



NUNAVIK POLICE SERVICE

ACTIVITY REPORT SEPTEMBER TO NOVEMBER 2025

The Nunavik Police Service (NPS) has been delivering regular policing services since April 1, 1996. Created as part of the James Bay and Northern Québec Agreement and the Act Respecting Northern Villages and the Kativik Regional Government, the NPS mission is to maintain peace, order and public safety; and, to prevent and suppress crime and infractions under criminal and civil laws and regulations.

Human Resources

The NPS staff listing is presented in Appendix A.

Police Officer Staffing (as of November 1, 2025)

Rank	Total		Total
Chief	1	Female	21
Deputy Chief	2	Male	145
Captain	5		
Sgt. Investigator	9	Inuit	3
Sergeant	19	Non-Inuit	161
Constable	130		
Total Police Officers	164	Permanent	166
		Temporary	0
Long-term absence	9		
Total Active Police Officers	155		

Civilian Staffing (as of November 1, 2025)

Position	Total		Total
Intelligence Supervisor	1	Inuit	9
Guard	38	Non-Inuit	38
Technician	7		
Warehouse storekeeper	1	Full-Time Permanent	9
		Part-Time Temporary	38
Total Civilian Staff	47		

Recruiting

Futures Fairs

The NPS participated in Futures Fairs in Akulivik, Ivujivik, Salluit, Kangirsuk and Aupaluk. These events offered our Crime Prevention Officers valuable opportunities to engage directly with Inuit youth, share information about policing as a rewarding career, and answer questions about the skills and training required to join the NPS. Their participation helped raise awareness of local employment opportunities, promote positive relationships with youth, and inspire interest in future recruitment initiatives.

RCMP Depot Division

In this reporting period, three graduates began their role as police officers in Nunavik. Currently, 17 individuals are in training, and 58 other individuals are in various stages of the application process.

Since the start of the program, 76 individuals have graduated and become police officers.

ENPQ Graduates

In this reporting period, four applicants were hired who graduated from the École Nationale de police du Québec (ENPQ).

Regional Mixed Investigations Team

Since October 1, three investigators from the NPS Regional Mixed Investigations Team have been permanently assigned to the new investigations trailer located next to the Puvirnituq police station.

This presence on the Hudson coast significantly enhances the NPS's investigative capacity by enabling faster response times, improved coordination with local patrol officers, and greater ability to address complex cases, particularly those related to drug trafficking, bootlegging, and other serious offences that impact community safety.

A reminder: Anyone can send confidential information concerning drug dealing or bootlegging by email to: tips@nunavikpolice.ca.

Youth Cadet Program

The NPS is proud to announce the official launch of the Youth Cadet Program, an initiative designed to inspire and engage young Inuit in policing and community service. Two coordinators have been hired to lead the program, both of whom have officially begun their duties.

The overall goal of the Youth Cadet Program is to strengthen ties between the police and youth, promote positive role models, and encourage future careers in public safety. By offering participants opportunities to learn about policing, leadership, and community engagement, the program aims to develop the next generation of Inuit police officers and community leaders.

For this first year of implementation, the main objectives are to:

- Develop a strategic plan outlining the vision, objectives, structure, and operational framework of the Youth Cadet Program
- Design and adopt a distinct logo and visual identity to support the program's branding and community recognition
- Recruit the first cohort of cadets through a targeted outreach and recruitment campaign

- Officially launch the program by organizing an activity or event focused on policing, community service, or public safety, marking the beginning of the program's operations

This initiative represents an important step toward building long-term community partnerships and increasing Inuit representation within the NPS.

Meeting with Eeyou Eenou Police Force

Deputy Chief Shaun Longstreet travelled to Kuujjuaraapik, where he met with representatives of the Eeyou Eenou Police Force. The meeting focused on strengthening collaboration between both police services, particularly regarding criminal intelligence sharing, joint operations, communication systems, and detention logistics. Several follow-up actions were identified to improve coordination and operational support.

Training

During the period, the following training was delivered by the ENPQ and partnering universities:

- One captain completed Professional Standards Training
- Two training officers completed Educational Interventions
- Three training officers completed Theoretical Foundations of the Use of Force
- Two training officers completed Conducted Energy Weapon (Transition T10)
- Two captains completed Police Officer Selection: Concepts and Applications, and Simulation-Based Assessment
- Two training officers completed Carbine (AR platform) Instructor training

NPS-delivered training

- Onboarding new members: Seven new officers completed the one-week onboarding program
- Twelve members completed taser training
- 63 officers followed annual pistol recertifications
- 61 officers followed annual conducted energy weapon recertifications
- 41 officers followed annual perimeter weapon recertifications

Crime Prevention and Community Activities

- Crime Prevention Officers (CPO) visited schools in Puvirnituk, Akulivik, Ivujivik, Salluit, and Kuujuaq to deliver presentations on bullying to students. They will continue giving these presentations in the remaining communities throughout the school year.
- CPO participated in hockey games and other activities with the youth in Salluit.
- In November, the three CPO, accompanied by Captain Paquet, attended the Intersection Prevention Seminar at the École nationale de police du Québec (ENPQ). The seminar provided an opportunity to learn about innovative prevention programs being implemented in other police services and to evaluate how similar approaches could be adapted for Nunavik's unique context.

- On October 31, officers in each community distributed Halloween candies along with bright yellow snap bracelets and elastic reflective bracelets to children and adults going trick-or-treating, promoting visibility and safety during nighttime activities. Each bracelet featured the message: 'Trick or Treat, Be Seen on the Street'

Snowmobiles for Search and Rescue

In May, the Regional Council adopted a resolution approving memoranda of understanding for the management, use, and operation of snowmobiles designated for Search and Rescue (SAR) activities within Nunavik municipalities. Since that time, the NPS has initiated the procurement process for the acquisition of these snowmobiles and anticipates delivery before Spring 2026. Once deployed, these vehicles will enhance local team capacity to respond more effectively to emergency situations.

Participation in Project Immersion

Project Immersion is an initiative of the Longueuil Police Service designed to immerse police officers within the community to promote a deeper understanding of social realities and citizen needs. The program consists of a four-week internship during which participants engage with community organizations, without wearing their uniforms. The objective is to promote empathy, enhance awareness of the challenges faced by vulnerable populations, and strengthen relationships between the police and the community.

One NPS officer participated in the full four-week program, taking part in numerous group activities focused on teamwork, communication, and self-reflection. Through these experiences, the officer interacted with people from diverse cultural backgrounds and explored how perceptions and biases can influence daily interactions. Part of the training focused on mental health, providing participants with additional tools and perspectives to enhance interventions for individuals facing mental health challenges.

The goal of NPS' participation was to gain insight into the program with the intent of developing an adapted version as Phase 3 of the NPS Cultural Awareness Training Program for newly hired police officers.

Provincial Committee on Professional Standards

Deputy Chief Morin and Deputy Chief Longstreet attended the Provincial Committee on Professional Standards, held in Québec City at the beginning of November. This provincial initiative, coordinated by the Sûreté du Québec, brings together representatives from police services across the province who are responsible for professional standards.

The conference serves as a forum for sharing best practices, reviewing recent disciplinary and ethical decisions, and discussing emerging issues related to police conduct, accountability, and integrity. It also provides an opportunity to harmonize practices among police organizations, strengthen inter-agency collaboration, and ensure that all services remain aligned with evolving provincial standards and legal frameworks.

The NPS' participation in this event helps ensure that its internal policies and procedures remain consistent with provincial expectations and reflect the highest standards of professionalism in policing.

Community Visits

Community visits are completed in Nunavik municipalities where supervisors are not based permanently. The purpose is to meet with local police officers, elected officials, and community

partners. During the reporting period, supervisors travelled to Tasiujaq, Kangirsuk, Quaqaq, Kangiqsujaq, Ivujivik, Akulivik, Umiujaq and Kuujjuaraapik.

Employees of the Nunavik Police Service – next page



NUNAVIK POLICE SERVICE

Appendix A – Staff Listing

Headquarters

Management Team

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Court Liaison Unit

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