



## **Vote Rob Farrer for E Division Director!**

As a member approaching 19 years of service and having spent those years developing a diverse and varied skill set through a variety of postings and positions I believe that I am a great candidate to represent the interests of the members of the RCMP as we go forward into this new era.

Helping members has been a passion of mine throughout my service and I have worked within whichever systems have been available to achieve the greatest amount of success with that aim in mind. I spent five years as a SRR Sub-rep prior to being elected as a full time Staff Relations Rep, and have volunteered for the past four years as the Vice-Chair of the Mounted Police Members Legal Fund. Within the SRR program I was a member of the Internal Affairs Sub-Committee and am intimately familiar with the Code of Conduct and LRI in general

I will be the first to say that the previous systems certainly were inadequate and within them we were unable to make the changes to our pay, equipment; grievance and appeals, working conditions or any number of other areas which needed then and clearly still require improving.

The reality is however, that with respect to individual member issues, I am very proud of the amount of success that I was able to achieve in helping members despite the limitations inherent in those systems. I am extremely excited at the prospect of helping develop, and ultimately having a process where meaningful large-scale change is no longer simply being sought at bended knee through consultation but through bonafide negotiation and collective bargaining!

While the system has now changed for the better; what has not changed is the need for people who are passionate about helping members and are willing to do everything within their power to both improve the organization and be there for the individual members whenever they need it. I am absolutely that person. I have been told on numerous occasions by various levels of management when trying to assist members, that "it is not my role". My counter to that has always been, respectfully, that it is everyone's role to do what they can to improve our organization. We have a rich history as an organization but ultimately the organization is made up of the people who are doing the job.

I have been an NCO since 2008 and have always believed that the Telos, the purpose, of an NCO or a leader is to put the people that they work with in the best position to succeed. While at times I am sure that I have fallen short of my goal I have spent my career attempting to improve the working environment of everyone within my circle of influence.

I have helped countless members with issues related to Code of Conduct investigations, discipline, job placement, workplace conflict, harassment, grievances and privacy issues; I've attended and assisted members following officer involved shootings and supported them

through IIO investigations; I've answered calls from members at all hours and have done everything I can to support and assist them. I, like many of you, have been personally affected by the toll that this job can have, having lost two Watch mates to suicide and another to Homicide. What we do not need is the actions of our organization contributing to the already tremendous stress that being a Police Officer can inflict.

As this is a Divisional Position I think it is important to have experience in Labour work as well as to have a diverse policing background as the issues in the small Northern Postings are often not the same as members in the LMD may experience. I have experience in Northern Policing having worked largely alone in an isolated post for over two years in G Division in addition to Yellowknife; I have also worked GD as both a Constable and as an NCO in the LMD in Surrey and Coquitlam spending eight years between the two; I spent a few years in FSOC, a year as a full time SRR and the last three years in the Okanagan as a Watch Commander and now a Rural Unit Commander. In addition, I have spent countless hours assisting hundreds of members through the MPMLF and continue to do so today, all of which has been volunteer unpaid time. Mine is not a case of bandwagon jumping; I have been working to support members since my early days in the RCMP.

We have a great deal of work to do together to get the RCMP back to where it needs to be in many areas including pay; improving our glacial grievance and appeals system; modernizing some of our equipment; improving the ways in which we deal with mental health issues including PTSD and depression and many other areas. While all of those areas are incredibly important we can't lose sight of the day to day, specific to a unit, type of issues that members experience every day across the country be it a lack of unfettered time off to an improper interpretation of policy by managers.

It is very difficult to make promises as we enter this new era; but I can very comfortably make one. I will guarantee that I will always put forth the effort for you. I can not guarantee the outcome of a given event but I can guarantee that I will be there to assist in any way I can and will support the membership as I always have throughout my career. I have always put the good of the membership ahead of my own personal career goals and on several occasions have suffered the consequences. I also know that I would not change any of those instances in any way.

References from members I have personally assisted:

***"Rob is extremely passionate about helping members, if he doesn't have an immediate answer for you he makes it his mission to get it for you as soon as he can"***

***"Your guidance enabled me to better assist Members, and fight for issues that were important to both Members and Management"***

***"Rob has assisted me in successfully grieving the findings and outcome of a public complaint"***

**Robert Farrer - Deeds, not just words!!!**

If anyone has any questions or comments please feel free to contact me on my personal cell at 778-928-5693. I will also be making posts on issues that I feel are important on Facebook at Robert Farrer.