



Royal Canadian Mounted Police
Gendarmerie royale du Canada

Royal Canadian Mounted Police

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RCMP's 2023-24 Departmental results report

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From the Minister



**The Honourable Dominic LeBlanc, P.C. (Privy Councillor), M.P.
(Member of Parliament)**

Minister of Public Safety, Democratic Institutions, and Intergovernmental Affairs

As Canada's Minister of Public Safety, Democratic Institutions, and Intergovernmental Affairs, I am pleased to present the Royal Canadian Mounted Police's (RCMP) Departmental Results Report for the 2023-24 fiscal year.

Reflecting on its 150th year as an iconic Canadian institution, the RCMP has long stood as a pillar of public safety in Canada, with a mandate and expected results encompassing an extraordinary range of responsibilities and jurisdictions. From federal policing to specialized policing services, and contract and Indigenous policing, the RCMP's work touches nearly every aspect of Canadian society. In the 2023-24 fiscal year, the RCMP made significant progress on its commitment to recruiting and retaining a skilled and diverse workforce, ensuring a healthy and inclusive culture, and supporting excellence in operations.

The RCMP continues to serve the public, delivering advances in security, intelligence, and technology, underpinned with enhanced training and co-operation with like-minded partners.

Recognizing that criminality is always evolving and increasingly transnational in nature, the RCMP continued to support Canada's efforts by working closely with domestic and international partners to disrupt criminals that develop malware, provide cybercrime services, and undertake financial fraud. In 2023-24, the RCMP collaborated with law enforcement partners to seize Genesis Market and LockBit sites, both global criminal websites, showcasing the RCMP's capability to work cooperatively to tackle sophisticated cyber threats. Demonstrating the RCMP's effectiveness in protecting Canadians from financial harm, the RCMP supported hundreds of law enforcement requests, delivered over 600 prevention and awareness activities, and disrupted 9,000 attempted fraud events.

To keep cities and communities safe from gun violence, the RCMP continued to make advances in firearms tracing and international collaboration. Québec and Ontario's firearms tracing databases were onboarded into the RCMP's national data repository, providing a comprehensive view of firearm tracing in Canada, and a model for other jurisdictions toward enhancing the ability to track and prevent gun-related crimes. New hand gun legislation provided the RCMP with new legislative tools and penalties to prevent the sale of handguns to high-risk individuals and the use of 3D printers for firearm manufacture. In support of these changes in 2023-24, the RCMP provided training to over 1,000 law enforcement, including RCMP, personnel.

To ensure it is prepared for the future, including evolving criminal threats, the RCMP continues to improve its operations and training. Body-worn cameras were field-tested by 300 frontline police officers in preparation for full deployment, showcasing a role for technology in policing. The roll-out of the Diverse and Inclusive Pre-Cadet Experience, aimed at removing barriers for racialized and underrepresented individuals aspiring to join the RCMP, and advances made at the Canadian Police College ensure improved program delivery is achieved by the launch of a new digital

learning platform. This marked a significant step toward increasing diversity in law enforcement and supporting the RCMP's top priority of recruiting and retaining a skilled and diverse workforce.

The development of the National Reconciliation Pathway, in collaboration with an Indigenous consulting firm, prioritized an Indigenous lens in this work. Engagement sessions in 14 communities and enhanced partnerships with local restorative justice programs underscored a commitment to building strong, community-based working relationships.

Achievements in 2023-24 highlight the RCMP's unwavering dedication to its broad mandate and its continuous efforts to adapt and respond to the evolving needs of Canadian society. From enhancing technological capabilities and improving operational efficiency to fostering stronger community relationships and prioritizing diversity and inclusion, the RCMP remains steadfast in its commitment to public safety and national security.

Results – what we achieved

Core responsibilities and internal services

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Core responsibility 1: Federal Policing

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Description

Federal Policing addresses the most serious and complex criminal threats to the safety and security of Canadians and Canadian interests, including democratic institutions, economic integrity, and physical and cyber infrastructure. Through Federal Policing, the RCMP prevents, detects, and investigates national security threats, cybercrime, and transnational and serious organized crime, including financial crime. In addition, it enforces federal statutes, conducts international policing activities, and upholds Canada's border integrity and the security of significant government-led events, designated officials, and dignitaries.

Progress on results

This section presents details on how the department performed to achieve results and meet targets for Federal Policing. Details are presented by departmental result.

Table 1: Targets and results for Federal Policing

Tables 1.1 and 1.2 provide a summary of the target and actual results for each indicator associated with the results under Federal Policing.

Table 1.1: Canada and Canadian interests are safe and secure against serious and complex criminal threats

| Departmental Result Indicators | Target | Date to achieve target | Actual results |
|--|------------------|------------------------|--|
| Percentage of cleared Federal Policing-led files that were cleared by charge | To be determined | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 14% • 2022-23: 22% • 2023-24: 71.7% |
| Degree to which Federal Policing disrupted criminal activities and networks domestically and abroad | At least 3 | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: Not available • 2022-23: Not available • 2023-24: Not available |
| Percentage of Policing Partners and Stakeholders who agree that the RCMP is effectively responding to National Security, Transnational and Serious Organized Crime, and Cybercrime threats | 75% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 59% • 2022-23: 57% • 2023-24: Not available |

Table 1.2: Canada's most fundamental democratic and social institutions are secured through ensuring the safety and security of protected persons, sites, government-led events, and Canadian air carriers

| Departmental Result Indicators | Target | Date to achieve target | Actual results |
|---|------------------|------------------------|--|
| Percentage of Federal Policing Partners and Stakeholders who agree with the statement, "Protective Operations contribute to keeping the public and Canadian interests safe" | To be determined | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: Not available • 2022-23: 80% • 2023-24: Not available |

Additional information on [the detailed results and performance information](#) for the RCMP's program inventory is available on GC InfoBase.

Details on results

The following section describes the results for Federal Policing in 2023-24 compared with the planned results set out in the RCMP's [departmental plan](#) for the year.

▼ Result 1: Canada and Canadian interests are safe and secure against serious and complex criminal threats

The RCMP's ability to use and continuously improve its investigative and intelligence techniques and policies, including dedicated governance, is critical to its ability to serve the public at home and abroad.

Investigations and Intelligence

In 2023-24, the RCMP:

- enhanced its capability to support the enforcement of the *Special Economic Measures Act*, as guided by Global Affairs Canada, including raising awareness among investigators, prosecutors and other partners in Canada's sanctions regime
- developed a strategy to respond to the increased use of cryptocurrency in crime, and worked with Integrated Money Laundering Investigative Teams to better tackle complex money laundering activities
- re-adjusted the RCMP's footprint between border ports of entry, to align with the changes brought by the Additional Protocol to the Safe Third Country Agreement
- developed a draft Arctic strategy aligned with the approaches of domestic partners and international allies in the Arctic Region, to reinforce the RCMP's footprint in the Arctic, strengthen relationships with key domestic and international partners, and to disrupt threats
- successfully facilitated and deconflicted several domestic hardened and secure communication operations, and established the RCMP as a

leader in the field with several partner countries moving to adopt the RCMP's automated attribution tool

- disrupted drug trafficking connections between multiple countries, including Canada, as well as the import/export of controlled substances to Ontario, Québec, and British Columbia
- successfully participated in Operation Cronos, an operation aimed at the takedown of the LockBit ransomware group
- effectively assessed and mitigated potential threats involving Canadian citizens who were detained overseas and returned to Canada
- developed a national strategy to enhance the education and understanding of the threat of ideologically motivated violent extremism
- responded to threats of foreign actor interference against Canada and Canadians, in partnership with international and domestic partners
- increased awareness and provided training to policing and government agencies worldwide to support survivors of violent crimes, including Canadians affected by terrorism and mass casualties, through trauma-informed care and a victim-centered approach
- produced and shared intelligence products to support enforcement and disruption actions against threat actors undermining Canadian interests and the Canadian economy, and in support of the Government of Canada Inter-Departmental Task Force on Haiti
- established a new relationship with Homeland Security in the United States to prevent illicit weapons proliferation and trafficking
- supported intelligence capacity building initiatives in Mexico, Colombia, the Dominican Republic, Jamaica, Costa Rica, Moldova, Kenya, Armenia, Sri Lanka, Seychelles, and Indonesia

International Operations

In 2023-24, the RCMP:

- developed specialist capabilities in the Indo-Pacific region with the deployment of a new Director of Capacity Building in Jakarta and the training of new cyber-focused Liaison Officers operating in Seoul, Tokyo, and Sydney
- deployed two Financial Crime Specialists under the Canadian Police Arrangement to the International Anti-Corruption Coordination Centre in London, United Kingdom
- signed a Memorandum of Understanding with the Los Angeles High Intensity Drug Trafficking Areas task force to leverage specialized international capabilities, and to prevent illicit drugs from entering Canada
- advanced the implementation of the *Avoiding Complicity in Mistreatment by Foreign Entities Act* by formalizing processes and risk assessment tools in support of information sharing with foreign entities

- enhanced information-sharing and operational coordination with the international law enforcement and intelligence community by deploying members to the Caribbean region, including to Haiti and the Dominican Republic
- revitalized the relationship with Ukrainian law enforcement and worked to reconstitute the Canadian Police Mission in Ukraine through the deployment of two Senior Police Advisors to the region
- boosted counter terrorism capacity-building initiatives in the Asia Pacific, Western Africa, and Sahel regions
- delivered eight courses to Colombian and Mexican partners on Human Source Management, Operational Intelligence Analysis, and Interviewing Techniques
- advanced the role of women in global peace and security through the deployment of two year-long positions to the [United Nations Office of the Special Coordinator on the Prevention of Sexual Exploitation and Abuse](#) and the [United Nations Office of the Victims Rights Advocate](#)
- renewed its commitment to the United Nations Pre-Selection Assistance and Assessment Team training and delivered two training sessions to women police officers from Djibouti and Rwanda interested in serving on a United Nations mission

National Governance

In 2023-24, the RCMP:

- supported law enforcement efforts through a myriad of research projects, consultations, and publications shared with over 3,000 network partners on themes, including emerging tactics used by transnational criminals to evade law enforcement, reducing crime victimization, and increasing quality reporting to police
- enhanced employee development through the coordination of two national operational information sessions for law enforcement and critical infrastructure audiences in British Columbia and Nova Scotia
- released the [RCMP Federal Policing Annual Report 2022](#)

▼ Result 2: Canada's most fundamental democratic and social institutions are secured through ensuring the safety and security of protected persons, sites, government-led events, and Canadian air carriers

The protection and safety of legislated and specific individuals, and sites, is critical for the sustainability of Canada's constitutional government, and the RCMP's effectiveness in this role is evident.

Protective Operations

In 2023-24, the RCMP:

- provided protective services to foreign and Canadian dignitaries on 2,720 occasions, including to secure the visit of Ukrainian President

Volodymyr Zelenskyy to Canada, the CARICOM summit, and the state funeral of former Prime Minister Brian Mulroney

- implemented a centralized governance model to ensure that Canadian Air Carrier Protective Program resources are aligned with operational demand

Key risks

During 2023-24, Federal Policing continued to implement mitigation strategies to address areas of higher risk identified in the 2023-24 Departmental Plan and 2020 Environmental Scan. Specifically, in 2023-24, the RCMP:

- kept pace with an evolving threat environment in the ideologically motivated violent extremism space, including by offering training internally and to partner agencies, and through ongoing consultations with the Five Eyes community to create an advanced security course on ideologically motivated violent extremism
- worked to educate and mitigate the threat of foreign actor interference by: developing awareness documents in up to 11 different languages for the public and law enforcement; engaging with local provincial agencies, investigators and support teams to provide an understanding of mitigation processes in investigations; and enabling call takers within the RCMP to better understand and record complaints provided by persons reporting foreign actor interference occurrences
- responded to rising international insecurity and instability in Haiti and Ukraine by developing strategic partnerships with neighbouring countries to facilitate assistance efforts; however, continued to face challenges releasing police officers for international operations due to recruitment and retention pressures
- employed a variety of solutions to address challenges around the attraction and retention of skilled personnel, such as initiatives to recruit skilled computer personnel, and automating and digitizing processes

Resources required to achieve results

Table 2: Snapshot of resources required for Federal Policing

Table 2 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

| Resource | Planned | Actual |
|----------|-----------------|-----------------|
| Spending | \$1,029,516,722 | \$1,161,734,103 |

| Resource | Planned | Actual |
|-----------------------|---------|--------|
| Full-time equivalents | 4,982 | 5,037 |

Complete [financial](#) and [human resources](#) information for the RCMP's program inventory is available on GC InfoBase. Additional information related to financial and human resources results versus the Departmental Plan can be found in Chart 1 and within the Budgetary performance summary section.

Related government priorities

▼ Gender-based analysis plus

In 2023-24, Federal Policing:

- worked to reduce discrimination in the workplace by removing personal identifiers to eliminate potential bias in the recruitment process and developed gender neutral standard operating procedures, directives, and policies
- partnered its Covert Operations branch with the RCMP's Gender-Based Analysis Plus (GBA Plus) Centre of Expertise to co-develop and co-deliver GBA Plus training to program personnel that is tailored to the operational context of covert operations
- created opportunities for employees to share their lived experiences about advancements and set-backs related to equity, diversity, and inclusion, as well as to hear from guest speakers and subject matter experts about topics such as racism, discrimination, and bias
- applied GBA Plus in the Witness Protection Program as part of its protectee admission process and targeted its staffing efforts to employ personnel from diverse backgrounds and experiences to better reflect the changing needs of the program and the environment in which it operates
- prioritized diversity in International Policing's recruitment efforts by exceeding the 2023 Uniformed Gender Parity Strategy targets by 20%, in which 45% of its peace operations personnel were represented by women
- increased the International Program's representation of women deployed overseas through deploying two Canadian women police officers to the [UN Office of the Special Coordinator for Sexual Exploitation and Abuse](#) and the [Office of the Victims' Rights Advocate](#) at UN Headquarters in New York
- advanced the Women, Peace, and Security agenda by promoting GBA Plus initiatives abroad and addressing sexual and gender-based violence in vulnerable populations

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

The RCMP is working to support the [United Nations 2030 Agenda for Sustainable Development](#) and the Sustainable Development Goals across all of its core responsibilities. Details for Federal Policing are provided below.

Sustainable Development Goal #5: Achieve gender equality and empower all women and girls

- deployed police instructors to the United Nations Pre-Selection Assistance and Assessment training projects, which helped increase the number of women police officers from selected countries serving on United Nations peacekeeping missions by preparing candidates to meet United Nations testing requirements
- supported the [Elsie Initiative for Women in Peace Operations](#) and collaborated with the Zambia Police Service to establish bilateral technical assistance and training initiatives that assisted capacity efforts to train women security sector professionals
- increased the deployment of women to international peace operations

Sustainable Development Goal #16: Promote just, peaceful and inclusive societies

- contributed to the third [Canadian Action Plan on Women, Peace and Security](#), which recognizes Canada's role in ensuring that its policies, programs, and initiatives positively affect diverse groups of women and girls – both domestically and internationally

More information on the RCMP'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](#).

▼ Innovation

In 2023-24, Federal Policing:

- evaluated and procured new technology solutions designed to enhance financial crime analysis and cryptocurrency-enabled investigations and supported investigations with technological advancements in transcription and translation services
- implemented digital notetaking in Federal Policing Covert Operations in compliance with policy, legislation, and case law standards
- digitized the RCMP's National Security Information Network triage workflows onto a central collaboration platform
- integrated the Canadian stolen motor vehicle records with the [INTERPOL Stolen Motor Vehicle](#) database, to provide member countries

better opportunities to both interdict stolen motor vehicles in transit and disrupt involved criminal groups

- created the INTERPOL Ottawa Fugitive Apprehension Support Team, leading to the capture of a number of significant Canadian fugitives wanted at home and abroad

Program inventory

Federal Policing is supported by the following programs:

- Federal Policing Investigations
- Federal Policing Intelligence
- Federal Policing National Governance
- Federal Policing International
- Federal Policing Protective Operations

Additional information related to the program inventory for Federal Policing is available on the [Results page on GC InfoBase](#).

Core responsibility 2: Specialized Policing Services

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Description

Externally, the RCMP provides specialized and technical services to all Canadian law enforcement agencies, which include advanced training for law enforcement; national criminal data repositories; firearms regulation and licensing; and investigative tools and services, including forensics, identification, firearms, and child exploitation. Internally, a diverse range of technical services are also provided to advance RCMP operations and investigations, such as the collection of digital evidence and cybercrime intelligence, the delivery of policing information technology tools, and the implementation of departmental and personnel security standards.

Progress on results

This section presents details on how the department performed to achieve results and meet targets for Specialized Policing Services. Details are presented by departmental result.

Table 3: Targets and results for Specialized Policing Services

Table 3.1 provides a summary of the target and actual results for each indicator associated with the results under Specialized Policing Services.

Table 3.1: Modern specialized police services and technologies support law enforcement and the public

| Departmental Result Indicators | Target | Date to achieve target | Actual results |
|--|--------|------------------------|--|
| Percentage of policing partners and stakeholders who strongly agree or agree with the statement, "Overall, the RCMP provides high quality scientific, technical, and investigative services" | 80% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 69% • 2022-23: 65% • 2023-24: Not available |
| Percentage of National Cybercrime Coordination Unit law enforcement partners who agree with the statement "My organization is satisfied with the assistance or investigational support provided by the National Cybercrime Coordination Unit and the Canadian Anti-Fraud Centre" | 80% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 72% • 2022-23: 68% • 2023-24: Not available |
| Percentage of forensic laboratory requests completed within target time, by program: Biology | 80% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 62% • 2022-23: 56% • 2023-24: 38% |
| Percentage of forensic laboratory requests completed within target time, by program: Toxicology | 80% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 33% • 2022-23: 36% • 2023-24: 88% |

| Departmental Result Indicators | Target | Date to achieve target | Actual results |
|---|--------|------------------------|--|
| Percentage of forensic laboratory requests completed within target time, by program: Firearms and Toolmark Identification | 80% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 82% • 2022-23: 86% • 2023-24: 76% |
| Percentage of forensic laboratory requests completed within target time, by program: National Anti-Counterfeiting Bureau | 80% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 98% • 2022-23: 61% • 2023-24: 71% |
| Percentage of forensic laboratory requests completed within target time, by program: Trace evidence | 80% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 84% • 2022-23: 65% • 2023-24: 56% |

Additional information on [the detailed results and performance information](#) for the RCMP's program inventory is available on GC InfoBase.

Details on results

The following section describes the results for Specialized Policing Services in 2023-24 compared with the planned results set out in the RCMP's [departmental plan](#) for the year.

▼ Result 1: Modern specialized police services and technologies support law enforcement and the public

The RCMP's ability to offer consistent and modernized specialized policing services to all Canadian law enforcement partners is critical to its ability to support the achievement of public safety from coast to coast to coast.

Firearms Investigative and Enforcement Program

In 2023-24, the RCMP:

- renewed a Memorandum of Understanding with the United States Bureau of Alcohol, Tobacco, Firearms and Explosives to prevent

smuggling and trafficking of firearms and ensure continued access to the Alcohol, Tobacco and Firearms eTrace database

- hosted 17 information sessions with law enforcement partners and Government of Canada officials to enhance their knowledge of firearms, firearms parts, and privately manufactured firearms
- established a strong working relationship, including training and information sharing, with the National Cybercrime Coordination Centre and the Tactical Internet Open Source Unit
- worked with Canada Border Services Agency to actively monitor and identify targets associated with firearms-related 3D printing, trafficking, and threats
- delivered four 3D printing and illicit firearms manufacturing workshops with representatives from national and international RCMP partner agencies, and provided technical assistance on firearms identification, and changes to legislative and regulatory requirements, to more than 1,000 law enforcement and Government of Canada officials
- implemented new reporting and analytic tools that contribute to identifying the source of crime guns in Canada and improved access to the Canadian National Firearms Tracing Centre data repository to promote target detection and identify potential investigative leads
- onboarded the Québec and Ontario firearms tracing databases to the RCMP's national data repository to provide an overall picture of firearm tracing in Canada

Firearms Licensing and Registration Program

In 2023-24, the RCMP:

- improved access to firearms regulatory services by developing and implementing a proof-of-concept initiative to bolster firearms license eligibility screening for certain high-risk individuals
- disseminated timely and accurate information for all client-facing employees via a new collaborative information portal
- rolled out new online services for licencees via the Canadian Firearms Digital Services Solution, including the ability to apply for minor licences via the Individual Web Services portal, allowing the digital reporting of safety course instructor information and input, and implementing a new, secure, two-way communication application for clients
- in keeping with recently approved legislation, implemented the government's 'handgun freeze' policy that prohibits the issuance of handgun registration certificates to individuals subject to exemptions specified in the Firearms Act

Canadian Police College

In 2023-24, the RCMP:

- expanded outreach with academia and fostered partnerships with post-secondary institutions to develop and deliver executive-level professional development training in leadership, and collaborated with local non-governmental community organizations to develop and deliver conflict-competent leadership training
- launched the new digital learning platform for improved program delivery, to increase accessibility and enhance the delivery of specialized education and training, through in-person, hybrid and distance learning options
- implemented a series of program-level data collection templates to support more informed data-driven decision-making, alongside a suite of digital communication tools to engage more efficiently and effectively with clients and stakeholders

Criminal Intelligence Service

In 2023-24, the RCMP:

- developed a new intelligence system for serious and organized crime and held 30 training and information sessions to ensure the system meets the collective needs of senior executives and end users
- provided timely, relevant, and accurate intelligence and in-depth analysis of organized crime-related issues and criminal markets to further inform the coordination and prioritization of targeting decisions by the law enforcement community
- ensured actionable intelligence was provided to decision-makers by undertaking regular feedback sessions with executive-level strategic direction bodies and clients, and improved workforce capabilities through learning and feedback sessions
- ensured assessments were made more transparent for public dissemination and discussion, such as the Public Report on *Organized Crime Involvement in Vehicle Theft*
- enhanced the integrated threat assessment process by implementing new criteria and intelligence collection processes to improve the quality and the quantity of intelligence, and established a formal priority identification process to focus intelligence collection and assessment, and the functioning of national working groups, to ensure alignment with priorities

Departmental Security

In 2023-24, the RCMP:

- published several tools, guides, and frameworks to support a consolidated approach to coordinating and managing information communication and technology security events, incidents, threats, and vulnerabilities, as well as issued over 12 standards to complement existing policies

- progressed in the development of the National Insider Risk and Aftercare Program, a three-pillar program that works in concert to prevent, detect, and respond to insider risks
- created tailored information communication and technology security training for specialized groups with access to sensitive and classified information, and two new internal security training courses

Forensic Science and Identification Services

In 2023-24, the RCMP:

- ensured compatibility of the Laboratory Information Management System with updated software, released a new version of the Forensic Case Management Utility, and updated workflows in National Forensic Laboratory Services, which increased toxicology and biology service efficiency
- updated the Integrated Forensic Identification Services' Identification Statistical Report System, which increased the level of detail and improved accuracy of reporting
- signed a Memorandum of Understanding with the Firearms Secretariat of Saskatchewan to facilitate remote access to the Canadian Integrated Ballistics Identification Network for Saskatchewan law enforcement agencies
- increased submissions and capacity to the ballistics network, which led to 1,521 matches being shared with law enforcement
- trained staff on recently implemented expert DNA interpretation software for use in all serious violent crimes

National Cybercrime Coordination Centre

In 2023-24, the RCMP:

- developed actionable intelligence and coordinated multinational and multi-jurisdictional cyber investigations, one of which resulted in 9 arrests, 9 property searches, and 61 engagements, alongside international law enforcement partners from 17 countries, toward suspected users of the Genesis Market in Canada, a large global criminal website for selling stolen credentials and access to online accounts of individuals and businesses
- advised businesses and organizations of ransomware threats targeting their digital assets, via a victim notification process, and shared decryption tools to counter ransomware in support of domestic and international cybercrime investigations
- provided cryptocurrency tracing, analysis, and intelligence results in support of law enforcement investigations against cyber criminals and fraudsters
- assisted operations through the release of the National Cybercrime Solution, with full implementation planned in 2024-25

- participated in cybercrime prevention efforts which included joining the International Cyber Offender Prevention Network's international online prevention campaign aimed at educating individuals on illegality and subsequent negative impacts of denial of service attacks
- provided cyber behavioural analysis support to Canadian cybercrime investigations, in the form of forensic linguistic analysis, target profiles, behavioural threat assessments, and interview strategies

Canadian Anti-Fraud Centre

In 2023-24, the RCMP:

- worked on 1,075 operational support files, processed 815 law enforcement requests for assistance, and worked on 260 proactive operational files, including Operation Tripartite, a joint investigation of a tech support fraud with Peel Police and the United States Federal Bureau of Investigation, leading to arrests in the United States, Canada, and India
- undertook 691 fraud prevention and awareness activities, which included addressing 491 media requests, completing 160 fraud presentations, and issuing 43 fraud bulletins
- reached approximately 59.1 million people online during March 2024 "Fraud Prevention Month"
- disrupted 9,000 attempted fraud efforts, leading to over \$1 million in financial recoveries for Canadian victims

Operational Information Management and Information Technology (IM/IT) Services

In 2023-24, the RCMP:

- revalidated The Connected RCMP Digital Policing Strategy to ensure it remained a value-added management tool to enable effective decision-making
- field-tested body-worn cameras with 300 frontline police officers prior to full deployment of the technology in support of increased transparency
- developed an RCMP Data Strategy, informed by the first national RCMP Data Summit, to promote increased data accessibility
- modernized digital workspaces and increased collaboration between employees by implementing additional applications under the Microsoft 365 suite, such as SharePoint and OneDrive
- realigned the Access to Information and Privacy Branch under IM/IT Services to improve output, leading to a 56% increase in efficiency compared to 2022-23

Sensitive and Specialized Investigative Services

In 2023-24, the RCMP:

- shared evidence-based tools, techniques, training, and best practices and advanced the Psychological Care International Research Project to enhance employee resiliency and personal growth related to the various stressors and potential effects of working with sensitive and graphic materials
- prioritized identification and monitoring of international travelling-high-risk registrants – the 32,419 who exist in the National Sex Offender Registry database and who are required by court order to comply with obligations set out in the *Sex Offender Information Registration Act*
- created a suite of courses, including the Missing Persons Investigator Course, the AMBER Alert Investigator Course, and the Charging Guidelines Course to share best practices with RCMP investigators and outside agencies
- improved collaboration with partners through the *National Centre for Missing Persons and Unidentified Remains'* Return Support Discussion pilot project, to increase understanding and to strengthen education and prevention efforts
- developed and deployed specialized investigative techniques via the Operational Child Exploitation Analytical Network across Canada
- developed new and expanded existing partnerships within the Philippines and with Five Eyes agencies by deploying an RCMP Liaison Officer to Manila, in order to advance investigations and collaborate with domestic and foreign partners to combat child sexual exploitation and transnational child sex offending
- improved collaboration through partnership with the RCMP International Capacity Building Program to offer phased interview model training to national police forces in Iraq, Sri Lanka, and Mexico, and provided security screening investigative techniques courses to the Haitian National Police as a means of combating corruption within their organization

Specialized Technical Investigative Services

In 2023-24, the RCMP:

- increased access to modern tools, technology, and equipment through the delivery of new Global Positioning Software, incorporated the use of technology to assist in the translation of lawfully collected audio evidence to reduce the backlog for operational files, and enhanced video collection capability
- increased collaboration with Five Eyes partners, RCMP divisions, and other law enforcement agencies and stakeholders to develop and share training expertise, best practices, and improve interoperability
- enhanced the security of the public and protected persons during large-scale events through modernized technical capabilities improved

the physical security of RCMP-managed facilities through system and network service upgrades

- addressed the risks associated with the malicious use of drones through collaboration with international and domestic partners
- implemented modernization initiatives within the Air Services program, with enhancements to program capacity and capabilities including the acquisition of the Drone Program and development of a fleet renewal modernization plan

Key risks

During 2023-24, Specialized Policing Services continued to implement mitigation strategies to address areas of higher risk identified in the 2023-24 Departmental Plan and 2020 Environmental Scan. Specifically, the RCMP:

- kept pace with technological advances through implementation of the National Cybercrime and Fraud Reporting System, a public reporting platform for witnesses and victims of cybercrime and fraud, using agile and user-focused development techniques
- incorporated rapidly changing technological advances by leveraging internal partners to train forensic science and identification employees on advanced scientific instrumentation, modernized DNA interpretation, and chemical profiling of 3D printed firearms
- staffed forensic science and identification services vacancies, including completing understudy training of several key positions to augment efficiency in operations and improve client service
- recruited personnel from across Canada to work at the Canadian Police College by leveraging opportunities for casual employees with specialized skills and student employment programs
- developed the Canadian Police College’s workforce to meet evolving technology trends and digital work environments by providing employee training opportunities and internal assignments for cross-training to broaden digital learning and design expertise to support users of the new digital learning platform

Resources required to achieve results

Table 4: Snapshot of resources required for Specialized Policing Services

Table 4 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

| Resource | Planned | Actual |
|----------|---------------|---------------|
| Spending | \$610,000,207 | \$758,610,631 |

| Resource | Planned | Actual |
|-----------------------|---------|--------|
| Full-time equivalents | 4,111 | 3,828 |

Complete [financial](#) and [human resources](#) information for the RCMP's program inventory is available on GC InfoBase. Additional information related to financial and human resources results versus the Departmental Plan can be found in Chart 1 and within the Budgetary performance summary section.

Related government priorities

▼ Gender-based analysis plus

In 2023-24, Specialized Policing Services:

- conducted an analysis of the Technical Investigative Services program to ensure that work practices and the work environment consider Gender-Based Analysis Plus (GBA Plus)
- conducted usability testing with and collected feedback from a variety of users to ensure accessibility and ease of use for all clients of the Canadian Firearms Digital Services Solution project
- completed national-level physical security assessments and site reviews of RCMP facilities that included the consideration of mixed-gender use of space, vulnerabilities, and the incorporation of safeguards to eliminate or mitigate security risks within these environments
- led the review to modernize the regular member Applicant Questionnaire and, with Human Resources, implemented GBA Plus recommendations
- updated processes to consider key demographics and groups, such as victims of cybercrime (for example senior citizens) and women in the cyber security workforce
- collected data from reporting Canadians on their gender and identity, Indigenous identity, age, languages spoken, ethnicity, and potential heightened risk factors for victimization – such as newcomers to Canada, or those from lower income groups – to help inform cyber policies and operational approaches
- updated existing programming on intimate partner violence, including by collaborating with issue-related stakeholders to develop advanced training in the investigation of sexual violence and the investigation of online child exploitation

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

The RCMP is working to support the [United Nations 2030 Agenda for Sustainable Development](#) and the Sustainable Development Goals across all of its core responsibilities. Details for Specialized Policing Services are provided below.

Sustainable Development Goal #5: Achieve gender equality and empower all women and girls

- hired women at the director-level in IM/IT roles, including IT roles that were traditionally occupied by men, thereby achieving a 44% representation of women on the leadership team
- launched a mentorship program for selection processes to ensure all employees, including women, could position themselves to successfully compete for employment opportunities in the public service

Sustainable Development Goal #16: Promote just, peaceful and inclusive societies

- pursued online child sexual exploitation investigations, identified victims to remove them from abusive situations, and brought offenders to justice, including those who offended abroad
- increased the number of identified Canadian victims uploaded to the International Child Sexual Exploitation Database, managed by INTERPOL, by approximately 16%, from 2,888 to 3,353 to further support investigations and minimize duplication of efforts
- shared information about potentially dangerous travelling child sex offenders to foreign law enforcement, using the provisions for prevention under the authority of the [Sex Offender Information Registration Act](#), including 33 proactive disclosures with foreign law enforcement about potentially dangerous travelling child sex offenders, and made 3,250 individual travel reports where a registered sex offender reported travel to an address outside of Canada

More information on the RCMP'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](#).

▼ Innovation

In 2023-24, Specialized Policing Services:

- utilized data collection and calculations to create a physical security risk-based scoring system for facilities across the country
- developed the National Cybercrime and Fraud Reporting System, a single reporting software platform that makes it easier for Canadians to report that they were a witness or victim of cybercrime or fraud

- developed the National Cybercrime Solution, an internal information technology and management solution used to support cybercrime and fraud investigations by facilitating information and intelligence sharing amongst law enforcement
- procured and developed technologies to support cybercrime investigations, including technologies to allow for the secured sharing of large datasets

Program inventory

Specialized Policing Services is supported by the following programs:

- National Cybercrime Coordination Unit
- Canadian Firearms Investigative and Enforcement Services
- Canadian Firearms Licensing and Registration
- Criminal Intelligence Service Canada
- Forensic Science and Identification Services
- Canadian Police College
- Sensitive and Specialized Investigative Services
- Specialized Technical Investigative Services
- Departmental Security
- Operational IM/IT Services

Additional information related to the program inventory for Specialized Policing Services is available on the [Results page on GC InfoBase](#).

Core responsibility 3: Contract and Indigenous Policing

▼ In this section

- [Description](#)
- [Progress on results](#)
- [Key risks](#)
- [Resources required to achieve results](#)
- [Program inventory](#)

Description

Under the Police Service Agreements, the RCMP provides policing services to the provinces (except Ontario and Quebec) and territories, as well as municipalities and Indigenous communities including through the First Nations Policing Program. These services include the general administration of justice, consisting of the preservation of peace, prevention of crime, and fulfilment of all duties as outlined under the laws of Canada or the laws of respective provinces and territories.

Progress on results

This section presents details on how the department performed to achieve results and meet targets for Contract and Indigenous Policing. Details are presented by departmental result.

Table 5: Targets and results for Contract and Indigenous Policing

Tables 5.1 and 5.2 provide a summary of the target and actual results for each indicator associated with the results under Contract and Indigenous Policing.

Table 5.1: The RCMP provides modern contract policing services

| Departmental Result Indicators | Target | Date to achieve target | Actual results |
|---|--|------------------------|--|
| RCMP weighted clearance rate across contract policing jurisdictions | 39. The goal is for an increased clearance rate of 1.5 points. | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 31.46 • 2022-23: 30.89 • 2023-24: 28.91 |
| Crime severity index | Not available | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 108.11 • 2022-23: 114.29 • 2023-24: 117.72 |
| Rural crime rates in RCMP jurisdiction | Not available | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: Not available • 2022-23: Not available • 2023-24: Not available |

| Departmental Result Indicators | Target | Date to achieve target | Actual results |
|---|---------------|-------------------------------|--|
| Percentage of the surveyed public who agree with the statement, "I feel safer because of the RCMP" | 64% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 52% • 2022-23: 56% • 2023-24: Not available |
| Percentage of Contract Partners who agree with the statement, "The RCMP provides modern contract policing services" | 60% | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 55% • 2022-23: 65% • 2023-24: Not available |

Table 5.2: Improved relationships with and outcomes for Indigenous peoples

| Departmental Result Indicators | Target | Date to achieve target | Actual results |
|--|--|-------------------------------|--|
| Percentage of the surveyed public who self-identify as Indigenous and agree with the statement, "I feel safer because of the RCMP" | To be determined | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 43% • 2022-23: 45% • 2023-24: Not available |
| Percentage increase in individuals who are referred to a Restorative Justice Program (pre-charge diversion from conventional criminal charges) | 5% increase in pre-charge referrals to Restorative Justice from the baseline | March 31, 2024 | <ul style="list-style-type: none"> • 2021-22: 56% • 2022-23: Not available • 2023-24: Not available |

Additional information on [the detailed results and performance information](#) for the RCMP's program inventory is available on GC InfoBase.

Details on results

The following section describes the results for Contract and Indigenous Policing in 2023-24 compared with the planned results set out in the RCMP's [departmental plan](#) for the year.

▼ Result 1: The RCMP provides modern contract policing services

The RCMP's need to modernize, all the while ensuring it fulfills and enhances its duties and obligations to the provinces, territories, and municipalities under contract, is critical in policing Canadian communities effectively and justly.

Contract and Indigenous Policing Operations Support

In 2023-24, the RCMP:

- reviewed and revised 86 RCMP 9-1-1 operators' standard operating procedures, created four new procedures, including those specific to well-being checks and the newly launched 9-8-8 Suicide Crisis Helpline
- collaborated with the [Canadian Association of Chiefs of Police's Use of Force Advisory Committee](#) to support an external review of current de-escalation training
- acted on advice from the [Management Advisory Board](#) regarding increasing transparency and accountability in the deployment of use-of-force tools by reviewing and improving use-of-force policies and training, including the Incident Management / Intervention Model and the carotid control technique (a technique, when applied properly and pursuant to training, does not restrict breathing and has been deemed "safe and effective" based on an independent medical review of operational data) along with annual training and recertification
- increased the number of certified drug recognition experts to 1,219 through the facilitation of 19 certification events
- complied with the recommendation, made in both the McNeil and [Mass Casualty Commission](#) inquiries, to provide all regular members with access to Blue Force Tracking, a situational awareness tool for public and officer safety
- published and distributed the National Major Case Management Guide, which was created to ensure the police response to serious incidents is appropriate to the needs of the investigation, while continuing to maintain substantive service to the community
- reviewed and advanced historical homicide investigations in two divisions, with a specific focus on cases involving Missing and Murdered Indigenous Women and Girls

- collaborated with the Canadian Police College to offer an Advanced Sexual Offence Investigation course, which has become part of their core training schedule
- completed 318 file reviews in British Columbia (E Division) and Alberta (K Division), continuing the core function of reviewing unfounded sexual assault investigations to promote investigative quality and to identify training gaps, trends, and best practices
- conducted a review of 348 youth victims' sexual assault investigation files to identify investigative shortcomings and trends toward improving criminal justice outcomes
- trained 309 employees on survivor-led human trafficking detection and published two human trafficking-related reports that speak to lessons learned and best practices

Force Generation

In 2023-24, the RCMP:

- hosted the first troop of the Diverse and Inclusive Pre-Cadet Experience, a new RCMP recruitment and retention initiative focused on removing barriers that affect racialized and underrepresented individuals who aspire to join the RCMP
- utilized guest lecturers and recorded panel discussions in many Applied Police Sciences sessions for recruits at Depot, including on the lived experiences of transgender people, other vulnerable populations, and persons with disabilities
- onboarded a social worker, Indigenous advisor, and an equity, diversity and inclusion advisor committed to modernizing and enhancing the culture of well-being for everyone in the Depot community
- taught character-based leadership to cadets and integrated renewed core values into the Cadet Training Program
- offered the African Canadian Experience workshop, open to Depot and all Saskatchewan (F Division) employees
- Implemented the new Police Fitness Assessment at Depot, and redesigned two sessions in the drill and deportment curriculum
- implemented actions recommended by the Management Advisory Board, through its Indigenous Recruitment Taskforce report, toward improving the Indigenous Pre-Cadet Training Program

Provincial, Territorial and Municipal Policing

In 2023-24, the RCMP:

- worked to better enable communities to tailor their policing services through enhanced service delivery models and the Community Constable pilot program
- updated the internal Rural Crime Toolbox, a centralized repository for approaches used to address rural crime across the country

- established a Crime Prevention/Reduction Community of Practice that provides strategic guidance on the evolving policing context
- allocated a total of \$336,224 to 21 successful projects from eight divisions through the RCMP Family Violence Initiative Fund, which provided grants to community organizations that work in collaboration with police services on awareness, training, and initiatives related to relationship and family violence

▼ Result 2: Improved relationships with and outcomes for Indigenous peoples

The RCMP is continuously working to enhance its relationship with Indigenous communities and their peoples in Canada. By understanding the RCMP's role in our collective past, including the impacts and legacy of residential schools and colonial policies, we can continue to advance reconciliation. This will guide the RCMP to move forward with mutual respect and trust, and recognize past harms.

Indigenous Policing

In 2023-24, the RCMP:

- delivered Youth Officer Training to two separate groups, bringing together experts from a variety of criminal justice-related fields to educate RCMP members who work directly with youth, including Indigenous youth
- improved connections with local restorative justice agencies in 14 communities in five provinces and three territories by continuing a pilot project with Justice Canada that pairs RCMP detachments and local Indigenous Justice Programs to create strong community-based working relationships and to increase restorative justice referrals
- worked collaboratively with National Indigenous Organizations to address their respectively identified priorities, advance initiatives that support the Government of Canada's Missing and Murdered Indigenous Women and Girls National Action Plan and Federal Pathway, and undertake work that aligns with the Calls for Justice, the *United Nations Declaration on the Rights of Indigenous Peoples*, and the Truth and Reconciliation Commission of Canada's Calls to Action
- co-developed the RCMP's National Reconciliation Pathway with an Indigenous consulting firm to ensure an Indigenous lens
- collaborated with Inuit Tapiriit Kanatami to review RCMP suicide-related call data in Inuit Nunangat (Inuvialuit [Northwest Territories and Yukon], Nunatsiavut [Labrador], and Nunavut), to gather a more complete picture of the situational, community, and individual factors that may be associated with these calls for service
- implemented an approved-for-wear uniform ribbon skirt, an initiative of the Women's Indigenous Network, to support reconciliation,

recruitment, employee pride, and retention of Indigenous regular members who identify as women, non-binary, and/or Two-Spirit

- strengthened the First Nations and Inuit Policing Program through community-based policing approaches and through mechanisms such as community consultative groups
- realigned RCMP Indigenous program governance to lead the organization on a path toward reconciliation, including through Indigenous-focused human resources solutions, Indigenous employee well-being, and outreach activities and events with Indigenous communities

Key risks

During 2023-24, Contract and Indigenous Policing continued to implement mitigation strategies to address areas of higher risk identified in the [2023-24 Departmental Plan](#) and [2020 Environmental Scan](#).

Specifically, in 2023-24, the RCMP:

- mitigated the effects of the 30% rise in training costs post-COVID-19 in drug recognition expert training, through internal budget reallocations, ensuring the completion of all planned training for the fiscal year and increasing the number of certified drug recognition experts to near pre-pandemic levels
- addressed [Mass Casualty Commission](#) recommendations specific to the critical incident response of frontline members by updating and developing new training materials
- mitigated the impact of limited funding and resourcing on conducting research, proactively identifying potential risks, and informing evidence-based decision-making by focusing on critical areas with the highest risk and leveraging external funding opportunities
- mitigated the inability of the RCMP to meet resourcing demands of contract partners due to a 15% vacancy rate across RCMP jurisdictions and a demand for nearly 2,000 additional regular members, through strategic recruitment efforts and recruitment prioritization
- mitigated the effects of implementation of Mass Casualty Commission and other report recommendations under the responsibility of Contract and Indigenous Policing that may affect employee wellness and safety, public safety and confidence, as well as organizational image and reputation by seeking alternate funding sources and prioritizing the most critical recommendations

Resources required to achieve results

Table 6: Snapshot of resources required for Contract and Indigenous Policing

Table 6 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

| Resource | Planned | Actual |
|-----------------------|-----------------|-----------------|
| Spending | \$1,838,909,127 | \$2,403,919,443 |
| Full-time equivalents | 18,783 | 18,313 |

Complete [financial](#) and [human resources](#) information for the RCMP's program inventory is available on GC InfoBase. Additional information related to financial and human resources results versus the Departmental Plan can be found in Chart 1 and within the Budgetary performance summary section.

Related government priorities

▼ Gender-based analysis plus

In 2023-24, Contract and Indigenous Policing:

- developed a framework to review key policies and procedures by bridging Indigenous ways of knowing including two-eyed seeing, and western approaches such as GBA Plus, in order to reduce cultural and systemic biases in the RCMP's policies, processes, and procedures toward our commitment to the Missing and Murdered Indigenous Women and Girls "Call for Justice 9.2"
- assessed all newly acquired police intervention equipment issued by the RCMP to ensure it met the needs of the RCMP's diverse workforce
- provided lighter-weight hard body armour with additional sizing options to regular members, to better support diverse body types

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

The RCMP is working to support the [United Nations 2030 Agenda for Sustainable Development](#) and the Sustainable Development Goals across all of its core responsibilities. Details for Contract and Indigenous Policing are provided below.

Sustainable Development Goal #5: Achieve gender equality and empower all women and girls

- Building on the Sexual Offence Investigations online course that was launched in 2022 by the National Office of Sexual Offence Investigative Standards, the RCMP created and facilitated the Sexual Offence Investigative in-class workshop in 2023.

More information on the RCMP'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.

▼ Innovation

In 2023-24, Contract and Indigenous Policing:

- partnered with academic researchers to both evaluate body-worn cameras and facilitate the development of an ongoing external study, and field-tested body-worn cameras from two vendors, with one successful result
- configured and tested technical changes to the RCMP's current Computer Aided Dispatch system to ensure compatibility for the transition to Next Generation 9-1-1
- assessed and strategically implemented the LifeSkills Training program, an evidence-based drug prevention program focused on changing youth behaviour in Indigenous communities across Canada
- developed national guidance instruments for new and innovative approaches such as call-back units for community-led policing
- partnered with the RCMP's Anti-Racism Unit to develop and pilot a system for collecting race-based data on police interactions with racialized and Indigenous people
- developed and supplemented scenario-based training in areas, including peer-intervention and interacting with people experiencing autism, Alzheimer's, schizophrenia, suicidal ideation, hearing loss, and domestic violence
- engaged in ongoing procurement processes for a new general duty pistol with modern features, and partially transitioned to the TASER 7 conducted energy weapon, including nationwide training that includes virtual reality

Program inventory

Contract and Indigenous Policing is supported by the following programs:

- Contract and Indigenous Policing Operations Support
- Provincial/Territorial Policing
- Municipal Policing
- Indigenous Policing
- Force Generation

Additional information related to the program inventory for Contract and Indigenous Policing is available on the [Results page on GC InfoBase](#).

Internal services

▼ In this section

- Description

- Progress on results
- Resources required to achieve results
- Contracts awarded to Indigenous business

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

Progress on results

This section presents details on how the department performed to achieve results and meet targets for internal services.

These services are essential enablers of the RCMP's core mandates supporting public safety. The RCMP provides federal policing services across Canada and abroad, specialized services for police from coast-to-coast-to-coast, and contract policing services across 75% of the geography of Canada, including much of rural and remote Canada, all of the Canadian North, and many towns and large urban areas.

Corporate Management and Comptrollership

Corporate Management and Comptrollership supports key organizational priorities through the provision of financial management, corporate accounting, procurement, real property, corporate management systems, internal control, accounting operations, in-house relocation services, and financial policy services. It also provides material and asset management policy centre services to the organization.

In 2023-24, through Corporate Management and Comptrollership, the RCMP:

- supported policing operations through the award of over 4,000 contracts, and advancing key modernization requirements through procurement, including hybrid duty shirts, the Canadian Firearms Digital Services Solution and the National Cybercrime Solution Project

- focused on investment planning, governance, and oversight through a redesigned governance committee Terms of Reference, enhanced reporting and investment updates, and the transition to a new financial system
- developed options with Public Services and Procurement Canada to meet the upcoming end of life of the current member pay system
- completed the national launch of digital signature acceptance for signing authorities under the *Financial Administration Act* on vendor invoices and modernized the national account verification function to improve standardization
- developed well-defined procedures for supervisors supporting the delivery of relocation services across the country
- improved various accounting processes, such as payable at year-end (PAYE) management, deposit management, vendor master records, and public accounts to support better stewardship of public money, enhanced client experience, and stronger management of information
- implemented the Government of Canada's Greening Government Strategy and Policy on Green Procurement
- reduced greenhouse gas emissions through construction of net zero-carbon buildings and purchasing renewable electricity through Public Service and Procurement Canada's Clean Electricity Initiative
- completed a portfolio-wide climate change vulnerability assessment that identified geographically-specific risks and the range of measures necessary to reduce the effects of climatic events
- undertook waste audits to identify opportunities for ongoing waste reduction for plastics and other waste streams
- advanced an Operational Fleet Decarbonization Plan for on-road land and marine fleets, outlining pathways to reduce greenhouse gas emissions

Human Resources

The RCMP's Human Resources sector is responsible for many areas that directly support frontline policing, including employee pay, health care benefits, harassment prevention and respectful workplace programs, pension administration, learning and development, and official languages. Employees of Human Resources work to ensure that the RCMP is a modern, motivated, healthy, qualified, and productive workforce by providing an environment that supports continuous learning and aids in the delivery of safe and quality community policing.

In 2023-24, Human Resources:

- launched the Race-Based Data Collection Initiative in four of five pilot locations: Thompson, Manitoba; Fort McMurray, Alberta; Whitehorse, Yukon; and Burnaby, British Columbia

- launched the RCMP Official Languages Strategy 2023-2028 to strengthen leadership in official languages
- developed a National Strategy for Executive/Officer Talent and Succession Management to enhance the recruitment of officers from within and outside the RCMP, in response to a recommendation of the Mass Casualty Commission
- implemented the Diversity Retention and Employee Advancement Model (DREAM) to support the retention and advancement of employees belonging to equity-seeking communities
- published the first [Accessibility Progress Report](#) and launched an accessibility survey to determine and address barriers faced by RCMP employees
- certified the RCMP Indigenous Collaboration, Co-development and Accountability unit as an Indigenous Career Navigator to focus on Indigenous human resources recruitment and the retention, development, and advancement of Indigenous employees within the organization
- empowered First Nations, Inuit, and Métis employees to share ideas, concerns, and best practices through employee networks, and through program consultations that will help improve, shape, and effect long lasting policy and procedural change at the RCMP
- developed an RCMP policy framework in response to the [Indigenous Languages Act](#) to address barriers faced with Indigenous language revitalization
- transitioned volunteer Mental Health Champions to full-time Well-Being Ambassadors in Newfoundland and Labrador, Manitoba, Depot Division, British Columbia, Yukon, Alberta, Northwest Territories, Prince Edward Island, National Headquarters, Ontario, Québec, and New Brunswick
- increased support for operational stress injuries for RCMP employees by hiring additional coordinators and recruiting volunteers within the peer support network
- implemented a National Reintegration Program to support the return of members to operational duties after involvement in a critical incident and/or after extended leave, with 92% of participating regular members returning to operational duties
- implemented a mental health screening component for specific high-risk public service employee positions where Health Canada has determined they are warranted due to psychological risks
- launched consultations on the Intercultural Learning Strategy, including 74 RCMP policy centre participants and 57 participants belonging to employee networks to identify strengths, challenges, and opportunities for intercultural learning in the RCMP

- devised a Leadership Learning Toolkit in January 2024, supporting the leadership learning needs of all employees at every stage of their career
- commenced a National Mentorship Program Pilot in British Columbia, Newfoundland, and Manitoba, with mentees who identified as part of equity-seeking groups

Independent Centre for Harassment Resolution

The Independent Centre for Harassment Resolution (ICHR) is a centralized, independent unit that facilitates the resolution of harassment and violence occurrences for RCMP employees.

In 2023-24, the Independent Centre for Harassment Resolution:

- reduced the time to onboard new investigators from 8 to 12 months to just a few weeks and completed 255 investigations
- acted on advice from the [Management Advisory Board](#) to strengthen the independence of the internal harassment resolution process in order to better support employees
- developed communications products and built awareness of workplace harassment and violence prevention through stakeholder engagement activities, including 75 presentations to various internal audiences and external stakeholders, including bargaining agent representatives

Professional Responsibility

The Professional Responsibility sector is accountable for providing national leadership in instituting and supporting the RCMP's vision for a comprehensive responsibility-based workplace regime that promotes professional, values-based decision-making and behaviour across all job categories. The sector is responsible for championing the entrenchment of values and ethics across all aspects of RCMP decision-making and employee behaviour.

In 2023-24, the Professional Responsibility sector:

- released the [Phase 2 Final Report](#) of the external expert review of RCMP conduct measures in June 2023, and engaged internal and external stakeholders and diverse communities to discuss and address the expert findings
- modernized the RCMP's Conduct Measures Guide to ensure it provides direction to conduct authorities on the application of discipline and aligns with developments in case law and superior court judgements
- implemented the organization's renewed core values, following internal collaborative efforts and consultation with employees and external partners, including the use of vlogs and national messaging, which allowed for an informed roll-out and distribution of supporting material, such as posters, banners, and compass cards

- issued over 1,600 Long Service Awards across the country and oversaw the distribution of over 38,000 RCMP Commissioner 150th anniversary mementos
- submitted the [Public Servants Disclosure Protection Act Annual Report](#), covering the number of enquiries and disclosures brought forward, the number of allegations included in the disclosures, and awareness activities

Reform, Accountability and Culture

Established in 2023-24, the Reform, Accountability and Culture sector exists to provide strategic advice, leadership, and coordination of internal culture change initiatives and major transformation and renewal initiatives across the RCMP's three operational business lines. The sector also provides secretariat support to the RCMP's Management Advisory Board.

In 2023-24, the Reform, Accountability and Culture sector:

- released a management response to the Mass Casualty Commission's final report, which laid out the RCMP's strategic approach to implementing the report's recommendations, and provided two significant [public updates](#) on progress
- developed a management action plan to holistically implement Mass Casualty Commission recommendations, as well as cross-cutting recommendations from other related internal and external reviews
- supported policy work to advance recommendations from the Public Order Emergency Commission final report and official government response
- supported the Contract Policing Assessment engagement process led by Public Safety Canada with provinces and territories, as well as representatives of municipalities, Indigenous communities, and other stakeholders to obtain feedback on the contract policing program and after the expiry of the current agreements in 2032
- initiated the development of a comprehensive RCMP culture change strategy, in collaboration with partners across the organization
- advanced RCMP culture change through the Holistic Culture Change Committee – a collaborative forum that is responsible for providing guidance and recommendations on workplace culture
- advanced the monitoring of progress made toward recommendations in key reports on RCMP culture, including the [Final Report on the Implementation of the Merlo Davidson Settlement Agreement](#) and the [Final Report on the Tiller/Copland/Roach RCMP Class Action](#)
- advanced awareness and application of Gender-Based Analysis Plus (GBA Plus) by publishing the first RCMP GBA Plus policy statement, delivering training to RCMP employees, and providing support on a

variety of initiatives, such as recruitment and the roll-out of body-worn cameras

- led over 15 research and development projects through the National Innovation Centre, including an inclusive respirator and modernized handcuffs

Strategic Policy and Communications

The RCMP's Strategic Policy and Communications sector is responsible for coordinating the RCMP's strategic policy agenda, including by providing advice within the RCMP, to the Minister and to the Government of Canada, supporting the RCMP's governance and corporate reporting processes, identifying and supporting engagement opportunities, and leading national communications for the organization.

In 2023-24, the Strategic Policy and Communications sector:

- provided direct support to the Commissioner and delegates, equipping them with coordinated strategic advice on a wide range of files
- strengthened its role as a centralized strategic and horizontal policy centre within the RCMP, and developed strong relationships in order to ensure the RCMP's voice at senior decision-making tables reflects the strategic interests of the whole organization
- engaged and collaborated with partners to address auto theft and supported the Commissioner at the national summit on auto theft
- launched the development of the 2024-2027 RCMP Strategic Plan, including engagement through internal and external consultations
- continued to expand beneficial working relationships and partnerships with numerous stakeholders in order to build trust and foster greater cooperation between the Commissioner and the RCMP with organizations with shared public safety priorities, including: the Canadian Association of Chiefs of Police; the Chiefs of Police National Roundtable; INTERPOL; other first responders; priority, equity, and advocacy groups; Indigenous organizations; academic institutions; and, other government departments
- collaborated with the RCMP's National Recruiting Program to secure new partnerships with academic institutions to attract new recruit applications at events
- implemented agile processes and policy management, essential for promoting consistency, transparency, quality, and compliance with operational and administrative policies
- advanced RCMP priorities through the identification and analysis of communication needs, including provision of strategic advice, planning, and delivering products, developing national policies, as well as promoting and protecting the RCMP brand and image
- devised a communications marketing strategy to attract and hire experienced police officers directly into the Federal Policing program

through assistance to Federal Policing Transformation, a significant realignment of the federal policing mandate function

- celebrated the RCMP's 150th anniversary, spotlighting key milestones and achievements of the RCMP, through coordinating the hosting of community activities in many divisions and detachments across Canada, a special tour of the Musical Ride, and designing a special print edition of *the Gazette* magazine, distributed domestically and internationally
- responded to more than 1,100 media requests, created significant social media outreach on Facebook, X, and Instagram, making 14.9 million, 5.87 million and 2.96 million impressions, respectively and registered 783,000 social media impressions on the Commissioner's bilingual X account, while the RCMP's bilingual LinkedIn account tallied 1.1 million

Resources required to achieve results

Table 7: Snapshot of resources this year for internal services

Table 7 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

| Resource | Planned | Actual |
|-----------------------|---------------|---------------|
| Spending | \$688,193,505 | \$819,034,332 |
| Full-time equivalents | 4,243 | 4,642 |

The [complete financial and human resources information](#) for the RCMP's program inventory is available on GC InfoBase. Additional information related to financial and human resources results versus the Departmental Plan can be found in Chart 1 and within the Budgetary performance summary section.

Contracts awarded to Indigenous businesses

Government of Canada departments are to meet a target of awarding at least 5% of the total value of contracts to Indigenous businesses each year. This commitment is to be fully implemented by the end of 2024-25.

The RCMP's result for 2023-24

As shown in Table 8, the RCMP awarded 6.38% of the total value of all contracts to Indigenous businesses for the fiscal year.

Table 8: Total value of contracts awarded to Indigenous businesses ¹ ²

| Contracting performance indicator | 2023-24 result |
|---|------------------|
| Total value of contracts awarded to Indigenous businesses ³ (A) | \$27,765,003.85 |
| Total value of contracts awarded to Indigenous and non Indigenous businesses ⁴ (B) | \$711,290,139.16 |
| Value of exceptions approved by deputy head (C) | \$275,790,713.96 |
| Proportion of contracts awarded to Indigenous businesses $[A / (B-C) \times 100]$ | 6.38% |

Table 8 notes

- 1 For the purposes of measuring performance against the minimum 5% target for fiscal year 2023-24, the data in this table is based on how Indigenous Services Canada (ISC) defines "Indigenous business", which is one that is owned and operated by Elders, band and tribal councils; registered in the Indigenous Business Directory; or registered on a modern treaty beneficiary business list.
- 2 The RCMP's search results are based on information entered in the RCMP's departmental management financial system. The accuracy of the results is based on the accuracy of the information available at the time the searches were performed.
- 3 Includes contract amendments with Indigenous businesses and contracts that were entered into with Indigenous businesses above \$10,000.00. At the RCMP, contracts awarded under \$10,000.00 using the responsibility centre manager delegation are not entered into the departmental financial system and therefore cannot be tracked against the targets.
- 4 Includes contract amendments and contracts that were entered into the departmental financial system above \$10,000.00.

In 2023-24, the RCMP's procurement and contracting units, in partnership with business owners, advanced Indigenous procurement by:

- using procurement set-asides for Indigenous businesses, whenever possible
- including Indigenous participation plans on key procurements
- including Indigenous suppliers in their selection lists, when possible, when using Public Services and Procurement Canada-created procurement mechanisms

- requiring Indigenous considerations to be addressed as part of strategy development decisions and including such documentation in the procurement file

In its 2024-25 Departmental Plan, the department forecasted that, by the end of 2023-24, it would award 2.5% of the total value of its contracts to Indigenous businesses.

The RCMP continued its dedication to socio-economic reconciliation by advancing its efforts to cultivate a culturally inclusive and aware procurement process by:

- encouraging its corporate management community to take part in annual learning activities
- maintaining job aids and ad-hoc reports to assist business owners and procurement specialists in conducting procurement with an Indigenous conscientious approach
- increasing oversight on Indigenous considerations in procurement by mandating additional quality assurance reviews for files in comprehensive land claim areas and the Nunavut Settlement Area

Spending and human resources

▼ In this section

- [Spending](#)
- [Funding](#)
- [Financial statement highlights](#)
- [Human resources](#)

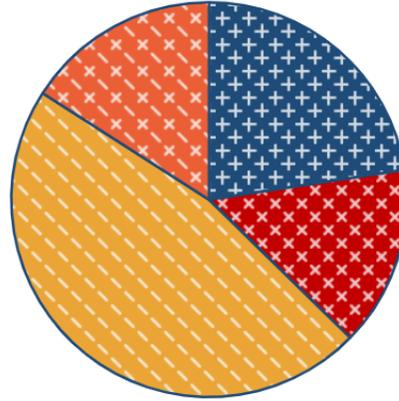
Spending

This section presents an overview of the department's actual and planned expenditures from 2021-22 to 2026-27.

Chart 1: Actual spending by core responsibility in 2023-24 (in millions of dollars)

Chart 1 presents how much the Department spent in 2023-24 to carry out core responsibilities and internal services.

+ Federal Policing
 x Specialized Policing Services
 - Contract and Indigenous Policing
 / Internal services



▼ Text description of chart 1

In fiscal year 2023-24, the Royal Canadian Mounted Police’s expenditures were \$5,143 million dollars and were comprised of \$1,162 million for Federal Policing, \$759 million for Specialized Policing Services and \$2,404 million for Contract and Indigenous Policing. The remaining \$819 million was incurred for internal services.

| Core responsibilities and internal services | 2023-24 expenditures (in \$ millions) |
|---|---------------------------------------|
| Federal Policing | 1,162 |
| Specialized Policing Services | 759 |
| Contract and Indigenous Policing | 2,404 |
| Internal services | 819 |
| Total | 5,143 |

▼ Analysis of actual spending by core responsibility

In 2023-24, expenditures for the RCMP's core responsibilities and internal services surpassed the estimates outlined in the [2023-24 Departmental Plan](#). This increase was primarily related to expenditures for compensation agreements and increased human resources, as well as incremental expenditures for the Grant to Compensate Members of the RCMP for Injuries Received in the Performance of their Duties. Within Federal Policing, part of the spending was attributed to increased deployments to peacekeeping and peace operations, and unplanned security and safety expenses for the Ukrainian presidential visit, the Canada-Caribbean Community (CARICOM) Summit, and the state funeral for former Prime Minister, Brian Mulroney. Within Specialized Policing Services, increases were due to delays in signing contribution agreements with the provinces, which affected both 2022-23 and 2023-24 expenditures. Within Contract and Indigenous Policing, increases were attributed to Contract Policing growth and in-year incremental funding to support the First Nations and Inuit Policing Program. Finally, within Internal Services, increases in spending were attributed to enabling new and recently approved initiatives, hiring additional human resources, and incremental expenditures relating to compensation increases resulting from collective bargaining. Overall, in comparison to the previous reporting period in 2022-23, year-over-year expenditures decreased by \$664 million.

Budgetary performance summary

Table 9: Actual three-year spending on core responsibilities and internal services (dollars)

Table 9 presents how much money the RCMP spent over the past three years to carry out core responsibilities and for internal services.

| Core responsibilities and internal services | 2023-24 Main Estimates | 2023-24 total authorities available for use | Actual spending over three years (authorities used) |
|---|------------------------|---|--|
| Federal Policing | 1,029,516,722 | 1,174,725,707 | <ul style="list-style-type: none"> • 2023-24: 1,161,734,103 • 2022-23: 1,349,445,572 • 2021-22: 1,231,734,793 |
| Specialized Policing Services | 610,000,207 | 845,023,299 | <ul style="list-style-type: none"> • 2023-24: 758,610,631 • 2022-23: 693,345,200 • 2021-22: 637,732,230 |

| Core responsibilities and internal services | 2023-24 Main Estimates | 2023-24 total authorities available for use | Actual spending over three years (authorities used) |
|--|-------------------------------|--|--|
| Contract and Indigenous Policing | 1,838,909,127 | 2,539,460,362 | <ul style="list-style-type: none"> • 2023-24: 2,403,919,443 • 2022-23: 2,994,507,689 • 2021-22: 2,744,234,374 |
| Subtotal | 3,478,426,056 | 4,559,209,369 | <ul style="list-style-type: none"> • 2023-24: 4,324,264,178 • 2022-23: 5,037,298,461 • 2021-22: 4,613,701,397 |
| Internal services | 688,193,505 | 915,184,307 | <ul style="list-style-type: none"> • 2023-24: 819,034,332 • 2022-23: 770,140,621 • 2021-22: 712,724,269 |
| Total | 4,166,619,561 | 5,474,393,673 | <ul style="list-style-type: none"> • 2023-24: 5,143,298,510 • 2022-23: 5,807,439,082 • 2021-22: 5,326,425,666 |

▼ Analysis of past three years of spending

At the outset of 2023-24, the RCMP's planned spending was \$4,167 million. Incremental funding of \$1,307 million from Supplementary Estimates, compensation adjustments, and carry forwards brought the 2023-24 total authorities to \$5,474 million. The key items that were approved in-year, but not included in the Departmental Plan were:

- an increase of \$479 million in support of the Grant to Compensate Members of the RCMP for Injuries Received in the Performance of their Duties
- funding of \$371 million for: compensation adjustments (\$168 million), budget carry forwards (\$165 million), and payroll (\$34 million)
- incremental funding of \$334 million, in support of growth for the Contract Policing Direct Expenditures Special Purpose Allotment
- a reprofile of \$81 million for retroactive contributions payments to provinces for the Firearms Contributions Program

The 2023-24 total actual spending (\$5,143 million) was \$331 million less than the 2023-24 total authorities available for use at year-end. This surplus is comprised of \$54 million in funding that is frozen and could not be used in-year to offset expenditures (mainly related to un-accessed Contract Policing Direct Expenditures Special Purpose Allotment funding of \$31 million, and the Refocused Government Spending initiative of

\$14 million); \$30 million as a lapse, from the Grant to Compensate Members of the RCMP for Injuries Received in the Performance of their Duties (\$16 million), and capital (\$12 million)), with the remaining \$247 million managed through carry forwards, and funding profile changes, to ensure the RCMP continues to deliver on its mandate. A significant portion of the funding being carried forward, or reprofiled, is for specific initiatives, some of which are in special purpose allotments, which cannot be reallocated to address emerging pressures.

In comparison to the 2023-24 Departmental Plan, the RCMP incurred \$977 million in expenditures above the planned spending amount. The majority of this incremental spending can be attributed to:

- the Grant to Compensate Members of the RCMP for Injuries Received in the Performance of their Duties of \$463 million
- incremental expenditures for the Contract Policing Direct Expenditures Special Purpose Allotment of \$268 million, due to program growth above what was identified in planned spending
- increased expenditures related to the Canadian Firearms Contributions Program of \$42 million, due to settlement of a portion of prior year retroactive contributions payments to provinces and territories
- compensation expenditures of \$168 million for twelve different collective bargaining units
- expenditures in support of security and safety for unplanned major events, including the Ukrainian Presidential Visit, the Canada-Caribbean Community (CARICOM) Summit, and the State funeral for the former Prime Minister Brian Mulroney

In comparison to prior year expenditures, the RCMP incurred \$664 million less in expenditures in 2023-24 versus 2022-23. This can be attributed to a net decrease in expenditures related to:

- the one-time actuarial adjustment in Statutory Expenditures that occurred in 2022-23 (\$1,150 million in Statutory Employee Benefits Plan)

These decreases were partially offset by:

- compensation increases, increased spending on new and recently approved initiatives, as well as unplanned security and safety expenses for major events in 2023-24, including the Ukrainian Presidential Visit, the Canada-Caribbean Community (CARICOM) Summit, and the State funeral for former Prime Minister Brian Mulroney (\$268 million in Operating and \$39 million in Capital)
- the Grant to Compensate Members of the RCMP for Injuries Received in the Performance of their Duties and the Firearms Contributions Program (\$179 million in Grants and Contributions)

More financial information from previous years is available on the [Finances section of GC InfoBase](#).

Table 10: Planned three-year spending on core responsibilities and internal services (dollars)

Table 10 presents how much money the RCMP plans to spend over the next three years to carry out its core responsibilities and for internal services.

| Core responsibilities and internal services | 2024-25 planned spending | 2025-26 planned spending | 2026-27 planned spending |
|--|---------------------------------|---------------------------------|---------------------------------|
| Federal Policing | 1,142,660,730 | 1,153,384,270 | 1,147,999,520 |
| Specialized Policing Services | 697,998,977 | 679,828,023 | 657,299,220 |
| Contract and Indigenous Policing | 2,288,328,129 | 2,364,495,155 | 2,434,727,020 |
| Subtotal | 4,128,987,836 | 4,197,707,448 | 4,240,025,760 |
| Internal services | 718,768,263 | 755,605,544 | 703,672,517 |
| Total | 4,847,756,099 | 4,953,312,992 | 4,943,698,277 |

▼ Analysis of the next three years of spending

The RCMP's 2024-25 planned spending is \$4,848 million spread across its three core responsibilities and internal services. \$2,288 million is in support of Contract and Indigenous Policing, which provides policing services to provinces, territories, and municipalities under Police Services Agreements and tripartite agreements. \$1,143 million is in support of resources devoted to Federal Policing, which encompasses all federally-mandated activities, as well as international policing operations. Moreover, \$698 million is in support of Specialized Policing Services functions that are critical to effective, intelligence-led policing. Lastly, there is \$719 million in planned spending related to Internal Services and enabling functions that support overall police operations.

The 2024-25 planned spending reflects the amounts presented in the 2024-25 Main Estimates, which represents an increase of \$681 million (or 16%) in comparison to the 2023-24 Main Estimates.

The increase in planned spending for 2024-25 and 2025-26 compared to the 2023-24 Departmental Plan (\$4,167 million) is related to increased funding for compensation, employee benefit plans, and new and renewed government initiatives such as: the Initiative to Take Action Against Gun and Gang Violence; the firearms buyback program; funding to deliver service excellence to Veterans and disability benefits adjudication and case management for Veterans and RCMP members; the Canadian Drugs and Substances Strategy; and funding in support of strengthening Canada's sanctions capacity and leadership (*Special Economic Measures Act*).

The decrease for 2026-27 is also related to the sunseting of temporary initiatives such as: the Safe Third Country Agreement, Counter Uncrewed Aircraft Systems, and disability benefits adjudication and case management for Veterans and RCMP members.

Inflationary increases for goods and services continue to affect the cost to deliver mandated activities. The RCMP continues to adapt its operations to deliver its services to Canadians and the law enforcement community, while maintaining safe working conditions for its employees.

Table 11: Budgetary actual gross and net planned spending summary (dollars)

Table 11 reconciles gross planned spending with net spending for 2023-24.

| Core responsibilities and internal services | 2023-24 actual gross spending | 2023-24 actual revenues netted against expenditures | 2023-24 actual net spending (authorities used) |
|--|--------------------------------------|--|---|
| Federal Policing | 1,162,006,665 | (272,562) | 1,161,734,103 |
| Specialized Policing Services | 790,003,625 | (31,392,993) | 758,610,631 |
| Contract and Indigenous Policing | 4,495,234,151 | (2,091,314,707) | 2,403,919,443 |
| Subtotal | 6,447,244,440 | (2,122,980,263) | 4,324,264,178 |
| Internal services | 831,669,271 | (12,634,939) | 819,034,332 |
| Total | 7,278,913,712 | (2,135,615,202) | 5,143,298,510 |

▼ Analysis of budgetary actual gross and net planned spending summary

The RCMP's 2023-24 actual gross spending was \$7,279 million and \$2,136 million in vote netted revenues were collected, for a total net spending of \$5,143 million. The vote netted revenues are primarily related to the provision of Contract Policing services for recoveries of eligible costs from the contract jurisdictions in accordance with the Police Services Agreements. There were also non-vote netted revenues collected by the RCMP for the provision of Contract Policing services. Vote netted revenues are also collected for managing the RCMP Pension Plan, DNA analysis through biology casework analysis agreements with provinces and territories, and training provided by the Canadian Police College to both domestic and international policing partners.

The RCMP's Departmental Plan included \$2,027 million of vote netted revenue authorities in 2023-24, and actual vote netted revenues collected were \$2,136 million.

Vote netted revenues collected in 2023-24 increased by \$117 million or 6% in comparison to 2022-23 and by \$109 million or 5% in comparison to planned spending. The increases in both year-over-year and to planned spending are largely attributable to Contract Policing services, as a result of collective bargaining.

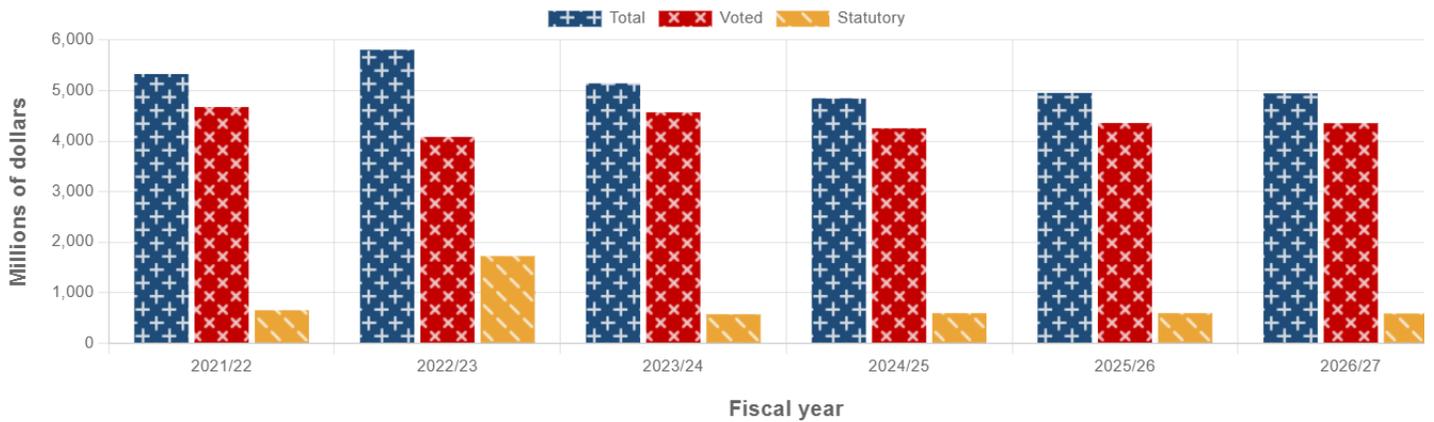
Information on the alignment of the RCMP's [spending with Government of Canada's spending and activities](#) is available on GC InfoBase.

Funding

This section provides an overview of the department's voted and statutory funding for its core responsibilities and for internal services. For further information on funding authorities, consult the [Government of Canada budgets and expenditures](#).

Chart 2: Approved funding (statutory and voted) over a six-year period

Chart 2 summarizes the department's approved voted and statutory funding from 2021-22 to 2026-27.



▼ Text description of chart 2

This chart presents the RCMP's voted and statutory funding between the fiscal years 2021-22 and 2023-24 (final expenditures) and the years 2024-25 and 2026-27 (planned expenditures). In 2021-22, total spending was \$5,327 million, including \$4,674 million in voted appropriations and \$653 million in statutory funding. In 2022-23, total expenditures increased to \$5,807 million, with \$4,082 million in voted funding and \$1,725 million in statutory funding. The RCMP's spending subsequently decreased in 2023-24, with a total approved funding amount of \$5,143 million, including \$4,569 million in voted appropriations and the remaining \$574 million in statutory funding. In 2024-25, total planned spending is \$4,848 million, including \$4,253 million in voted appropriations and \$595 million in statutory funding. This slightly increases in 2025-26, with total planned spending of \$4,953 million, including \$4,358 million in voted appropriations and \$595 million in statutory authorities. Finally, total planned spending in 2026-27 is \$4,944 million, including \$4,355 million in voted appropriations and \$589 million in statutory authorities.

| Fiscal year | Total | Voted | Statutory |
|-------------|-------|-------|-----------|
| 2021-22 | 5,327 | 4,674 | 653 |

| Fiscal year | Total | Voted | Statutory |
|--------------------|--------------|--------------|------------------|
| 2022-23 | 5,807 | 4,082 | 1,725 |
| 2023-24 | 5,143 | 4,569 | 574 |
| 2024-25 | 4,848 | 4,253 | 595 |
| 2025-26 | 4,953 | 4,358 | 595 |
| 2026-27 | 4,944 | 4,355 | 589 |

▼ Analysis of statutory and voted spending over a six-year period

In recent years, the RCMP's overall expenditures were affected by extraordinary material economic events. In fiscal year 2021-22, the RCMP incurred expenditures as a result of a material retroactive payment of \$1,206 million stemming from adjustments to employee compensation levels as a result of collective bargaining. Further to this, in 2022-23, a one-time actuarial adjustment of \$1,220 million to the RCMP Pension Plan was processed to eliminate an actuarial shortfall identified in the 20th Actuarial Pension Plan Report for the RCMP (as of March 31, 2021) completed by the Office of the Superintendent of Financial Institutions.

Organizational costs have continued to trend upwards due to the implementation of newly approved initiatives, incremental costs for regular members' health benefits, and higher costs for goods and services as a result of inflation.

Transfer payments continue to increase on a yearly basis due to an increase in payments within the Grant to Compensate Members of the RCMP for Injuries Received in the Performance of their Duties. In 2023-24, transfer payments increased by \$116 million (or 22%) in comparison to the previous year.

Over the past few years, the RCMP has seen ebbs and flows related to capital investments, mostly due to supply chain issues and related inflationary increases associated with the COVID-19 pandemic. In 2023-24, the RCMP continued to address the capital investment backlog created as a result of supply chain issues, which is demonstrated by its increased spending in 2023-24 by \$38.9 million (or 13%) compared to 2022-23.

With the creation of a separate investment planning directorate, and the renewal of the RCMP's Investment Plan, the organization will continue its focus on investment planning, governance, and oversight, as well as

improved multi-year planning and life-cycle management of its assets. The RCMP plans to be in a position to maximize the use of its capital funds by increasing the data available to support decision-making.

For further information on the RCMP's organizational voted and statutory expenditures, consult the [Public Accounts of Canada](#).

Financial statement highlights

The RCMP's [complete financial statements \(unaudited\) for the year ended March 31, 2024](#), are available online.

The RCMP uses the full accrual accounting method to prepare and present its annual financial statements, which are part of the departmental results reporting process. However, spending authorities presented in the previous sections of this report remain on an expenditure basis. A reconciliation between the bases of reporting is available in [Note 3 "Parliamentary Authorities" of the financial statements](#).

Table 12: Condensed Statement of Operations (unaudited) for the year ended March 31, 2024 (dollars)

Table 12 summarizes the expenses and revenues for 2023-24 which net to the cost of operations before government funding and transfers.

| Financial information | 2023-24 actual results | 2023-24 planned results | Difference (actual results minus planned) |
|--|------------------------|-------------------------|---|
| Total expenses | 7,632,701,000 | 6,552,600,000 | 1,080,101,000 |
| Total revenues | 2,213,643,000 | 2,006,933,000 | 206,710,000 |
| Net cost of operations before government funding and transfers | 5,419,058,000 | 4,545,667,000 | 873,391,000 |

The 2023-24 planned results information is provided in the RCMP's [Future-Oriented Statement of Operations and Notes 2023-24](#).

Table 13 summarizes actual expenses and revenues, which net to the cost of operations before government funding and transfers

| Financial information | 2023-24 actual results | 2022-23 actual results | Difference (2023-24 minus 2022-23) |
|-----------------------|------------------------|------------------------|------------------------------------|
|-----------------------|------------------------|------------------------|------------------------------------|

| Financial information | 2023-24 actual results | 2022-23 actual results | Difference (2023-24 minus 2022-23) |
|--|-------------------------------|-------------------------------|---|
| Total expenses | 7,632,701,000 | 8,085,241,000 | (452,540,000) |
| Total revenues | 2,213,643,000 | 2,025,177,000 | 188,466,000 |
| Net cost of operations before government funding and transfers | 5,419,058,000 | 6,060,064,000 | (641,006,000) |

Table 14: Condensed Statement of Financial Position (unaudited or audited) as of March 31, 2024 (dollars)

Table 14 provides a brief snapshot of the department's liabilities (what it owes) and assets (what the department owns), which helps to indicate its ability to carry out programs and services.

| Financial information | Actual fiscal year (2023-24) | Previous fiscal year (2022-23) | Difference (2023-24 minus 2022-23) |
|-------------------------------------|-------------------------------------|---------------------------------------|---|
| Total net liabilities | 1,437,469,000 | 1,337,688,000 | 99,781,000 |
| Total net financial assets | 1,295,237,000 | 1,166,883,000 | 128,354,000 |
| Departmental net debt | 142,232,000 | 170,805,000 | (28,573,000) |
| Total non-financial assets | 2,310,317,000 | 2,150,698,000 | 159,619,000 |
| Departmental net financial position | 2,168,085,000 | 1,979,893,000 | 188,192,000 |

Human resources

This section presents an overview of the department's actual and planned human resources from 2021-22 to 2026-27.

Table 15: Actual human resources for core responsibilities and internal services

Table 15 shows a summary of human resources, in full-time equivalents, for the RCMP's core responsibilities and for its internal services for the previous three fiscal years.

| Core responsibilities and internal services | 2021-22 actual full-time equivalents | 2022-23 actual full-time equivalents | 2023-24 actual full-time equivalents |
|--|---|---|---|
| Federal Policing | 4,994 | 4,971 | 5,037 |
| Specialized Policing Services | 3,723 | 3,764 | 3,828 |
| Contract and Indigenous Policing | 18,379 | 18,289 | 18,313 |
| Subtotal | 27,096 | 27,024 | 27,178 |
| Internal services | 4,065 | 4,391 | 4,642 |
| Total | 31,161 | 31,415 | 31,820 |

▼ Analysis of human resources over the last three years

In 2023-24, full-time equivalents remained relatively stable with an increase of 405 full-time equivalents (1%) over the previous fiscal year. In comparison, the RCMP came within 1% of achieving the planned staffing identified in the 2023-24 Departmental Plan.

The RCMP Training Academy ("Depot") in Regina, Saskatchewan, was targeting 40 troops of 24 cadets for 2022-23, as well as four troops of experienced police officers, and by the end of the year, Depot produced 28 cadet troops and four experienced police officer troops. In 2023-24, Depot planned for 32 troops of 24 cadets, as well as eight experienced police officer troops. In August 2023, troops were adjusted to accommodate 32 cadets, which ran consistently to the end of the fiscal year.

Unfortunately, the change in the number of cadets per troop was not sufficient to cover attrition, as the number of regular members declined to 18,919 full-time equivalents in comparison to 19,083 full-time equivalents in 2022-23. The RCMP continues its commitment to hiring diverse talent to support modern policing, and work is underway to modernize the applicant assessment process in support of this commitment. From 2022-23 to 2023-24, Depot increased its Cadet intake from 335 full-time equivalents to 370 full-time equivalents, respectively.

The number of civilian members continues to decline (2,636 full-time equivalents in 2022-23, down to 2,500 full-time equivalents in 2023-24) due to attrition, as staffing of new civilian members has largely ceased. As current civilian member positions are vacated, those vacancies are filled by public service employees when a current qualified civilian member candidate cannot be found.

The number of public service employees continues to increase every year (10,031 full-time equivalents in 2023-24 versus 9,361 full-time equivalents in 2022-23) as a result of new staffing related to the continued implementation of previously approved initiatives, new initiatives in support of the RCMP's commitment to modernization, and as a result of civilian member attrition as identified above.

Table 16: Human resources planning summary for core responsibilities and internal services

Table 16 shows information on human resources, in full-time equivalents, for each of the RCMP's core responsibilities and for its internal services planned for the next three years. Human resources for the current fiscal year are forecasted based on year to date.

| Core responsibilities and internal services | 2024-25 planned full-time equivalents | 2025-26 planned full-time equivalents | 2026-27 planned full-time equivalents |
|--|--|--|--|
| Federal Policing | 5,053 | 4,954 | 4,957 |
| Specialized Policing Services | 4,193 | 4,071 | 4,050 |
| Contract and Indigenous Policing | 18,816 | 18,807 | 18,807 |
| Subtotal | 28,062 | 27,832 | 27,814 |
| Internal services | 4,323 | 4,287 | 4,285 |
| Total | 32,385 | 32,119 | 32,099 |

▼ Analysis of human resources for the next three years

In 2024-25, the RCMP's planned staffing is expected to increase by 565 full-time equivalents, for a total of 32,385 full-time equivalents in comparison to 2023-24. This increase is anticipated as a result of

continued implementation of previously approved initiatives, in addition to filling staffing vacancies.

Over the next two years, the RCMP is planning to remain relatively consistent with planned staffing for 2024-25. The decreases identified represent temporary initiatives sunsetting and the completion of work by determinate resources.

Depot is looking to increase the number of troops for 2024-25, aiming for 40 troops of 32 cadets, which would result in 1,280 cadets, not accounting for an average attrition rate of 15%.

Police services and various sectors are facing challenges to attract and retain talent to meet current and emerging priorities. Careers within law enforcement require a special set of skills and talents and the RCMP is competing with other police services within Canada for the same limited talent pool.

These resourcing challenges are likely to hinder RCMP's ability to reach the targeted planned full-time equivalents in the short- to medium-term. Additionally, factors such as the evolving nature of crime, are driving the need for a diverse, representative, and multi-faceted workforce that has the right mix of core policing skills, specialized technical knowledge, and personal characteristics for success.

The RCMP must attract and retain employees with the skills, attributes, characteristics, and abilities required to meet the full spectrum of current and future business needs, including data and analytics, and cybercrime.

To achieve this, the RCMP must make decisions about its talent pipeline, including modernizing Depot, clarifying the future of the Reserve Program, evolving partnerships with third parties, and cultivating leadership.

To modernize, the RCMP must make investments in core client and service delivery systems, including investing in enabling technologies and completing a full review and update of human resources functions, including recruitment, and organization and classification.

Corporate information

▼ Departmental profile

Appropriate minister:

The Honourable Dominic LeBlanc, P.C. (Privy Councillor), M.P. (Member of Parliament), Minister of Public Safety, Democratic Institutions, and Intergovernmental Affairs

Institutional head:

Commissioner Michael Duheme

Ministerial portfolio:

Public Safety

Enabling instrument(s):

- [Royal Canadian Mounted Police Act](#)
- [Royal Canadian Mounted Police Superannuation Act](#)
- [Enhancing Royal Canadian Mounted Police Accountability Act](#)
- [Royal Canadian Mounted Police Pension Continuation Act](#)

Year of incorporation / commencement:

1873

▼ Departmental contact information**Mailing address:**

Royal Canadian Mounted Police
Strategic Policy and Communications
73 Leikin Drive
Ottawa, Ontario K1A 0R2
Mailstop #19

Email:

rpp_dpr-rpp_rmr@rcmp-grc.gc.ca

Website:

<https://rcmp.ca>

Supplementary information tables

The following supplementary information tables are available on the RCMP's website:

- [Details on transfer payment programs](#)
- [Gender-based analysis plus](#)
- [Response to Parliamentary committees and external audits](#)
- [United Nations 2030 Agenda and the Sustainable Development Goals](#)

Federal tax expenditures

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance Canada publishes cost estimates and projections for these measures each year in the [Report on Federal Tax Expenditures](#). This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs as well as evaluations and GBA Plus of tax expenditures.

Definitions

▼ List of terms

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 report on the plans and expected performance of an appropriated department over a 3 year period. Departmental Plans are usually tabled in Parliament each spring.

departmental priority (priorité)

A plan or project that a department has chosen to focus and report on during the planning period. Priorities represent the things that are most important or what must be done first to support the achievement of the desired departmental results.

departmental result (résultat ministériel)

A consequence or outcome that a department seeks to achieve. 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 quantitative measure of 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 accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

fulltime equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person year charge against a departmental budget. For a particular position, the fulltime equivalent figure is the ratio of number of hours the person actually works divided by the standard number of hours set out in the person's collective agreement.

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

An analytical tool used to assess support the development of responsive and inclusive how different groups of women, men and gender-diverse people experience policies, programs and 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 (including rurality), language, race, religion, and sexual orientation.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2023-24 Departmental Results Report, government-wide priorities are the high-level themes outlining the government's agenda in the [November 23, 2021, Speech from the throne](#): building a healthier today and tomorrow; growing a more resilient economy; bolder climate action; fighting 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 where two or more federal departments are given funding to pursue a shared outcome, often linked to a government priority.

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.

performance indicator (indicateur de rendement)

A qualitative or quantitative means of measuring an output or outcome, with the intention of gauging the performance of an department, program, policy or initiative respecting expected results.

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 to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in 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 the department and focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

Identifies all the department's programs and describes how resources are organized to contribute to the department's core responsibilities and results.

result (résultat)

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

Indigenous business (entreprise autochtones)

For the purpose of the *Directive on the Management of Procurement Appendix E: Mandatory Procedures for Contracts Awarded to Indigenous Businesses* and the Government of Canada's commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses, an organization that meets the definition and Requirements as defined by the [Indigenous Business Directory](#).

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.

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