

Police resources in Canada, 2019

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Police resources in Canada, 2019: Highlights

- The cost of operating police services in Canada has generally been on the increase since 1996/1997 and continued to inch up in 2018/2019 reaching \$15.7 billion. After accounting for inflation, total operating expenditures rose by 1% from the previous year. Higher salary and non-salary costs contributed to greater operating costs overall.
- The cost of salaries, wages and benefits for police service personnel increased 3% in 2018/2019 reaching \$12.8 billion in 2018/2019. As has historically been the case, these were the largest cost to police services, accounting for 81% of operating expenditures in 2018/2019.
- The average amount spent on police officer salaries and wages (regular pay, overtime pay and other pay) was approximately \$118,000 per officer in 2018/2019, about \$4,000 more than the average for the previous year.
- Non-salary costs for police services also grew in 2018/2019 in terms of both operating costs (+8%) and capital expenditures (+4%). Expenses related to information technology (IT) operations and services drove the increase in non-salary costs. Police services spent \$412.5 million on Information Technology (IT) operations in 2018/2019, 9% more than spent in the previous year.
- As of May 15, 2019, there were 68,718 police officers in Canada, 186 more than in 2018. This, represented a rate of police strength of 183 officers per 100,000 population, a rate that was 1% lower than the previous year due to an increase in the Canadian population since 2018.
- The number of civilians employed by police services has been steadily on the rise since 1962. In addition to sworn officers, police services employed the equivalent of 31,699 full-time staff members on May 15, 2019, 2% more than in 2018. Officer recruits (who are considered civilian until fully sworn in) accounted for most of the overall growth in civilian personnel, with an additional 540 recruits in 2019.
- The representation of women as police officers has been steadily increasing since 1986 when data on gender were first collected and women represented 4% of officers. On May 15, 2019, there were 325 more female police officers in Canada over the previous year. The 15,268 female officers in 2019 accounted for 22% of all police officers.
- As of May 15, 2019, 4% of police officers and 3% of recruits self-identified as Indigenous. In the 2016 Census, Indigenous people represented 5% of the total Canadian population.
- As of May 15, 2019, 8% of police officers and 11% of recruits in Canada identified as visible minorities. Individuals designated as visible minority population represented 22% of Canada's population in the 2016 Census.
- The proportion of officers in the older age groups has been increasing since 2012, when age data were first collected. Officers over the age of 50 accounted for 18% of officers in 2019 compared to 15% in 2012.
- In 2018/2019, 7,297 police officers, or 11%, were eligible to retire, with unrestricted pension based on age or years of services. This proportion has been relatively the same since 2012 when national collection started on information on eligibility to retire.
- Women accounted for 71% of civilian personnel within police services, 35% of special constables and 26% of recruits. In terms of civilian positions, the presence of women ranged from 23% of vehicle maintenance personnel to 91% of clerical staff.

Police resources in Canada, 2019

by Patricia Conon, Sophie, Carrière, Suzanne Amey, Sharon Marcellus and Julie Sauvé, Canadian Centre for Justice and Community Safety Statistics

Canadian police services are mandated with the essential task of administering and maintaining law and order across Canada and ensuring public safety. Within this realm, the roles and responsibilities of police services have changed over time, creating new challenges in areas such as crime prevention, law enforcement, public assistance, maintenance of public order and responding to emergencies (Council of Canadian Academies 2014; Standing Committee on Public Safety and National Security 2014). Police services are one of the first responders to mental health calls, drug crises, suicides, disturbances, motor vehicle accidents and many other community well-being and safety issues that may not be criminal (Canadian Association of Chiefs of Police 2015). These calls, along with responding to crime, require an abundance of police resources. Data from Statistics Canada's Police Administration Survey (PAS) provides insight into Canada's police personnel and expenditures. Since 1962, it has been the source for information on police administration for the policing community, governing bodies and policy makers, and the general public.

Tracking police strength and composition over time through the PAS helps Canada monitor the changing trends in human resources, the cost-drivers for policing and the increasing demands on police services as they promote and protect public safety. Data collected on police resources will serve as indicators within the Canadian Police Performance Metrics Framework (CPPMF) (Mazowita and Rotenberg 2019). Readers should note that while these data predate the pandemic, they provide important insight for the provincial and federal policy makers, individual police services as well as officials responsible for police budgets.

This *Juristat* article provides findings from the 2019 data reported by Canada's municipal, First Nations, provincial and federal police services to the PAS. First, trends in the expenditures of these police services will be explored, followed by an examination of the diverse characteristics of the personnel. This article includes trend analysis of key indicators such as police strength, information on civilians and special constables and their duties and functions; full and part-time positions; long-term leave; salaries, wages and benefits; and detailed breakdowns of operating expenditures and capital expenditures.¹

Text box 1

Types of police services in Canada

Police services vary throughout regions of Canada. As a result, they may have different mandates, serve different sizes of population, be presented with different community circumstances and operational requirements, all of which may affect their resources and expenditures.

Policing in Canada is administered on three levels: municipal, provincial, and federal. In 2019, at the municipal level, there were 137 stand-alone police services and 36 First Nations self-administered services. Self-administered First Nations police services are created under agreements between the federal, provincial, and territorial governments along with the communities looking to administer their own police service, under a cost-sharing agreement between the federal government (52%) and provincial/territorial governments (48%) (Kiedrowski et al. 2013). The communities are responsible for governing the police service through a police board, band council, or other authority (Lithopoulos and Ruddell 2013).

There are three provinces that provide provincial police services. The provincial police service of the Royal Newfoundland Constabulary (RNC) is responsible for providing police services to St. John's, Corner Brook and Labrador West. The other two provincial services—Ontario Provincial Police (OPP), with 183 detachments across Ontario and Sûreté du Québec (SQ), with 87 detachments across Québec—are responsible for serving communities in those provinces without stand-alone municipal forces. They are also responsible for provincial highways and other areas under provincial jurisdiction.

The Royal Canadian Mounted Police (RCMP), consisting of 672 detachments across Canada, provides provincial, municipal, rural and First Nations policing (where self-administered police services have not been established). The RCMP is also responsible for all federal policing matters such as serious and organized crime and financial crime, as well as specialized policing services such as the Canadian Firearms Program and the National Child Exploitation Coordination Centre.

Operating expenditures on policing rose 1% from the previous year reaching \$15.7 billion in 2018/2019

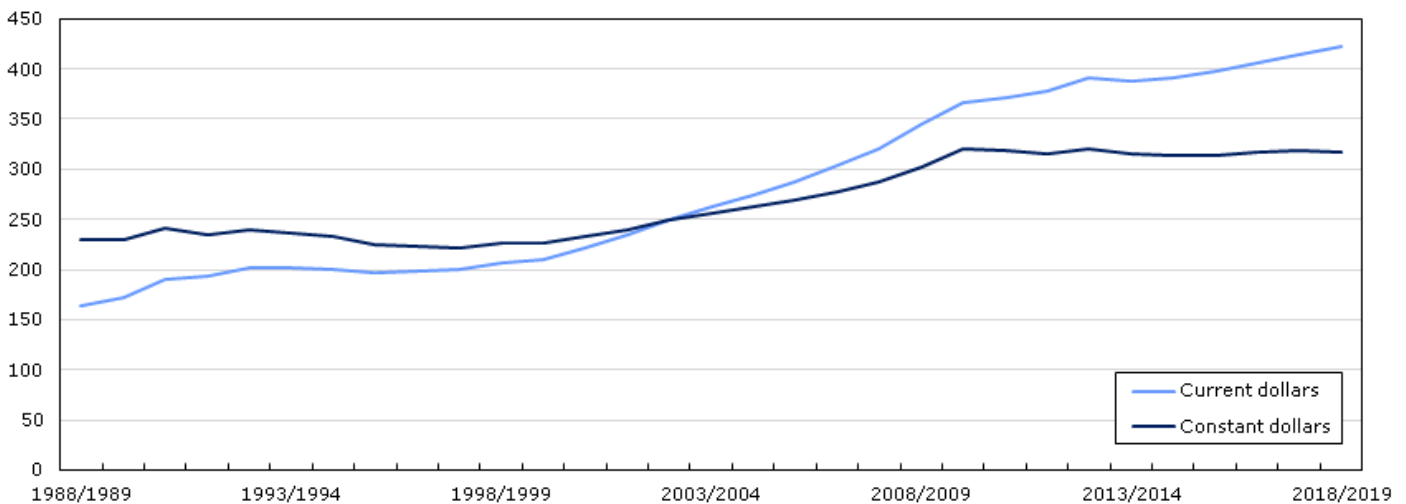
Across Canada, the 2018/2019 total operating expenditures for all police services amounted to \$15.7 billion in current dollars (Table 1).² These expenditures comprise salaries and wages (65%), benefits (16%), and other operating expenditures (19%).³ Historically, these proportions have remained relatively consistent.

Operating expenditures increased in the following jurisdictions: Quebec (+10%), Prince Edward Island (+9%), Saskatchewan (+4%), Manitoba and Ontario (+3% each), Alberta (+2%) and Yukon (+1%). Costs declined in the remaining provinces and territories, ranging from a 2% decrease in British Columbia and in Nova Scotia to a decrease of 10% in Newfoundland and Labrador (Table 2).

After accounting for inflation, total operating expenditures rose by 1% from the previous year, and have generally been on the rise since 1996/1997⁴ (Table 1). On a per capita basis for Canada, using constant dollars, policing operating expenditures amounted to a cost of \$317 per person in 2018/2019, which stable from the previous year. The per capita cost in 2018/2019, however, was the second highest per capita cost since 2012/2013 (Chart 1; Table 1).

Chart 1
Police expenditures per capita, current dollars and constant dollars, Canada, 1988/1989 to 2018/2019

dollars-per capita expenditures



Note: Current dollars express the cost of items in terms of the year in which the expenditure occurs. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100). Populations are based on July 1st, 2019 estimates using Census 2016 data. Statistics Canada, Centre for Demography.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Text box 2**Personnel in police services**

There are many positions within police services, both uniform and civilian, that are required for a police service to meet its mandate and objectives. Most police services consist of sworn police officers, civilian personnel, special constables and/or recruits. The following provides the standard definitions used by PAS to collect information on police personnel in Canada.

Sworn officers consist of commissioned, non-commissioned and constables.

Commissioned officers include personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chief, deputy chiefs, staff superintendents, superintendents, staff inspectors, inspectors, senior constables, lieutenants, and other equivalent ranks.

Non-Commissioned officers include personnel between the ranks such as corporal sergeant majors, sergeant majors, staff sergeant majors, staff sergeants, sergeants, corporals and other equivalent ranks.

Constables consist of 1st, 2nd, 3rd and 4th class constables.

Civilian personnel are employees of the police service paid from the police service budget who are not police officers, special constables, or recruits. Their roles could include reception services, financial services, human resources, public and media relations, court services, legal services, custody and detention services, information technology services, vehicle and facility services, research, forensics, clerical, communication and other duties that aid the core function of the police service.

Special constables are appointed civilians who have conferred the powers of a police officer, to the extent and for the specific purpose set out in the appointment. Their roles could include traffic control duties, court security, prisoner transport, by-law, and parking enforcement.

Recruits i.e., police officers in training: the definition and terminology used to describe a recruit varies depending on the police service type and geographic location. For the purposes of this survey, recruits are personnel engaged in police officer training programs intended to enable them to achieve the status of a fully-sworn police officer.

Total personnel includes all sworn police officers, civilian personnel, special constables and recruits.

Nationally, salaries and wages amounted to approximately \$118,000 per officer in 2018-2019

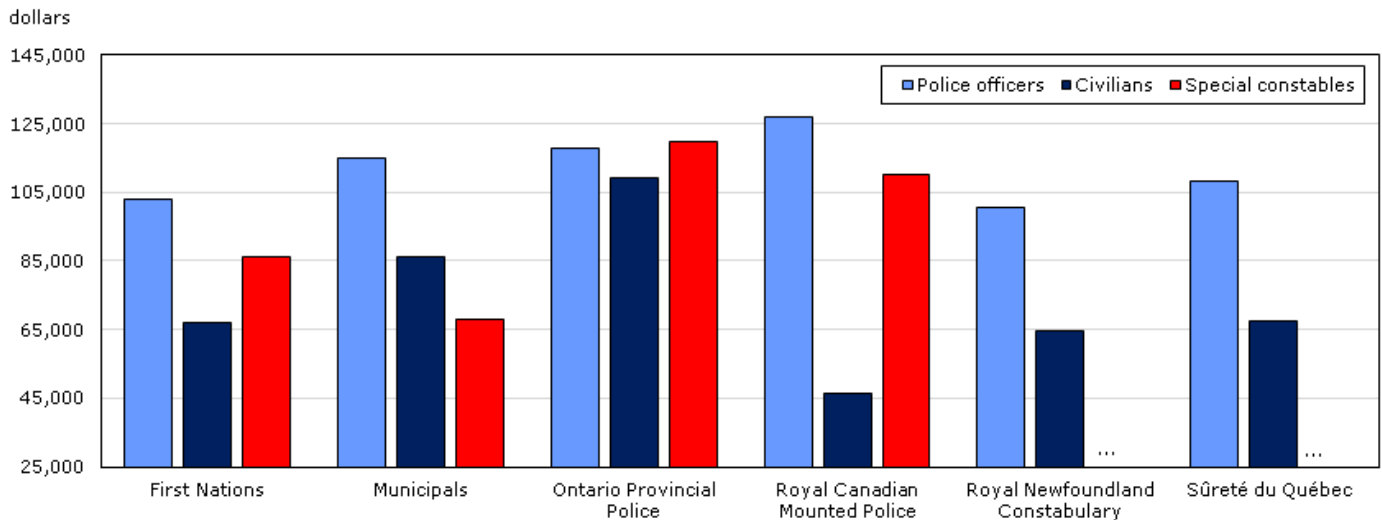
Salaries, wages and benefits are the largest cost in policing, accounting for 81% of total operating expenditures. Of the \$12.8 billion in salaries, wages and benefits⁵ paid by police services in 2018/2019, 79% was for police officers, 18% for civilians, 2% for special constables and 1% for recruits.

In 2018/2019, total spending on police salaries and wages increased 2% from the previous year. This includes spending on regular pay, overtime pay and any other pay. This increase is expected given that different levels of policing saw contract increases in 2018. The amount paid for benefits (employer's contribution to Canada Pension Plan (CPP), Employment Insurance, and dental and health benefits) rose 10%.

Overall, the average amount spent on salaries and wages for a police officer in Canada in 2018/2019 was \$117,731, up from \$113,693 in the previous year. Average salaries and wages ranged from \$100,493 for RNC officers to \$126,962 for the RCMP officers. On average, salaries and wages for First Nation officers (\$103,197), SQ officers (\$108,409) and municipal police officers (\$114,884) were below this national average, while OPP was slightly above (\$117,986) (Chart 2).

Chart 2

Average amount spent on salaries and wages, different types of personnel, by level of policing, 2019



... not applicable

Note: Royal Newfoundland Constabulary and Sûreté du Québec did not report special constables on the 2019 Police Administration Survey. Average amount spent on salaries and wages are calculated using the full-time equivalent counts for police service personnel in the following categories: police officers (including commissioned, non-commissioned, constables), civilians and special constables.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Among the different types of police services in Canada, the majority reported spending more money on salaries and wages in 2018/2019, with the exception of RNC and OPP which remained unchanged from 2017/2018. First Nation police services spent 8% more on salaries and wages,⁶ followed closely by the RCMP (+10%). The SQ reported an increase spending on salaries and wages by 6%, and total municipal police services reported a 4% increase.

Police services spent \$412.5 million on information technology in 2018/2019, increasing 9% from the previous year

Non-salary costs for police services grew in 2018/2019 in terms of both operating costs (+8%) and capital expenditures (+4%). Expenses related to information technology (IT) operations and services drove the increase in non-salary costs. Police services spent \$412.5 million on Information Technology (IT) operations in 2018/2019, 9% more than spent in the previous year. Spending on other police equipment, however, decreased 12% and was reported at \$250.1 million. Further, capital spending on new buildings fell below the previous year.

Some of the largest cost-drivers for Canada's police services in 2018/2019 included the cost⁷ of radios (\$103.1 million); software, applications and computer systems (\$86.0 million); computers and hardware (\$68.8 million) and other telecommunication devices (\$46.7 million). Although these amounts have decreased from the previous fiscal, the amount paid on IT storage fees increased 33% to \$9.4 million in 2018/2019. These amounts lend insight into the cost pressures facing police services across Canada.

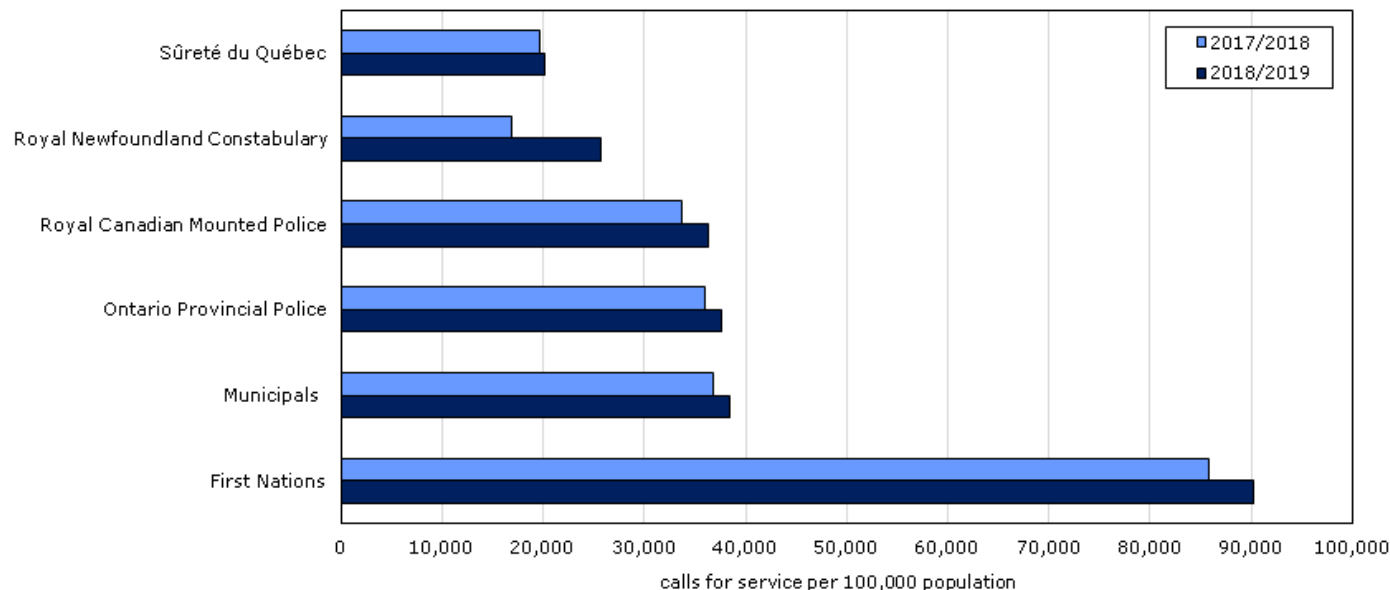
Police responded to 13.5 million calls for service in 2018/2019, 6% more than the previous year

A large proportion of police work involves responding to non-criminal events that are related to public safety and well-being. These events are called "calls for service". It has been estimated that 50% to 80% of the calls police respond to are in fact non-criminal in nature and comprise incidents such as alarms, disturbances, domestic disputes, traffic accidents, sick or injured persons, overdoses and mental health-related calls (Mazowita and Rotenberg 2019). These types of calls can have a notable impact on police workload and resources and are not measured or reflected in annual police-reported crime statistics as they are not "criminal incidents". Statistics Canada has been working with the policing community and other partners to build a national program to collect detailed information on calls for service in order to help understand the impact calls for service have on police forces and to monitor emerging social issues, for example increased uses of harmful drugs.

In 2018/2019 police services across Canada received 6% more calls for service than the previous year, reaching 13.5 million calls.⁸ This means that, police in Canada responded to an average of 1,540 calls for service every hour in 2018/2019.

Of all the calls for service reported by police, municipal police handled 67% while RCMP was involved in 22%, followed by provincial police (11%) and First Nations police services (1%). All levels of policing reported an increase in the number of calls for service from 2017/2018. When accounting for population served, First Nations officers responded to a higher ratio of calls, i.e. 90,228 calls for service per 100,000 population (Chart 3). In comparison, municipal police services received 38,371 calls for service per 100,000 population, followed by a rate of 37,689 for OPP, 36,308 for RCMP, 25,697 for RNC and 20,206 for SQ.

Chart 3
Calls for service per 100,000 population, Canada, by level of policing, 2018 and 2019



Note: Calls for service includes all citizen-generated, police officer initiated and any unknown sources. Populations are based on July 1st, 2018 estimates from Statistics Canada, Centre for Demography.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Text box 3
Policing in rural areas

Recent high-profile events have brought the topic of rural crime and policing to the forefront (House of Commons, Canada). As a result, the province of Saskatchewan recently announced a series of measures to tackle rural crime, including the launch of a dedicated team of 258 police officers (Government of Saskatchewan 2018). Similar measures were also implemented in Alberta (Government of Alberta 2018). In 2018, there were 768 police services serving rural areas and 466 policing urban areas.

Reports suggest that overall rates of violent crime in Canada, including homicide, are higher in rural areas than urban areas and that higher rates of rural crime are mainly observed in the northern areas of the provinces (Perreault 2019; Roy and Marcellus 2019). For instance, according to 2017 crime statistics, police services serving a mostly rural population served 16% of the population in the ten provinces that year, but reported 23% of the violent crimes, 17% of the property crimes, 27% of the *Criminal Code* traffic offences, and 23% of the other *Criminal Code* violations.

Text box 4**Police services continued to invest in enforcement of the legalization of cannabis in 2018/2019**

On October 17, 2018, the *Cannabis Act* came into effect. It provides the legal framework for the legalization and regulation of the production, distribution, sale and possession of cannabis in Canada. In the same year, new legislation on impaired driving (Bill C-46) was also enacted in order to strengthen the *Criminal Code* provisions related to driving while impaired by alcohol and drugs (including cannabis).⁹

In 2018/2019, police services spent \$24.0 million on salary dollars to provide or participate in training, research, development or implementing changes to prepare for the legislation of cannabis. In addition, police services spent \$7.4 million on non-salary costs for such preparation (e.g. travel, cost of courses).

Police services reported they had received \$24.3 million in funding from various sources in 2018/2019 related to cannabis legalization. At the time of data collection, the majority of this funding was reported by the RCMP. This is likely because the distribution of federal funding to support police services to prepare for the legalization of cannabis and to support the changes to impaired driving laws began in 2017/2018.

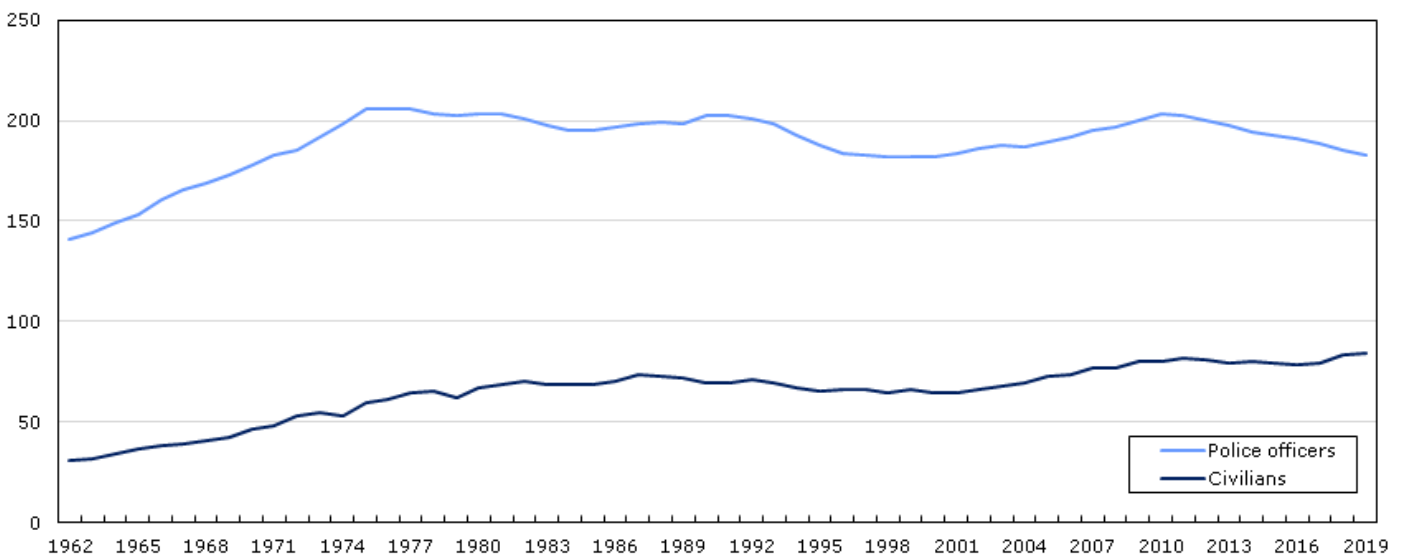
There were approximately 236,690 training hours devoted to the enforcement of new cannabis laws, which can be broken down to 143,740 hours on Standardized Field Sobriety testing (SFST), 18,830 on Standardized Field Sobriety testing - refresher course (SFST) and 74,120 on Drug Recognition Expert (DRE) training.¹⁰ This resulted in 4,725 police officers who successfully completed the SFST course, 3,439 completed the SFST refresher course and 1,002 police officers that are DRE certified in 2018/2019.

The rate of police strength has been declining in Canada since 2011

The rate of police strength has been declining since 2011 and 2019 marks the lowest rate since 2001. As of May 15, 2019, there were 68,718 police officers in Canada, 186 more than in 2018. This represents a rate of police strength¹¹ of 183 officers per 100,000 population, a rate that was 1% lower than the previous year due to an increase in the Canadian population since 2018 (Chart 4, Table 3).¹²

Chart 4**Rate of police officers and civilian personnel per 100,000 population, Canada, 1962 to 2019**

police and civilians per 100,000 population



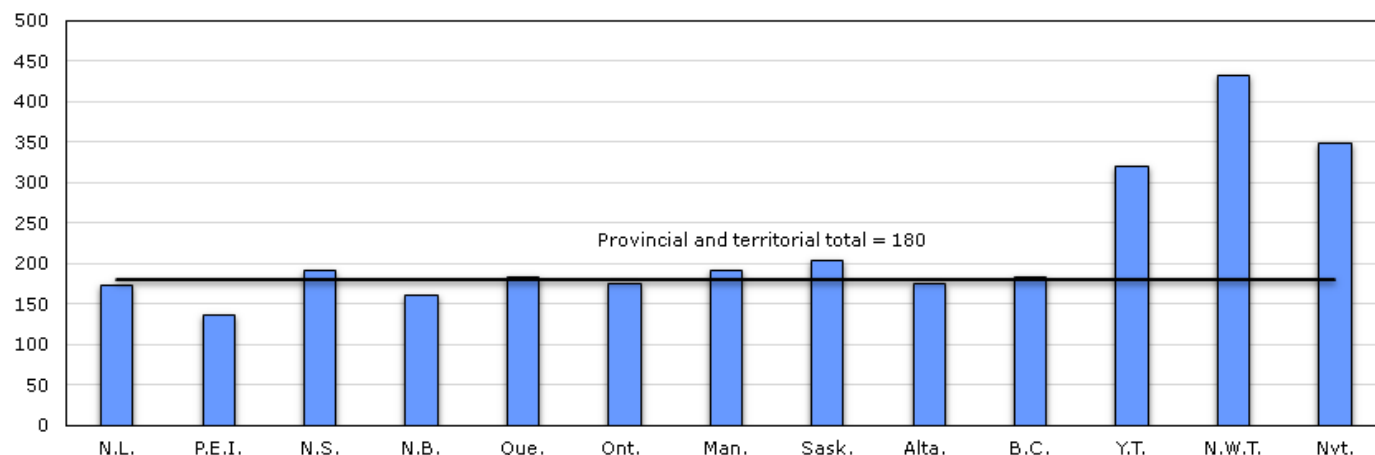
Note: Police officers represent the full-time equivalent permanent, fully-sworn police officers of all ranks. Civilian personnel include permanent civilian personnel, permanent special constables and recruits employed by a police service. Populations are based on July 1st, 2019 estimates from Statistics Canada, Centre for Demography. Additional data are available on Statistics Canada tables 35-10-0076 and 35-10-0078.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Excluding officers involved in RCMP corporate duties (i.e., assigned to RCMP’s operation and corporate headquarters, training academy Depot division and forensic labs), the provincial and territorial rate of police strength was 180 police officers per 100,000 population in 2019 (Table 4). Throughout the country’s provinces, the rate of police strength ranged from 137 officers per 100,000 in Prince Edward Island to 203 officers per 100,000 population in Saskatchewan. The following five provinces reported a rate of police strength greater than the provincial and territorial rate in 2019: Saskatchewan (203), Manitoba (191), Nova Scotia (191), Quebec (184) and British Columbia (183) (Chart 5). All three territories remained above the provincial and territorial rate (Table 4).

Chart 5
Rate of police strength, by province and territory, 2019

police officers per 100,000 population



Note: The provincial and territorial total excludes the Royal Canadian Mounted Police operation and corporate headquarters, training at Depot and forensic labs. Populations are based on July 1st, 2019 estimates from Statistics Canada, Centre for Demography. Additional data are available on Statistics Canada tables 35-10-0076 and 35-10-0078.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

In 2019, there were 50 stand-alone municipal police services or municipalities policed by the RCMP that served a population greater than 100,000.¹³ Of these police services, about half (26) saw an increase in their rate of police strength from the previous year, while 14 saw a decrease, and 9 had no notable change in 2019.^{14, 15} The largest increases in the rate of police strength were seen in Windsor, Ontario (+11%), Thunder Bay, Ontario (+8%), Richmond, British Columbia (+7%), Calgary, Alberta (+6%) and Brantford, Ontario (+5%). The police services of Montréal, Quebec (-5%), and Saanich, British Columbia (-4%) reported the largest decreases in the rate of police strength (Table 5).

Of these 50 police services, Victoria reported the highest rate of police strength (214 per 100,000) followed by Montréal (212 per 100,000). From 2008 to 2018, Montréal reported the highest rate of police strength except in 2012 and 2013 when Victoria had the highest rate. In 2019, there were an additional 5 police services with a rate of police strength greater than the provincial/territorial average: Windsor (205),¹⁶ Thunder Bay (205), Vancouver (196), Edmonton (188), and Winnipeg (186) (Table 5).

Meanwhile, the lowest rates of municipal police strength were all found in the province of Quebec: Richelieu-Saint-Laurent (102 per 100,000 population), Roussillon Region (104) and Lévis (106) (Table 5).

Consistent with previous years, over half of police officers (56% or 38,326) were employed by stand-alone municipal police services which included 894 officers serving with First Nations self-administered police services. In addition, 20% of all police officers in Canada were employed by RCMP in contract policing. Police officers employed by the OPP and the SQ each accounted for 8% of the total police officers in Canada, while officers employed in RCMP’s federal policing accounted for 6%. Those employed within the RCMP’s operation and corporate headquarters, training academy Depot division and forensic labs accounted for 2% and the remaining 1% of police officers in Canada were members of RNC (Table 4).

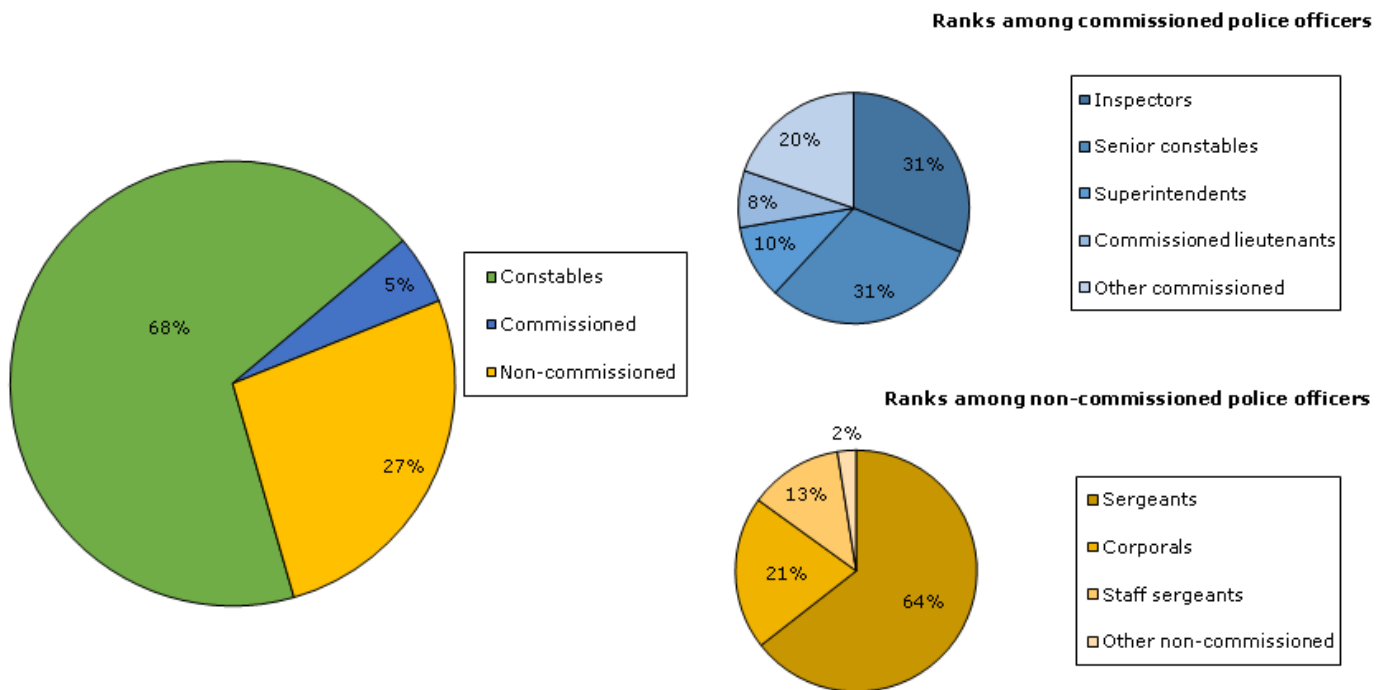
Constables accounted for seven out of ten police officers in 2019

Of the police officers in Canada on May 15, 2019, 68% were constables, and an additional 27% were non-commissioned officers, meaning corporal sergeant majors, sergeant majors, staff-sergeant majors, staff sergeants, sergeants, corporals and other equivalent ranks. The remaining 5% were commissioned officers, which are those who have obtained senior status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, captains, staff superintendents, superintendents, staff inspectors and inspectors.¹⁷ These proportions have been relatively consistent going back to 1986. Across Canada, the

number of commissioned officers (-163) and constables (-222) decreased from the previous year, as the number of non-commissioned officers grew by 571 officers.

While the OPP, the RCMP, the SQ and municipal stand-alone police services are structured much like the national portrait, structures in the RNC and the First Nation police services are different. The RNC comprises a greater proportion of constables (82%) and fewer officers in the higher ranks (15% are non-commissioned and 3% are commissioned officers). The First Nations police services, on the other hand, reported a lower proportion of constables (71%) and greater proportion of officers among the higher ranks, with non-commissioned officers accounting for 17% of officers and commissioned officers accounting for 13% (Chart 6).

Chart 6
Officer ranks as a proportion of total police officers, Canada, 2019



Note: Commissioned officers includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, captains, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks. Other commissioned officers includes; commissioners, chiefs, assistant commissioners, deputy commissioners, deputy chiefs, captains, staff superintendents, chief superintendents, staff inspectors, and all unspecified commissioned ranks. Non-commissioned officers include personnel between the rank such as corporal sergeant majors, sergeant majors, staff sergeant majors, staff sergeant, sergeant, corporal and other equivalent ranks. Other non-commissioned police officers includes; non-commissioned lieutenants, corporal sergeant majors, sergeant majors, staff sergeant majors and all unspecified non-commissioned ranks.

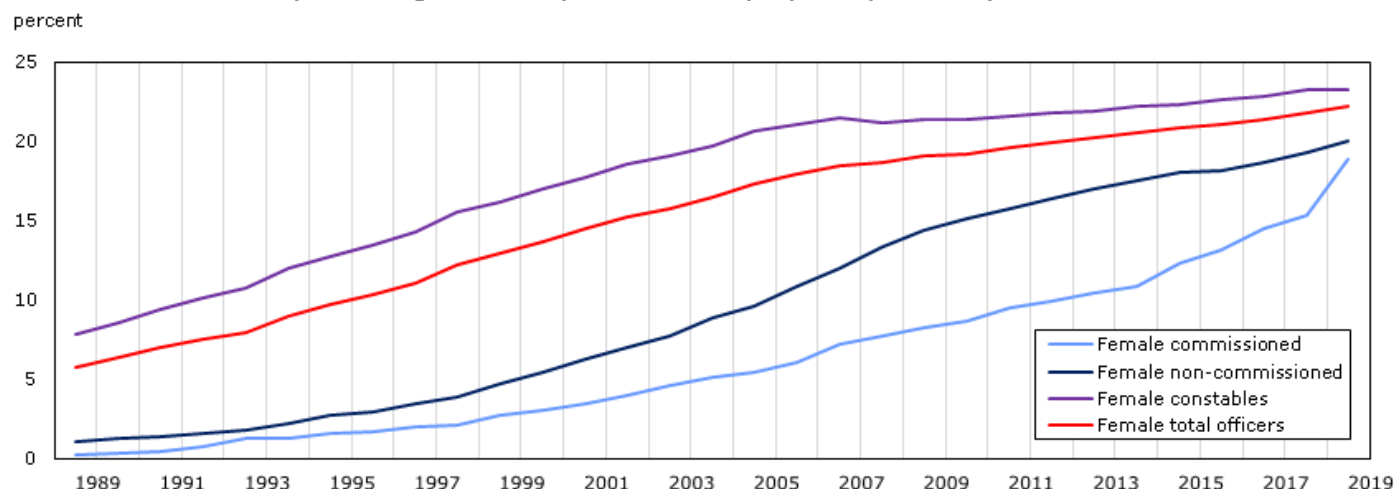
Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

The number of female officers in all ranks continues to grow

On May 15, 2019, there were 15,268 female police officers in Canada, an increase of 325 officers compared to the previous year. Female officers accounted for 22% of total sworn officers in 2019, a proportion that has been increasing steadily since the survey began in 1986, when women accounted for just under 4% of all officers.

Across the different officer ranks, female police personnel occupied mostly constable positions, making up 23% of all constables in Canada. Although women account for a slightly smaller proportion of commissioned and non-commissioned officers, their presence in these roles continues to increase and is almost equivalent to the proportion of female constables. Between 2018 and 2019, the number of female commissioned officers increased from 556 to 655, accounting for 19% of commissioned officers in 2019. This marks the highest proportion of female commissioned officers since collection began in 1986. Meanwhile, in 2019, there were 3,673 female non-commissioned officers in Canada, an increase of 250 compared to 2018. Non-commissioned female officers accounted for 20% of non-commissioned officers in Canada, which has increased steadily in the last 15 years when women represented 9% in 2004 (Chart 7).

Chart 7
Female officers as a percentage of total police officers, by rank, Canada, 1989 to 2019



Note: Commissioned officers includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chief, deputy chiefs, captains, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks. Non-commissioned officers include personnel between the rank such as corporal sergeant majors, sergeant majors, staff sergeant majors, staff sergeants, sergeants, corporals and other equivalent ranks. Additional data are available on Statistics Canada tables 35-10-0076 and 35-10-0078.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Since 2011, the RNC has reported the highest proportion of female officers each year when compared to other types of police services. In 2019, 30% of officers in the RNC were female. That year, the SQ reported 24% of their police officers as female followed by the OPP, the RCMP and total municipal police services with each reporting 22% of officers as female. Of the 894 officers employed in First Nations self-administered services, 13% (119) were female.

Of the 50 municipal police services serving a population of 100,000 or more, police services in Quebec reported the highest proportion of female officers, with Longueuil at the top with 35%, followed by Montréal at 33%. There were twenty-three police services that reported rates of female officers equal to or above the national average of 22%.¹⁸ Another twenty-six of those 50 municipal police services were found to be below the national average, with the lowest in Brantford, Ontario at 14% (Table 5). Findings of highest and lowest presence of female officers are consistent with previous years.

Less than one in ten police officers identified as visible minority

Individuals designated as visible minority population as defined by *Employment Equity Act*¹⁹ represented 22% of Canada’s population, according to the 2016 Census. In 2019, 8% of all police officers (which was unchanged from the previous year) and 11% of recruits in Canada (12% in 2018) identified as visible minorities. Visible minority officers were most prevalent in First Nation police services (24%), the RCMP (12%) and stand-alone municipals (7%).

Among the largest stand-alone municipal police services that provides visible minority data,²⁰ relatively high rates of visible minority officers were reported by Vancouver Police Department (26%), Toronto Police Service (26%), and York Regional Police Service (19%), according to the survey.²¹ However, these rates were lower than the presence of visible minority populations in these cities. According to the 2016 Census, visible minorities represent 51% of Toronto’s population, as do 49% of York’s population and 48% of Vancouver’s population.²² While one third of Montréal’s population was designated as visible minorities, the same was true for 8% of the Montréal police service’s officers.

4% of police officers identified as Indigenous

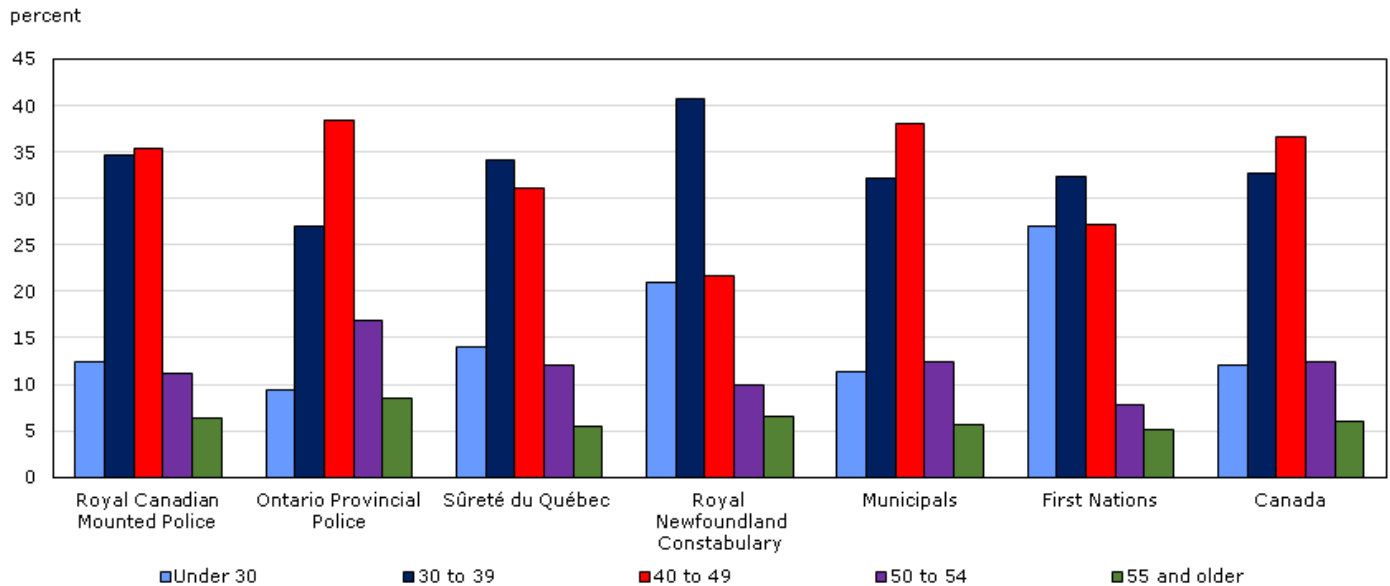
Based on the 2016 Census, it was estimated that there were 1,673,780 Indigenous people in Canada, accounting for 5% of the population.²³ Of the total number of police officers on May 15, 2019, 4% (or 2,714) reported their identity as Indigenous and 3% of recruits (or 69) self-identified as Indigenous.²⁴ In Newfoundland and Labrador, New Brunswick, Quebec and Ontario, the representation of Indigenous police officers is relatively close to the proportion of the Indigenous population for those provinces. Compared to representation in the general population, Prince Edward Island and Nova Scotia had a larger proportion of officers identifying as Indigenous. The remaining provinces had a lower proportion of Indigenous officers compared to the proportion of Indigenous people in the total provincial population.²⁵

Within First Nation police services, 63% of police officers self-identified as Indigenous. The proportion of Indigenous officers in stand-alone municipals was 1%, SQ and OPP were 2% and the RCMP reported 7%.²⁶

Overall proportion of officers aged 50 and older has grown

Succession planning in the workforce and understanding the number of employees at risk of leaving are key to ensuring sufficient resources in coming years. In 2019, 55% of Canada's police officers were over the age of 40 (Chart 8). The proportion of officers in the older age categories has been increasing since 2012, when age data were first collected. For instance, the proportion of police officers over the age of 50 has grown from 15% in 2012 to 18% in 2019.

Chart 8
Age distribution of police officers, by level of policing, 2019



Note: Information on age of police officers is not available for 0.4% of police officers employed by police services across Canada. Where age information is not available for police officers, they are excluded from percentage calculations.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

The age profile of officers varied among the different types of police services. The age profile of police officers among the RCMP, the SQ, and municipal police services are relatively close to that of the national profile. For the OPP, however, 25% of sworn officers were aged 50 years or older (Chart 8). In contrast, First Nations²⁷ police services have a much younger complement of officers, with just 13% of the sworn officers aged 50 years or older.

In addition, 11% of police officers in Canada, or 7,297, were eligible to retire as of the 2018 calendar year or the 2018/2019 fiscal year end (Table 6). This proportion has been relatively stable since 2012 when national collection started on information on eligibility to retire. Within the different types of policing services across Canada, First Nation police services had the lowest percentage of police officers eligible to retire at 4% and the RCMP the highest rate with 17%.

Number of civilians working for police services continued to grow, increasing 2% in 2019

Police services are increasingly made up of civilian members such as clerks, communications staff, managers, and other professionals. This may be due to a movement toward assigning non-sworn employees to jobs that do not require the authority or special training of a sworn police officer (Griffiths et al. 2006). It is likely also associated with areas in police services that have expanded and require specialized training such as information technology and digital solutions, business and crime analytics, social media relations, and officer and employee well-being.

In addition to sworn officers, police services employed the equivalent of 31,699 full-time individuals on May 15, 2019, an increase of 671 employees from 2018 (Table 3). This consisted of 26,878 civilian personnel (85%), 2,621 special constables (8%) and 2,200 recruits (7%).²⁸

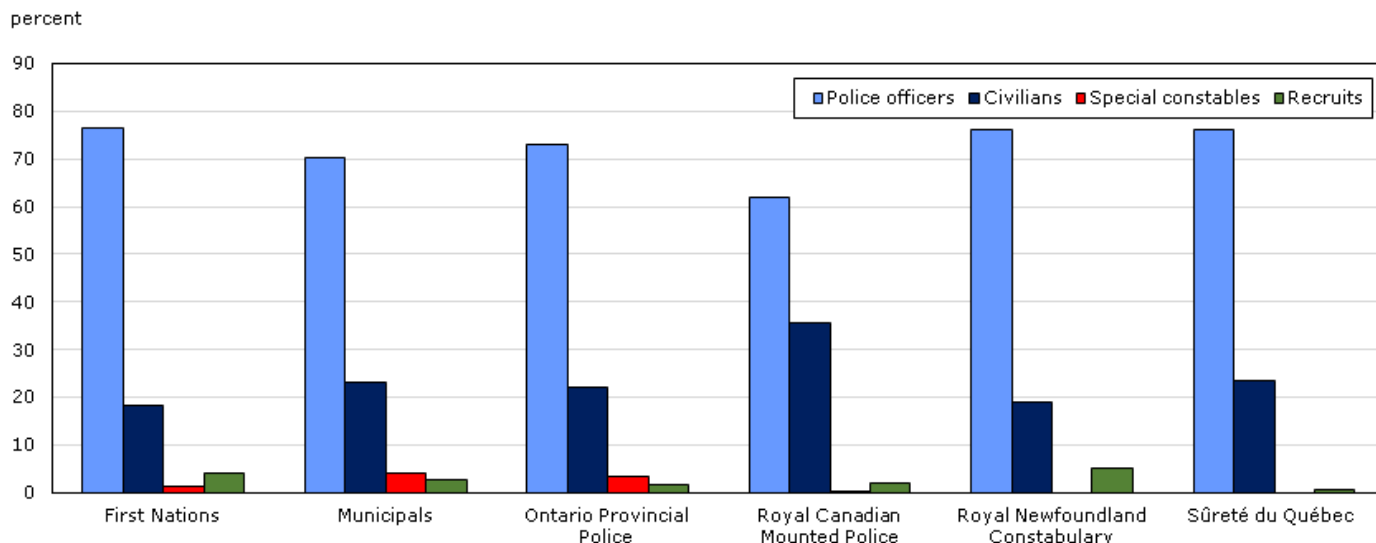
Recruits accounted for most of the overall growth in civilian personnel, with an additional 540 recruits in 2019 from the previous year. Toronto Police Service and the Montréal Police Service were the largest contributors to this increase, with 218 and 213 more recruits respectively. The number of civilian personnel increased by 50 and special constables increased by 82.

Special constables are civilian personnel who have been appointed with special constable status which gives limited authority as a police officer for a specific purpose defined in the appointment. The number of full-time equivalent special constables grew by 3% over the previous year.

The number of employees who were not sworn officers has been steadily on the rise since data collection began in 1962. At that time, these employees represented 18% of total police service personnel, compared to 32% in 2019 (Table 3).

The RCMP had the highest proportion of civilians and special constables among the different types of police services, making up 36% of their total personnel.²⁹ Civilians and special constables made up 27% of municipal police services' entire personnel, 26% of OPP's and 24% within the SQ. First Nations³⁰ police services reported 20% of their total personnel as civilian and special constables, the RNC followed with 19% (Chart 9).

Chart 9
Proportion of police personnel, by level of policing, 2019

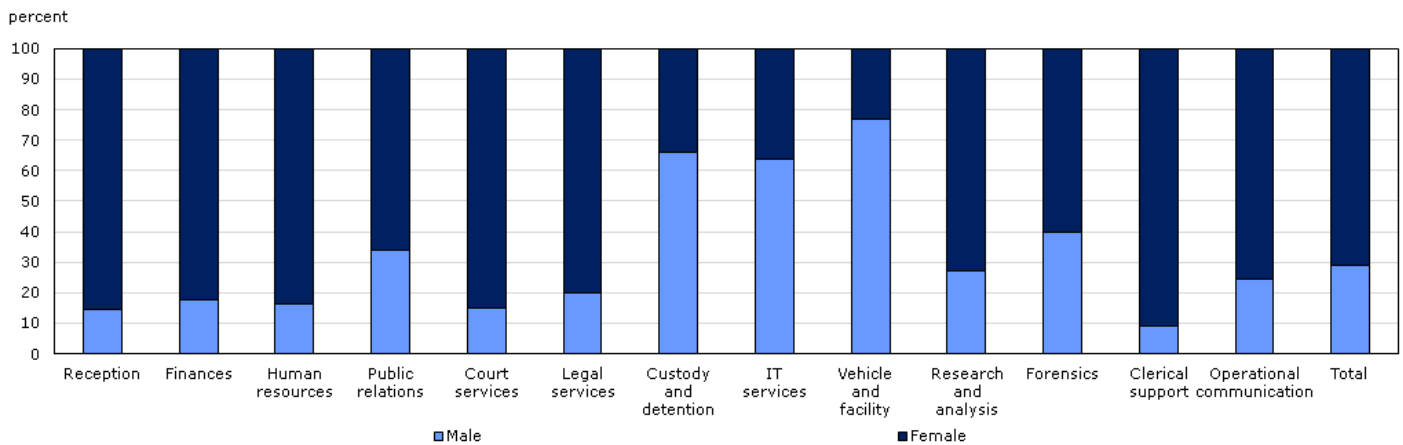


Note: All personnel, with the exception of recruits, represent the full-time equivalent counts as of May 15, 2019.
Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Women accounted for seven in ten civilians working in police services

As of May 15, 2019, women accounted for 71% of civilian personnel within police services, 35% of special constables and 26% of recruits. Based on police services other than the RCMP,³¹ women were predominantly seen in the following civilian positions: clerical, reception and front desk services, court services, human resources, finances, legal services and operational communications (Chart 10). Women were also visible in non-traditional positions such as research, custody and forensics. Overall, women accounted for anywhere from 23% of vehicle maintenance personnel to 91% of clerical staff. These proportions remained consistent between 2018 and 2019.

Chart 10
Proportion of males and females, by civilian roles, Canada, 2019



Note: This chart does not include other unspecified civilians duties and function, however this count is represented in civilian total. Royal Canadian Mounted Police was excluded from the duties and functions categories in this chart as this detail could not be provided but are included in the total column.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey

Excluding the RCMP,³² the top five duties and functions of all civilian personnel in policing were clerical (27%), operational communication (20%), information technology (10%), reception and front desk services (6%), vehicle and facility services (5%).

Municipal police services had the greatest proportion of special constables

As the demand on police services continues to expand, some police services have been employing special constables to re-distribute some tasks. Special constables take on duties such as traffic control, court services, prisoner transport and other duties that help support core functions within the police service.

Eighty-five percent of the 2,621 special constables in Canada were located in stand-alone municipal police services. The largest number of full-time equivalent special constables were reported by Toronto Police Service (1,009), Peel Regional Police Service (88), Montréal Police Service (82) and Winnipeg Police Service (81). Across stand-alone municipal police services, 54% of special constables performed duties in the area of court services, 26% in custody and detention services, and 19% in other unspecified areas. This remains relatively unchanged from 2018.

Part-time positions very rare among officers

A challenge for modern policing is the 24/7 demands of police work and the ability to respond to requests for part-time hours and leave. With the retirement of baby boomer police officers, newer generations of officers are seeking greater work / life balance due to changes in work culture and the desire to accommodate today's family model of double income and shared parental responsibilities (CBC News 2012). As well, with the recognition of the physical and mental hazards of policing comes the recognition of the need to accommodate those impacted by the high stress environment of policing (Roufa 2018; Ahlgren 2017).

Part-time officers are a rare occurrence in Canada. In 2019, there were 223 permanent part-time officers, accounting for less than half of one percent of officers. The presence of part-time workers was more prevalent in civilian positions. Among civilian personnel, 6% were employed on a permanent part-time basis. Further, 19% of all civilians held non-permanent positions.

Women accounted for 65% of part-time positions and 50% of non-permanent positions.

The largest percentage of police officers on long-term leave are on medical leave

In Canada, there were 5,090 permanent employees among police services who were on authorized leave of 12 weeks or more during the year 2018/2019, just 26 fewer than in the previous year. Among these employees, 66% were permanent police officers, 32% were civilian personnel and 2% were special constables.³³

Of police officers on long-term leave in 2018/2019, 67% (or 2,243) were on leave for medical reasons, which includes, for example, long-term disability, mental health, medical emergencies, injury while on duty etc. The number of police officers on medical leave increased by 174 from the year before. Other types of long-term leave included parental leave (20% of officers on leave, or 668) and other types of leave (13% or 425). Long-term leave may or may not have been paid by police service.

Among OPP officers on long-term leave, 75% were on leave for medical reasons. In comparison, the same was true for 71% of RCMP officers on long-term leave and 67% among stand-alone municipals (including First Nations police services).³⁴ The RNC had the lowest proportion of officers on long-term leave for medical reasons (17%), and the largest proportion on parental leave (50%).

Male officers were more likely to be on long-term leave than female officers (59% versus 41%). Parental leave and medical leave was the most common reasons for female officers to be on long-term leave (both 38%), whereas medical leave was the most common reason among male officers on long-term leave (49%).

Summary

Police services face new and unforeseen challenges every year and are continually evolving to respond to new standards and policies, advances in information and communications technology, and the needs of the diverse communities they serve.

The demand for policing continues to grow as evidenced by the 13.5 million calls for service police received in 2018/2019, 6% more than the previous year.

While costs of policing rise, the rate of officers per 100,000 has declined. In 2018/2019, costs increased in the area of salaries and wages and operating expenditures also grew along with capital expenditures. Spending on information technology increased by 9% although spending on police equipment dropped 12% from the previous year.

The rate of police strength, meaning the number of officers per 100,000 declined, although the number of recruits grew notably in 2019 which signals a move to increase the number of officers.

To support decision-makers, the ongoing collection of data from the Police Administration Survey over time will provide more understanding of changing trends in human resources and the cost-drivers for policing.

Survey description

The Police Administration Survey collects data on police personnel and expenditures from each municipal, provincial and federal police services in Canada. The following security agencies are excluded from the survey: the Canadian Security Intelligence Service, railway and military police, and government departments enforcing specific statutes in the areas of income tax, customs and excise, immigration, fisheries and wildlife. Additionally, private security services and private investigators are not included in the survey.

Data presented in this report represent police personnel as of May 15, 2019 and year-end expenditures for the 2018 calendar year or the 2018/2019 fiscal year. Full-time equivalent counts include all permanent sworn police officers available for active duty as of May 15, 2019. Part-time permanent personnel are converted to a full-time equivalent. Police expenditures represent actual operating expenditures and include salaries and wages, benefits, and other operating expenses such as accommodation costs, fuel, and maintenance, as well as capital expenditures. Expenditure data represent gross expenditure, and does not funding from external sources, or cost recovery dollars. These amounts are provided separately.

From 2012 to 2017, the Police Administration Survey included a Supplemental questionnaire which captured detailed information on hires, departures, eligibility to retire, years of service, age, education, visible minority status, and language. Due to data quality issues, some of this information is not published.

In 2018, the Police Administration Survey was redesigned, in collaboration with the policing community. The new survey provides the number of police officers, civilians, special constables and recruits employed by the police service (in full-time equivalents). The actual number (headcount) of employees by their status as paid or unpaid, permanent or non-permanent, and full or part-time, is also collected. Information for police officers is categorized by rank (i.e., commissioned officers, non-commissioned officers, and Constables) and by gender and age group. Information for civilians and special constables is provided by their duties and functions in the police service. Information on hiring, departures, long-term leave, and eligibility to retire is provided, as well as Aboriginal and visible minority identity of employees. Other questions collect data on operating expenditures broken down into salaries/wages and benefits, and other non-salary operating expenditures by type of expenditure. Information on capital expenses are also collected by type of expense. In addition, detailed spending amounts on selected types of policing information technology and police equipment is collected. Lastly, information on current and emerging issues related to policing in Canada is collected.

For more information on survey definitions and methods, refer to the Statistics Canada survey information page: Police Administration Survey.

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Notes

1. Further information on the survey's content can be found by referring to the Statistics Canada survey information page: Police Administration Survey.
2. This amount is in current dollars. Current dollars express the cost of items in terms of the year in which the expenditure occurs. Changes over time are expressed in constant dollars.
3. Percentages may not add up due to rounding.
4. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100).
5. Salaries include regular pay, overtime pay and other pay.
6. This may be due to recent allocation of increased funding by Public Safety Canada for First Nations Policing. See: Policing in Indigenous Communities; Government of Canada is investing in safer First Nation and Inuit police facilities; \$291.2 million to be invested in the safety and security of Indigenous communities
7. Costs include operational, maintenance and capital expenditures.
8. Includes citizen generated calls, police officer initiated calls or unknown source of calls. To avoid response burden, the 2019 Police Administration Survey only collected total number of calls, not type of call.
9. The development and the collection of the questions related to drug-impaired driving and the analysis of the results was funded by Public Safety Canada
10. The number of training hours on Standardized Field Sobriety Testing (SFST), Standardized Field Sobriety Testing (SFST) refresher course and Drug Recognition Expert (DRE) does not include any training hours police officers in Québec would have taken at the « l'École nationale de police du Québec ».
11. The rate of police strength is calculated using the number of permanent full-time equivalent police officers employed on the police service as of May 15, 2019. It does not include non-permanent police officers or recruits. The total number of police officers and rate of police strength includes federal, provincial, territorial, municipal and First Nations police services.

Includes Royal Canadian Mounted Police operation and corporate headquarters, training academy Depot division, and forensics labs.

12. Throughout this article, percent changes are based on unrounded rates.

13. In 2015, the Ontario Provincial Police (OPP) implemented a new municipal billing model, which reflects the provincial integrated service delivery model that does not apportion the number of officers to a Municipal boundary or contract. As a result, the OPP Municipal Contracts do not have a fixed or static number of officers assigned at the police service level, as defined by the Police Administration Survey. Therefore, as of 2015, OPP resource data are available only at the provincial level and Statistics Canada can no longer produce CMA data for Ontario. In lieu, this report is presenting data for police services serving populations of 100,000 or more. Caution should be used when comparing police services as some are regional and some are not.

14. For the purposes of analysis in this report, a change is considered stable or unchanged from the previous year if it rounds to 0%.

15. There are 50 municipal police services that serve a population of 100,000 or more. One police service has been suppressed to meet the confidentiality requirements of the *Statistics Act*.

16. Halifax Regional Police in Nova Scotia has a rate of police strength of 209. However, this rate does not include the number of police officers from RCMP Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural officers and the population they serve are added to the calculation, the rate of police strength for the Halifax Regional Police amounts to approximately 166 police officers per 100,000 population.

17. This includes permanent police officers, it excludes any police officers employed by the police service as a contract employee, casual or temporary status.

18. There are 50 municipal police services that serve a population of 100,000 or more. One police service has been suppressed to meet the confidentiality requirements of the *Statistics Act*.

19. 'Visible minority' refers to whether a person belongs to a visible minority group as defined by the *Employment Equity Act* and, if so, the visible minority group to which the person belongs. The *Employment Equity Act* defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese. The source for 2016 data is Census of Population.

20. 'Large municipal police service' refers to services serving a population of greater than or equal to 100,000 for the 2019 year. 'Small municipal police service' refers to services serving a population of less than 100,000 for the 2019 year.

21. These data are collected from police services through self-identification by personnel. As such, information on visible minority was reported as "unknown" for 25% of police officers in Canada and as "not collected by the police service" for approximately 17% of police officers. Information on Indigenous identity (which is collected through the variable 'Aboriginal identity') was reported as "unknown" for 22% of police officers in Canada and as "not collected by the police service" for approximately 20% of police officers. It is not possible to further disaggregate the data.

22. This compares the 2016 Census divisions to the police service boundaries which may not include the same census subdivisions (CSD).

23. Indigenous identity is collected through the variable 'Aboriginal identity'. The variable refers to whether the person identified with the Aboriginal peoples of Canada. This includes those who are First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who are Registered or Treaty Indians (that is, registered under the *Indian Act* of Canada), and/or those who have membership in a First Nation or Indian band. Aboriginal peoples of Canada are defined in the *Constitution Act, 1982*, Section 35 (2) as including the Indian, Inuit and Métis peoples of Canada. The source for 2016 data is Census of Population.

24. For the purposes of the Police Administration Survey, Aboriginal identity includes persons identified as First Nations persons (either status or non-status), Métis, or Inuit. The term Indigenous will be used in place of Aboriginal throughout this report.

25. Population data is provided by Statistics Canada, Centre for Demography.

26. These data are collected from police services through self-identification by personnel. As such, information on visible minority was reported as "unknown" for 25% of police officers in Canada and as "not collected by the police service" for approximately 17% of police officers. Information on Indigenous identity (which is collected through the variable 'Aboriginal identity') was reported as "unknown" for 22% of police officers in Canada and as "not collected by the police service" for approximately 20% of police officers.

27. Includes only those services with a defined self-administered agreement.

28. Percentages may not add up due to rounding.

29. Total personnel includes all full-time equivalent police officers (commissioned, non-commissioned and constables), full-time equivalent civilians and special constables, and the number of recruits reported on May 15, 2019.

30. Includes only those services with a defined self-administered agreement.
31. RCMP provided total numbers of civilians and special constables, but were unable to provide information on duties and functions.
32. RCMP provided total numbers of civilians and special constables, but were unable to provide information on duties and functions.
33. Percentages may not add up due to rounding.
34. Data for the SQ are not available for release.

Detailed data tables

Table 1
Current and constant (2002) dollar operating expenditures on policing, Canada, 1987/1988 to 2018/2019

Year	Current dollars ¹				Constant (2002) dollars ²			
	Total expenditures ³	Percentage change from previous year	Per capita cost ⁴	Percentage change from previous year	Total expenditures ³	Percentage change from previous year	Per capita cost ⁴	Percentage change from previous year
	thousands of dollars	percent	dollars	percent	thousands of dollars	percent	dollars	percent
1987/1988	4,027,809	6.8	152	5.4	5,880,013	2.3	222	0.9
1988/1989	4,389,414	9.0	164	7.6	6,164,908	4.8	230	3.5
1989/1990	4,684,760	6.7	172	4.8	6,263,049	1.6	230	-0.2
1990/1991	5,247,646	12.0	189	10.3	6,693,426	6.9	242	5.3
1991/1992	5,426,887	3.4	194	2.2	6,554,211	-2.1	234	-3.2
1992/1993	5,716,833	5.3	202	4.1	6,805,754	3.8	240	2.6
1993/1994	5,790,165	1.3	202	0.2	6,764,212	-0.6	236	-1.7
1994/1995	5,783,656	-0.1	199	-1.2	6,748,723	-0.2	233	-1.3
1995/1996	5,766,630	-0.3	197	-1.3	6,582,911	-2.5	225	-3.5
1996/1997	5,856,055	1.6	198	0.5	6,587,238	0.1	222	-1.0
1997/1998	5,989,022	2.3	200	1.3	6,625,024	0.6	222	-0.4
1998/1999	6,209,756	3.7	206	2.8	6,801,486	2.7	226	1.8
1999/2000	6,395,380	3.0	210	2.2	6,884,155	1.2	226	0.4
2000/2001	6,798,772	6.3	222	5.3	7,126,596	3.5	232	2.6
2001/2002	7,270,027	6.9	234	5.8	7,433,565	4.3	240	3.2
2002/2003	7,827,322	7.7	250	6.5	7,827,322	5.3	250	4.2
2003/2004	8,324,196	6.3	263	5.4	8,097,467	3.5	256	2.5
2004/2005	8,758,213	5.2	274	4.2	8,365,055	3.3	262	2.3
2005/2006	9,281,879	6.0	288	5.0	8,674,653	3.7	269	2.7
2006/2007	9,877,071	6.4	303	5.3	9,053,227	4.4	278	3.3
2007/2008	10,544,769	6.8	321	5.7	9,457,192	4.5	288	3.5
2008/2009	11,449,953	8.6	344	7.4	10,035,016	6.1	302	5.0
2009/2010	12,314,195	7.5	366	6.3	10,764,157	7.3	320	6.0
2010/2011	12,651,406	2.7	372	1.6	10,859,576	0.9	319	-0.2
2011/2012	12,952,744	2.4	377	1.4	10,802,955	-0.5	315	-1.5
2012/2013	13,550,728	4.6	390	3.5	11,134,534	3.1	321	2.0
2013/2014	13,596,407	0.3	388	-0.7	11,071,992	-0.6	316	-1.6
2014/2015	13,881,108	2.1	392	1.1	11,087,147	0.1	313	-0.9
2015/2016	14,208,589	2.4	398	1.6	11,223,214	1.2	314	0.5
2016/2017	14,669,412	3.2	406	2.1	11,424,776	1.8	316	0.6
2017/2018	15,144,253	3.2	414	2.0	11,613,691	1.7	318	0.4
2018/2019	15,670,293	3.5	423	2.0	11,746,847	1.1	317	-0.3

1. Dollars which express the cost of items in terms of the year in which the expenditure occurs.

2. Dollars of a particular base year, which are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index (CPI) was used to calculate constant dollars over a base year of 2002 (2002=100). Note that historical constant dollar data are revised each year as the base year for calculation changes periodically. Data from the CPI used to calculate constant dollars are the most recent data available at the time this article was produced.

3. Total operating expenditures include salaries, wages, benefits, and other operating expenses that are paid from the police service budget, as well as benefits paid from other government sources. Capital expenditures, revenues, recoveries, and those costs that fall under a police service's capital expenditures are excluded.

4. Per capita costs are calculated using population statistics based on Census 2016 estimates. Statistics Canada, Centre for Demography.

Note: While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2018 for the most recent data).

Source: Statistics Canada, Consumer Price Index and Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 2
Total expenditures on policing, current dollars, by province and territory, 2018/2019

Province and territory	Municipal police services ²					Provincial police services ³			
	2018 population ¹	Total operating expenditures	Percentage change from previous year ⁴	Capital expenditures	Total expenditures	Total operating expenditures	Percentage change from previous year ⁴	Capital expenditures	Total expenditures
Newfoundland and Labrador	525,604	...	...	...	...	58,404	-1	440	58,844
Prince Edward Island	153,584	17,056	24	259	17,316	...	...	...	...
Nova Scotia	959,500	149,267	2	2,266	151,532	...	...	...	...
New Brunswick	770,921	67,723	-3	2,123	69,846	...	...	...	...
Quebec	8,387,632	1,665,582	10	13,619	1,679,202	1,079,570	6	34,857	1,114,427
Ontario ⁵	14,318,545	4,118,758	3	203,209	4,321,968	1,183,865	3	27,181	1,211,046
Manitoba	1,353,403	321,683	3	4,566	326,248	...	...	...	...
Saskatchewan ⁶	1,162,978	235,476	10	8,980	244,457	...	...	...	...
Alberta	4,300,721	1,024,106	4	90,474	1,114,580	...	...	...	...
British Columbia	5,001,170	612,201	4	14,205	626,406	...	...	...	...
Yukon	40,612	...	...	...	...	...	...	...	...
Northwest Territories	44,956	...	...	...	...	...	...	...	...
Nunavut	38,139	...	...	...	...	...	...	...	...
Provincial and territorial total⁷	37,057,765	8,211,853	5	339,701	8,551,554	2,321,840	4	62,478	2,384,317
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	...	...	...	...	...	...	...	...	...
Canada	37,057,765	8,211,853	5	339,701	8,551,554	2,321,840	4	62,478	2,384,317

See notes at the end of the table.

Table 2 — continued
Total expenditures on policing, current dollars, by province and territory, 2018/2019

Province and territory	Royal Canadian Mounted Police						
	Contract policing expenditures ⁸	Federal and international policing expenditures ⁹	Operational support and services expenditures ¹⁰	Total operating expenditures	Percentage change from previous year ⁴	Total capital expenditures	Total expenditures
	thousands of dollars				percent	thousands of dollars	
Newfoundland and Labrador	82,108	10,116	10,444	102,668	-14	4,939	107,607
Prince Edward Island	17,847	2,683	2,463	22,992	-1	1,092	24,085
Nova Scotia	143,453	16,250	18,111	177,815	-5	16,902	194,717
New Brunswick	117,346	18,303	18,463	154,113	-9	6,324	160,437
Quebec	...	218,261	43,542	261,802	23	20,204	282,006
Ontario ⁵	237	263,611	67,161	331,009	-6	10,488	341,497
Manitoba	189,694	13,158	22,610	225,461	3	11,626	237,087
Saskatchewan ⁶	227,071	13,313	41,855	282,239	-1	15,646	297,884
Alberta	514,733	46,372	43,290	604,396	-1	29,078	633,474
British Columbia	993,418	97,120	84,089	1,174,626	-4	54,183	1,228,809
Yukon	33,592	1,963	3,507	39,062	1	1,313	40,376
Northwest Territories	56,351	1,932	3,847	62,130	-3	1,336	63,466
Nunavut	56,465	1,874	3,980	62,319	-4	3,101	65,421
Provincial and territorial total⁷	2,432,313	704,956	363,363	3,500,632	-2	176,234	3,676,866
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	308,227	227,169	1,100,572	1,635,968	8	115,328	1,751,296
Canada	2,740,540	932,125	1,463,935	5,136,601	1	291,562	5,428,163

See notes at the end of the table.

Table 2 — end
Total expenditures on policing, current dollars, by province and territory, 2018/2019

Province and territory	Total policing			
	Total operating expenditures	Percentage change from previous year ⁴	Total capital expenditures	Total expenditures
	thousands of dollars	percent	thousands of dollars	
Newfoundland and Labrador	161,072	-10	5,379	166,452
Prince Edward Island	40,049	9	1,352	41,400
Nova Scotia	327,081	-2	19,168	346,249
New Brunswick	221,836	-7	8,447	230,282
Quebec	3,006,955	10	68,681	3,075,635
Ontario ⁵	5,633,632	3	240,879	5,874,511
Manitoba	547,144	3	16,192	563,336
Saskatchewan ⁶	517,715	4	24,626	542,341
Alberta	1,628,502	2	119,552	1,748,054
British Columbia	1,786,828	-2	68,388	1,855,215
Yukon	39,062	1	1,313	40,376
Northwest Territories	62,130	-3	1,336	63,466
Nunavut	62,319	-4	3,101	65,421
Provincial and territorial total⁷	14,034,325	3	578,413	14,612,738
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	1,635,968	8	115,328	1,751,296
Canada	15,670,293	3	693,741	16,364,034

... not applicable

1. Populations are based on July 1st estimates for 2018, Statistics Canada, Centre for Demography.

2. Includes municipal stand-alone police services (i.e. municipalities with a dedicated police service, not contracted out to a provincial police service or the Royal Canadian Mounted Police). This includes First Nations communities that are not policed by a provincial police service or the Royal Canadian Mounted Police.

3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.

4. Year-over-year percent change calculations are based on unrounded current dollar amounts.

5. Excludes the Royal Canadian Mounted Police operation and corporate headquarters.

6. Excludes the Royal Canadian Mounted Police training academy depot division and forensic labs.

7. Excludes the Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensics labs.

8. Includes provincial/territorial, municipal, and Aboriginal contract policing.

9. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support) and international policing operations (peacekeeping missions, capacity building missions, and liaison missions).

10. Includes technical services and operational support; scientific, technical, and investigative support; Canadian firearms program; advance police training; transfer payments, internal services, and Canadian police culture and heritage.

Note: While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2018 for the most recent data).

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 3
Trends in police personnel, Canada, 1962 to 2019

Year	Police officers ¹			Civilian personnel ^{2,3}			Total personnel	Police officers as a proportion of total personnel	Civilian personnel as a proportion of total personnel	Police to civilians ratio
	Total	Officers per 100,000 population	Percentage change in rate ⁴	Total	Per 100,000 population	Percentage change in rate ⁴				
	number	rate ⁵	percent	number	rate ⁵	percent				
1962	26,129	140.6	...	5,699	30.7	...	31,828	82.1	17.9	4.6
1963	27,333	144.4	2.7	5,935	31.4	2.3	33,268	82.2	17.8	4.6
1964	28,823	149.4	3.5	6,655	34.5	9.9	35,478	81.2	18.8	4.3
1965	30,146	153.5	2.7	7,133	36.3	5.2	37,279	80.9	19.1	4.2
1966	32,086	160.3	4.4	7,583	37.9	4.4	39,669	80.9	19.1	4.2
1967	33,792	165.8	3.4	8,018	39.3	3.7	41,810	80.8	19.2	4.2
1968	34,887	168.5	1.6	8,351	40.3	2.5	43,238	80.7	19.3	4.2
1969	36,342	173.0	2.7	8,963	42.7	6.0	45,305	80.2	19.8	4.1
1970	37,949	178.2	3.0	9,936	46.7	9.4	47,885	79.3	20.7	3.8
1971	40,148	182.8	2.6	10,597	48.3	3.4	50,745	79.1	20.9	3.8
1972	41,214	185.5	1.5	11,762	52.9	9.5	52,976	77.8	22.2	3.5
1973	43,142	191.8	3.4	12,297	54.7	3.4	55,439	77.8	22.2	3.5
1974	45,276	198.5	3.5	12,085	53.0	-3.1	57,361	78.9	21.1	3.7
1975	47,713	206.2	3.9	13,794	59.6	12.5	61,507	77.6	22.4	3.5
1976	48,213	205.6	-0.3	14,377	61.3	2.9	62,590	77.0	23.0	3.4
1977	48,764	205.5	0.0	15,231	64.2	4.7	63,995	76.2	23.8	3.2
1978	48,705	203.2	-1.1	15,749	65.7	2.3	64,454	75.6	24.4	3.1
1979	48,990	202.4	-0.4	15,001	62.0	-5.6	63,991	76.6	23.4	3.3
1980	49,841	203.3	0.4	16,410	66.9	7.9	66,251	75.2	24.8	3.0
1981	50,563	203.7	0.2	16,999	68.5	2.4	67,562	74.8	25.2	3.0
1982	50,539	201.2	-1.2	17,738	70.6	3.1	68,277	74.0	26.0	2.8
1983	50,081	197.4	-1.9	17,342	68.4	-3.1	67,423	74.3	25.7	2.9
1984	50,010	195.3	-1.1	17,503	68.4	0.0	67,513	74.1	25.9	2.9
1985	50,351	194.8	-0.3	17,702	68.5	0.1	68,053	74.0	26.0	2.8
1986	51,425	197.0	1.1	18,273	70.0	2.2	69,698	73.8	26.2	2.8
1987	52,510	198.5	0.8	19,558	73.9	5.6	72,068	72.9	27.1	2.7
1988	53,312	199.0	0.2	19,407	72.4	-2.1	72,719	73.3	26.7	2.7
1989	54,211	198.7	-0.1	19,526	71.6	-1.2	73,737	73.5	26.5	2.8
1990	56,034	202.3	1.8	19,259	69.5	-2.8	75,293	74.4	25.6	2.9
1991	56,768	202.5	0.1	19,440	69.4	-0.3	76,208	74.5	25.5	2.9
1992	56,992	200.9	-0.8	20,059	70.7	2.0	77,051	74.0	26.0	2.8
1993	56,901	198.4	-1.3	19,956	69.6	-1.6	76,857	74.0	26.0	2.9
1994	55,859	192.6	-2.9	19,492	67.2	-3.4	75,351	74.1	25.9	2.9
1995	55,008	187.7	-2.5	19,259	65.7	-2.2	74,267	74.1	25.9	2.9
1996	54,323	183.5	-2.3	19,603	66.2	0.7	73,926	73.5	26.5	2.8
1997	54,719	183.0	-0.3	19,679	65.8	-0.6	74,398	73.5	26.5	2.8
1998	54,763	181.6	-0.7	19,383	64.3	-2.3	74,146	73.9	26.1	2.8
1999	55,321	182.0	0.2	20,169	66.3	3.2	75,490	73.3	26.7	2.7

See notes at the end of the table.

Table 3 — end
Trends in police personnel, Canada, 1962 to 2019

Year	Police officers ¹			Civilian personnel ^{2,3}			Total personnel	Police officers as a proportion of total personnel	Civilian personnel as a proportion of total personnel	Police to civilians ratio
	Total number	Officers per 100,000 population	Percentage change in rate ⁴	Total number	Per 100,000 population	Percentage change in rate ⁴				
2000	55,954	182.3	0.2	19,917	64.9	-2.2	75,871	73.7	26.3	2.8
2001	57,076	184.0	0.9	19,982	64.4	-0.7	77,058	74.1	25.9	2.9
2002	58,422	186.3	1.3	20,732	66.1	2.6	79,154	73.8	26.2	2.8
2003	59,412	187.8	0.8	21,476	67.9	2.7	80,888	73.4	26.6	2.8
2004	59,800	187.2	-0.3	22,212	69.5	2.5	82,012	72.9	27.1	2.7
2005	61,026	189.3	1.1	23,391	72.5	4.3	84,417	72.3	27.7	2.6
2006	62,461	191.8	1.3	23,911	73.4	1.2	86,372	72.3	27.7	2.6
2007	64,134	195.0	1.7	25,295	76.9	4.8	89,429	71.7	28.3	2.5
2008	65,283	196.4	0.7	25,630	77.1	0.2	90,913	71.8	28.2	2.5
2009	67,243	200.0	1.8	27,056	80.5	4.4	94,299	71.3	28.7	2.5
2010	69,068	203.1	1.6	27,357	80.4	0.0	96,425	71.6	28.4	2.5
2011	69,424	202.2	-0.5	28,142	82.0	1.9	97,566	71.2	28.8	2.5
2012	69,505	200.2	-1.0	28,202	81.2	-0.9	97,707	71.1	28.9	2.5
2013	69,250	197.4	-1.4	27,870	79.4	-2.2	97,120	71.3	28.7	2.5
2014	68,806	194.2	-1.6	28,425	80.2	1.0	97,231	70.8	29.2	2.4
2015	68,772	192.6	-0.8	28,371	79.5	-0.9	97,143	70.8	29.2	2.4
2016	68,859	190.7	-1.0	28,436	78.7	-0.9	97,295	70.8	29.2	2.4
2017	69,025	188.9	-0.9	29,052	79.5	1.0	98,077	70.4	29.6	2.4
2018 ^f	68,532	184.9	-2.1	31,027	83.7	5.3	99,559	68.8	31.2	2.2
2019	68,718	182.8	-1.1	31,699	84.3	0.7	100,417	68.4	31.6	2.2

... not applicable

^f revised

1. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.

2. Counts include civilians on the police service's payroll employed in permanent positions such as clerks, dispatchers, managers, cadets, special constables, security officers, school crossing guards and by-law enforcement officers. The Police Administration Survey only collects data on civilian employees paid for by the police service. Therefore, if civilian employees of a police service are paid for by the municipality, such as in the case of Royal Canadian Mounted Police detachments and some police services, they are not captured by the survey.

3. Special constables and recruits were included in the civilian counts prior to 2017. Starting in 2018, counts for special constables and recruits were collected in a separate question but added to the civilian counts for comparability purposes in this table.

4. Percent changes are based on unrounded rates.

5. Populations are based on July 1st, 2019 estimates from Statistics Canada, Centre for Demography.

Note: A new version of the Police Administration Survey was implemented in 2018. Data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data). Additional data are available on Statistics Canada table 35-10-0076.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 4
Police officers by level of policing, by province and territory, 2019

Province and territory	2019 population ¹	Municipal police services ²	Provincial police services ³	Royal Canadian Mounted Police		Total police officers	Police officers per 100,000 population	Percentage change in rate ⁶	
				Contract policing ⁴	Federal and other policing ⁵			2018 to 2019	2009 to 2019
			number				rate	percent	
Newfoundland and Labrador	521,542	...	400	427	75	902	173	1.0	-2.5
Prince Edward Island	156,947	97	...	96	22	215	137	-2.8	-18.3
Nova Scotia	971,395	885	...	846	121	1,852	191	-1.6	-4.7
New Brunswick	776,827	433	...	703	115	1,251	161	1.0	-11.5
Quebec	8,484,965	9,303	5,433	...	886	15,622	184	-2.6	-7.0
Ontario ⁷	14,566,547	17,989	5,602	...	1,749	25,340	174	-1.7	-11.5
Manitoba	1,369,465	1,579	...	913	129	2,621	191	1.5	-7.4
Saskatchewan ⁸	1,174,462	1,079	...	1,171	130	2,380	203	1.9	-1.8
Alberta	4,371,316	4,410	...	2,877	401	7,687	176	0.7	4.4
British Columbia	5,071,336	2,553	...	5,972	765	9,290	183	-0.9	-6.3
Yukon ⁹	40,854	...	...	120	11	131	321	-1.3	-11.3
Northwest Territories ⁹	44,826	...	...	175	19	194	433	4.9	-4.7
Nunavut ⁹	38,780	...	...	121	14	135	348	-2.4	-9.2
Provincial and territorial total¹⁰	37,589,262	38,326	11,435	13,421	4,437	67,618	180	-1.2	-7.5
Royal Canadian Mounted Police operation and corporate headquarters	...	...	...	...	849	849	...	...	...
Royal Canadian Mounted Police training academy depot division and forensic labs	...	...	...	...	252	252	...	...	...
Canada	37,589,262	38,326	11,435	13,421	5,537	68,718	183	-1.1	-8.6

... not applicable

1. Populations are based on July 1st, 2019 estimates from Statistics Canada, Centre for Demography.

2. Includes municipal stand-alone police services (i.e. Municipalities with a dedicated police service not contracted with a provincial police service or the Royal Canadian Mounted Police. Also includes First Nations police services that are not provided by provincial police services or the Royal Canadian Mounted Police).

3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, the Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.

4. Includes provincial/territorial, municipal, and Aboriginal contract policing. Contract policing refers to provincial and municipal policing services provided by the Royal Canadian Mounted Police.

5. Includes Federal policing and Departmental and Divisional Administration. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support).

6. Percent changes are based on unrounded rates.

7. Excludes the Royal Canadian Mounted Police operation and corporate headquarters.

8. Excludes the Royal Canadian Mounted Police training academy depot division and forensic labs.

9. Yukon, Northwest Territories and Nunavut are policed solely by the Royal Canadian Mounted Police.

10. Excludes the Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs.

Note: A new version of the Police Administration Survey was implemented in 2018. Data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data). Police officers calculated in this table are based on the counts for permanent full-time and permanent part-time that are calculated into full-time equivalent.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 5
Municipal police services serving a population of 100,000 or more, Canada, 2019

Municipal police services ¹	2018 population ² number	Police officers ³				2019 Hires ⁶	2019 Departures ⁶ number	Net gain or loss: hiring and departures ⁶	Police officers eligible to retire ⁶ percent
		2019 number of police officers	2019 police officers per 100,000 population ⁴ rate	Percentage change from previous year ⁵ percent	2019 Percentage of female officers				
Toronto Police Service, Ont.	2,956,024	4,790	162	-3	19	214	294	-80	9
Montréal Police Service, Que.	2,029,374	4,295	212	-5	33	139	172	-33	13
Peel Regional Police Service, Ont.	1,404,628	2,022	144	1	19	116	74	42	3
Calgary Police Service, Alta.	1,311,833	2,123	162	6	27	68	64	4	0
York Regional Police, Ont.	1,150,672	1,543	134	3	20	131	75	56	5
Ottawa Police Service, Ont.	1,007,501	1,223	121	-1	22	71	47	24	6
Edmonton Police Service, Alta.	1,004,947	1,885	188	0	20	91	70	21	7
Winnipeg Police Service, Man.	753,674	1,405	186	2	16	22	41	-19	8
Durham Regional Police Service, Ont.	683,604	904	132	3	20	61	41	20	7
Vancouver Police Department, B.C.	678,308	1,330	196	-1	26	37	48	-11	9
Halton Regional Police Service, Ont.	580,014	714	123	5	22	50	34	16	6
Waterloo Regional Police Service, Ont.	579,145	757	131	-1	22	31	37	-6	8
Québec City Police Service, Que.	578,781	719	124	-1	27	34	24	10	3
Surrey, B.C. (RCMP)	568,158	798	140	2	21	69	23	46	6
Hamilton Police Service, Ont.	567,979	X	X	X	X	X	X	X	X
Niagara Regional Police Service, Ont.	472,448	720	152	2	17	38	21	17	7
Laval Police Service, Que.	432,858	586	135	1	31	0	24	-24	9
Longueuil Police Service, Que.	421,842	611	145	0	35	20	35	-15	6
London Police Service, Ont.	414,959	590	142	-3	22	19	26	-7	7
Gatineau Police Service, Que.	282,596	393	139	-1	23	44	8	36	3
Saskatoon Police Service, Sask.	268,188	465	173	0	23	5	8	-3	8
Halifax Regional Police, N.S. ⁷	253,841	530	209	-1	20	15	13	2	11
Burnaby, B.C. (RCMP)	248,071	292	118	1	22	27	4	23	9
Regina Police Service, Sask.	233,170	397	170	-1	24	7	12	-5	3
Windsor Police Service, Ont.	229,787	471	205	11	17	55	24	31	8
Richmond, B.C. (RCMP) ⁸	209,838	245	117	7	21	34	2	32	7
Richelieu-Saint-Laurent Police Service, Que.	209,246	214	102	2	26	44	46	-2	6
St. John's, N.L. (RNC)	208,289	335	161	3	30	43	15	28	16

See notes at the end of the table.

Table 5 — end
Municipal police services serving a population of 100,000 or more, Canada, 2019

Municipal police services ¹	2018 population ² number	Police officers ³			2019 Percentage of female officers	Hires ⁶	Departures ⁶ number	Net gain or loss: hiring and departures ⁶	Police officers eligible to retire ⁶ percent
		2019 number of police officers	2019 police officers per 100,000 population ⁴ rate	Percentage change from previous year ⁵ percent					
Greater Sudbury Police Service, Ont.	168,141	261	155	0	18	10	4	6	7
Sherbrooke Police Service, Que.	166,863	209	125	3	24	18	8	10	8
Langley Township, B.C. (RCMP) ⁹	156,931	208	133	2	26	18	5	13	10
Abbotsford Police Department, B.C.	153,866	214	139	3	19	20	9	11	5
Coquitlam, B.C. (RCMP)	149,450	171	114	4	27	17	7	10	9
Saguenay Police Service, Que.	148,053	187	126	0	22	0	6	-6	7
Barrie Police Service, Ont.	147,685	240	163	3	18	8	11	-3	3
Lévis Police Service, Que.	146,080	155	106	0	24	6	6	0	12
Guelph Police Service, Ont.	140,683	201	143	2	21	11	8	3	11
Terrebonne Police Service, Que.	140,301	171	122	1	29	17	17	0	1
Kelowna, B.C. (RCMP)	138,513	196	142	2	26	9	4	5	10
Trois-Rivières Police Service, Que.	136,857	161	118	3	22	10	6	4	2
Kingston Police Service, Ont.	132,943	205	154	0	20	8	10	-2	13
Codiac Regional, N.B. (RCMP)	122,988	143	116	0	19	7	8	-1	20
Saanich Police Department, B.C.	121,032	151	125	-4	21	5	8	-3	5
Thunder Bay Police Service, Ont.	118,253	242	205	8	16	5	13	-8	7
Victoria Police Department, B.C.	110,916	238	214	-1	25	14	15	-1	10
Roussillon Regional Police Service, Que.	110,144	115	104	0	28	12	17	-5	6
Delta Police Department, B.C.	109,674	159	145	-1	21	15	6	9	16
Chatham-Kent Police Service, Ont.	105,445	164	156	1	16	9	11	-2	9
Brantford Police Service, Ont.	104,978	187	178	5	14	13	8	5	1
Red Deer, Alta. (RCMP)	104,493	173	166	-3	24	3	2	1	6

x suppressed to meet the confidentiality requirements of the *Statistics Act*

1. Refers to the municipal stand-alone police services and municipalities policed by the Royal Canadian Mounted Police (RCMP) that have a population of 100,000 or more (based on 2018 populations).

2. Populations are based on preliminary postcensal estimates for 2018 and are adjusted to follow policing boundaries. Populations according to policing boundaries for 2019 were not available in time for writing this article.

3. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents) as of May 15, 2019. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded. All recruits are excluded from the number of police officers.

4. Based on the number of police officers on May 15, 2019 and populations for 2018. Populations are adjusted to follow policing boundaries. Populations for 2019 was not yet available when writing this article.

5. Percent changes are based on unrounded rates.

6. Represents hiring of police officers and recruits, departures of police officers and eligibility to retire of police officers during the 2018 calendar or 2018/2019 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of full-time equivalent police officers employed on May 15, 2019.

7. The data in this table represents Halifax Regional Police, N.S. which has a rate of police strength of 209. However, this rate does not include the number of police officers from Royal Canadian Mounted Police (RCMP) Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural officers and the population they serve are added to the calculation, the rate of police strength amounts to approximately 166 police officers per 100,000 population.

8. Includes Vancouver International Airport.

9. Langley Township, B.C. includes both Langley Township and Langley B.C.

Note: A new version of the Police Administration Survey was implemented in 2018. Data on police strength pertain to the snapshot date (May 15, 2019 for the most recent data). Additional data are available on Statistics Canada table 35-10-0077.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.

Table 6
Hirings and departures of police officers, by province and territory, Canada, 2018/2019

Province and territory	Hirings ¹			Departures ¹			Net gain or loss: hirings and departures	Police officers eligible to retire ¹
	Total	Experienced police officers ²		Total	Retirements	Other ⁴		
		number	percent					
Newfoundland and Labrador	69	59	41	34	53	47	35	15
Prince Edward Island	7	100	0	13	38	62	-6	17
Nova Scotia	62	100	0	73	58	42	-11	15
New Brunswick	70	97	3	72	49	51	-2	17
Quebec	893	45	55	787	65	35	106	13
Ontario ⁵	1,340	24	76	1,202	68	32	138	8
Manitoba	126	79	21	88	67	33	38	9
Saskatchewan ⁶	162	91	9	82	40	60	80	9
Alberta	382	67	33	271	42	58	111	6
British Columbia	498	79	21	379	52	48	119	12
Yukon	0	...	...	2	50	50	-2	18
Northwest Territories	11	100	0	5	60	40	6	12
Nunavut	4	100	0	7	43	57	-3	10
Provincial and territorial total⁷	3,624	50	50	3,015	61	39	609	10
Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs	1	100	0	61	54	46	-60	41
Canada	3,625	50	50	3,076	61	39	549	11

... not applicable

1. Percentages may not sum to 100% due to rounding.

2. Includes senior officers, non-commissioned officers and constables who achieved the status of fully-sworn officer prior to the calendar or fiscal year for which data are shown.

3. Includes paid police officers who achieved the status of fully-sworn police officer during the calendar or fiscal year prior to the year for which data are shown.

4. Includes police officers who departed for reasons other than retirement, such as being hired by another police service, career change, death.

5. Excludes personnel from the Royal Canadian Mounted Police operations and corporate headquarters.

6. Excludes personnel from the Royal Canadian Mounted Police training academy depot division and forensic labs.

7. Excludes personnel from the Royal Canadian Mounted Police operation and corporate headquarters, training academy depot division and forensic labs.

Note: Represents hirings, departures and eligibility to retire during the 2018 calendar or 2018/2019 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of fully sworn officers employed on May 15, 2019.

Source: Statistics Canada, Canadian Centre for Justice and Community Safety Statistics, Police Administration Survey.