

and analysis. This background proved especially useful during Manitoba's "flood of the century" in the spring of 1997.

Another volunteer has extensive experience with various ethnic communities in Winnipeg that has proven to be an asset to the Immigration and Passport Section. A retired school principal has put his skills to work in helping with the administration of the auxiliary program and the design of an expanded training program. Yet another of these volunteers has an honours degree in Criminology, is on the verge of receiving her PhD in Sociology and has designed an Internet home page for her section.

How difficult was it to recruit enthusiastic and qualified volunteers? A one-time-only ad in two newspapers (one in each official language) resulted in over 300 applications. These were summarized and prioritized, and then submitted to interested Federal Sections. The Section Heads selected candidates to interview and were responsible for conducting security clearances for the successful applicants.

Beginning the program was not without its challenges. Because no provisions existed for the appointment of auxiliaries for Federal Policing, the "D" Division volunteers were sworn in as Supernumerary Special Constables with specialized duties as Auxiliary Constables. Because the Workers' Compensation insurance that covers provincial auxiliary constables does not apply in the federal program, private insurance coverage had to be obtained.

Another hurdle that had to be overcome was

the perception that Federal Policing is somehow "different" from Contract Policing. This, plus the fact that this was a brand-new program, made it difficult to visualize how volunteers could be of benefit to Federal Policing operations. To help counter this concern, a commitment was made by Insp. Chris Bothe (OIC, Federal Policing in "D" Division at the time, and originator of the concept) and Sgt. Bill Adams, who was given the responsibility of setting up the program. They pledged that this program would not be imposed on anyone. Federal Section Heads were involved in designing the program and were asked to select and interview candidates that they thought could make a contribution to their Sections. The result was a feeling of ownership for the program and a willingness to make it work.

However, not all Sections have bought into the concept. Others have come to realize that the work done by their volunteers has made a real difference and are actively interested in obtaining additional Federal Auxiliary Constables when the program expands.

The volunteers themselves enjoy being part of the program. They are pleased with the acceptance they have received from Federal Policing Section members and appreciate having the opportunity to apply their skills and experiences to a policing setting.

Interest in the "D" Division Federal Auxiliary Constable Program has been expressed by other Divisions. Further information about this program can be obtained by contacting Sgt. Bill Adams at "D" Division Community Policing Services. ♦



*On January 7, 1998, the Federal Auxiliary Constables were honoured at a reception given by the Commanding Officer of "D" Division, A/Commr. J.D. Moodie. (L-R): C/Supt. R.J. Embury, Insp. P.J. Thorne and W.K. Thorn, A/Csts R.K. Chohan, F.A. Beckwith, D.M. Daly, G.J. Szpak, J.E. Porter, D.B. Smuttell and R.W. Gourluck, Sgt. W.B. Adams, A/Cst. M.D. Peterson, Insp. B.C. Verheul, A/Commr. J.D. Moodie. Missing from photo: A/Csts K.S. Rankin and T.A. Milan.*

*Photo by Cpl. Bob Meihm*