



ANNUAL GENERAL MEETING REPORT 2023-24





Love
Honesty
Humility
Bravery
Respect
Wisdom
Truth



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The Nishnawbe Aski Police Service is a dynamic organization that serves 34 First Nation communities in the Nishnawbe Aski Nation Territory.

Our officers are spread across an area that equals two-thirds of the province of Ontario, from the Manitoba border up the James Bay Coast, over to the Quebec border.



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Mission Statement

The mission of the Nishnawbe Aski Police Service is to provide a unique, effective, efficient and culturally appropriate service to all the people of the Nishnawbe Aski area that will promote harmonious and healthy communities.

To achieve this mission, in partnership with the communities we serve, we shall:

- Be representative of the communities that we serve;
- Employ a community oriented style of police service;
- Protect persons and property through crime prevention, community education, and appropriate law enforcement; and,
- Provide a level and standard of police service of the same or higher quality that exists elsewhere in Canada.

Message from the Chair

Let me begin by saying thanks to the leadership and delegates who attended the AGM in September of 2023. I believe that the new AGM format that we have created provides a great tool for grounding and focusing the discussion on policing in our First Nation communities. The AGM is where we get a chance to look back at the previous years audit, take stock in what we have accomplished and forge new goals and directives for the service going forward. While the AGM is a great tool for governance and administration it is also enhanced by the community governance visits that are now being conducted on an annual basis. This means that there is a secondary level of consultation where the Board meets directly with each First Nations Council to discuss policing needs in each community. That puts NAPS in touch with communities. We also strive to meet with Tribal Councils when we can and are still attending Chiefs assemblies as we had in the past. All of this means that we spend more time speaking with leadership at all levels to make sure we are getting the information we need to govern the service to the best of our ability.

Legislation remains at the top of our list in terms of an unfinished piece of work that is reaching the final stage. Minister Kerzner addressed the Chiefs last February and during that meeting he stated that the Ford government is committed to complete the CSPA (Community Safety & Policing Act) and is targeting the Spring of 2024 to bring it into force. The Minister also stated that he would like to come back and provide a follow-up as they approach that date. We plan on ensuring that promise is kept.

As we get closer to new legislation being implemented a major concern for us has been in the area of recruitment. Additional resources and staffing are being put into recruiting efforts. Policing across the nation is experiencing difficulty in this area. The Chief of Police is pursuing extra seats for Ontario Police College entries and well. Another means of recruiting being used is to target career fairs and large gatherings of indigenous people to showcase our service and put the word out that we are looking for people to pursue careers in community safety and policing. As we improve in terms of an improved workplace, better equipment, a robust pension plan and salaries on par with other services. We are seeing a rise in interest that we hope to nurture as we look to increase the number of First Nations applicants to our service.

Our work with the opt-in table that focuses on new standards and measures that will have to be implemented because of the legislation is targeting policy updates and providing budget outlines needed to bring us on par with OPP levels of service. The process has been long. There has been delays, election cycles and painstakingly slow draft of regulations that have dampened our spirits. None the less we are hoping that the enactment of the new legislation brings positive change for NAPS in 2024.

Meegwetch,

Mike Metatawabin
Board Chair



Chief of Police Report

Operations Update

Achievements and Funding

Since the first ever NAPS Annual General meeting hosted by the NAPS Police Board in September 2022, we have been diligently advancing multiple projects. Some of these projects include Infrastructure, Recruitment, Information Technology, Equipment and Partnerships.

Some accomplishments to highlight from our last negotiations include:

- receiving funding for five (5) new detachments
- an increased focus on filling frontline vacancies
- being able to take advantage of the new Free Ontario Police College (OPC) tuition program
- receiving funding for body-worn cameras
- establishing Memorandums of Understanding (MOU) for various officer exchanges and taking part in cross cultural “officer exchanges” – Navajo and Nunavik and Manitoba Southern Chiefs
- implementing the new Pension parity, as a result of the Indigenous Police Chiefs of Ontario (IPCO) and Human Rights Tribunal of Ontario (HRTO) complaint
- recovering from the COVID-19 pandemic and making Shift Schedule changes.
- filling two (2) senior management positions
- planning and implementing the new headquarters scheduled to open Spring 2024 in Thunder Bay

The communities that we serve represent three regions: Northeast, Central, and Northwest. In 2022, for the entire year we had over 30,000 calls for service. This year, to date (September 2023), we have served 34 communities and have received nearly 30,000 call. Based on these results, we are sure we will surpass the amount of calls we had

last year. The number of calls received, confirm that our officers in the communities continue to be in high demand.

Recruitment Initiatives and Tuition Waiver

In hopes to attract more people into the profession of law enforcement and to reduce the strain within that sector, the Ontario Progressive Conservative Government has waived the tuition fees for the Ontario Police College. Retroactive to January 2023, the standard cost of over \$15,000 for any person who gets on with a police service to go to the Ontario Police College will no longer apply. The student recruitment intake sessions are also being increased from three to four per year, where they anticipate that through each intake there will be at least 500 trainees. The plan is to have this continue for the next few years. NAPS intends to



continue to work with the College and increase recruitment efforts to attract new officers into our organization.

Body-Worn Cameras

To increase officer and community member safety and accountability, we received one-time funding for body-worn cameras. Although this is a big project to undertake, we know it will have a positive outcome. We currently have purchased the cameras and operating system. The next step is to make them operational and instill policies for their use.

Officer Exchanges

We have been increasing our participation in Cross-cultural Officer Exchanges. The purpose of these exchanges is to provide further education about, and to offer increased experience and exposure to our communities. It allows the officers to see, firsthand, where we live, what we do, and how things operate in our communities. Although it is important that we provide these educational opportunities, we must remember to obtain the community's blessing, from their Chief and Council, before bringing visiting enforcement. The agreement has now been signed. The next phase is to select participating communities and invite officers.

Pension Parity

One of the biggest things that has been impacting Indigenous Policing throughout the country has been the discrepancy of pension compensation among law enforcement agencies. The previous parameters required a NAPS officer to work five years longer than a remotely located OPP officer, before they were eligible for retirement. A human rights complaint, as the Indigenous Police Chiefs of Ontario along with their legal counsel, was settled early in 2023. This has resulted in equality

of NAPS to the OPP for retirement ability. We hope that this change will make an impact to help maintain longer-term employment within Indigenous policing organizations.

Shift Schedule Changes

The COVID-19 Pandemic had many impacts on how we operate. One of the biggest changes was to move to a shift schedule of 14 days on and 14 days off. Since the Pandemic has plateaued, we have continued operating on that schedule because our officers have indicated that they enjoy working that type of schedule. The officers say the extended shift gives them more focused time to spend within the community they serve, and it gives them more quality time to spend with their loved ones at home. They say the positive change provides a better work-life balance. We are pleased the officers are happy with the shift changes, but we are concerned that officers that work in larger populated communities will be burdened with a more demanding and strenuous workload for that longer period. We approached those who would be impacted most but they did not feel that would be an issue and wanted to continue the new 14-day rotation schedule.

New Headquarters

As our organization expands, we have realized that we are running out of space in our headquarters building at 309 Court Street in Thunder Bay, Ontario. Due to space constraints, we have been unable to hire more people for administrative positions. We have secured a new location on the south side of the city where we are able to almost triple the square footage of our current building. Excluding our Victim Support Services department, the new building will house all administrative services under one roof. The Survivor Assistance Support program is going to remain in its current location. Through research,

we have learned that victims would prefer to avoid going into a police station for assistance and feel more comfortable attending an independent location.

New Senior Management Positions

There have been some organizational structure changes, including the addition of a Superintendent position. This is a newly created senior position intended to separate the responsibilities of both the Operator Deputy and Deputy Chief. The Superintendent will focus

on civilians and some speciality departments, and the Deputy is solely responsible for the operations. With the addition of more officers, the increase of calls for service and the need for more administration staff, we felt it was necessary to separate the workload. Our intention, by adding these additional senior positions, is to help with employee satisfaction and retention with the desire to make NAPS a strong career choice.





Legislation Update

Overview of Legislative Journey

A legislative journey has been undertaken by NAPS in collaboration with key stakeholders and board members. The NAPS board members, including Stan Beardy, Frank McKay, Russell Kakepetum, Robert Moonias, Betty Bluecoat, and Jason Batise, played a pivotal role in this process as well as Peter Moonias, who contributed his invaluable knowledge and insights.

The legislative journey, now referred to as the “opt-in” process, originally commenced as the “adequacy standards table” on February 6th, 2015, under the terms of reference signed by Grand Chief Harvey Yesno, and Board Chair Frank McKay. This historic document bears witness to the challenging path that was initiated.

The backdrop of this journey is rooted in a series of resolutions passed by the Nishnawbe Aski Nation (NAN) Chiefs, dating back to the creation of NAPS in 1994. These resolutions emphasized the need for improved resources and services, particularly for remote fly-in communities, which present unique challenges for effective policing. A crucial aspect is the acknowledgment of the absence of a comprehensive statutory and regulatory framework for First Nations policing in Ontario, which reflects inequities. It was evident that significant amendments to the Police Services Act were essential to address these issues effectively.

During the course of this legislative process, Julian Falconer and his team have played a crucial role as collaborators. Their contributions include providing guidance, facilitating important discussions, and ensuring access to key stakeholders such as government ministries and legislative assemblies. Despite political transitions from Kathleen Wynne to Doug Ford, the

commitment to the legislative cause has remained steadfast. The persistent dedication to this legislative initiative underscores the commitment to establish a framework that empowers NAPS and addresses existing inequities.

Progress and Key Features of New Legislation

An extensive overview of the progress and key features of the new legislation concerning NAPS was conducted. The review highlighted the significant steps taken towards achieving legislative protection for the service, underscoring the importance of collaboration and the leadership of NAPS and NAN in driving the process forward.

The review discussed various aspects of the legislation, emphasizing the protection of cultural autonomy and the financial support required to meet adequate and effective standards. The presentation outlined the arbitration process as a mechanism for resolving funding disputes and underlined the legislation's focus on delivering culturally responsive policing. The role of First Nations and their direct involvement in shaping culturally responsive policing policies and priorities is a key aspect of the legislation.

It also highlighted the practical steps that were taken to prepare for the opt-in process, which included extensive meetings and collaboration with the Ontario government. An opt-in working group has been actively working on this since 2020, to ensure readiness for the transition to the new legislative framework.

The process concluded with an update on the progress made in working with the Ontario Policing Inspectorate. To align standards and

expectations for the NAPS service, it emphasizes the importance of this collaborative effort to ensure a seamless transition and highlights the positive steps taken towards legislative protection for NAPS.

In summary, the report offers a comprehensive overview of the legislative journey, focusing on key features, protection of cultural autonomy, financial support, and the active involvement of First Nations in shaping culturally responsive policing policies. It also underscores the practical steps taken to prepare for the opt-in process and the collaborative efforts with the Ontario government and Inspectorate.

Inspectorate Report and Recognition of NAPS' Quality of Service

The Inspectorate has released its report, and the findings are quite promising. The report acknowledges that NAPS is largely in compliance with the standards of comparable non-Indigenous police services. This is a significant achievement for NAPS and a testament to the dedicated leadership of Chief Roland Morrison, former Chief Armstrong, and Deputy Chief Darryl Snider. Under their guidance, NAPS has reached an operational stage where it delivers policing services of technical quality that are on par with or even exceed those provided by other police services in Ontario. It is important to note that this assessment is based on the operational aspect of NAPS, which has demonstrated an ability to deliver high-quality services despite various challenges, including officer shortages in some communities.

This recognition of NAPS' quality of service is a crucial step toward becoming constituted under the new legislative framework. While we acknowledge the need to continuously improve and raise the bar, the progress made thus far is commendable. Chief Morrison will provide insights into the staffing models being developed, and an implementation plan is already in motion. We appreciate the opportunity to contribute to this significant undertaking and are committed to seeing it through to its conclusion, even though it has been a lengthy journey.



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Consideration of New Communities Applying to be under Services by NAPS

Currently, NAPS is serving 34 Nishnawbe Aski Nation (NAN) Communities. In light of the recent developments regarding the consideration of new communities to be served by NAPS, the communities currently policed by NAPS gathered at the NAPS Annual General Meeting to discuss the inclusion of Saugeen First Nation and Long Lake #58 First Nation. These communities, while not yet official delegates, have expressed a strong interest in becoming part of NAPS, as their policing needs align with the service's mission.

Saugeen First Nation, also known as Savant Lake, and Long Lake #58 First Nation have formally requested to come under the jurisdiction of NAPS as delegated First Nation Police Services. Their current policing situation differs, with Long Lake #58 being a registered member of NAN within the Tribal Council of Matawa First Nations, while Saugeen is currently served by the Ontario Provincial Police. Both communities are seeking the benefits and alignment provided by NAPS.

The proposed resolution addressed the addition of these two communities to the NAPS jurisdiction and area of policing. The resolution outlines the need for a two-thirds vote by the delegates to endorse this addition, emphasizing the importance of securing the support of the funders, Public Safety Canada and the Province of Ontario. Funding and resource allocation will be revisited to accommodate these new additions, necessitating discussions between NAPS and the funders.

The Chiefs of NAPS police communities expressed their collective support for the inclusion of Saugeen and Long Lake #58 First Nations within the NAPS jurisdiction, recognizing the importance of this expansion. Final inclusion is pending the approval and cooperation of the federal and provincial governments, as well as the necessary adjustments to funding and resources to ensure the successful integration of these new member communities.

Resolution to accept the addition of Saugeen First Nation and Long Lake #58 First Nation

Moved by Chief Bruce Achneepineskum from Marten Falls First Nation

Seconded by Deputy Chief Warren Hardisty from Moose Cree First Nation

No objections, all in favour.

Resolution passed.



Indigenous Justice Strategy Overview

The Indigenous Justice Strategy (IJS) was established by the federal government in 1991, aiming to address the disproportionate rates of victimization, crime, and incarceration of Indigenous peoples in Canada.

In Budget 21, \$11 million was allocated over three years to support Indigenous-led engagement, funding 38 projects nationally, including \$300,000 for NAN for a two-year period. This report provides an overview of the current mandates, resolutions, and strategic focus of NAN in alignment with the IJS.

Mandates and Resolutions

NAN mandates, reflected in resolutions dating back to 2010, emphasize the full implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in NAN Territory. Notably, Resolution 2014 outlines justice and law transformation in NAN territory, demanding broad action across the justice sector. The 2020 Justice Symposium laid the foundation for collaborative efforts between NAPS, NAN Legal, and NAN, enhancing the effectiveness of the partnerships in supporting NAN.

Pursuing Justice Transformation

Resolution 2014 serves as the mandate for justice transformation, prompting collaboration between NAPS and NAN Legal to address challenges and

opportunities in the justice sector. The Indigenous Justice Strategy, to be finalized in 2024, becomes a pivotal framework for this collaborative effort.

SWOT Analysis

A Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis was conducted. Strengths identified that NAN Treaty rights holders are leading the process based on inherent jurisdiction and rights. Weaknesses indicate there is limited project funding and set timelines by Justice Canada. Opportunities lie in aligning with UNDRIP, while Threats involve the potential lack of new funding and policy gaps in the current IJS.

Co-Development Efforts

NAN's engagement in the co-development of the Federal First Nation policing legislation reflects its commitment to shaping policies that directly impact Indigenous communities. Despite limited funding, a 10-minute survey revealed themes such as 24/7 availability, flexible funding, and cultural approaches to justice.

Future Focus

As NAN navigates its engagement with the IJS, the focus will be on building a responsive, holistic justice system that respects self-determination, reduces trauma, and aligns with NAN priorities. The upcoming sharing circles and discussions will allow for further exploration of key themes, ensuring a comprehensive and collaborative submission to Justice Canada.



Audit Report 2022-23



2022-23 Audit Report Overview

MNP LLP was responsible for preparing Nishnawbe Aski Police Services' annual audit. A brief overview of their audit report was provided to the members and directors of Nishnawbe Aski Police Services. MNP has issued a qualified opinion, which means that there is one area not in compliance with accounting principles. It is important to understand that your funders do not permit the accrual of vacation pay, only accepting it when paid out. Consequently, the financial statements deviate from accounting principles. If vacation pay had been accrued, it would result in an additional liability of just over \$2.1 million on the books. Aside from this, the sampling did not reveal any material misstatements, making it our sole qualification.

The Nishnawbe-Aski Police Service financial statements, audited by MNP LPP, comprise the statement of financial position as of March 31, 2023, and the statements of operations, changes in net assets and cash flows for the fiscal year.

Statement of Financial Position

As of March 31, 2023

Assets	2023	2022
Current		
Cash	\$6,439,269	\$6,28,4470
Marketable Securities	-	\$408,889
Accounts Receivable (Note 3)	\$6,393,168	\$2,563,157
Prepaid Expenses	\$324,702	\$206,305
Inventory	\$2,510	\$4,535
Total Current Assets	\$13,159,647	\$9,467,356
Tangible Capital Assets (Note 4)	\$9,572,960	\$8,147,770
Restricted Cash	\$44,520	\$41,262
Total Assets	\$22,777,127	\$17,656,388
Liabilities	2023	2022
Current		
Accounts Payable and Accruals (Note 5)	\$10,300,680	\$7,004,180
Deferred Revenues (Note 7)	\$121,418	\$1,470,852
Total Current Liabilities	\$10,422,098	\$8,475,032
Funds held in Trust	\$44,520	\$41,262
Deferred contributions related to Tangible Capital Assets (Note 8)	\$3,448,332	\$1,902,260
Total Liabilities	\$13,914,950	\$10,418,554
Net Assets	2023	2022
Unrestricted	\$2,737,549	\$992,324
Investment in Tangible Capital Assets (Note 10)	\$6,124,628	\$6,245,510
Total Net Assets	\$8,862,177	\$7,237,834
Total Liabilities and Net Assets	\$22,777,127	\$17,656,388

Statement of Operations

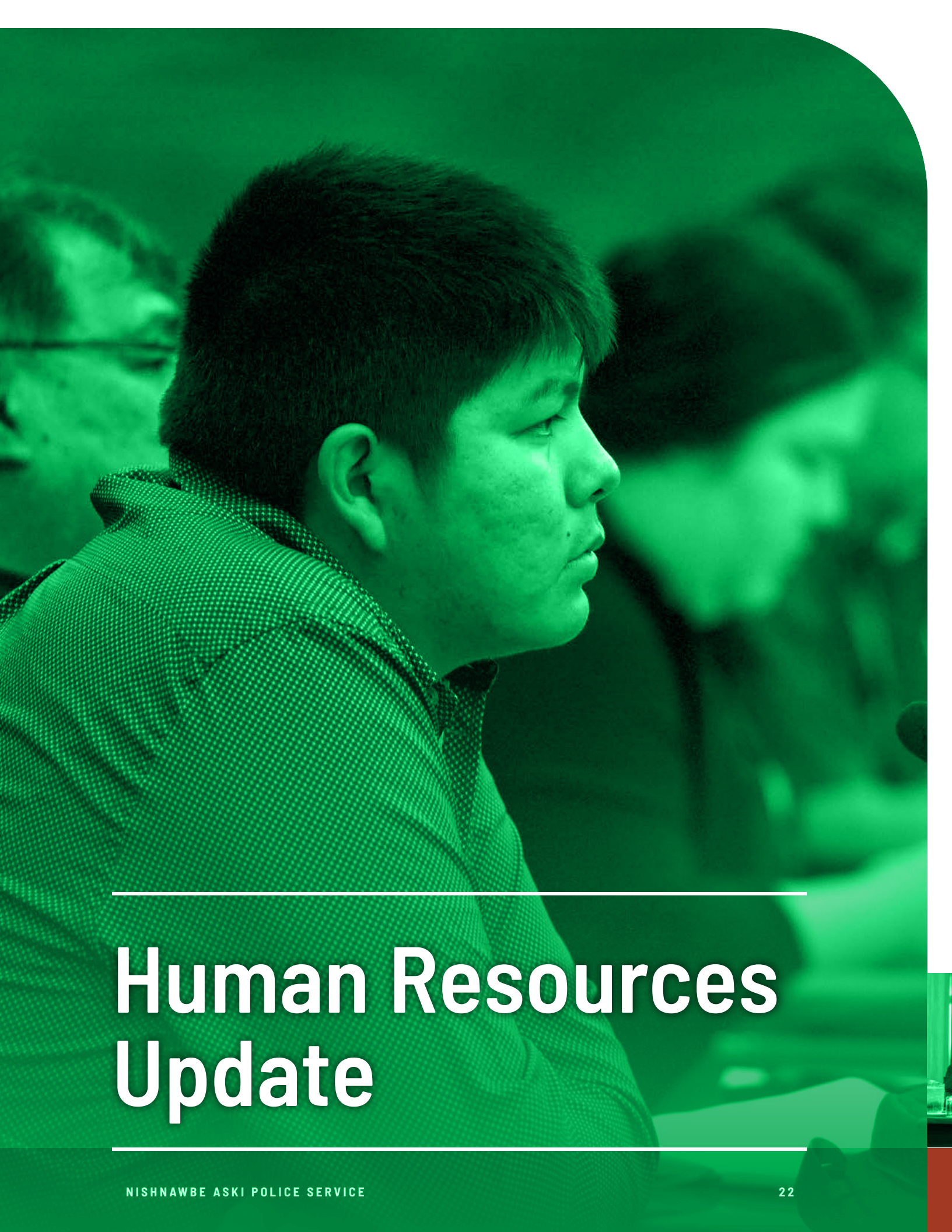
As of March 31, 2023

Revenue	2023	2022
Operations (Schedule A)	\$56,365,929	\$50,898,040
Police Board (Schedule C)	\$1,308,469	\$1,110,933
Other Projects (Schedule D)	\$4,679,236	\$3,299,474
One-time funding (Schedule E)	\$684,534	\$674,603
Total Revenue	\$63,038,168	\$55,983,050
Expenses	2023	2022
Operations (Schedule A)	\$55,059,155	\$50,046,990
Police Board (Schedule C)	\$919,392	\$904,620
Other Projects (Schedule D)	\$4,750,744	\$3,457,749
One-time funding (Schedule E)	\$684,534	\$674,603
Total Expenses	\$61,413,825	\$55,093,962
Excess of Revenue over Expenses	\$1,624,343	\$889,088

Statement of Changes

For the fiscal year ending March 31, 2023

	Unrestricted	Investment in tangible capital assets	2023	2022
Net assets , beginning of year	\$992,324	\$6,245,510	\$7,237,834	\$6,348,746
Excess (deficiency) of revenue over expenses for the year (Note 11)	\$1,745,225	(\$120,882)	\$1,624,343	\$889,088
Net assets , end of year	\$2,737,549	\$6,124,628	\$6,862,177	\$7,237,834

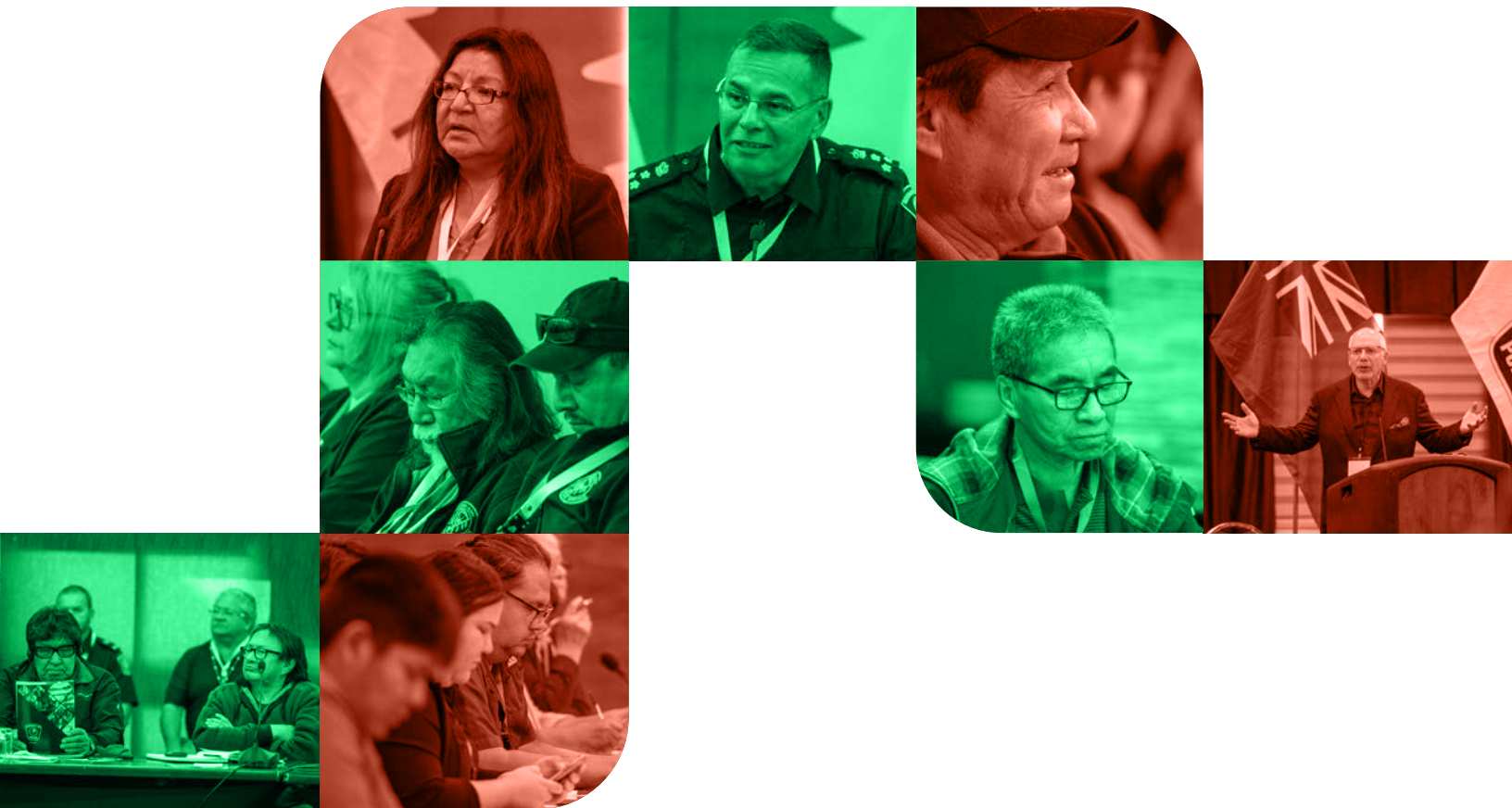


Human Resources Update

Overview

In the last couple of years, police services in Canada, particularly in Ontario, faced significant challenges. Recruitment saw a substantial decline across the province, resulting in a critical shortage of new hires for police services. Consequently, numerous unexpected vacancies emerged, prompting the need to actively seek experienced officers to ensure adequate staffing levels and meet mandated responsibilities.

Despite these obstacles, NAPS has demonstrated remarkable progress within a relatively brief timeframe. As the anticipated legislation approaches, including the incorporation of NAPS under the new Community Police Service Act, we will certainly grow. This legislative shift signifies a period of substantial transformation, bringing about numerous changes that will shape the trajectory of NAPS for years to come. These changes are geared towards enhancing the efficiency and effectiveness of our police service, ultimately benefiting the NAN communities that we proudly and diligently serve.



Staffing Updates/Issues	Numbers
Positions Filled: <ul style="list-style-type: none"> • Survivor Service • Detective Sergeant PSB • Detective Sergeant - Central Crime Region • Detective Staff Sergeant - Survivor Services • Offender Transport 	5
Job Postings in 2023: <ul style="list-style-type: none"> • Media Relations Coordinator • Deputy Chief of Police • Finance Advisor • Detective Constable Drugs & Gangs 	4
Vacancies by region: <ul style="list-style-type: none"> • Central: 5 • Northeast: 9 • Northwest: 20 	34
Resignations by region: <ul style="list-style-type: none"> • Central: 2 • Northeast: 2 • Northwest: 2 	6
Leave of Absence/Modified Duties: <ul style="list-style-type: none"> • WSIB (26) • Short Term Disability (3) • Long Term Disability (6) • Modified Work (3) • Other (4) 	42
New hires - May 2023 intake / Post Alymer Recruitment Training <ul style="list-style-type: none"> • Central: 3 • Northeast: 3 • Northwest: 5 • Northeast: 1 	12
Terminations: <ul style="list-style-type: none"> • Recruits 	4
September 2023 OPC intake	12

Additional Updates on Human Resources

- NAPS is partnering with Calibrate Solutions to develop a wellness strategy that supports our sworn and civilian members and their families.
- NAPS has contracted ADP Canada (payroll company) to provide a new payroll, Human Resources Information System (HRIS) a program provided through ADP Canada, and scheduling system.
- We have developed a recruitment and retention strategy to support the transition toward the Community Safety and Policing Act.
- NAPS was in negotiations with the Officer Bargaining Unit. Arbitration was scheduled on October 11, 2023.
- We have been engaged in various career fairs and presentations, including events at Confederation College, Chief Thunderstick Hockey Tournament in Saskatoon, Chapleau Career Fair, Tournament of Hope at Victoria Inn, YES Employment presentation, Manitoulin Career Fair, Attawapiskat Job Fair, and involvement in bike rodeos at Fort William First Nation, Matachewan, and Keepers of The Circle Career Exploration Week.





Speciality Operations Report

Northwest Region Overview

One noteworthy achievement includes the replacement of five older patrol units with newer models, exemplified by the 2012 units. Despite the continuous influx of new officers, efforts have been made to keep annual inventory counts up-to-date.

A significant upgrade took place during the 2023 block training, wherein all old taser units were replaced with new ones. Impressively, the Northwest Region successfully passed all 12 detachment audits during the annual regional detachment audits. The efficient management of officer transitions is evident, with the introduction of new residences in Cat Lake and Mishkeegogamang. However, a notable health and safety concern persists in North Spirit Lake due to the absence of cameras. Field service rounds and additional taser cartridges have been received for issuance on an as-needed basis.

In terms of collaborative efforts, a joint force operation was conducted during the 2023 calendar year, coinciding with the All-Bands Tournament held in Dryden, ON. Despite chronic officer shortages, the Northwest Region remains committed to maintaining officer coverage in each of the 12 communities/detachments within the region.

The Northwest Administration report outlines several key accomplishments and updates. It reflects a proactive approach to maintaining accurate records and adapting to the evolving needs of the Northwest Region.

Firstly, efforts have been made to ensure that cell phone voicemails accurately reflect current information. Additionally, there is a commendable

commitment to submitting precise and up-to-date vehicle damage reports, with a notable 21 reports recorded as of September 1, 2023. The vehicle inventory is maintained in an organized manner, contributing to efficient operations.

Impressively, all recruit evaluations were completed in a timely manner, a critical task considering the substantial number of new recruits hired in the 2023 calendar year. Furthermore, annual officer evaluations have been successfully completed and submitted within the required timeframe. A significant structural change has been implemented with the establishment of a new cluster command structure, designating Muskrat Dam, North Spirit Lake, Keewaywin, Poplar Hill, and Sandy Lake as stand-alone communities.

Despite challenges, the region has experienced five officer resignations while successfully bringing in nine new recruits in the 2023 calendar year. Quarterly Non-commissioned officers (NCO) meetings have facilitated effective communication and collaboration. However, the report underscores the persistent issue of chronic understaffing, with the Northwest Region facing the highest number of vacancies across all three regions. Factors contributing to this include four officers transferring out, ten officers on various types of leave, the departure of Jennifer Henry, and the return of Kelsey Snider. This comprehensive leadership update provides insights into the dynamic staffing landscape and ongoing efforts to address vacancies and transitions in the Northwest Region.

Northeast Region Overview

The Northeast region comprises 13 communities along the James Bay coastline, including five isolated ones: Peawanuck, Attawapiskat,

Kashechewan, Fort Albany, and Moose Factory. South of Moose Factory, we have eight road-accessible communities. Unfortunately, they've been grappling with retention challenges and workplace injuries, leading to a decrease in officer numbers and placing a considerable workload on the remaining staff. When there are no officers scheduled for their drive-in communities, the OPP is requested to respond to calls until they can address officer retention and leave issues.

In the past month, the Northeast has welcomed three new recruits deployed to Attawapiskat, Kashechewan, and Constance Lake for their coaching period. However, we've also experienced three resignations and received three officer background requests from other police services during the summer months. Currently, 18 front-line officers are on medical leave through WSIB, Short-Term Disability, and Long-Term Disability in the Northeast region.

To ensure operational continuity, backup generators have been installed in all remote detachments, preventing communication breakdowns during power interruptions due to weather. Similar installations were made in drive-in locations over the spring and summer. In many communities, the installation of Starlink has significantly improved internet speed, allowing officers to complete reports more efficiently and allocate more time to community patrols.

Health and safety inspections are conducted, addressing any building structural issues beyond the health and safety realm during monthly reviews. Most of our northern vehicle fleet has logged less than 100,000 km, and heavily populated communities are equipped with three to four F150 pickup trucks with OPP radio communication and emergency gear. These measures collectively contribute to the operational readiness and

efficiency of our policing efforts in the Northeast region.

Our Northern detachments remain operational, addressing maintenance regularly. Although our vehicle fleet is in decent shape, the challenge persists as we continue to lose officers to other services faster than we can hire them. The ongoing need to backfill positions in northern detachments due to officers moving on or taking leave contributes to workload challenges for existing staff, leading to sick leave or injuries. Despite community initiatives and patrol plans, the current staffing levels make it challenging to effectively engage with the community given the high call volume and limited officer availability.

Central Region Overview

The staffing situation in the Central Region has achieved stability in recent months, primarily due to the diligent efforts of our recruiting department and the return of officers from various types of leave. Notably, a collaborative agreement brokered by the NAPS Chief of Police and other Police Chiefs has significantly reduced lateral hiring from NAPS to other services, resulting in no resignations in the Central Region since the last report.

Recruitment efforts by NAPS have gained momentum, resulting in a substantial number of recent recruit graduates and an even larger class preparing to attend OPC. This influx of new officers is expected to address the void left by numerous resignations in the Central Region during 2021/2022.

The pervasive issue of drugs and alcohol continues to impact the health and well-being of Central Region Communities. Alcohol remains a major contributor to significant incidents and property



crimes, while drug abuse remains prevalent, straining community relationships. The NAPS Drug Unit remains dedicated to combatting the illegal trafficking of narcotics within the NAN territory and beyond.

Frontline policing has faced challenges due to resignations and injuries in the past year, leading to increased overtime coverage. Central Region strives to maintain two available officers in each community by issuing calls for overtime to off-duty members and implementing officer rotations to address more serious concerns.

Alcohol and narcotics persist as significant factors in community issues, and NAPS is committed to collaborating with communities, gathering intelligence, and making arrests to address these challenges.

Mental health remains a prominent concern, with 347 service calls related to mental health and suicide attempts or threats. NAPS officers will continue working closely with local leadership and medical professionals to support individuals struggling with mental health.

From January 1 to December 1, 2022, Central Region recorded 7,241 occurrences across various types, with specific occurrences deemed more serious requiring heightened attention and intervention.

Incidents By Region

Benchmark Occ Apr 1/22 to Aug 31/23	REGION			
	Central	Northeast	Northwest	Total
Abduction			1	1
Airplane crash			1	1
Arson	10	4	1	15
Assault	64	116	40	220
Assist Other Non-Police Agency			1	1
Assist Other Police Agency		3		3
Attempt murder		1		1
Attempt or threat of suicide	2		1	3
Bail violations	2	3	1	6
B-E bus/res/oth		6		6
Child Pornography		2		2
Disturb the peace	1			1
Domestic dispute	1	13	3	17
Drug offences	2	3	8	13
Escort		1		1
Fire			3	3
Fraud			1	1
Harassment	1	5	1	7
Homicide	1		1	2
Impaired/over 80	1		1	2
Indecent acts		2	1	3
Luring	2			2
Mental health act		1		1
Mischief	2	1	2	5
Missing person		2		2
Missing person located			1	1
Motor vehicle collision	1	3	2	6
Other criminal code	1	1		2

Police assistance	1	5	3	9
Police information	1	2	3	6
R.I.D.E.		1		1
Robbery		4		4
Sexual assault	40	55	39	134
Sudden death	14	16	26	56
Suspicious vehicle			1	1
Theft		5		5
Threats	2	1	1	4
Warrants			1	1
Weapons	4	8	1	13
Total	153	264	145	562





Communications Update

Far North Radio Project

The goal of implementing the Communications Centre is to bring centralized call taking and dispatching services to the 23 Far North NAPS Detachments that have been operating without this service. The project was initiated in February 2019. Eleven of the 34 NAPS Detachments were already on Fleetnet, since 2016 (comms provided by OPP Comm Center in North Bay and Thunder Bay), and it was completed November 2021.

The number to reach police in any NAPS policed community is: 1-888-310-1122. It is a standard, long-distance toll free phone number to dial but we are working to move to a "911" format for Northern communities in the future. We have tried our best to make the number highly visible and accessible to the community. Stickers, fridge magnets, flyers and posters have been distributed for easy reference.

Benefits of Centralized Call Taking and Dispatch

- Ensure no call for service goes unanswered
- Increase public safety – coordination of response
- Advanced technical support for victims
- Provide immediate supervision for officers
- Provide operational support for officers
- Provide a "team" environment for police activities
- Increased officer safety (constant monitoring/call for assistance button)

The new centralized call taking and dispatching services, replaces the previous system, which

was called self-dispatching. The problem with self-dispatching was that many incoming phone calls went unanswered, which is not acceptable. One of the main goals is to ensure that no call will go unanswered. It also allows us to immediately provide the coordination of care with other emergency services such as medical nurses, firefighters, crisis/mental health professionals (diversion program), and police.

The expanded Comms Centre roll out was implemented during the outbreak of the COVID-19 Pandemic. This meant we could not visit the communities to provide the necessary education to the staff and community members. Since the reopening of our communities, we are visiting and providing the necessary education to ensure the system is fully understood and utilized. A communications package was created to educate the officers and the community. Training has begun and is ongoing.

To support and protect law enforcement, there is a requirement under Ontario Adequacy and Effectiveness of Police Services under the Police Services Act to have 24-hour communications with officers. This allows for the ability to respond to calls and to provide enhanced officer safety. The centralized comms system gives the officers a clear connection to more information immediately. In many of the communities, a sergeant may not physically be available in the community in which the officer is working. An officer can speak directly with a sergeant instantly, to assist with authorization to make decisions or troubleshoot. Having direct and regular access to superiors helps with the retention of officers, because they feel supported and not completely isolated.

Emergency Button and Operator Roles

To further support and protect our officers, we have an “Emergency Button” available on their radio. By enabling the button, everything in the Comms Centre stops and assists the officer in need. All resources are directed toward the emergency because it means an officer is in serious peril. Fortunately, it has not been used very often in the past, but it is a very beneficial safety protocol that is available when needed.

The Comms Centre operators are crucial to running the operation. They are broken into two divisions with approximately 12 desks for taking incoming calls and 12 desks for dispatching calls. All operators’ computers are connected to each other for the coordination of services. The operator is not allowed to hang up on the incoming individual, but the individual can hang up on the operator. They are trained to remain on the call with the individual until the officer arrives at the scene.

The operator is also an extension of the officers. They can connect the officer to whoever they need, and they also conduct regular status checks to ensure the officer is safe. To increase accountability and quality of service, all incoming calls and outgoing dispatch calls are recorded and reviewed regularly.

Translation Services and Community Engagement

To assist the operators, 23 NAPS officers have agreed to be interpreters to community members, as required. Interpretation is available for those that can only speak Ojibwe, Cree or Oji-Cree. The caller needs to state the language required, so the operator can link the caller with a NAPS Officer that speaks that language. A Request for Proposal (RFP) was recently issued by the OPP to expand the translation services, which should be implemented by January 2024. It would utilize another operating system that provides translation services to include all of the traditional languages.

NAPS Detachments





Love | Honesty | Humility | Bravery | Respect | Wisdom | Truth

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