultant attended the Annual Heads' of Police Oversight Agencies meetings where the heads of oversight agencies from across the country met to discuss common challenges and explore collaborative approaches that bring greater transparency and accountability to the review/oversight regime in Canada.

Performance measures

Actioning the key performance indicators (KPIs)	Measure
Actioning the KPIs identified in the 2021-2024 strategic plan.	Complete to 75% by March 31, 2023

Actioning the key performance indicators identified in the 2021-2024 strategic plan

Objective of the measure

Actioning the key performance indicators (KPIs) identified by members and staff from the Commission’s 2021-2024 strategic plan.

Measure

Address 75% of the KPIs identified in the strategic plan by March 31, 2023.



Leadership, People, Future

NBPC STRATEGIC PLAN 2021-2024

Our vision

Fair and independent civilian oversight of policing in New Brunswick, trusted by all.

Our mandate

The New Brunswick Police Commission is an independent civilian oversight body that oversees the management of the public complaints process into the conduct of police officers and the policies or services of municipal and regional police forces within the province of New Brunswick.

Excel in operations	Increase awareness of Commission mandate	Strengthen working relationships	Build organizational talent
<p>In continuing our journey of continuous improvement, we will:</p> <ul style="list-style-type: none"> Provide an independent and objective complaint process Enhance evidence-based decision making Improve response to inquiries for information Implement <i>Police Act</i> changes in operations 	<p>In ensuring the Commission is accessible to the public, we will:</p> <ul style="list-style-type: none"> Ensure citizens serviced by a municipal police force are aware of the role of the Commission and the complaint process by: <ul style="list-style-type: none"> – improving the Commission’s capacity to respond to public inquiries and – through the development of communication strategies. 	<p>In promoting consistency and standardization in oversight of policing, we will:</p> <ul style="list-style-type: none"> Formalize the partnership with Justice and Public Safety Further engage chiefs of police Advance engagement of the NBPA and local trade unions Raise awareness and understanding with Police officers Ensure new law enforcement students are aware of civilian oversight of police 	<p>In focusing on our people, we will:</p> <ul style="list-style-type: none"> Attract, develop and retain motivated and competent staff and members Attract, develop and retain highly qualified contractors

Our values

Quality Service: We provide services that are dependable and consistent.

Integrity: We act with honesty and fairness.

Accountability: We take responsibility for our policies, decisions, actions and products.

Objectivity: We make balanced and unbiased decisions.

Transparency: We foster a structure and culture that encourage access to information within the law.

Description of measure

The Commission approved its 2021 -2024 strategic plan in November of 2021. The four pillars are: excel in operations, increase awareness of Commission mandate, strengthen working relationships, and build organizational talent. From the pillars, a number of Commission members' KPIs and staff KPIs were identified. The goal was to action 75% of the KPIs.

Overall performance

This measure was incorporated into the Commission's 2021-2024 strategic plan. Action plans were created and prioritized to address areas of highest risk and KPIs were identified by members and staff. Four individual KPIs fell short of the 75% goal, with eight surpassing the 75% goal. Five of the eight KPIs that surpassed the 75% goal were fully completed. By establishing measurable benchmarks and regular reporting on results, overall, the Commission addressed 78% of this measure by March 31, 2023.

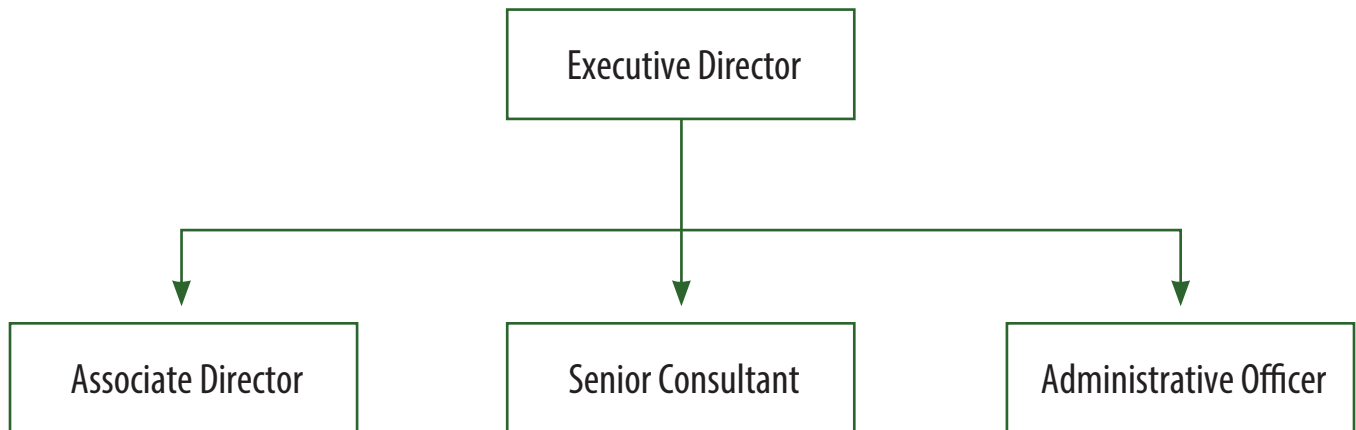
Why do we measure this?

The Commission's vision is to be a *fair and independent civilian oversight of policing in New Brunswick, trusted by all*. The Commission endeavours to be transparent and accountable to all who live in and visit New Brunswick and to increase the public's confidence in policing and its oversight agency.

Appendices

Appendix A

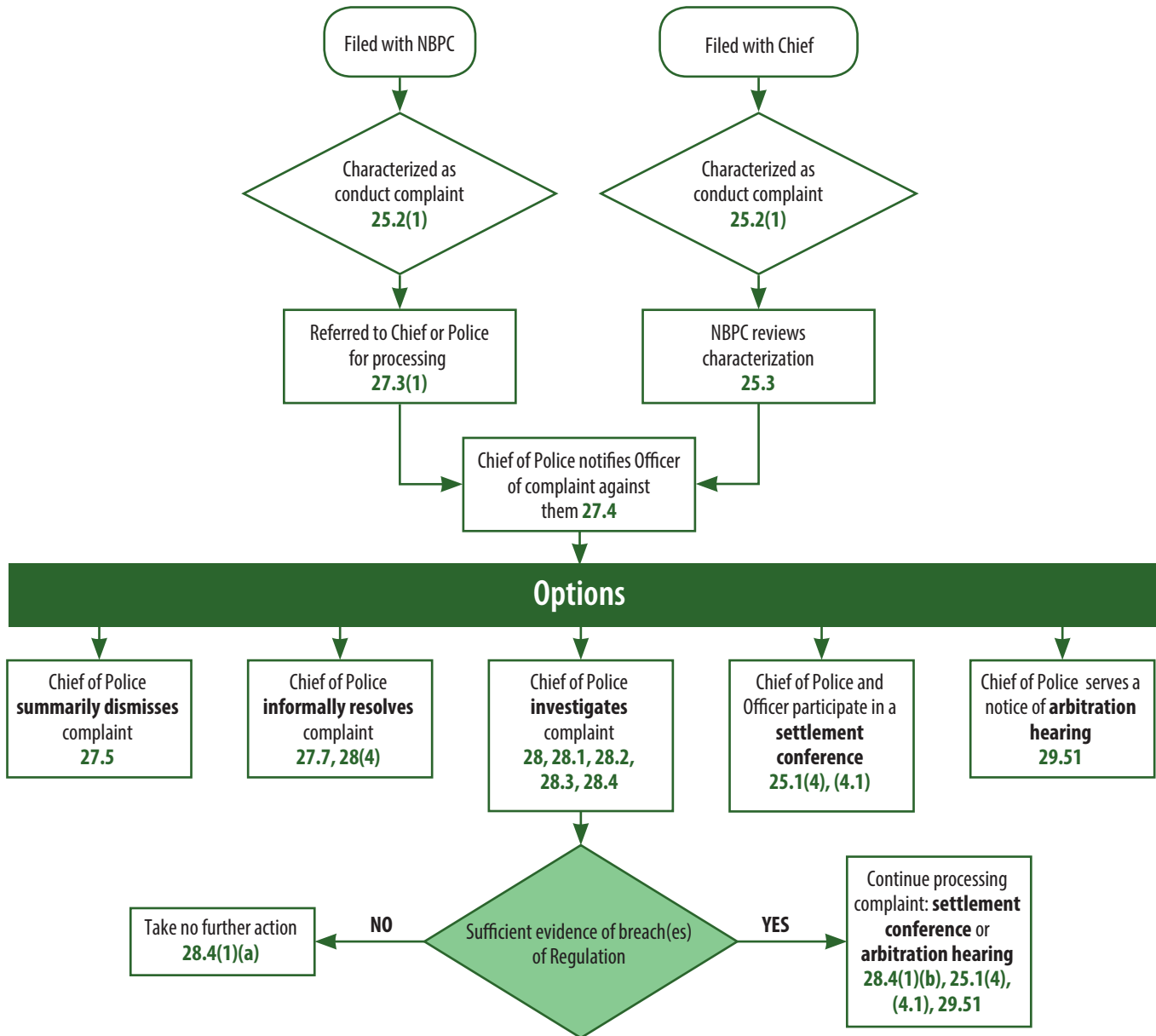
Organizational chart



Appendix B – Process maps

All sections/subsections/paragraphs referenced are from the New Brunswick *Police Act*.

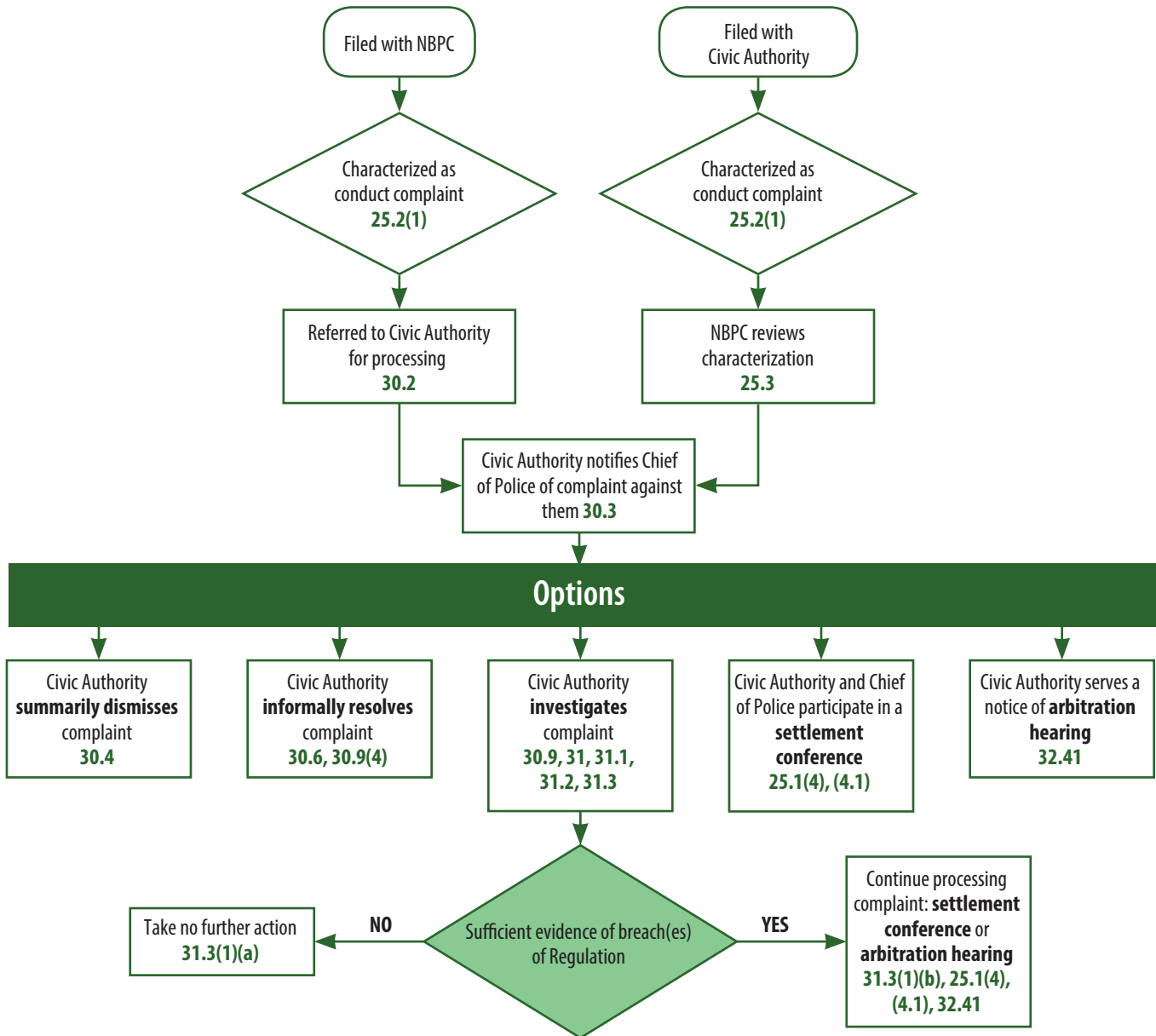
Conduct Complaint against Police Officer



**Complaints must be filed within 1 year of the alleged incident or omission, or within 1 year after the last incident or omission, in the case of a series of incidents or omissions, unless the timeline is otherwise extended by the Commission. 25.1*

**Parties to complaints are the Chief of Police and the Police Officer*

Conduct Complaint against Chief or Deputy Chief

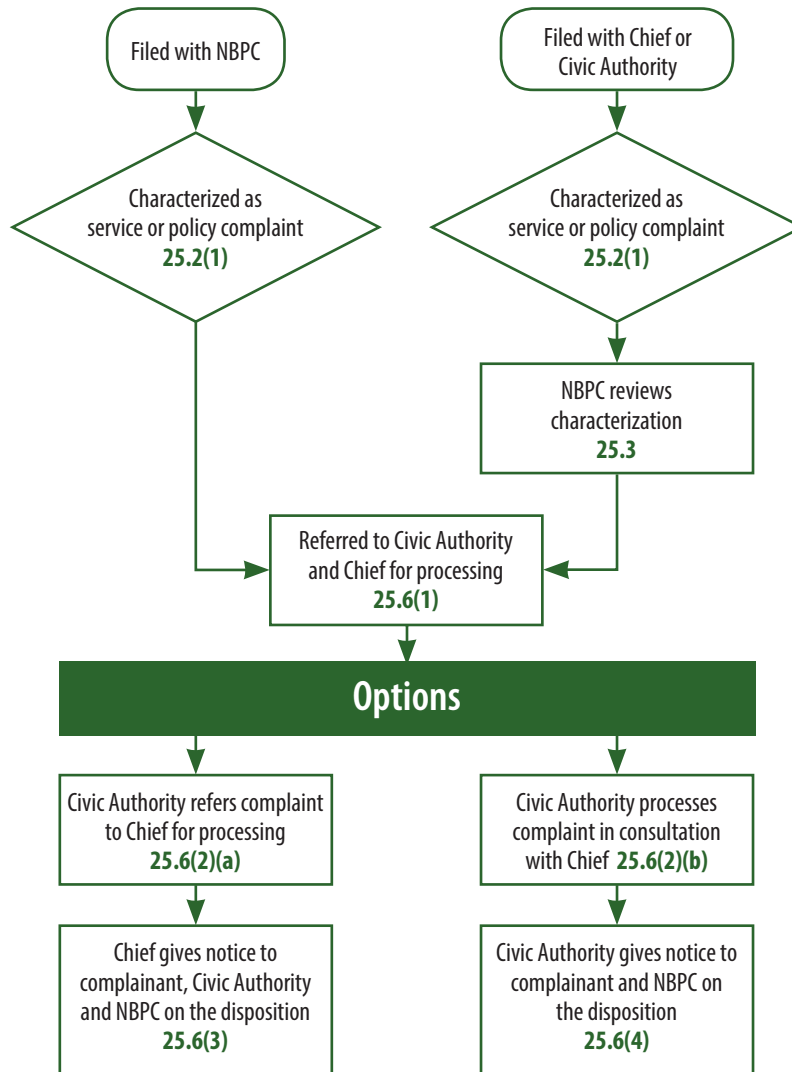


**Complaints must be filed within 1 year of the alleged incident or omission, or within 1 year after the last incident or omission, in the case of a series of incidents or omissions, unless the timeline is otherwise extended by the Commission. 25.1*

**Parties to complaints are the Chief of Police and Civic Authority*

**If the complaint concerns a Deputy Chief, it will be referred to the Civic Authority to process. 27.3(2), (3)*

Service/Policy Complaint



**Complaints must be filed within 1 year of the alleged incident or omission, or within 1 year after the last incident or omission, in the case of a series of incidents or omissions, unless the timeline is otherwise extended by the Commission. 25.1*

Appendix C

Complaints submitted - overall

2022-2023 Complaints submitted	
Conduct	48
Service / policy	16
Combination of conduct, service and/or policy	1
No jurisdiction	20
Total	85

Note 1: 49 of the 85 (58%) complaints were either characterized in full or in part as a conduct complaint.

New complaints filed

Characterization of complaints	Bathurst	BNPP Regional	Edmundston	Fredericton	Grand Falls	Kennebecasis Regional	Miramichi	Saint John	Woodstock	Total
Conduct	5	0	7	15	0	2	4	14	1	48
Combination conduct, service, and/or policy	0	0	0	1	0	0	0	0	0	1
Service and/or policy	1	0	1	6	0	1	1	5	1	16
Total	6	0	8	22	0	3	5	19	2	65

Disposition of conduct complaints - overall

2022-2023 Disposition of conduct complaints	
Withdrawn	2
Summary dismissal	16
Informal resolution	15
No further action	9
Settlement conference	5
Arbitration hearing	0
Arbitration hearing – loss of jurisdiction*	1
Loss of Jurisdiction**	1
Outstanding	0
Total	49

* Arbitration hearing – loss of jurisdiction occurs when a complaint has been referred to arbitration, however the officer resigns/retires during the arbitration process.

**Loss of jurisdiction occurs when an officer resigns/retires during the processing of a conduct complaint but before it is referred to arbitration.

Disposition of conduct complaints – by police force

Disposition of conduct complaints	Bathurst	BNPP Regional	Edmundston	Fredericton	Grand Falls	Kennebecasis Regional	Miramichi	Saint John	Woodstock	Total
Withdrawn	0	0	0	2	0	0	0	0	0	2
Summary dismissal	0	0	2	4	0	1	3	6	0	16
Informal resolution	2	0	4	2	0	1	0	5	1	15
No further action	1	0	1	6	0	0	0	1	0	9
Settlement conference	1	0	0	2	0	0	1	1	0	5
Arbitration hearing	0	0	0	0	0	0	0	0	0	0
Arbitration hearing – loss of jurisdiction*	0	0	0	0	0	0	0	1	0	1
Loss of Jurisdiction**	1	0	0	0	0	0	0	0	0	1
Outstanding	0	0	0	0	0	0	0	0	0	0
Total	5	0	7	16	0	2	4	14	1	49

* Arbitration hearing – loss of jurisdiction occurs when a complaint has been referred to arbitration, however the officer resigns/retires during the arbitration process.

**Loss of jurisdiction occurs when an officer resigns/retires during the processing of a conduct complaint but before it is referred to arbitration.

Alleged breaches of the Code of Professional Conduct – overall

Conduct complaints - alleged breaches of the Code of Professional Conduct Regulation	
Discreditable conduct - 35(a)	53
Neglect of duty - 35(b)	44
Deceitful behavior - 35(c)	0
Improper disclosure of information - 35(d)	0
Corrupt practice - 35(e)	0
Abuse of authority - 35(f)	19
Improper use and care of firearms - 35(g)	3
Damage police force property - 35(h)	0
Misuse intoxicating liquor or drugs - 35(i)	0
Convicted of an offence - 35(j)	0
Insubordinate behavior - 35(k)	3
Party to a breach - 35(l)	0
Workplace harassment - 35(m)	3
Total allegations	125

Note 1: 10 of the 49 conduct complaints had more than one respondent police officer named.

Note 2: Alleged breaches of the Code of Professional Conduct Regulation are identified when a complaint is filed. An incident may have multiple allegations identified. During the reporting period, 32 of the 49 conduct complaints had more than one allegation of a breach of the Code, either because there were multiple respondent officers, or more than one section of the Code may have been alleged to have been breached.

Alleged breaches of the Code of Professional Conduct by police force

Conduct complaints - alleged breaches of the Code of Professional Conduct Regulation	Bathurst	BNPP Regional	Edmundston	Fredericton	Grand Falls	Kennebecasis Regional	Miramichi	Saint John	Woodstock	Total
Discreditable conduct - 35(a)	8	0	2	16	0	3	10	12	2	53
Neglect of duty - 35(b)	4	0	9	20	0	1	1	9	0	44
Deceitful behavior - 35(c)	0	0	0	0	0	0	0	0	0	0
Improper disclosure of information - 35(d)	0	0	0	0	0	0	0	0	0	0
Corrupt practice - 35(e)	0	0	0	0	0	0	0	0	0	0
Abuse of authority - 35(f)	0	0	3	12	0	0	2	2	0	19
Improper use and care of firearms - 35(g)	2	0	0	1	0	0	0	0	0	3
Damage police force property - 35(h)	0	0	0	0	0	0	0	0	0	0
Misuse intoxicating liquor or drugs - 35(i)	0	0	0	0	0	0	0	0	0	0
Convicted of an offence - 35(j)	0	0	0	0	0	0	0	0	0	0
Insubordinate behavior - 35(k)	1	0	0	0	0	0	0	2	0	3
Party to a breach - 35(l)	0	0	0	0	0	0	0	0	0	0
Workplace harassment - 35(m)	2	0	0	0	0	0	0	1	0	3
Total allegations	17	0	14	49	0	4	13	26	2	125

Note 1: 10 of the 49 conduct complaints had more than one respondent police officer named.

Note 2: Alleged breaches of the Code of Professional Conduct Regulation are identified when a complaint is filed. An incident may have multiple allegations identified. During the reporting period, 32 of the 49 conduct complaints had more than one allegation of a breach of the Code, either because there were multiple respondent officers, or more than one section of the Code may have been alleged to have been breached.

Appendix D

Summary of expenditures

Item	Budget	Actual
Personal services	402.3	375.4
Other services	258.7	189.5
Materials & supplies	2.8	5.8
Property & equipment	18.1	7.0
Total	681.9	577.7