

Royal Canadian Mounted Police  
Commissioner



Gendarmerie royale du Canada  
Commissaire

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Les valeurs de la GRC reposent sur l'intégrité, l'honnêteté,  
le professionnalisme, la compassion, le respect et la responsabilisation

JUN 03 2019

Ms. Lisa Lapointe  
Chief Coroner  
Province of British Columbia  
P.O. Box 9259 Stn Prov Govt  
Victoria, British Columbia  
V8W 9J4

RECEIVED  
JUN 05 2019  
CHIEF CORONER

Dear Ms. Lapointe:

Thank you for your correspondence of February 25, 2019, concerning the Verdict at Inquest into the death of Mr. Pierre Jean Dabe Lemaitre. I apologize for the delay in responding.

The Royal Canadian Mounted Police (RCMP) regards the health and well-being of its members and the employees who support them to be the highest priority and is open to receipt of recommendations aimed at improving mental health support to employees. As such, the RCMP voluntarily provides its response to the recommendations of this provincially-mandated inquest. The RCMP notes that the recommendations of the jury are consistent with ongoing work being undertaken by the organization in response to the Auditor General Report, and advises as follows:

**Recommendation 1: Implement the plan proposed (by Madame Marois) to include mental health assessments to be in conjunction with the 3 year mandatory physical assessments that is already in place.**

Funding for a national program has been approved by Treasury Board and implementation is expected early as the spring of 2020.

The RCMP is currently in the process of hiring 14 additional psychologists, who will be responsible for supporting the implementation of the Periodic Psychological Health Assessment (PPHA). The PPHA will expand the RCMP's current Periodic Health Assessment to include a mandatory and more comprehensive review of a member's mental health and well-being by providing members with the opportunity to meet with a professional specializing in psychology and mental health.

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**Recommendation 2: Offer a variety of learning methods for mental health education for all members of the RCMP.**

The RCMP offers several online courses available to all employees, such as Suicide Prevention and Awareness (2017), Critical Incident Stress Management (2013), and Respectful Workplace training (2014).

In 2017, the RCMP made LifeSpeak accessible through Health Canada's Employee Assistance Services (EAS). LifeSpeak is a wellness platform that offers hundreds of short training videos. Employees and their families have access to watch leading experts provide information on the issues that matter to them—from depression and nutrition to financial health and parenting—anytime, anywhere. Employees and their families are also able to download tip sheets and participate in "ask the expert" web chat sessions in real time. Employees and their families may access these services from any computer, tablet or personal smartphone. When cadets graduate from Depot, information on Lifespeak and the EAS, along with the mental health continuum, is now part of their notebook.

Since 2014, RCMP employees have had access to a robust mental health micro-site with information on suicide prevention; where to find help when in mental distress; fact sheets on stress, sleep, mental illnesses etc.; stories from employees who are successfully living with operational stress injuries; contact information of mental health champions, peer-to-peer advisors, and support-for-operational-stress-injury advisors; and, how to maintain work/life balance. The site also has a number of guides available for download, including: My Mental Health Care Package for RCMP employees and their families, Critical Incident Stress Management Aftercare Guide, a Mental Health Self-Awareness Tool, and a toolkit for managers and supervisors designed to help them manage employees with mental health issues on a day-to-day basis.

The Road to Mental Readiness (R2MR) was launched as a pilot in "J" Division (New Brunswick) in 2013 and expanded nationally as mandatory training in October 2015. This is an in-person training session and, as of April 2019, 26,766 employees (regular and civilian members and public service employees) have received R2MR training (93% of all RCMP employees). R2MR is now part of the curriculum at Depot for cadets.

In addition, since its implementation in January 2017, over 500 employees across the organization have received the Applied Suicide Intervention Skills Training (ASIST), which is a two-day interactive workshop in suicide first aid. ASIST teaches participants to recognize when someone may have thoughts of suicide and work with them to create a plan that will support their immediate safety. The training was targeted at employees such as Peer-to-Peer Advisors, Member Workplace Services Advisors, etc., who were more likely to deal with those facing such challenges. Other classroom training includes a two-day Resolving Conflict Effectively course.



In December 2017, in conjunction with the University of Regina, the RCMP launched a longitudinal study of cadets at the RCMP Training Academy. The goal of this study is to better understand the impacts of operational policing on mental health, including Post-Traumatic Stress Disorder (PTSD), and operational stress injuries. This study will follow these cadets for up to 10 years as they graduate into policing roles and will provide crucial information to the RCMP to ensure its programs and supports, such as those outlined above, are aligned with the needs of its regular members.

**Recommendation 3: Develop measures to evaluate the effectiveness of the RCMP's mental health strategy.**

The RCMP has developed key performance indicators and a quality measurement framework to measure the effectiveness of the RCMP's mental health strategy and services. In November 2018, the RCMP surveyed members via the Survey Centre to determine their satisfaction and experience with mental health services available from external treatment providers. Results of this survey, along with the Public Service Employee Survey results, are currently being analyzed for trends and will serve as baseline data to measure future progress.

**Recommendation 4: Make funding available to implement the recommendations of this jury.**

Funding for the PPHA (Recommendation 1) was sought and received in the federal budget for 2018. This provides funding to hire 14 psychologists for a five-year period. The program will be evaluated in the final year of this period to determine whether it should receive funding on a permanent basis.

**Recommendation 5: Make classes available to family members on the initial hiring of their loved one to provide an overview of the potential mental health issues that can arise over the years.**

Families of cadets attend a family workshop the day prior to graduation to gain a better understanding of what police work involves. Some of the content, which includes information and resources related to mental health, is currently being updated.

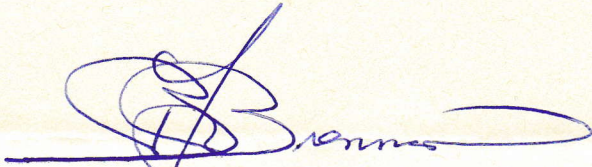
In addition, the RCMP public website contains a "Family Information Guide to Depot Division" section, which provides family members information and resources that are available to them and their loved one while their loved one is in training at Depot, and the "Family Corner" section on the website includes information on mental health services available to RCMP employees.



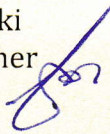
As noted in the response to Recommendation 3, dependents also have access to the EAS, an external provider of free, confidential, short term counselling (up to eight hours per issue), assessment, and referral services. The service is paid for by the RCMP.

I trust that the above information addresses your recommendations.  
Please contact me should you have any additional questions or concerns.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Brenda Lucki", written over a horizontal line.

Brenda Lucki  
Commissioner

A small, stylized handwritten mark or signature in blue ink, located below the printed name.