

Departmental Plan

2024 to 2025

Building a **safe and resilient Canada**



Public Safety
Canada

Sécurité publique
Canada

Canada

Public Safety Canada

2024 to 2025

Departmental Plan



The Honourable Dominic LeBlanc, P.C., K.C., M.P.,
Minister of Public Safety, Democratic Institutions and
Intergovernmental Affairs



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Public Safety Canada's 2024 to 2025 Departmental Plan details the Department's planned performance and narrative results, and planned resources in support of a safe and secure Canada for the 2024 to 2025 fiscal year. The Department's plans are represented under its three Core Responsibilities: National Security, Community Safety, and Emergency Management, as well as its Internal Services.

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Public Safety Canada's 2024 to 2025 Departmental Plan at a glance

A departmental plan describes a department's priorities, plans and associated costs for the upcoming three fiscal years.

- [Vision, mission, raison d'être and operating context](#)
- [Minister of Public Safety's mandate letter](#)
- [President of the King's Privy Council for Canada and Minister of Emergency Preparedness Mandate Letter](#)

[\[Read the full departmental plan\]](#)

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Key priorities

Public Safety Canada's overarching priorities remain:

- Protecting Canadians, Canada's critical infrastructure and the Canadian economy from national, cyber and other emerging threats;
- Preventing and addressing criminal threats, including gun violence, to Canadian communities, especially those most-at-risk; promoting reform; and enhancing the oversight and accountability of Canada's law enforcement agencies;
- Strengthening Canada's ability to respond to an evolving border environment;
- Strengthening emergency preparedness measures, government response and community resilience to natural disasters and all-hazard emergencies in collaboration with federal, provincial, territorial and Indigenous partners;
- Promoting an ethical and values-based departmental culture supported by practices focused on respect, diversity and inclusion, mental health and workplace wellness; and
- Enabling a connected workforce as well as transparent and effective management practices within the Department using proactive modern approaches, in collaboration with Portfolio agencies and other partners.

Refocusing Government Spending

In Budget 2023, the government committed to reducing spending by \$14.1 billion over the next five years, starting in 2023 to 2024, and by \$4.1 billion annually after that.

As part of meeting this commitment, Public Safety Canada is planning the following spending reductions.

- **2024 to 2025:** \$482,443
- **2025 to 2026:** \$482,443
- **2026 to 2027 and after:** \$1,505,549

Public Safety Canada will achieve these reductions by doing the following:

- Reducing the funding base for Policy Development Contribution Program;
- Reducing the Search and Rescue New Initiatives Fund by 10 percent.

The figures in this departmental plan reflect these reductions.

Highlights

A Departmental Results Framework consists of an organization's core responsibilities, the results it plans to achieve, and the performance indicators that measure progress toward these results.

National Security

Departmental result:

- National Security threats are understood and reduced while maintaining public trust

Planned spending: \$34,453,992

Planned human resources: 213 full-time equivalents

Threats to Canada's sovereignty have increased in recent years, and the national security landscape continues to evolve at a rapid pace, affecting our political system, economy and communities. In 2024 to 2025, the Department will advance a number of commitments to ensure that security threats are understood and reduced while maintaining public trust, such as:

- Providing advice and recommendations to combat [foreign interference](#), including developing the office and function of the National Counter-Foreign Interference Coordinator; engaging domestically and internationally; leading horizontal policy development efforts; and supporting the safeguarding of Canada's research ecosystem through the Research Security Centre;

- Coordinating responses to a range of national security threats, including continued lead on the assessment of foreign investments under the national security provisions of the [Investment Canada Act](#);
- Releasing a new National Cyber Security Strategy which is envisioned to raise the bar through a whole-of-society approach to promoting a resilient and secure cyberspace; and,
- Continuing to steer [Bill C-26: An Act respecting cyber security, amending the Telecommunications Act and making consequential amendments to other Acts](#) through the legislative process. The proposed legislation will protect Canadians and increase baseline cyber security in four federally-regulated critical infrastructure sectors: finance, telecommunications, energy, and transportation.

In addition, Public Safety Canada will advance other commitments, including:

- Continuing the implementation of the [National Security Transparency Commitment](#) and welcoming the fourth report of the associated [Advisory Group](#);
- Releasing a renewed strategy for Canada's critical infrastructure (CI) to ensure that it is secure, protected, and resilient in the face of a complex and rapidly evolving threat landscape; and building and maintaining trusted relationships with diverse stakeholders in the public and private sectors that share responsibilities for vital assets and systems that deliver services to Canadians;
- Advancing the effort to counter the rise of violent extremism, deepening engagement with communities and experts and reviewing the tools needed to keep pace with the evolving threat environment; and,
- Engaging with domestic and international partners and stakeholders through key bilateral and multilateral fora, on a range of national security issues, including global volatility, ransomware, the Indo-Pacific, Haiti, and others.

More information about [National Security](#) can be found in the full departmental plan.

Community Safety

Departmental results:

- Community safety practices are strengthened
- Canadian communities are safe
- Crime is prevented and addressed in populations/ communities most at-risk

Planned spending: \$819,103,631

Planned human resources: 468 full-time equivalents

In 2024 to 2025, the Department will advance a number of commitments to ensure that Canadian communities are safe, community safety practices are strengthened, and crime is prevented and addressed in populations and communities most at risk, such as:

- Addressing firearms violence in Canadian communities through the effective and timely implementation of [Bill C-21, An Act to amend certain Acts and to make certain consequential amendments \(firearms\)](#) and other firearms-related measures, and the safe and secure removal of assault-style firearms from Canadian communities via the [Firearms Compensation Program](#) also known as the Firearms Buyback Program;
- Continuing to work with all partners to co-develop First Nations policing legislation, and deliver on Budget 2021 commitments which aim to enhance investment in Indigenous policing, support self-administered First Nations and Inuit police services, support dedicated community policing by the RCMP and other police forces, and pilot a Community Safety Officer Program;
- Promoting law enforcement by strengthening interjurisdictional collaboration, consistent with recommendations in the final reports of the Public Order Emergency Commission and Mass Casualty Commission; working with the RCMP to analyze and address the recommendations in these two reports; finalizing a “What We Heard” report, which summarizes the results of consultations to review Contract Policing Program; and continuing discussions towards a shared vision for contract policing beyond 2032; and,
- Providing national leadership on countering radicalization to violence through the Department’s role in the [National Strategy on Countering Radicalization to Violence \(CRV\)](#), including supporting front-line interventions through the [Community Resilience Fund \(CRF\)](#), and executing a renewed Stakeholder

Engagement Plan to inform policy and research efforts aimed at addressing radicalization to violence online and offline.

In addition, Public Safety Canada will advance other commitments, including:

- Supporting community-based crime prevention efforts through the National Crime Prevention Strategy and the [Communities at risk: Security Infrastructure Program](#);
- Continuing work with portfolio partners and other government departments to engage with community organizations and stakeholders to discuss approaches to prevent hate speech, hate-motivated crimes or violence;
- Supporting efforts to address various forms of serious and organized crime such as illicit drugs and cannabis, child sexual exploitation, and human trafficking; and,
- Ensuring the safety and security of Canadians, including vulnerable communities, through the actions identified in the [Federal Framework to Reduce Recidivism Implementation Plan](#), and collaborating inter-governmentally to leverage existing programs and services and working with partners in community corrections to identify new opportunities.

More information about [Community Safety](#) can be found in the full departmental plan.

Emergency Management

Departmental result:

- Canada can effectively mitigate, prepare for, respond to and recover from all-hazards events

Planned spending: \$673,516,974

Planned human resources: 330 full-time equivalents

Public Safety Canada helps Canadians and their communities protect themselves from emergencies and disasters related to all kinds of hazards – natural, human-induced and technological. In 2024 to 2025, the Department will advance a number of commitments

to ensure that Canadians are well-equipped to mitigate, prepare for, respond to and recover from all-hazards events, such as:

- Continuing to conduct assessments on a wide range of hazards through the [National Risk Profile](#) to create a forward-looking national picture of disaster risks and emergency management capabilities. These efforts will directly support the continued implementation of the [Emergency Management Strategy](#) and the work taking place on the Action Plan, now titled *Advancing the Federal, Provincial, and Territorial Emergency Management Strategy: Areas for Action*;
- Continuing to develop federal capability to notify Canadians of emergencies through the [National Public Alerting System](#), such as through work to advance the Missile Warning Protocol;
- Continuing to advance a modern approach to federal emergency management preparedness and the renewal of the [Federal Emergency Response Plan \(FERP\)](#), which defines the federal approach to preparing for and responding to emergencies, through the [Government Operations Centre \(GOC\)](#);
- Continuing to advance efforts towards the deployment of a low-cost flood insurance program, which will mitigate the financial impact of disasters on Canadians and incentivize proactive risk reduction and a flood risk awareness portal; and,
- Continuing to advance the renewal of the [Disaster Financial Assistance Agreements](#), with the aim of launching the renewed program in April 2025.

In addition, Public Safety Canada will advance other commitments, including:

- Playing a key role in the implementation of the [National Adaption Strategy](#), further integrating adaptation principles into emergency management, preparedness and disaster resilience efforts;
- Continuing to fund the [Canadian Institute for Public Safety Research and Treatment](#) to provide mental health resources to public safety personnel, and work with stakeholders and other government departments on a renewed [PTSI Action Plan](#).

More information about [Emergency Management](#) can be found in the full departmental plan.

Public Safety Canada's 2024 to 2025 Departmental Plan

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From the Ministers



The Honourable Dominic LeBlanc
P.C., K.C., M.P.

Minister of Public Safety, Democratic Institutions and Intergovernmental Affairs



The Honourable Harjit S. Sajjan
P.C., O.M.M., M.S.M., C.D., M.P.

President of the King's Privy Council for Canada and Minister of Emergency Preparedness and Minister responsible for the Pacific Economic Development Agency of Canada

As Ministers overseeing Public Safety Canada's initiatives, we are pleased to present the 2024 to 2025 Departmental Plan. In an era characterized by upheaval and uncertainty in various corners of the globe, as well as more frequent natural disasters, we remain steadfast in our commitment to ensuring the safety and security of Canadians.

Through the next year, our efforts will encompass a wide range of evolving threats. That includes threats posed by foreign interference or people espousing violent, extremist views, at a time when conflicts are unfolding around the globe. Following consultations with Canadians, Public Safety Canada is refining a proposal for the creation of a Foreign Influence Transparency Registry. We are also establishing a National Counter-Foreign Interference Coordinator, building on the robust foundation laid in this area over the last number of years.

Our dedication to countering radicalization to violence in the current threat environment is unwavering. The Canada Centre for Community Engagement and Prevention of Violence will continue to lead the Government of Canada's efforts to advance the National Strategy on Countering Radicalization to Violence, including through the Community Resilience Fund, with 27 new projects signed and in development for the next fiscal year. Canada will continue to work with international allies, civil society, digital industry, and frontline practitioners, taking a whole-of-society approach to prevent online platforms from being used as tools to incite violence and promote hatred.

Addressing the escalating challenges of cyber threats, this year we will develop and implement a new National Cyber Security Strategy. Collaborating with industry, other orders of Government, and other key stakeholders, our goal is to strengthen the cyber security of all Canadians and Canada's critical infrastructure. In an era of rapidly evolving technology and online engagement, we will also continue to work to address disinformation, as well as fostering trust in our public institutions. In 2024 to 2025 the Department will engage with stakeholders to protect vital assets and systems, including through the renewal of Canada's approach to critical infrastructure. As a result of the significant work to address identified concerns and improve Canada's cyber security posture, including in 5G technology, the Government will continue work following the introduction of Bill C-26, *An Act Respecting Cyber Security*, intended to promote cyber security across four federally-regulated critical infrastructure sectors.

Following the Royal Assent of Bill C-21, a key part of Canada's plan concerning firearms, Public Safety Canada will continue to work towards the launch of the Firearms Compensation Program for businesses.

We are also dedicated to advancing public safety for Indigenous people. Collaborative efforts with Indigenous partners will continue in order to advance work to recognize First Nations police services as essential services through legislation, implement investments in Indigenous policing and community safety, and advance work on Inuit and Métis community safety priorities. The Department will also continue to address the need for policing reforms, improved inter-jurisdictional collaboration, and holistic approaches to improve community safety. Work will continue to break the cycle of reoffending, to support rehabilitation and safe reintegration, and to address overrepresentation in the justice system. This year, the Department will engage provinces and territories on initiatives of shared interest, while leading work to strengthen linkages with related initiatives, such as the National Action Plan to end Gender-Based Violence.

One of the Department's critical undertakings this year involves a comprehensive assessment of the contract policing program, led by the Minister of Public Safety, Democratic Institutions and Intergovernmental Affairs. This evaluation, conducted in consultation with relevant stakeholders, aims to align policing services with communities' long-term visions. Building on the upcoming completion of the contract policing "What We Heard" report, Public Safety Canada, in conjunction with the Royal

Canadian Mounted Police, expects to initiate more detailed discussions with contract jurisdictions throughout 2024 to 2025, on the future vision of contract policing across the country, beyond the expiry of the current contracts in 2032.

Keeping people safe also means strengthening emergency management capacity and response expertise – a commitment reinforced by the unprecedented and historic 2023 wildfire season impacting regions across Canada. The Government Operations Centre will continue to support our preparedness for future emergencies with partners across the country, and to lead coordination of the integrated federal response to emergency events in Canada. In 2024 to 2025, construction of the new Government Operations Centre's facility will be complete, with the aim to support a modernized federal approach to emergency preparedness and response, enabling partners to collaborate, learn, engage and practice their functional roles and responsibilities. In collaboration with provincial and territorial governments, the Department will also update, and continue implementing, the joint Federal-Provincial-Territorial Emergency Management Strategy Action Plan.

Following the release of the first National Adaptation Strategy and Government of Canada Adaptation Action Plan, the Department will continue efforts to enhance disaster recovery and resilience, including work to stand up a flood insurance program, aimed at protecting households at high risk of flooding and without access to adequate insurance. The Department will also work with partners in 2024 to 2025 on enhancing the public availability of key data, including flood maps, to ensure that Canadians and their communities have vital information on the risks they may face so that they can better prepare and mitigate against emergencies such as extreme weather. Additionally, the department will work with provincial and territorial governments on implementing a modernized Disaster Financial Assistance Arrangements and will continue to work with all federal partners on a breadth of Emergency Management related activities, such as the work being done on wildfire risk management.

We invite all Canadians to explore this report, to gain insights into Public Safety Canada's plans for the year ahead, and to learn more about our commitment to ensuring the safety of all Canadians.

The Honourable Dominic LeBlanc
Minister of Public Safety, Democratic Institutions and Intergovernmental Affairs

The Honourable Harjit S. Sajjan
President of the King's Privy Council for Canada and Minister of Emergency Preparedness and Minister responsible for the Pacific Economic Development Agency of Canada

Plans to deliver on core responsibilities and internal services

Core responsibilities and internal services:

- [National Security](#)
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National Security

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Description

Public Safety Canada develops policy, legislation and programs to support Canada's capacity to respond to a range of national security threats directed against Canadians, our critical infrastructure and our cyber systems while advancing national counter terrorism efforts.

Quality of life impacts

This core responsibility contributes to the "Good Governance" domain of the [Quality of Life Framework for Canada](#) related to "personal safety", "perceptions of neighbourhood safety", "confidence in institutions," and "misinformation/trust in media" through all of the activities mentioned in the core responsibility description.

Results and targets

The following tables show, for each departmental result related to National Security, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024 to 2025.

Table 1: Indicators, results and targets for departmental result: National security threats are understood and reduced while maintaining public trust

| Indicator | 2020 to 2021 result ¹ | 2021 to 2022 result ² | 2022 to 2023 result ³ | Target | Date to achieve |
|---|----------------------------------|----------------------------------|----------------------------------|--------|-----------------|
| Canada's ranking on the Global Terrorism Index | 56 ⁴ | 48 ⁵ | 54 ⁶ | ≥ 82 | March 31, 2025 |
| Percentage of the population who thinks that the Government of Canada respects individual rights and freedoms while ensuring the safety of Canadians ⁷ | N/A | N/A | 46% ⁸ | ≥ 70% | March 31, 2025 |
| Percentage of the population who thinks that the right mechanisms are in place to identify national security threats in Canada | N/A | 57% ⁹ | 63% | ≥ 60% | March 31, 2025 |

¹ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2021 to 2022 fiscal year.

² Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2022 to 2023 fiscal year.

³ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2023 to 2024 fiscal year.

⁴ The Global Terrorism Index ([GTI](#)) is published in November of every calendar year. Therefore, the data for 2021 was not available at the time the 2020 to 2021 Departmental Results Report and 2021 to 2022 Departmental Plan were published.

⁵ The [GTI](#) provides a comprehensive summary of global trends in terrorism and ranks states based on the number and severity of terrorist attacks experienced within a year. Countries are ranked in descending order with the worst scores at the top of the Index (i.e., being ranked 163 is the best possible ranking, and a ranking of 1 is the worst possible ranking). According to the results outlined in the report titled Global Terrorism Index 2022, Canada's score has declined over the last decade with a record of at least one terror attack every year since 2014 and 29 attacks resulting in 27 deaths since 2007.

⁶ Canada's GTI ranking fell 6 places in 2022, recording no attacks or deaths for the first time since 2013.

⁷ This was a new indicator proposed in 2022 to 2023. As such, no previous results are available.

⁸ Results may be due to the prominent national media coverage on national security issues during the one-week survey window. Based on a randomized sample of 1,000 Canadians who responded to a survey in June 2023.

⁹ Data on the results for this indicator was not available for 2021 to 2022, as the question was being updated. Data was applied retroactively.

| | | | | | |
|---|-------------------|-------------------|-------------------|-----------------------------|----------------|
| Percentage of the population who thinks that the right mechanisms are in place to respond to national security threats in Canada | N/A | 69% ¹⁰ | 63% | ≥ 60% | March 31, 2025 |
| Percentage of partners who indicate that Public Safety Canada provided effective policy leadership and operational coordination on national security issues | N/A ¹¹ | 76% | 55% ¹² | ≥ 75% | March 31, 2025 |
| Critical Infrastructure Resilience Score | 35.84 | 35.81 | 34.67 | ≥ 34.2 | March 31, 2025 |
| Percentage of partners who indicate that Public Safety Canada provides effective leadership in advancing Canada's cyber security interests | 100% | 89% ¹³ | 83% | ≥ 80% | March 31, 2025 |
| Canada's ranking in the National Cyber Security Index ¹⁴ | 27 | 37 | 33 | ≥ Ranked 30th ¹⁵ | March 31, 2025 |

¹⁰ When asked “How confident are you that the right mechanisms are in place to respond to terrorist threats in Canada?”, 68.8% of respondents stated that they were confident that the right mechanisms are in place to respond to terrorist threats in Canada. Despite a slight difference in wording between the indicator (“terrorism acts”) and the question asked to Canadians (“terrorist threats”), the results are considered to be applicable to this indicator.

¹¹ No results were available for 2020 to 2021 due to challenges with conducting the survey during the COVID-19 pandemic. Public Safety Canada has since developed a new survey that will ensure a consistent methodology is used for this indicator.

¹² Decrease in over-year results for 2022 to 2023 may be due to a small sample size of partners who responded, the voluntary nature of the survey, and the timing of the survey (i.e., Summer 2023).

¹³ In the most recent survey, some partners expressed concerns about the limited opportunity for discussion on emerging trends and threats. To address this concern, Public Safety Canada included more agenda items on emerging trends and threats in meetings with the federal cyber security community.

¹⁴ The e-Governance Academy updates the National Cyber Security Index rankings on a regular basis, and thus Canada's ranking may fluctuate at any given time. The results seen here represent Canada's ranking on March 31st of each fiscal year.

¹⁵ The National Cyber Security Index ranks from 1st (best) to 160th (worst).

The financial, human resources and performance information for Public Safety Canada's program inventory is available on [GC InfoBase](#).

Plans to achieve results

In 2024 to 2025, Public Safety Canada will seek to achieve its National Security departmental result through advancing the following commitments:

Foreign Interference

Foreign Interference threatens Canada's national security, prosperity and sovereignty, and it can affect all individuals in Canada – from government officials and civil society, to communities, businesses, academia and the media. In 2024 to 2025, Public Safety Canada will engage in numerous efforts to address foreign interference, including:

- Supporting the ongoing national public inquiry into political foreign interference;
- Further building the office and function of the National Counter-Foreign Interference Coordinator;
- Refining a proposal for the potential creation of a Foreign Influence Transparency Registry to shed light on arrangements and activities undertaken in partnership with foreign governments and their proxies;
- Exploring potential amendments, in partnership with the Canadian Security Intelligence Service and the Department of Justice, to other legislative tools to counter foreign interference, including the [Criminal Code](#), the [Security of Information Act](#), the [Canadian Security Intelligence Service Act](#) and the [Canada Evidence Act](#);
- Engaging with domestic and international partners, and leading on developing horizontal policy;
- Advancing a whole-of-government counter-foreign interference strategy in coordination with interdepartmental and international partners, aimed at increasing awareness and fortifying whole-of-society resilience; and providing recommendations and advice to combat foreign interference; and,
- Supporting the safeguarding of Canada's research ecosystem via initiatives delivered through the Research Security Centre, including the delivery of [Safeguarding Science](#) workshops to help frontline researchers protect their hard earned research, and implementing the [National Security Guidelines for Research Partnerships](#) and the new Policy framework on Sensitive Research

Areas of Concern to coordinate security advice to federal research funding agencies to facilitate risk-informed decision making.

Countering economic-based threats to national security

In 2024 to 2025, the Department will continue to develop and implement policy to address economic-based threats to national security while maintaining a positive climate for innovation and investment. To achieve this, Public Safety Canada will engage with provinces and territories through a community of practice; and publish a Sensitive Technology List which will inform several key programs and help safeguard sensitive technology against unwanted transfer, which have the potential for injury to national security and defence.

Also, the Department will continue leading the assessment of foreign investments under the national security provisions of the *Investment Canada Act*, in collaboration with designated investigative bodies across the Government of Canada, as well as implementing amendments to the Act should *Bill C-34: An Act to amend the Investment Canada Act*, pass into law.

Cyber Security

In 2024 to 2025, Public Safety Canada will advance its commitment to ensuring Canadian cyber security by:

- Releasing a new National Cyber Security Strategy, that articulates every Canadian's role in a strong, cyber secure Canada. The Strategy is envisioned to introduce a new strategic direction for cyber security in Canada, and will help ensure that all Canadians can reap the benefits of a free, open, and secure cyberspace;
- Steering *Bill C-26: An Act respecting cyber security, amending the Telecommunications Act and making consequential amendments to other Acts* through the legislative process, ensuring close collaboration with Canadians, other levels of governments and industry throughout regulatory development. This proposed legislation is envisioned to protect Canadians and form the foundation for securing Canada's critical infrastructure against evolving cyber threats and is part of Canada's continuous efforts to improve national cyber security posture; and,
- Socializing the Federal Cyber Incident Response Plan (FCIRP) across governments and the private sector through engagements, exercises, and real cyber events. The FCIRP will be reviewed yearly, using the lessons-learned from

stakeholders after cyber events, so that the Government of Canada can adapt to the everchanging threat environment.

Other Commitments

In addition, the Department will advance other commitments, including:

- Leading the ongoing implementation of passenger screening under the [Secure Air Travel Act](#), ensuring that individuals who pose a threat to aviation security or who may travel by air for the purpose of committing a terrorist offence are prevented from travelling to, from and within Canada;
- Implementing the [National Security Transparency Commitment](#) across federal departments and agencies with national security responsibilities. It will publish a fourth report via the [National Security Transparency Advisory Group](#) (NS-TAG), exploring digital tools and emerging technologies in the protection of national security, and NS-TAG will continue to be engaged on the issue of advancing broader social cohesion, as needed;
- Conducting a review of the [entities current listed under the Criminal Code](#), in line with statutory requirements;
- Leading the Domestic Ransomware Working Group (RWG), a working-level interdepartmental effort to ensure that Canada has a thorough, cross-cutting understanding of the national security and public safety threat that ransomware poses, enabling informed domestic policy direction, and allowing for stronger international collaboration, such as through the U.S.- led [Counter Ransomware Initiative](#);
- Conducting a comprehensive review of the threat landscape and existing tools and developing strategies to ensure that Canada is well-equipped to meet new and evolving threats in the terrorism and violent extremism landscape and that Canada's measures to counter terrorism and violent extremism are consistent with Canadian values, including transparency and accountability, the rule of law and respect for rights and freedoms;
- Responding to global security challenges through robust engagement with key bilateral and multilateral partners, including Mexico, the United States (U.S.) and other Five Eyes countries, and through multilateral fora such as the G7 (e.g., the Roma-Lyon Group), the [Five Country Ministerial](#), the Public Safety-Department of

Homeland Security Ideologically Motivated Violent Extremism Working Group, and the United Nations;

- Continuing to contribute to the Government of Canada's response to support Ukraine's sovereignty, territorial integrity, and independence;
- Implementing initiatives under [Canada's Indo-Pacific Strategy](#), such as finalizing plans to supplement departmental resources for the Cyber Security and Diplomacy initiative. These resources will provide enhanced support to international engagement and capacity-building efforts by providing domestic policy expertise in conjunction with other government departments;
- Continuing its contribution to Canada's integrated response to the crisis in Haiti as a Canadian Police Arrangement management partner with the Royal Canadian Mounted Police and Global Affairs Canada; and,
- Releasing a renewed strategy for critical infrastructure (CI) that will complement and build on existing related areas of work in a national, economic, and cyber security context; continuing to work in collaboration with public and private sector partners to ensure that Canada's renewed approach to CI security and resilience adequately responds to the evolving threat landscape, while maintaining public trust.

Key risks

Public Safety Canada's mission is to build a safe and resilient Canada. Accordingly, the Department must exercise a high level of awareness, engagement and adaptability to keep Canadians safe, maintain a cohesive and coordinated approach to safety and security, and generate results for Canadians while managing a variety of risks. Currently, the Corporate Risk Profile (CRP) comprises of five risks.

There is a risk that Public Safety Canada may not:

- Be able to keep pace with, and take advantage of, technological advances in areas related to its mandate, particularly in the context of information technology;
- Be able to effectively manage threats and workloads at the pace and magnitude required in an all-hazards threat environment due to departmental capacity;
- Receive partners' full cooperation which could delay policy and program implementation;
- Attract and retain the human resources required to achieve program and organizational objectives; and

- Consistently weigh strategic and operational considerations in its collection, storage, sharing and publication of data to deliver on policy and program commitments.

A number of controls are currently in place and additional mitigation measures are being implemented to respond to threats to the Department's ability to deliver on its mandate, render timely decisions and achieve intended outcomes. Furthermore, some of the planned initiatives listed in the previous section will help the Department respond to the risks associated with the delivery of Public Safety Canada programs.

Snapshot of planned resources in 2024 to 2025

- Planned spending: \$34,453,992
- Planned full-time resources: 213 full-time equivalents

Related government priorities

Gender-based analysis plus

- **Research Security Centre:** The Research Security Centre will continue to evaluate its quality of service through surveys to be distributed to [Safeguarding Science](#) workshop attendees. Furthermore, all interactions and questions posed by the research community will continue to be recorded to ensure consistency of service across the country. Also, Public Safety Canada will collect disaggregated data, captured in a quarterly dashboard, on the types of granting applications received from granting councils for a national security review which includes a breakdown based on research institution, private sector partner, and private sector partner country of origin.
- **Canada's Third National Action Plan on Women, Peace and Security:** Public Safety Canada will continue to support Canada's Third National Action Plan on Women, Peace and Security through a number of international and domestic commitments that promote gender equality; empowerment of women, girls and gender diverse groups; respect for human rights; and, inclusion and respect for diversity. Some examples include countering extremist violence targeting women; positioning policing services to better respond and investigate violence against Indigenous women, girls, and 2SLGBTQQIA+ people; increasing resilience to disasters and reducing the vulnerability of Canada's most at-risk populations among others.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals

More information on Public Safety Canada’s contributions to Canada’s Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

National Security is supported by the following programs:

- National Security Leadership
- Critical Infrastructure
- Cyber Security

Supporting information on planned expenditures, human resources, and results related to Public Safety Canada’s program inventory is available on [GC Infobase](#).

Community Safety

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Description

Public Safety Canada provides national coordination to help Canadian communities and stakeholders respond to crime and build community resilience, promote the safety and security of Canadian communities and institutions, enhance the integrity of Canada’s borders, and support the provision of policing services to Indigenous communities.

Quality of life impacts

This core responsibility contributes to the “Good Governance” domain of the [Quality of Life Framework for Canada](#). More specifically, through the activities outlined in the core responsibility description and planned to achieve its objectives, this core responsibility contributes to the following indicators: “Confidence in institutions,” “Indigenous self-determination”, all but “household emergency preparedness” under the “Safety and Security” sub-domain, and all of the indicators under the “Justice and Human Rights” sub-domain.

Results and targets

The following tables show, for each departmental result related to Community Safety, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024 to 2025.

Table 2: Indicators, results and targets for departmental result: Community safety practices are strengthened

| Indicator | 2020 to 2021 result ¹⁶ | 2021 to 2022 result ¹⁷ | 2022 to 2023 result ¹⁸ | Target | Date to achieve |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-------------------|-----------------|
| Percentage of stakeholders who report consulting Public Safety research or policy documents to inform their decision making | 91% | 78% | 70% | ≥ 70% | March 31, 2025 |
| Percentage of stakeholders who report good or very good results of projects funded through Public Safety Canada's Community Resilience Fund , in line with project objectives | 92% | 85% | 84% | ≥ 80% | March 31, 2025 |
| Number of new research products available to Canadians on radicalization to violence and efforts to prevent and counter it | 40 | 35 | 41 | ≥ 5 ¹⁹ | March 31, 2025 |
| Number of Canadians who are aware of Government of Canada initiatives to reduce gun violence and new laws and regulations related to firearms in Canada | N/A | N/A | N/A | ≥ 2,000,000 | March 31, 2025 |

Table 3: Indicators, results and targets for departmental result: Canadian communities are safe

¹⁶ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2021 to 2022 fiscal year.

¹⁷ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2022 to 2023 fiscal year.

¹⁸ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2023 to 2024 fiscal year.

¹⁹ Public Safety Canada's Departmental Results Framework specifies "an increase of 5 per year" for this indicator. The target was therefore 45 in 2023 to 2024, and is now 50 for 2024 to 2025.

| Indicator | 2020 to 2021 result ²⁰ | 2021 to 2022 result ²¹ | 2022 to 2023 result ²² | Target | Date to achieve |
|---|-----------------------------------|-----------------------------------|-----------------------------------|---------|-----------------|
| Crime Severity Index ²³ | 73.96 ²⁴ | 74.90 ²⁵ | 78.10 ²⁶ | ≤ 70.1 | March 31, 2025 |
| Police-reported crime rate per 100,000 population ²⁷ | 5,301 | 5,375 ²⁸ | 5,625 ²⁹ | ≤ 5,200 | March 31, 2025 |
| Percentage of Canadians who think that crime in their neighbourhood has decreased ³⁰ | 6.5% | N/A | N/A | ≥ 4% | March 31, 2025 |

²⁰ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2021 to 2022 fiscal year.

²¹ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2022 to 2023 fiscal year.

²² Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2023 to 2024 fiscal year.

²³ Statistics Canada updates the Crime Severity Index (CSI) figures on an annual basis, and thus figures may change from year to year and between Departmental Plans and Departmental Results Reports. Additionally, CSI data is only collected for the calendar year and, as such, the actual results for each year reflect the calendar year only (i.e., 2022 to 2023 actual results reflect results for January to December 2022).

²⁴ Despite not having met the target of less than 70.1, the CSI decreased by 7.9% between 2019 and 2020, and is 11% lower than a decade earlier in 2010. The change in the CSI in 2020 was the result of lower police-reported rates for the following offences: breaking and entering (-16%), theft of \$5,000 or under (-20%), robbery (-18%), shoplifting of \$5,000 or under (-36%), administration of justice violations (-17%) and sexual assault (level 1) (-9%).

²⁵ Per Statistics Canada, results from the CSI are only available by calendar year, and the results for 2022 are not yet available. As such, the actual result for 2021 to 2022 reflects the CSI for the period of January to December 2021.

²⁶ Per Statistics Canada, results from the CSI are only available by calendar year, and the results for 2023 are not yet available. As such, the actual result for 2022 to 2023 reflects the CSI for the period of January to December 2022.

²⁷ While this is a new indicator for 2022 to 2023, retroactive data is displayed as collected by Statistics Canada.

²⁸ While this was a new indicator for 2022 to 2023, retroactive data is displayed as collected by Statistics Canada.

²⁹ This data is made available on an annual basis by Statistics Canada.

³⁰ Actual results for this indicator are sourced from Statistics Canada's General Social Survey, which is only published every five years, and was last published in 2020 (with data up to the end of the 2019 calendar year). As such, instances of N/A indicate periods when new data is not yet available.

| | | | | | |
|--|-------|-------------------|-------------------|-------|----------------|
| Percentage of Canadians who report driving a vehicle within two hours following cannabis use ³¹ | 19% | 21% ³² | 23% ³³ | ≤ 20% | March 31, 2025 |
| Percentage of firearm-related homicides in Canada ³⁴ | 36.6% | 37.7% | 39.2% | ≤ 40% | March 31, 2025 |

Table 4: Indicators, results and targets for departmental result Crime is prevented and addressed in populations/ communities most at risk

| Indicator | 2020 to 2021 result ³⁵ | 2021 to 2022 result ³⁶ | 2022 to 2023 result ³⁷ | Target | Date to achieve |
|--|-----------------------------------|-----------------------------------|-----------------------------------|--------|-----------------|
| Percentage of projects where participants experienced positive | 58% ³⁸ | 53% ³⁹ | 85% ⁴⁰ | ≥ 75% | March 31, 2025 |

³¹ To remain consistent in measuring this indicator, Public Safety Canada is reporting on the percentage of people who report driving within two hours of using cannabis within the past 12 months.

³² These results were not available at the time of publication of the original report. They have been added retroactively.

³³ It is important to examine the pattern of behaviour over a longer period of time in order to attempt to explain behaviour. In 2020 and 2021, the figures might have been affected by the COVID pandemic (i.e., use of cannabis appears to have increased in those years). The results for January to December 2023 will be available at the end of the year, and will help to demonstrate whether the increase in 2021 and 2022 was temporary or a trend.

³⁴ The data for this indicator is based on the calendar year, rather than the fiscal year. As such, this result is for the period from January to December of each year.

³⁵ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2021 to 2022 fiscal year.

³⁶ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2022 to 2023 fiscal year.

³⁷ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2023 to 2024 fiscal year.

³⁸ Actual results were drawn from evaluations conducted during the 2020 to 2021 fiscal year. Due to challenges associated with the COVID-19 pandemic, results were drawn from a smaller subset of data than was planned and do not accurately reflect the extent of positive changes to risk and protective factors across program areas. This may explain why the target was not met for this indicator.

³⁹ In 2021 to 2022, 17 of the 32 programs evaluated demonstrated positive change (53.1%). Examples of why positive change was not demonstrated include, but are not limited to: impacts by the pandemic, difficulty to recruit First Nations participants, high staff and volunteer turnover, difficulty communicating and engaging with partners, low participation in program and evaluation activities, and inability to acquire administrative data on time.

⁴⁰ This percentage must be interpreted with caution, as it was calculated using a limited sample of NCPS projects undergoing an impact evaluation funded through grants and contributions (n=13), and thus do not represent the entirety of all NCPS projects. Moreover, the quality of some of the data used for this calculation may be low, as projects and evaluations experienced a number of challenges (e.g., COVID-

| | | | | | |
|--|--------|----------------------|----------------------|---------|----------------|
| changes in risk and protective factors related to offending | | | | | |
| Percentage of programs targeting at-risk populations that achieve the intended participation rate | N/A | 67% ⁴¹ | 77% | ≥ 75% | March 31, 2025 |
| Difference between police reported crime in First Nation communities and police reported crime in the rest of Canada ⁴² | 21,474 | 21,806 ⁴³ | 20,399 ⁴⁴ | ≤12,000 | March 31, 2025 |

The financial, human resources and performance information for Public Safety Canada’s program inventory is available on [GC InfoBase](#).

Plans to achieve results

In 2024 to 2025, Public Safety Canada will seek to achieve its Community Safety departmental results through the following commitments:

Firearms and gun control

Public Safety Canada will work with federal partners to support the effective and timely implementation of firearms measures that keep Canadians safe, including those enacted through Bill C-21, which received Royal Assent on December 15, 2023. In addition to developing regulatory proposals to implement certain measures in Bill C-21,

related closures, limited participation, data entry errors, inconsistency/lack of reporting, high staff turnover, inappropriate methodologies, difficulties defining and measuring success) throughout the reported year.

⁴¹ This target was not achieved due, primarily, to the imposed COVID-19 restrictions. Some organizations temporarily paused their interventions/activities, which had a significant impact on participation rates for 2021 to 2022. These direct intervention projects (ex: school based programs) typically require a physical presence.

⁴² The results for this indicator are computed using Uniform Crime Reporting data, which is only available for the calendar year (i.e., January to December). As such, the differences computed here are the differences between the calendar years rather than the fiscal years.

⁴³ Over the last few years, total incidents of reported crime in [First Nations and Inuit Policing Program \(FNIPP\)](#) covered communities has increased and that trend continued in 2021. This increase may be explained by an increased trust in police officers versus an actual increase in criminal incidents. Crime in the rest of Canada has also increased year over year. The majority of [FNIPP](#) covered communities experienced a decrease in crime or remained the same from the previous year. However, there were a small number of communities that experienced large spikes in crime, which led to the overall difference in crime between [FNIPP](#) and the rest of Canada to increase.

⁴⁴ Despite not having met the target of less than or equal to 12,000, the difference between police reported crime in First Nation communities and police reported crime in the rest of Canada has decreased slightly from 2020 to 2021 and 2021 to 2022.

including the centralization of Authorizations to Carry, enhanced licence revocation provisions and exemption for Olympic and Paralympic handgun shooting disciplines, the Department will develop an awareness campaign in support of the new “Red Flag” laws. In support of this work, Public Safety Canada will engage with Indigenous partners and external stakeholders.

In 2024 to 2025, Public Safety Canada will also continue to work towards the launch of the [Firearms Compensation Program](#) (FCP) for businesses. The FCP complements the May 1, 2020 prohibition of assault-style firearms and supports the Government’s mandate and commitment to safely and securely remove these firearms from Canadian communities. The FCP will provide impacted firearms businesses access to a user-friendly Web Portal to enable their participation in the Program and receive compensation for turning in their now-prohibited assault-style firearms.

Policing in Indigenous Communities

Supporting the delivery of responsive, dedicated, professional and culturally sensitive Indigenous policing services remains a key commitment for Public Safety Canada. The co-development of First Nations policing legislation, that recognizes First Nations police services as essential services, is critical to addressing Calls to Action related to self-determination from the [Final Report](#) of the National Inquiry into Missing and Murdered Indigenous Women and Girls, and a key component of Public Safety Canada’s efforts towards reconciliation with Indigenous peoples. Informed by engagements in Summer 2023, the Department will continue to advance the co-development of the legislation, working in collaboration with First Nation partners.

In 2024 to 2025, Public Safety Canada will also continue to work with provincial and territorial (PT) partners to deliver Budget 2021 investments that aim to support self-administered First Nations and Inuit police services, dedicated community policing by the Royal Canadian Mounted Police (RCMP) and other police forces, and to deliver a pilot program for community safety officers. This includes ongoing discussions with PT partners to improve program governance in response to concerns raised by First Nation and Inuit communities. Public Safety Canada will also work to improve the design and delivery of these programs in response to the recommendations of the 2023 to 2024 audit of the Auditor General.

Finally, the Department will continue ongoing collaboration with Métis towards the co-development of a Justice and Policing Sub-Accord, as per the [United Nations Declaration on the Rights of Indigenous Peoples Act Action Plan](#), and will work with Inuit groups to define Inuit-specific policing and community safety priorities.

Law Enforcement Reform

The Department will continue to advance policing reforms, improve interjurisdictional collaboration, and support holistic approaches to improve community safety. A key driver of these efforts are the final reports of the Public Order Emergency Commission (POEC) and the Mass Casualty Commission (MCC), which were released in 2023, as well as the ongoing review of the [Contract Policing](#) program.

Following the finalization and publication of a “What we heard” report related to the [Contract Policing](#) assessment, the Department will prepare for the next phase of engagement anticipated for Summer/Fall 2024, which will entail more detailed discussions around program vision post 2032 with contract jurisdictions. The Department will also review and determine, in collaboration with the RCMP, a way forward to address the recommendations outlined in the [Final report](#) of the POEC and the MCC [Final Report](#). These recommendations were broad and outlined the need for critical law enforcement reform, including improving policing of public order events, crisis management and critical incident response, internal and external communications and documentation, police culture and where law enforcement fits within the wider community safety cadre.

In addition, Public Safety Canada will continue to work, alongside the RCMP, with jurisdictions that have served notice to terminate their Municipal Police Service Agreements in order to establish their own independent police services, including Surrey, British Columbia and Grande Prairie, Alberta by establishing governance structures and processes to oversee the joint planning and implementation of the police transitions.

National Strategy to Counter Radicalization to Violence

The Department will continue to support three key priority areas in the [National Strategy on Countering Radicalization to Violence](#) (CRV): building, sharing and using knowledge; addressing radicalization to violence in the online space; and supporting front-line interventions through the [Community Resilience Fund](#).

Key to advancing these priorities will be in the execution of a renewed Stakeholder Engagement Plan to best inform policy and research efforts aimed at addressing radicalization to violence online and offline. The Plan will be achieved through leadership and engagement of Canadian fora and working groups, including the [National Expert Committee on CRV](#); international advocacy and leadership, including through active engagement with the [Christchurch Call to Eliminate Terrorist and Violent Extremist Content](#) and the [Global Internet Forum to Counter Terrorism](#); and, improved awareness and collaboration.

Other Commitments

In addition, the Department will advance other commitments, including:

- Producing a national strategy to reduce gun and gang violence, and continuing to provide funding to provinces and territories (PTs) in support of enforcement, suppression, intervention and prevention initiatives, via the [Initiative to Take Action Against Gun and Gang Violence](#);

- Continuing to lead policy and regulatory efforts in relation to [Bill C-20, An Act establishing the Public Complaints and Review Commission and amending certain Acts and statutory instruments](#);
- Working with partners to expand preclearance operations to enhance the safety and efficiency of U.S.-bound travel, and initiating an independent review of the [Preclearance Act, 2016](#);
- Supporting prevention and intervention activities in municipalities and Indigenous communities for at-risk youth, through the [Building Safer Communities Fund \(BCSF\)](#) and Investing \$51 million in local, targeted crime prevention initiatives through the [National Crime Prevention Strategy \(NCPS\)](#), supporting projects through the [Crime Prevention Action Fund](#) and [Northern and Indigenous Crime Prevention Fund](#); and implementing intervention, research and awareness activities to prevent and address cyberbullying behaviours amongst youth;
- Supporting communities at risk of hate-motivated crimes to protect their gathering spaces through the [Communities at risk: Security Infrastructure Program \(SIP\)](#), and implementing adjustments to the SIP to make it more responsive to the needs of communities;
- Engaging community organizations and stakeholders, alongside portfolio partners (e.g., Canadian Security Intelligence Service and RCMP) and other government departments, to discuss concerns and approaches to prevent hate speech, hate-motivated crimes or violence, including to understand their security concerns and to develop responses. These efforts will include engagement with the Cross-Cultural Roundtable on Security and the National Experts Committee on Countering Radicalization to Violence;
- Supporting community reintegration and contributing to safer communities by working with partners to advance actions under the [Implementation Plan](#) for the [Federal Framework to Reduce Recidivism](#), and supporting pilot projects;
- Addressing threats to the integrity of the financial system from money laundering, terrorist financing and other financial crime via: continued work by the [Financial Crime Coordination Centre \(FC3\)](#) to establish the Canada Financial Crimes Agency (CFCA); supporting the Parliamentary Review of the [Proceeds of Crime \(Money Laundering\) and Terrorist Financing Act](#) and examining options for strengthening federal laws against money laundering and similar crimes; updating FC3's Knowledge Hub Portal online and continuing to host its annual [Spin Cycle](#) anti-money laundering conference; and, publishing a report that examines current asset

recovery processes in Canada and explores opportunities for improvement, in collaboration with multiple federal partners;

- Advancing [National Strategy for the Protection of Children from Sexual Exploitation on the Internet](#) commitments funded under Budget 2022 (\$41.6 million over 5 years, and \$8.9 million ongoing) and by the [Gender-Based Violence Strategy](#) to address child sexual exploitation by: strengthening prevention, preventing offending behavior; enhancing understanding of the nature, patterns and impacts of this crime; and enhancing collaboration, partner capacity, and knowledge sharing;
- Continuing to implement ongoing initiatives funded through the [National Strategy to Combat Human Trafficking 2019-2024](#), including supporting the [Canadian Centre to End Human Trafficking](#) in the operation of the [Canadian Human Trafficking Hotline](#), among others;
- Addressing the supply of illegal drugs by collaborating with domestic and international partners in government, law and border enforcement to identify and disrupt illegal drug production and trafficking by: disrupting organized crime, addressing the diversion of precursor chemicals, strengthening counternarcotics information sharing with domestic and international partners, and supporting the consideration of alternatives to criminal penalties; and,
- Addressing the supply of illegal cannabis by collaborating with FPT governments and law enforcement stakeholders to advance public safety-related components of the cannabis legalization framework and protecting public safety on roadways in Canada by continuing to fund PTs and partners in enforcement, data collection, and lab work.

Key risks

Public Safety Canada's mission is to build a safe and resilient Canada. Accordingly, the Department must exercise a high level of awareness, engagement and adaptability to keep Canadians safe, maintain a cohesive and coordinated approach to safety and security, and generate results for Canadians while managing a variety of risks. Currently, the Corporate Risk Profile (CRP) comprises of five risks.

There is a risk that Public Safety Canada may not:

- Be able to keep pace with, and take advantage of, technological advances in areas related to its mandate, particularly in the context of information technology;
- Be able to effectively manage threats and workloads at the pace and magnitude required in an all-hazards threat environment due to departmental capacity;

- Receive partners' full cooperation which could delay policy and program implementation;
- Attract and retain the human resources required to achieve program and organizational objectives; and
- Consistently weight strategic and operational considerations in its collection, storage, sharing and publication of data to deliver on policy and program commitments.

A number of controls will be in place and additional mitigation measures will be implemented to respond to threats to the Department's ability to deliver on its mandate, render timely decisions and achieve intended outcomes. Furthermore, some of the planned initiatives listed in the previous section will help the Department respond to the risks associated with the delivery of Public Safety Canada programs.

Snapshot of planned resources in 2024 to 2025

- **Planned spending:** \$819,103,631
- **Planned full-time resources:** 468 full-time equivalents

Related government priorities

Gender-based analysis plus

- **Bill C-21:** Public Safety Canada will engage Indigenous partners and external stakeholders, including women's groups, in support of the implementation of Bill C-21, including the new "red and yellow flag" laws and enhanced licence revocation provisions. This engagement will inform the development of regulatory proposals, as well as implementation planning and outreach.
- **Firearms Compensation Program:** The [Firearms Compensation Program](#) will collect GBA Plus data from participating owners on a voluntary basis, which will be used to report on the impact of the Program on various population groups and regions across Canada and may be used to inform the development of similar programs.
- **Federal Framework to Reduce Recidivism Implementation Plan:** The Framework Implementation Plan includes a focus on the overrepresentation of Indigenous peoples and Black Canadians in the criminal justice system and includes actions to support their reintegration through culturally appropriate interventions. The Department will work with partners to identify the available data to measure progress in supporting reintegration and reducing overrepresentation.

- **National Strategy to Combat Human Trafficking:** After all National Strategy projects have been completed, Public Safety Canada will develop a narrative report to better understand the reach and impact of funded projects on its intended audience, including at-risk populations. In Summer 2024, a Horizontal Evaluation of the National Strategy to Combat Human Trafficking will be completed and will include an assessment of how initiatives under the National Strategy have addressed the targeted marginalized and vulnerable groups.
- **Anti-Human Trafficking Public Awareness Campaign:** The Department will continue to plan and develop human trafficking public awareness materials that address the unique vulnerabilities faced by different groups, including messaging with a particular focus on at-risk youth and marginalized groups such as women and girls, Indigenous women and girls, migrants, and new immigrants.

United Nations 2030 Agenda for Sustainable Development and the United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals

More information on Public Safety Canada’s contributions to Canada’s Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Community Safety is supported by the following programs:

- Crime Prevention
- Law Enforcement and Policing
- Serious and Organized Crime
- Border Policy
- Indigenous Policing
- Corrections

Supporting information on planned expenditures, human resources, and results related to Public Safety Canada’s program inventory is available on [GC Infobase](#).

Emergency Management

In this section

- [Description](#)
- [Quality of life impacts](#)

- Results and targets
- Plans to achieve results
- Key risks
- Snapshot of planned resources in 2024 to 2025
- Related government priorities
- Program inventory

Description

Public Safety Canada works to strengthen national emergency management to help prevent, mitigate, prepare for, respond to and recover from all-hazards events. Public Safety Canada provides resources and expertise to Canadian communities in support of emergency preparedness, disaster mitigation and recovery.

Quality of life impacts

This core responsibility contributes to the “Environment” and “Good governance” domains of the [Quality of Life Framework for Canada](#) and, more specifically, “Climate change adaptation,” and “Natural disasters and emergencies” (Environment) and “Household emergency preparedness” (Good Governance) through all of the activities mentioned in the core responsibility description.

Results and targets

The following tables show, for each departmental result related to Emergency Management, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024 to 2025.

Table 5: Indicators, results and targets for departmental result: Canada can effectively mitigate, prepare for, respond to and recover from all-hazards events

| Indicator | 2020 to 2021 result ⁴⁵ | 2021 to 2022 result ⁴⁶ | 2022 to 2023 result ⁴⁷ | Target | Date to achieve |
|--|-----------------------------------|-----------------------------------|-----------------------------------|--------|-----------------|
| Percentage of stakeholders who participated in a Government Operations Centre -led exercise indicating the exercise program assisted their organization's preparedness | 85% | 83% | 83% | ≥ 80% | March 31, 2025 |

⁴⁵ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2021 to 2022 fiscal year.

⁴⁶ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2022 to 2023 fiscal year.

⁴⁷ Unless otherwise noted, all instances of N/A in this column are the result of Public Safety Canada not reporting on this indicator prior to the 2023 to 2024 fiscal year.

| | | | | | |
|---|-----|-------------------|-------------------|-------------------|----------------|
| Percentage of hazards assessed through the National Risk Profile for which Government of Canada response plans are in place or in development | N/A | N/A | 83% ⁴⁸ | 90% ⁴⁹ | March 31, 2025 |
| Percentage of Disaster Financial Assistance Arrangements events for which provinces and territories have reported mitigation measures to prepare for, respond to, and recover from future natural disasters ⁵⁰ | 48% | 51% ⁵¹ | 51% ⁵² | ≥ 65% | March 31, 2025 |
| Percentage of Canadians who are aware of risks facing their household | 52% | 91% ⁵³ | 92% | ≥ 60% | March 31, 2025 |

⁴⁸ The Government Operations Centre did not investigate one of the six risks outlined in the National Risk Profile due to competing priorities and resource pressures. The hazard that remained unaddressed in 2022 to 2023 was Space Weather.

⁴⁹ Factors outside the control of the Government Operations Centre are likely to have an impact on results for this indicator, and accounting for this uncertainty is being factored into the changing of the target from 100% to 90%. Further, as evidenced by 2023 to 2024's historic wildfire season, there may be occasions where development or coordination may be overtaken by emergency response activities, in this case limiting the completion of the National Risk Profile exercise.

⁵⁰ The language of this indicator has changed slightly from previous reports, and the scope now includes all hazards, not just flooding events as was the case before 2021 to 2022. As such, these results differ from the results presented in previous years.

⁵¹ The actual result for this performance indicator did not reach the target of greater than or equal to 65%. To date, there has been only a modest uptake of the DFAA's mitigation provision. This is due in part to the fact that level of funding for the mitigation projects can only be confirmed at the final payment stage, which occurs on average six years after an event is approved for cost sharing under the DFAA. Additionally, there were initially some challenges with the application and administration of the provision, and confusion by provinces and territories regarding the types of enhancements or activities that may be eligible for funding.

⁵² The DFAA Review, completed in 2022 to 2023, was undertaken to explore how the program can be updated to better support provinces and territories for disaster recovery and build greater resilience to future risk. Following the review, Budget 2023 provided funding to modernize the DFAA to increase its focus on prevention and resilience, given that climate change is making disasters more frequent and more severe. Part of this modernization will be looking at ways to better incentivize mitigation efforts, as well as to reduce the administrative barriers for Provinces and Territories to uptake the funding, as there are known challenges with the current program processes and design.

⁵³ A change to the data source occurred in fiscal year 2021 to 2022. This may have influenced results between fiscal year 2020 to 2021 and 2021 to 2022.

| | | | | | |
|--|-----|-------------------|-------------------|-------|----------------|
| Percentage of Canadians who have taken measures to respond to risks facing their household | 11% | 25% ⁵⁴ | 29% ⁵⁵ | ≥ 50% | March 31, 2025 |
| Percentage of stakeholders who indicate that the Government Operations Centre provided effective leadership and coordination for events affecting the national interest | 98% | 90% | 92% | ≥ 90% | March 31, 2025 |
| Percentage of stakeholders who indicate that the Government Operations Centre's processes, products and tools were useful in responding to an emergency | N/A | N/A ⁵⁶ | 89% | ≥ 80% | March 31, 2025 |
| Percentage of events that required the coordination of a federal response for which after-action activities were completed by the Government Operations Centre | N/A | N/A | 100% | 100% | March 31, 2025 |

The financial, human resources and performance information for Public Safety Canada's program inventory is available on [GC InfoBase](#).

Plans to achieve results

⁵⁴ A change to the data source occurred in fiscal year 2021 to 2022. This may have influenced results between fiscal year 2020 to 2021 and 2021 to 2022.

⁵⁵ While Canadians are aware of risks facing their households (92%), and efforts to positively influence the actions of Canadians to take measures in responding to household risks have demonstrated a year over year increase since 2020 to 2021, the Department will continue its efforts to improve public preparedness. While Public Safety Canada undertakes emergency preparedness awareness initiatives to try to influence Canadian behaviours when it comes to preparing for disaster risk, Canadians are ultimately responsible for their own levels of preparedness. Research has found that people only take action when: (a) they know what specific actions can be taken to reduce their particular risks, (b) they are convinced these actions will be effective and (c) they believe in their own ability to carry out the tasks. Further research and analysis will be required to understand existing gaps between public awareness messaging and individual action.

⁵⁶ This is a new indicator for 2022 to 2023. As such, no previous results are available.

In 2024 to 2025, Public Safety Canada will seek to achieve its emergency management departmental result through the following commitments:

Building Pan-Canadian Flood Resilience

Public Safety Canada will work with provinces and territories to enhance pan-Canadian flood resilience, including by developing and implementing Budget 2023 commitments to stand-up a low-cost flood insurance program and provide Canadians with information on their flood hazard and risk. The insurance program will consist of a federal reinsurance product and affordability subsidy, aimed at protecting households at high risk of flooding. In 2024 to 2025, the federal government will initiate a Federal-Provincial-Territorial Deputy Minister-level committee to advance this work. In addition, the Department, with the Department of Finance Canada, will engage with industry on solutions to earthquake insurance and other evolving climate-related insurance market challenges.

Public Safety Canada will also continue working with Statistics Canada and Natural Resources Canada to develop the Flood Risk Awareness Portal. This Portal will provide centralized access to flood risk information across Canada that is based on by both hazard (flood extent) and risk (consequence, impact and exposure) and will share this information, as well as actionable guidance and resources that motivate behavioural change and inform risk reduction decision-making by Canadians. The Department will employ effective communication of flood risks to Canadians through appropriate knowledge translation, in collaboration with other government departments. It is anticipated that the Portal will be accessible in 2025.

Modernizing the Disaster Financial Assistance Arrangements

The [Disaster Financial Assistance Agreements](#) (DFAA) Renewal is a modernization of the 1970 DFAA program, which provides funding to province and territories for large-scale disasters caused by natural hazards. All provinces and territories are responsible for designing and delivering disaster financial assistance in their jurisdictions. The modernization will better enable the program to address the rapidly evolving climate and natural hazard landscape by cost sharing with provinces and territories actions taken to support disaster survivors, in particular vulnerable populations, mitigation, risk reduction and helping build community resilience.

In Spring 2024, Public Safety Canada will release the new program guidelines to provinces and territories and will work closely with provincial and territorial partners to update their disaster financial assistance programs in anticipation of the new program launch on April 1, 2025.

Advancing National Critical Communication Capabilities

Canada's [National Public Alerting System](#) (NPAS) is a key emergency response capability that protects the lives of Canadians, supporting strengthened governance, coordination and integration across all hazards. In 2024 to 2025, the Department will

collaborate with PTs to strengthen the overall use, sustainability, continuity of service and governance of the NPAS.

The GOC will also continue to develop federal capability to notify Canadians of emergencies through the NPAS, with priority on testing of the Missile Warning Protocol, and leverage the FPT Senior Officials Responsible for Emergency Management table to develop solutions. This initiative helps Canadians respond to and mitigate the impacts of dangers through timely notifications to the public.

Renewing Canada's Emergency Management Strategy

The [Emergency Management Strategy for Canada: Toward a Resilient 2030](#) (EM Strategy) is Canada's way of meeting its commitments under the United Nations [Sendai Framework for Disaster Risk Reduction \(2015 to 2030\)](#). In order to deliver on the EM Strategy, in 2024 to 2025, Federal-Provincial-Territorial (FPT) governments will update the FPT Action Plan, which intends to demonstrate how FPT governments are preparing for future emergencies, including extreme weather events caused by climate change, by focusing on proactive prevention/mitigation efforts while ensuring robust response and recovery capabilities.

In 2024 to 2025, Public Safety Canada will also complete the work begun in 2023 to 2024 related to the [National Risk Profile](#) (NRP) to assess impacts with relation to heat events, hurricanes, and [space weather](#), as well as the current and targeted state of emergency management capabilities. The findings of the NRP provide a picture of the risks facing Canada and shed light on how the current emergency management system is able to reduce and cope with disaster risks. In the long term, this evidence base would inform whole of society actions to support effective decision-making and investments for ensuring a safer, more resilient Canada. Public Safety Canada continues to review best practices and lessons learned from the first two rounds of risk and capability assessments to inform future methodological and reporting approaches.

Future of Emergency Management

The [Government Operations Centre](#) (GOC) is working to modernize the federal EM planning approach, leveraging national and international best practices, and which will better prepare the federal government to support the provinces and territories during emergency response. Renewing the [Federal Emergency Response Plan](#) (FERP) will ensure alignment with and preparedness for future events, define requirements for implementing an up to date federal preparedness and response system, and is currently in development in consultation with federal partners. Developing and implementing a Federal Strategy for Emergency Management Information Technology and establishing a federal functional community of practice to build and support a professional emergency management workforce are essential to fully support federal preparedness and response capacity and capability in the face of the significant increase in scope and frequency of emergencies in Canada.

Other Commitments

In addition, the Department will advance other commitments, including:

- Building on the foundational national concept of operations for [Heavy Urban Search And Rescue](#) (HUSAR) and deciding on an national accreditation body in consultation with provincial and territorial partners;
- Continuing to fund the [Canadian Institute for Public Safety Research and Treatment](#) to serve as the Knowledge Exchange Hub of the [National Research Consortium on Post-Traumatic Stress Injury](#) (PTSI), and to continue to offer the [Internet-based Cognitive Behavioral Therapy](#) pilot to public safety personnel in Saskatchewan, Ontario, Quebec, Prince Edward Island, New Brunswick and Nova Scotia;
- Continuing to work with stakeholders and other government departments on a renewed [PTSI Action Plan](#);
- Advancing efforts under the [National Adaptation Strategy](#) (NAS) and the Government of Canada Adaptation Action Plan (i.e., the policy and program framework that outlines how the Government of Canada contributes to achieving the NAS). More broadly to support NAS implementation, efforts will also be made to work with provinces and territories to develop bilateral action plans, as well as co-development of the Indigenous Climate Leadership Agenda with Indigenous partners;
- Leading and supporting the delivery of whole-of-society exercises for Federal, Provincial/Territorial, Indigenous and industry partners, such as those related to Air Incidents, the upcoming [FIFA 2026](#) World Cup, and cross-border exercises in collaboration with the United States;
- Integrating open-source intelligence in emergency monitoring and response through GOC;
- Consulting with GOC stakeholders to establish and socialize an Emergency Management National Priority Exercise Framework to advance Canada's emergency preparedness;
- Implementing the lessons learned from the historic 2023 wildfire season by identifying opportunities for improvement, socializing best practices and integrating them into the GOC's training, products, tools and processes in support of improved federal response;
- Developing a formal Operational Planning Process manual in Summer 2024 and updating the Strategic Emergency Management Planning Guide in Winter 2025,

with performance indicators to developed in 2025-26 to assess the impact of the initiative on federal emergency management preparedness; and,

- Supporting four (4) non-governmental organizations in building and maintaining a humanitarian workforce that provide surge support in response to large-scale domestic emergencies.

Key risks

Public Safety Canada's mission is to build a safe and resilient Canada. Accordingly, the Department must exercise a high level of awareness, engagement and adaptability to keep Canadians safe, maintain a cohesive and coordinated approach to safety and security, and generate results for Canadians while managing a variety of risks. Currently, the Corporate Risk Profile (CRP) comprises of five risks.

There is a risk that Public Safety Canada may not:

- Be able to keep pace with, and take advantage of, technological advances in areas related to its mandate, particularly in the context of information technology;
- Be able to effectively manage threats and workloads at the pace and magnitude required in an all-hazards threat environment due to departmental capacity;
- Receive partners' full cooperation which could delay policy and program implementation;
- Attract and retain the human resources required to achieve program and organizational objectives; and
- Consistently weight strategic and operational considerations in its collection, storage, sharing and publication of data to deliver on policy and program commitments.

A number of controls will be in place and additional mitigation measures will be implemented to respond to threats to the Department's ability to deliver on its mandate, render timely decisions and achieve intended outcomes. Furthermore, some of the planned initiatives listed in the previous section will help the Department respond to the risks associated with the delivery of Public Safety Canada programs.

Snapshot of planned resources in 2024 to 2025

- **Planned spending:** \$673,516,974
- **Planned full-time resources:** 330 full-time equivalents

Related government priorities

Gender-based analysis plus

- **National Risk Profile (NRP):** In 2024 to 2025, the Department will continue to advance knowledge and understanding of disaster risk and impacts for vulnerable populations through its work on the NRP risk and capability assessment sessions. This includes building on current evidence and leveraging diverse national-level expertise as part of additional assessments to identify areas where emergency management capabilities could be improved, notably for vulnerable populations.
- **Social Vulnerability Index (SoVI):** In partnership with Statistics Canada, the Department is developing a broader SoVI and index components focused on disaster risk reduction. This will be a dataset that is open to all Canadians and available to incorporate into all government program analysis by the end of 2024. Public Safety Canada's in-house SoVI expertise is available to help other programs identify GBA Plus considerations for all projects, through knowledge translation and presentations to OGDs and at conferences and various public engagement opportunities.
- **Flood Risk Portal:** Along with a property's flood hazard rating, the Portal will communicate a neighbourhood-level community flood risk rating and will include SoVIs and information about infrastructure to ensure that both physical and social impacts of disaster are considered. The Portal will provide a rating for a given community based on its annualized flood risk, social vulnerability, and community resilience; thereby representing the risk specific to a community and its ability to cope with a given level of flooding. The Department is exploring how the Portal can target communities with social vulnerability such as those with a lower socioeconomic status, seniors, newcomers to Canada (less than 10 years), and Indigenous Peoples who are often more disproportionately impacted by flooding. This work will continue throughout the Implementation Phase of the Portal and will be published in 2025 to 2026.
- **Canadian Red Cross and the Humanitarian Workforce:** Four non-governmental organizations funded under the [Humanitarian Workforce program](#) are encouraged to adapt protocols and procedures to meet the needs of specific communities and address barriers to participation.
- **Disaster Financial Assistance Agreements (DFAA) Renewal:** The DFAA Renewal has been undertaken with a strong GBA Plus lens, as both the terms and conditions and the overall impacts of the program have been reframed to focus on people, rather than simply on the built environment. The program

language is being updated and modernized to be more inclusive, people-centric, and cognizant of the diverse realities of different communities in the post-disaster context. The new program will have a strong focus on supporting those most in need (e.g., more eligibility for renters and people with non-traditional living situations, for low-income households, and for expanded services to support people who have limited access to computers or disaster recovery supports in their communities).

- **Post-Traumatic Stress Injuries (PTSI):** The Department's support to the Canadian Institute of Public Safety Research and Treatment (CIPSRT), as the Knowledge Exchange Hub of the National Research Consortium on PTSD, ensures that CIPSRT staff take into account GBA Plus factors when engaging in staffing actions, and developing the Academic, Research and Clinician Network of researchers across the country. CIPSRT is planning to incorporate GBA Plus metrics into the development of the Knowledge Translation Plan to better achieve equity, diversity, and inclusion.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals

More information on Public Safety Canada's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [Departmental Sustainable Development Strategy](#).

Program inventory

Emergency Management is supported by the following programs:

- Emergency Prevention/Mitigation
- Emergency Preparedness
- Emergency Response/Recovery

Supporting information on planned expenditures, human resources, and results related to Public Safety Canada's program inventory is available on [GC Infobase](#).

Internal services

In this section

- [Description](#)
- [Plans to achieve results](#)
- [Snapshot of planned resources in 2024 to 2025](#)
- [Related government priorities](#)

Description

Internal services are the services that are provided within a department so that it can meet its corporate obligations and deliver its programs. There are 10 categories of internal services:

- management and oversight services
- communications services
- legal services
- human resources management services
- financial management services
- information management services
- information technology services
- real property management services
- materiel management services
- acquisition management services

Plans to achieve results

In 2024 to 2025, Public Safety Canada will focus on the following commitments under its internal services in order to ensure effective delivery of its programs and the ability to meet its corporate obligations:

Diversity and Inclusion

In 2024 to 2025, Public Safety Canada will continue to advance its commitment to diversity, equity and inclusion by implementing the departmental [Strategic Framework on Diversity and Inclusion](#), by:

- Fostering, promoting, and facilitating a culture of inclusion via developmental and continuous learning opportunities, and information-sharing through diversity and inclusion (D&I) networks;
- Developing and implementing the 2024 to 2026 Public Safety Equity, Diversity and Inclusion (EDI) Action Plan, which incorporates the recommendations of the 2023 Employment Systems Review and the [2023 Office of the Auditor General \(OAG\) report on Inclusion in the Workplace for Racialized Employees](#);
- Continuing to implement [the Call to Action on Anti-Racism, Equity and Inclusion](#) through various initiatives, such as the continued implementation of the Sponsorship + program aimed at sponsoring members of employment equity

(EE) groups, including Indigenous, Black and other racialized employees, to prepare them for leadership roles in the Department;

- Continuing to implement the [Public Safety Canada Accessibility Plan 2023 to 2026](#) to remove and prevent barriers faced by persons with disabilities in the workplace and to help foster an inclusive and accessible environment and provide an annual progress update in December 2024, through continued consultations with employees with disabilities via various feedback mechanisms; and,
- Implementing the 2024 to 2027 Public Safety Official Languages (OL) Action Plan aimed at fostering a work environment where both official languages have equal status and strengthening the Department's official languages program, including the continued prioritization of part-time second language training for employees with disabilities, Indigenous employees and employees who are members of a visible minority group.

People Management

Recruitment of new employees, and retention and successful talent management of existing employees is central to maintaining a productive and competitive workplace that can fulfil the department's mandate. In 2024 to 2025, Public Safety Canada will continue to build its people management capacity by:

- Continuing to increase the intake of new talent from the student community via targeted university recruitment campaigns, including running three Post-Secondary Co-operative Education and Internship Program recruitment campaigns, aligning with the three educational semesters, and working with the Public Service Commission on a targeted Federal Student Work Experience Program campaign. In addition, the yearly Young Women in Public Safety (YWPS) program will be delivered in July 2024. The 2024 YWPS program, which will be hosted in six locations across Canada, and will provide a five day paid internship opportunity to high school students with an interest in the fields of safety and security;
- Continuing to implement the Human Resources Advisor and Administrative Support development programs by recruiting new external and internal participants and supporting employee development and retention through training, coaching, workshops and meaningful placements; and exploring the creation of a similar program for professionals within the Economic and Social Science Services group; and

- Continuing to improve the employee experience by focusing on existing programs, including the renewal and streamlining of Public Safety Canada's Onboarding and Mentorship Programs, and implementation.

Health and Safety

A key factor of a productive and competitive workplace is the mental health, wellness and safety of its employees. In 2024 to 2025, the Department will advance the following efforts to address employee mental health, wellness and safety:

- Developing a new Public Safety Workplace Wellness and Mental Health Strategy to support employee mental health and address issues identified in the 2022 to 2023 Public Service Employee Survey. In 2024 to 2025, Public Safety Canada will also continue to implement the Mental Health Responders Initiative and continue to promote awareness sessions and share tools and resources in support of employee well-being;
- Implementing the preventative measures identified in the 2023 to 2024 Workplace Risk Assessment in order to eliminate or minimize the risks related to workplace harassment and violence, and conducting internal communication outreach activities to increase awareness of Departmental harassment and violence prevention and resolution resources and provide training and support to managers on the prevention and resolution of workplace harassment and violence; and
- Conducting a review and update of Public Safety Canada's Hazard Prevention Program which will include incorporating the harassment and violence hazards identified through the workplace risk assessment, as well as psychological hazards and other newly identified tele-working hazards to better protect workers' health and safety. In addition, in the Department will offer training and awareness sessions on hazard prevention.

Digital and Data Strategy Implementation

The Government of Canada released the [2023 to 2026 Data Strategy for the Federal Public Service](#). In addition to setting new priorities and goals, the 2023-2026 Data Strategy outlines expectations for the federal public service to ensure effective governance and use of data across government over the next three years. To implement these new priorities and goals, Public Safety Canada will develop and implement a Public Safety Canada Data Strategy Framework.

Public Safety Canada will launch the Open Data and Information Plan and Process in Spring 2024. The plan will focus on automating the process for submitting and approving the publication of Data and Information on the Open Government portal. The plan will also develop awareness, communication, and training on the role of employees in the management of data. These efforts will facilitate the publication of data and information, thereby improving data transparency and availability for the Canadian public.

Snapshot of planned resources in 2024 to 2025

- **Planned spending:** \$78,199,231
- **Planned full-time resources:** 535 full-time equivalents

Related government priorities

Planning for contracts awarded to Indigenous businesses

Public Safety Canada plans on contracting with Indigenous businesses in support of achieving the mandatory minimum target of 5% as announced by the federal government. In 2024 to 2025, the Department anticipates that 10% of its contracts will be awarded to Indigenous businesses, and aims to achieve this target through the following activities:

Public Safety Canada has six (6) Standing Offers valued up to \$2 million each that were set-aside under the mandatory Set-Aside Program for Indigenous Business for workshop delivery of the [Aboriginal Community Safety Planning Initiative](#). Under these Standing Offers, facilitators deliver strategic planning workshops and provide support to communities in the development of Community Safety Plans, which Indigenous communities use to foster safer communities in a culturally relevant manner. The Department anticipates that additional standing offers will be awarded for regions not covered under the six (6) standing offers noted above, such as Nunavut and regions covered under Canada's Land Claim Agreements.

The Department also has a standing offer for translation that has been set aside according to the [Procurement Strategy for Indigenous Business](#) program which has continuously contributed to the department exceeding the 5% objective.

Additionally, Public Safety Canada promotes Indigenous business by requiring its contracting officers to invite at least one Indigenous business when using [Mandatory Supply Arrangements](#) or Standing Offers. This initiative creates more opportunities for Indigenous businesses with an objective of surpassing predicted numbers by enabling more incidental contracts.

To further ensure that Public Safety Canada has the knowledge required in meeting this continued objective, all delegated procurement officers, new and existing, are required to complete the "Indigenous Considerations in Procurement" course and the "Procurement in the Nunavut Settlement Area" course offered by the Canada School of Public Service as part of ongoing development and training.

Planned spending and human resources

This section provides an overview of Public Safety Canada's planned spending and human resources for the next three fiscal years and compares planned spending for 2024 to 2025 with actual spending from previous years.

In this section

- [Spending](#)
- [Funding](#)
- [Future-oriented condensed statement of operations](#)
- [Human resources](#)

Spending

The following chart summarizes Public Safety Canada's planned spending by core responsibility.

Figure 1: Spending by core responsibility in 2024 to 2025

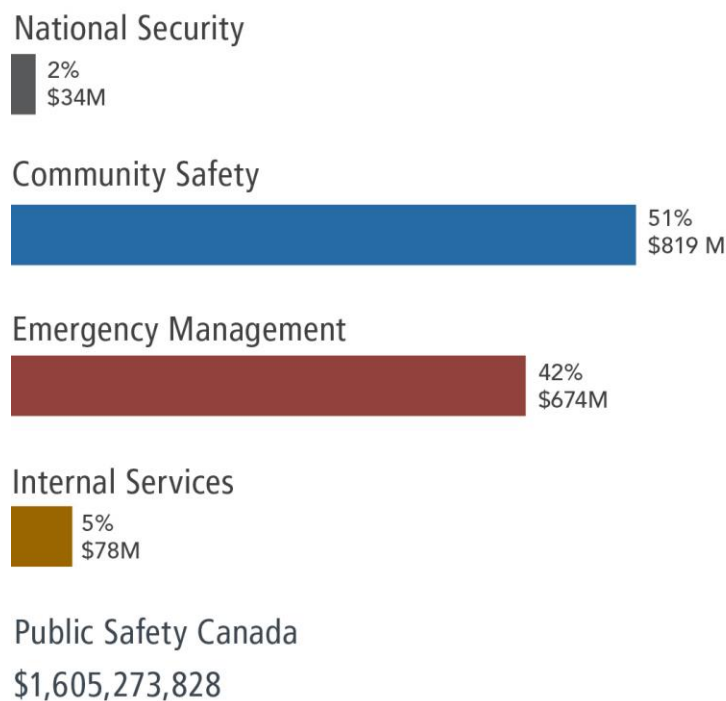


Image Description: The chart illustrates the Department's planned spending for the 2024 to 2025 fiscal year by showing planned spending for each core responsibility in dollars and in percentages. Community Safety represents 819,103,631 dollars or 51 per cent of the total 1,605,273,828 dollars of Departmental planned spending; Emergency

Management represents 42 per cent with 673,516,974 dollars in planned spending; Internal Services represents 5 per cent of the Department's planned spending with 78,199,231 dollars; and National Security represents 2 per cent of the planned spending with 34,453,992 dollars.

Table 6: Actual spending summary for core responsibilities and internal services (\$ dollars)

The following table shows information on spending for each of Public Safety Canada's core responsibilities and for its internal services for the previous three fiscal years. Amounts for the current fiscal year are forecasted based on spending to date.

| Core responsibilities and internal services | 2021 to 2022 actual expenditures | 2022 to 2023 actual expenditures | 2023 to 2024 forecast spending |
|---|----------------------------------|----------------------------------|--------------------------------|
| National Security | 30,906,207 | 30,558,635 | 35,473,137 |
| Community Safety | 363,886,409 | 604,938,317 | 1,009,006,845 |
| Emergency Management | 606,967,880 | 2,597,607,778 | 1,853,931,740 |
| Subtotal | 1,001,760,496 | 3,233,104,730 | 2,898,411,722 |
| Internal services | 65,899,315 | 78,468,701 | 86,739,388 |
| Total | 1,067,659,811 | 3,311,573,431 | 2,985,151,110 |

The 2023 to 2024 Forecasted Spending is \$326 million lower than the 2022 to 2023 Expenditures. This decrease is mainly attributable to a decrease in funding levels for the [Disaster Financial Assistance Arrangements](#) (DFAA) (\$698.7 million), which is primarily offset by one year funding to be received in 2023 to 2024 in support of the Newfoundland Adult Corrections Facility Project (\$150 million) and increases in funding levels in 2023 to 2024 for the [First Nations and Inuit Policing Facilities Program](#) (\$47.2 million), the [Memorial Grant Program](#) (\$35.7 million) and the [Building Safer Communities Fund](#) (\$26.3 million).

Table 7: Budgetary planning summary for core responsibilities and internal services (dollars)

The following table shows information on spending for each of Public Safety Canada’s core responsibilities and for its internal services for the upcoming three fiscal years.

| Core responsibilities and internal services | 2024 to 2025 budgetary spending (as indicated in Main Estimates) | 2024 to 2025 planned spending | 2025 to 2026 planned spending | 2026 to 2027 planned spending |
|---|--|-------------------------------|-------------------------------|-------------------------------|
| National Security | 34,453,992 | 34,453,992 | 32,063,849 | 32,103,492 |
| Community Safety | 819,103,631 | 819,103,631 | 674,509,064 | 592,716,618 |
| Emergency Management | 673,516,974 | 673,516,974 | 211,966,867 | 158,778,520 |
| Subtotal | 1,527,074,597 | 1,527,074,597 | 918,539,780 | 783,598,630 |
| Internal services | 78,199,231 | 78,199,231 | 73,896,183 | 69,685,558 |

| Core responsibilities and internal services | 2024 to 2025 budgetary spending (as indicated in Main Estimates) | 2024 to 2025 planned spending | 2025 to 2026 planned spending | 2026 to 2027 planned spending |
|---|--|-------------------------------|-------------------------------|-------------------------------|
| Total | 1,605,273,828 | 1,605,273,828 | 992,435,963 | 853,284,188 |

The decrease of \$752.0 million (47%) in planned spending between 2024 to 2025 and 2026 to 2027 is mainly attributable to a decrease in payments under the [Disaster Financial Assistance Agreements](#) (DFAA) program based on forecasts from provinces and territories for disbursements. Public Safety Canada regularly consults with provinces and territories to ensure funding levels meet disbursement requirements under the DFAA legislation, and aligns funding levels accordingly.

In addition to the DFAA decrease, the decrease of \$612.8 million (38%) in planned spending between 2024 to 2025 and 2025 to 2026 is also attributable to the maturation of the funding requested to eliminate the [Memorial Grant Program](#) backlog and accommodate projected near-term growth in program applications (\$34.5 million), as well as decreases in funding levels for the [Building Safer Communities Fund](#) (BCSF) (\$32.5 million), the [First Nations and Inuit Policing Facilities Program](#) (\$31.3 million) and the [First Nations and Inuit Policing Program](#) (FNIPP) (\$22.3 million).

The decrease of \$139.2 million (14%) in planned spending between 2025 to 2026 and 2026 to 2027 is mainly attributable to the maturation of the funding for the BCSF (\$54.4 million), the [Humanitarian Workforce Program](#) (\$36 million) and the [Supporting the Canadian Red Cross's Urgent Relief Efforts Related to COVID-19, Floods and Wildfires](#) program (\$10.8 million), as well as a decrease in funding level for the FNIPP (\$13.5 million).

Funding

Figure 2: Departmental spending between 2021 to 2022 and 2026 to 2027

The following graph presents planned spending (voted and statutory expenditures) over time.

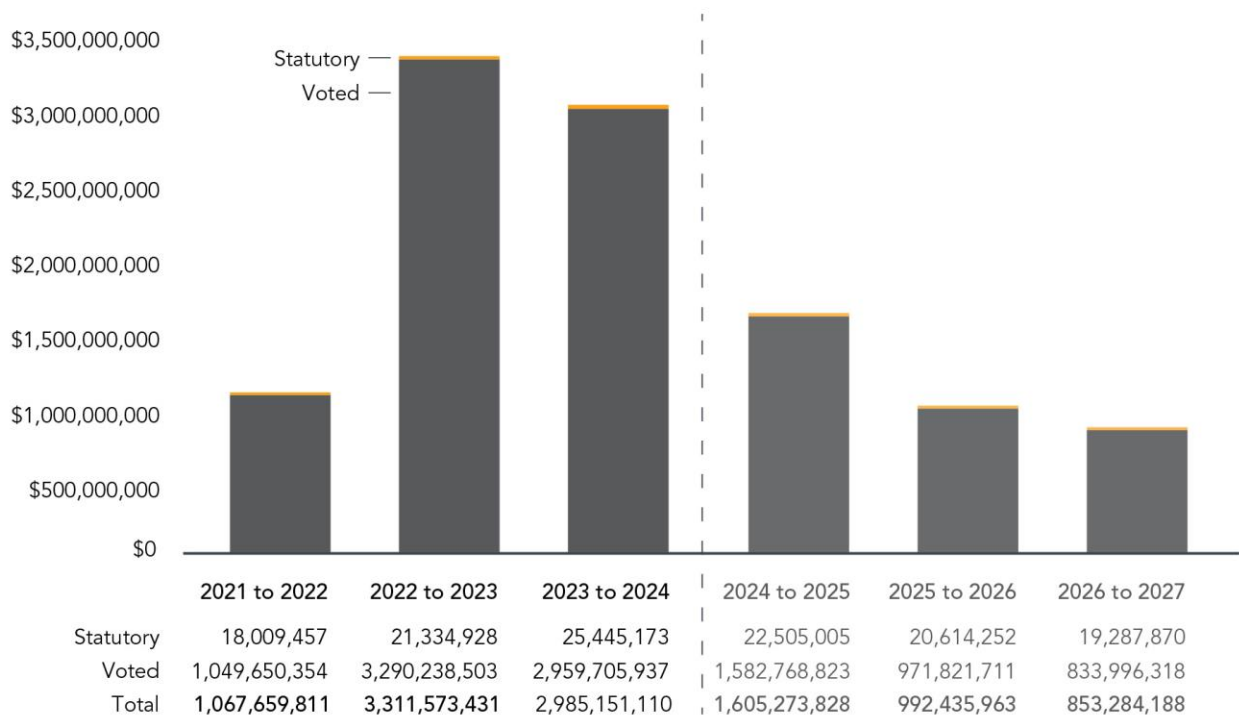


Image Description: The graph illustrates the Department's spending trend for statutory, voted, and total spending over a six-year period starting in 2021 to 2022 and ending in 2026 to 2027. In fiscal year 2021 to 2022, the actual statutory spending was 18,009,457 and in 2022 to 2023, it was 21,334,928. In 2023 to 2024, the planned statutory spending is 25,445,173; in 2024 to 2025, it is 22,505,005 dollars; in 2025 to 2026, it is 20,614,252 dollars; and in 2026 to 2027, it is 19,287,870 dollars. In fiscal year 2021 to 2022, the actual voted spending was 1,049,650,354 dollars and in 2022 to 2023, it was 3,290,238,503 dollars. In 2023 to 2024, the planned voted spending is 2,959,705,937; in 2024 to 2025, it is 1,582,768,823 dollars; in 2025 to 2026, it is 971,821,711 dollars and in 2026 to 2027, it is 833,996,318 dollars. Finally, in 2021 to 2022, the total spending was 1,067,659,81, and in 2022 to 2023 it was 3,311,573,431. In 2023 to 2024, the total spending is 2,985,151,110; in 2024 to 2025, it is 1,605,273,828; in 2025 to 2026 it is 992,435,963; and in 2026 to 2027 it is 853,284,188.

Estimates by vote

Information on Public Safety Canada's organizational appropriations is available in the [2024 to 2025 Main Estimates](#).

Future-oriented condensed statement of operations

The future-oriented condensed statement of operations provides an overview of Public Safety Canada's operations between 2023 to 2024 and 2024 to 2025.

The forecast and planned amounts in this statement of operations were prepared on an accrual basis. The forecast and planned amounts presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

A more detailed future-oriented statement of operations and associated notes, including a reconciliation of the net cost of operations with the requested authorities, are available at Public Safety Canada's [website](#).

Table 8: Future-oriented condensed statement of operations for the year ending March 31, 2025 (dollars)

| Financial information | 2023 to 2024 forecast results | 2024 to 2025 planned results | Difference (2024 to 2025 planned results minus 2023 to 2024 forecast results) |
|--|-------------------------------|------------------------------|---|
| Total expenses | 3,559,473,602 | 2,226,979,631 | (1,332,493,971) |
| Total revenues | (2,700,000) | (2,700,000) | 0 |
| Net cost of operations before government funding and transfers | 3,556,773,602 | 2,224,279,631 | (1,332,493,971) |

The difference of \$1.3 billion in the expenses between 2023 to 2024 and 2024 to 2025 is mainly attributable to a decrease in payments under the [Disaster Financial Assistance Arrangements](#) (DFAA) program based on forecasts from provinces and territories for disbursements. Public Safety Canada regularly consults with provinces and territories to ensure funding levels meet disbursement requirements under the DFAA legislation, and aligns funding levels accordingly.

Human resources

Table 9: Actual human resources for core responsibilities and internal services

The following table shows a summary of human resources, in full-time equivalents (FTEs), for Public Safety Canada's core responsibilities and for its internal services for the previous three fiscal years. Human resources for the current fiscal year are forecasted based on year to date.

| Core responsibilities and internal services | 2021 to 2022 actual full time equivalents | 2022 to 2023 actual full time equivalents | 2023 to 2024 forecast full time equivalents |
|---|---|---|---|
| National Security | 189 | 187 | 199 |

| Core responsibilities and internal services | 2021 to 2022 actual full time equivalents | 2022 to 2023 actual full time equivalents | 2023 to 2024 forecast full time equivalents |
|---|---|---|---|
| Community Safety | 353 | 459 | 483 |
| Emergency Management | 288 | 325 | 366 |
| Subtotal | 830 | 971 | 1,048 |
| Internal services | 468 | 534 | 581 |
| Total | 1,298 | 1,505 | 1,629 |

Public Safety Canada FTEs increased by 25.5% (331 FTEs) over the last two years, from 1,298 FTEs in 2021 to 2022 to 1,629 FTEs forecasted in 2023 to 2024. This increase is primarily attributable to additional salary funding received for new initiatives, such as for various firearms buyback initiatives, for the improvement to the federal emergency capacity, for enhancing natural disaster resilience, as well as for Indigenous community safety planning and community corrections initiatives.

Table 10: Human resources planning summary for core responsibilities and internal services

The following table shows information on human resources, in full-time equivalents (FTEs), for each of Public Safety Canada’s core responsibilities and for its internal services planned for 2024 to 2025 and future years.

| Core responsibilities and internal services | 2024 to 2025 planned full time equivalents | 2025 to 2026 planned full time equivalents | 2026 to 2027 planned full time equivalents |
|---|--|--|--|
| National Security | 213 | 199 | 199 |
| Community Safety | 468 | 380 | 325 |
| Emergency Management | 330 | 332 | 313 |
| Subtotal | 1,011 | 911 | 837 |
| Internal services | 535 | 510 | 492 |
| Total | 1,546 | 1,421 | 1,329 |

Overall FTEs in 2024 to 2025 will decrease by 83 FTEs (5.1%) from 1,629 in 2023 to 2024, to 1,546 in 2024 to 2025 primarily as a result of funding maturation for the firearms buyback initiative related to the web portal and case management system, and for anti-money laundering.

FTEs in 2025 to 2026 will decrease by 125 (8.1%) from 1,546 in 2024 to 2025 to 1,421 in 2025 to 2026 primarily as a result of funding maturation of the delivery to businesses phase of the compensation program for prohibited assault-style firearms and of implementation of the *Criminal Code* Authorization Regime.

FTEs in 2026 to 2027 will decrease by 92 (6.5%) from 1,421 in 2025 to 2026 to 1,329 in 2026 to 2027 primarily as a result of funding maturation for the gun and gang initiative, for the firearms control framework, for the co-development of First Nations policing legislation and engagement to support Indigenous policing, as well as a decrease in funding for enhancing natural disaster resilience.

Corporate information

Organizational profile

Appropriate minister[s]:

The Honourable Dominic LeBlanc, P.C., K.C., M.P.

The Honourable Harjit S. Sajjan, P.C., O.M.M., M.S.M., C.D., M.P.

Institutional head:

Mr. Shawn Tupper

Ministerial portfolio:

Public Safety and Emergency Preparedness

Enabling instrument(s):

[*Department of Public Safety and Emergency Preparedness Act \(2005\)*](#),

[*Emergency Management Act \(2007\)*](#)

Year of incorporation/commencement:

2003

Organizational contact information

Mailing address: 269 Laurier Avenue West, Ottawa, Ontario, Canada, K1A 0P8

Telephone: 613-944-4875 or 1-800-830-3118

TTY: 1-866-865-5667

Fax: 613-954-5186

Email: ps.mediarelations-relationsaveclesmedias.sp@ps-sp.gc.ca

Website(s): <https://www.publicsafety.gc.ca/index-en.aspx>

Supplementary information tables

The following supplementary information tables are available on Public Safety Canada's [website](#):

- [Details on transfer payment programs](#)
- [Gender-based analysis plus](#)
- [Horizontal initiatives](#)
- [Up front multi-year funding](#)

Information on Public Safety Canada's departmental sustainable development strategy can be found on Public Safety Canada's [website](#).

Federal tax expenditures

Public Safety Canada's Departmental Plan does not include information on tax expenditures.

Tax expenditures are the responsibility of the Minister of Finance. The Department of Finance Canada publishes cost estimates and projections for government wide tax expenditures each year in the [Report on Federal Tax Expenditures](#).

This report provides detailed information on tax expenditures, including objectives, historical background and references to related federal spending programs, as well as evaluations, research papers and gender-based analysis plus.

[\[Expand/collapse sections\]](#)

Definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

Departmental Plan (plan ministériel)

A document that sets out a department's priorities, programs, expected results and associated resource requirements, covering a three-year period beginning with the year indicated in the title of the report. Departmental Plans are tabled in Parliament each spring.

departmental result (résultat ministériel)

A change that a department seeks to influence. A departmental result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

departmental result indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that consists of the department's core responsibilities, departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on a department's actual performance in a fiscal year against its plans, priorities and expected results set out in its Departmental Plan for that year. Departmental Results Reports are usually tabled in Parliament each fall.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

gender-based analysis plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool used to support the development of responsive and inclusive policies, programs and other initiatives. GBA Plus is a process for understanding who is impacted by the issue or opportunity being addressed by the initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-

cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography, language, race, religion, and sexual orientation.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2024–25 Departmental Plan, government-wide priorities are the high-level themes outlining the government’s agenda in the 2021 Speech from the Throne: building a healthier today and tomorrow; growing a more resilient economy; bolder climate action; fighter harder for safer communities; standing up for diversity and inclusion; moving faster on the path to reconciliation and fighting for a secure, just, and equitable world.

horizontal initiative (initiative horizontale)

An initiative in which two or more federal organizations are given funding to pursue a shared outcome, often linked to a government priority.

Indigenous business

As defined on the [Indigenous Services Canada website](#) in accordance with the Government of Canada’s commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses annually.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

plan (plan)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in the Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and

departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

Individual or groups of services, activities or combinations thereof that are managed together within a department and that focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

An inventory of a department's programs that describes how resources are organized to carry out the department's core responsibilities and achieve its planned results.

result (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead, they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The vote wording becomes the governing conditions under which these expenditures may be made.