

# NATIONAL POLICE FEDERATION



# FEDERATION DE LA POLICE NATIONALE

August 24, 2018

Commissioner Brenda Lucki  
Royal Canadian Mounted Police  
Ottawa, ON

Dear Commissioner Lucki,

We are responding to your force wide broadcast of July 27, seeking input from all members regarding constructive ideas for change in the RCMP. We applaud the initiative. As you can imagine and appreciate, however, many members may not feel comfortable expressing concerns and ideas to you directly. So, the NPF shared your message and also offered members the option to write directly to us with constructive ideas that we would forward to you, unattributed, on their behalf.

Attached are the responses we received. The major themes appear to be (in no order):

- Equipment, kit and clothing;
- Training and use of force options;
- NCO promotion process as well as the OCP selection process;
- Staffing and resource shortages;
- Pay, benefits and Occupational Health Care;
- Internal HR processes such as TEAM, Health Services etc;
- Leadership and how it is measured and held accountable;
- Mental health resources;
- Harassment, bullying and general workplace morale.

As you may know, the NPF conducted a 'Safety and Resources' survey in late 2017. We have attached a PowerPoint report highlighting the results. It is clear through that survey and the input received over the last month that resource shortages, equipment challenges and lack of leadership are exposing our members to hazardous and possibly deadly encounters that could be mitigated. This needs to be addressed.

There are some issues which you cannot address at present due to the ongoing FPSLREB application (such as pay and benefits), however, we are open to a dialogue on other matters in the interim. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Brian Sauve".

Brian Sauve

A handwritten signature in blue ink that reads "Eddie MacDonald".

Eddie MacDonald

A handwritten signature in blue ink that reads "Peter Merrifield".

Peter Merrifield

Co-Chairs of the National Police Federation