

SUMMARY OF THE EVALUATION OF FLY-IN / DRIVE-IN POLICING MODELS

CONTEXT

Fly-in/Drive-in (FIDI) policing models were introduced within the Royal Canadian Mounted Police (RCMP) in an effort to maximize efficiencies, adequately staff certain northern detachments, improve the wellness of Regular Members (RM), and expand on service delivery to northern communities that historically have had challenges with recruitment and retention. The intent was to attract RMs to these northern communities by offering them the opportunity to live with their family in or around a hub location rather than live in the community on a more permanent basis.

EVALUATION OBJECTIVE AND SCOPE

The objective of this evaluation was to examine the effectiveness and efficiency of FIDI policing models and whether the organization has the necessary mechanisms in place to consider expanding the models to other northern communities across Canada.

This evaluation focussed its analysis on D, F, and B Divisions, covering a period from 2019/20 to 2024/25. Three questions helped guide the evaluation:

1. To what extent are FIDI policing models effectively meeting the needs and expectations of the RCMP and stakeholders?
2. To what extent are current FIDI policing models sustainable?
3. To what extent is the RCMP positioned to support expansion of FIDI policing models?

METHODOLOGY



INTERVIEWS

55 interviews with a total of 114 individuals were conducted in-person and by video conference.



SURVEYS

3 online surveys were developed and disseminated to all RMs in D, F, and B Divisions.



SITE VISITS

The evaluation team travelled to communities in D and F Divisions to conduct site visits.



DOCUMENT/LITERATURE REVIEW

Over 100 documents from various functions within the RCMP were reviewed.



DATA ANALYSIS

Available RCMP performance and financial data were collected and analyzed.



COMPARATIVE ANALYSIS

Available information from RCMP and external agencies were collected for comparison.

KEY FINDINGS

1. Although FIDI models have increased the RCMP's ability to provide policing services in some northern communities where there had been a crisis point for staffing, some gaps still exist.
2. Although there is some evidence that the implementation of FIDI models has helped improve policing services from a community perspective, this sentiment is inconsistent and largely dependent on detachments being fully staffed and the personal suitability of RMs.
3. While the current FIDI detachments are adequately supported, challenges related to internal support services may hinder their sustainability and the RCMP's ability to provide quality policing services to these communities.
4. FIDI models have been implemented inconsistently, resulting in inequities for RMs, ambiguous alignment with policies and directives, and a lack of national prioritization of resources.
5. Although FIDI models cost more to implement than traditional live-in models, there was general agreement they provide value for money based on the benefits for the organization.
6. Although FIDI models appear to be the way of the future for policing certain northern detachments, the RCMP is not currently positioned to support their expansion, particularly the fly-in model.

RECOMMENDATIONS

1. Establish a national coordinating body in consultation with key decision makers to develop a national framework for FIDI models, inclusive of minimum standards, consistent policies and directives and prioritization of resources.
2. Develop a standard methodology for calculating costs associated with FIDI models, as well as a consistent approach to performance measurement.
3. Review recruitment and staffing processes to ensure applicants to FIDI positions have the appropriate suitability and preparedness for policing in northern communities.
4. Develop an internal and community-level engagement strategy to enhance awareness of FIDI models and how individuals should be consulted to better understand their needs.
5. Should FIDI models be expanded, conduct an environmental scan to inform the development of a national plan for their expansion.