



Royal Canadian Mounted Police
Gendarmerie royale du Canada

Royal Canadian Mounted Police

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Royal Canadian Mounted Police's 2024-25 Departmental results report

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At a glance

A departmental results report detailsthe RCMP's actual accomplishments against plans, priorities and expected results outlined in its [2024-25 Departmental Plan](#).

- [Vision, mission, raison d'être and operating context](#)

Key priorities

The RCMP identified the following key priorities for 2024-25:

- Recruiting and retaining a skilled and diverse workforce
- Ensuring a healthy and inclusive culture
- Supporting excellence in operations

Highlights for the RCMP in 2024-25

- Total actual spending (including internal services): \$5,744,371,893
- Total full-time equivalent staff (including internal services): 33,250

For complete information on the RCMP's total spending and human resources, read the [Spending and human resources section](#) of its full departmental results report.

Summary of results

The following provides a summary of the results the department achieved in 2024-25 under its main areas of activity, called "core responsibilities."

▼ Core responsibility 1: Federal Policing

Actual spending: \$1,359,848,694

Actual full-time equivalent staff: 5,311

In 2024-25, Federal Policing:

- created a National Border Task Force to respond to new pressures at the border and supplement existing operations, expanding its capacity to conduct border air patrols and establish new training standards for border resources
- worked closely with key domestic and international partners to conduct joint border patrols and operations along the border through expanded cooperation with federal, provincial, and municipal enforcement agencies and our United States partners, resulting in the detection and disruption of illegal migration, and trafficking of illicit drugs and commodities across our shared borders
- collaborated with the FBI to target a Mexican Cartel-linked network under [Operation GIANT SLALOM](#), leading to arrests in 4 countries, the indictment of 16 people and the seizure of over one tonne of drugs
- led and actively contributed to several bi-lateral and multi-lateral working groups and committees related to border security and border operations across land, maritime, air, and Arctic domains

- augmented the footprint of criminal intelligence analysts at key, strategic international locations, to better equip the RCMP and identify overseas disruption opportunities to prevent criminality from reaching Canada

For more information on [Federal Policing](#), read the "Results - what we achieved" section of its departmental results report.

▼ Core responsibility 2: Specialized Policing Services

Actual spending: \$749,755,014

Actual full-time equivalent staff: 4,066

In 2024-25, Specialized Policing Services:

- referred more than 3,781 telephone numbers, 5,825 email addresses, 3,982 bank accounts, 548 websites, 875 merchant accounts and 1,697 e-transfer transactions for disruption purposes, most notably supporting \$4.92 million in financial recoveries for victims of fraud
- jointly led [Project STEEL](#), a Canada-wide operation, which integrated 63 law enforcement partners across Canada to target online child sexual exploitation, resulting in the arrest of 106 individuals, the safeguarding of 37 children, and the confiscation of 1,132 electronic devices
- actioned over 1,750 requests for operational assistance from domestic and international law enforcement partners, and 125 requests for operational assistance through the United States National Cyber-Forensics and Training Alliance
- supported humanitarian and criminal investigations through the National DNA Data Bank by making progress in solidifying the use of new technologies to assist with investigations of missing persons, leveraging its specialized expertise with calcified tissues, and implementing workflow improvements to streamline data uploads and international search processes
- fostered increased knowledge of the proliferation, trends and rapidly changing technology associated with illegally manufactured 3-D printed firearms, by hosting 2 workshops on illicit firearms manufacturing that engaged 60 members of the National Weapons Enforcement Support Team and 35 participants from the Canada Border Services Agency, Quebec Crown Prosecutor, Department of National Defence, Ontario Police College, and RCMP special intelligence units

For more information on [Specialized Policing Services](#), read the "Results - what we achieved" section of its departmental results report.

▼ Core responsibility 3: Contract and Indigenous Policing

Actual spending: \$2,689,928,254

Actual full-time equivalent staff: 18,796

In 2024-25, Contract and Indigenous Policing:

- completed a pilot project with Justice Canada that paired RCMP detachments and local Indigenous Justice Programs which resulted in the creation of strong community-based working relationships and increased Restorative Justice referrals
- continued the support and advancement of band bylaws as part of regular policing service delivery to support the self determination of Indigenous communities and leadership and to enhance the safety, security and wellness of First Nation communities across Canada in partnership with Department of Justice and while working with Divisional Indigenous Policing Services and community leaders
- participated in the Hate Crimes Task Force and its leadership in the RCMP Community of Practice on Hate-Motivated Crimes and Incidents, which provides a forum to encourage ongoing and regular interaction between RCMP employees, and other law enforcement professionals, to discuss and share information and experiences as it relates to hate-motivated crimes and incidents

For more information on [Contract and Indigenous Policing](#), read the "Results - what we achieved" section of its departmental results report.

From the Minister

As Canada's Minister of Public Safety, I am honoured to present the Royal Canadian Mounted Police's (RCMP) Departmental Results Report for the 2024-25 fiscal year.

In a year marked by global uncertainty, geopolitical instability, and increasingly complex criminal threats, the RCMP has once again demonstrated its critical role in protecting Canadians and upholding the rule of law. With a mandate that spans municipal, provincial/territorial, federal, and international jurisdictions, the RCMP continues to be a cornerstone of Canada's public safety and national security architecture.

Critically, the RCMP made significant strides in workforce modernization, including the addition of 166 experienced police officers. A record 20,839 applications were received for the Regular Member recruiting

process—a 17.92% increase over the previous year. Applications from equity-seeking groups rose by 23%, and 895 cadets graduated from Depot, representing a significant year-over-year increase. These results reflect the RCMP's commitment to building a diverse, inclusive, and representative police service.

In 2024–25, the RCMP took decisive action to address emerging threats at Canada's borders. The creation of a National Border Task Force expanded the RCMP's capacity to conduct air patrols and introduced new training standards for border enforcement. These efforts were complemented by enhanced joint operations with U.S. and Canadian partners, resulting in the detection and disruption of illegal migration and the trafficking of illicit drugs and commodities. Notably, Operation GIANT SLALOM, conducted in collaboration with the FBI, led to arrests in 4 countries, the indictment of 16 individuals, and the seizure of over one tonne of drugs linked to a Mexican cartel. These teams played a pivotal role in disrupting the North American fentanyl trade and targeting organized crime networks.

Canada's commitment to international peace and security was reinforced through the RCMP's global policing efforts. In 2024–25, the RCMP delivered 44 capacity-building training sessions across 10 countries, training over 1,026 international participants in areas such as intelligence analysis, cybercrime, and human smuggling. The RCMP also enhanced collaboration with INTERPOL, EUROPOL, and the European Network of Fugitive Active Search Teams, leading to the apprehension of 20 high-priority fugitives. These efforts underscore Canada's leadership in international law enforcement cooperation and its commitment to global security.

The RCMP continued to address the growing threat of illicit firearms. In 2024–25, it engaged over 600 law enforcement personnel and prosecutors through national workshops on 3D-printed firearms. More than 5,000 firearm trace requests were processed, and new agreements were developed to share tracing data with provincial intelligence services. The RCMP also modernized its firearms licensing and registration systems, by migrating 7 paper-based services to the MyCFP Portal.

Technological modernization continued to be a key pillar of the RCMP's mandate. In alignment with the government of Canada's AI strategy, the RCMP modernized its operations by using AI to improve communication, decision-making, and public reporting. Its Canadian Police Information Centre used ThoughtExchange to gather and analyze feedback from partners, and Federal Policing replaced the outdated National Security Information Network 'tipline' 1-800 system with a digital intake form for better transparency. E Division, British Columbia, developed an AI-

powered transcription tool which boosted efficiency and is now being adopted nationwide. These innovations served to increase productivity, and improve service delivery and operational efficiency.

While much work remains to rebuild trust, the RCMP continues to be deeply committed to reconciliation with First Nations, Inuit and Metis communities. In 2024-25, the RCMP partnered with Justice Canada to complete a pilot project that paired detachments with local Indigenous Justice Programs, resulting in a 21.4% increase in Restorative Justice referrals. The organization also supported the development of First Nations-led bylaws and revitalized the Indigenous Pre-Cadet Training Program to enhance recruitment and retention of Indigenous Regular Members.

The RCMP's achievements in 2024-25 reflect its unwavering dedication to public safety, national security, and community trust. In an era of evolving threats and global challenges, the RCMP continues to deliver on Canada's priorities with professionalism, integrity, and innovation. I commend the organization for its service and look forward to its continued leadership in keeping Canadians safe.

Results – what we achieved

Core responsibilities and internal services

- [Core responsibility 1: Federal Policing](#)
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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, cyber-crime, 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.

Quality of life impacts

Federal Policing contributes to the Prosperity and Good Governance pillars of the Quality of Life Framework for Canada. Specifically, in support of the Framework, Federal Policing:

- strengthened public safety and confidence in safeguarding democratic institutions in working with our partners and stakeholders, including community outreach, to effectively address the threat of Foreign Actor Interference in Canada
- addressed national security, including the highest-level of cybercriminal activity, threatening the safety and security of Canadians and Canadian interests
- targeted transnational crime that threatens Canada from abroad
- supported good governance by enabling the safe delivery of high-level diplomatic and government-led events, ensuring Canada could fulfill its domestic and international obligations securely and without disruption
- contributed to national prosperity and public trust by enhancing protective intelligence capabilities, allowing for proactive risk mitigation and continuation of government operations in a complex and evolving global threat environment
- reinforced consistent compliance with policies, resource alignment and transparent decision-making within Federal Policing, enhancing accountability and ensuring that services are delivered with integrity and fairness
- strengthened accountability mechanisms that build public trust and uphold democratic values
- represented and promoted Canada and its interests abroad to strengthen the rule of law globally and to enhance police-to-police cooperation
- strengthened personal safety through the Ideological Motivated Violent Extremism communication strategy and social media awareness campaign

Progress on results

This section details the department's performance against its targets for each departmental result under Core responsibility 1: Federal Policing.

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

Table 1 shows the target, the date to achieve the target and the actual result for each indicator under Canada and Canadian interests are safe and secure against serious and complex criminal threats in the last 3 fiscal years.

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, 2025	<ul style="list-style-type: none"> • 2022-23: 22% • 2023-24: 71.1% • 2024-25: 62%
Degree to which Federal Policing disrupted criminal activities and networks domestically and abroad	At least 3, (using a 4-point scale)	March 31, 2025	<ul style="list-style-type: none"> • 2022-23: Not available • 2023-24: Not available • 2024-25: 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	At least 75%	March 31, 2025	<ul style="list-style-type: none"> • 2022-23: 57% • 2023-24: Not available • 2024-25: Not available

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

Table 2 shows the target, the date to achieve the target and the actual result for each indicator under Canada's most fundamental democratic and social institutions are secured through ensuring safety and security of protected persons, sites, government-led events and Canadian air carriers in the last 3 fiscal years.

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"	At least 85%	March 31, 2025	<ul style="list-style-type: none"> • 2022-23: 80% • 2023-24: Not available • 2024-25: Not available

The [Results section of the Infographic for the RCMP on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for Federal Policing in 2024–25 compared with the planned results set out in RCMP’s departmental plan for the year.

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

Results achieved:

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.

Federal Policing Investigations

In 2024-25, the RCMP:

- launched the Ideologically Motivated Violent Extremism Strategy to raise awareness and educate of the danger that Ideologically Motivated Violent Extremism actors represent to public safety, and assist law enforcement to assess and disrupt these threats
- participated in the development and implementation of the Foreign Interference Strategy in order to bring awareness to Foreign Interference threats, to strengthen relationships with key domestic and international partners, and to disrupt those threats
- worked closely with key domestic and international partners to conduct joint border patrols and operations along the border through expanded cooperation with federal, provincial, and municipal enforcement agencies and our United States partners, resulting in the detection and disruption of illegal migration, and trafficking of illicit drugs and commodities across our shared borders
- led and actively contributed to several bi-lateral and multi-lateral working groups and committees related to border security and border operations across land, maritime, air, and Arctic domains

- expanded capacity to conduct border air patrols and establish new training standards for border resources, including the rapid procurement of border technology, training of front-line members, and deployment of tools in the field
- increased presence of Federal personnel at the border by surging RCMP capacity between ports of entry and repositioning resources to areas that have historically attracted higher migration flow
- completed web application development initiatives to enhance operational reporting to support the integration of technology, operations, and intelligence along the border, and improve the RCMP's situational awareness of cross-border crime and its ability to conduct intelligence led policing operations and respond to emerging threats
- developed a Mexican Cartel Campaign to target criminal networks through an intelligence-led coordinated approach to align the domestic enforcement approach across the RCMP and Canadian Police of Jurisdiction for the purpose of identifying and prosecuting subjects who pose a serious threat to Canadian's safety
- established 4 Integrated Synthetic Enforcement Teams across Canada under the North American Joint Strike Force initiative to strengthen the RCMP's relationships and collaboration with domestic and international law enforcement resulting in a joint disruption of the North American fentanyl trade
- hosted the Chemical Precursor Diversion Conference to address efforts to tackle the production of domestic synthetic drugs, including fentanyl, to both strengthen the RCMP's relationships and collaboration with Canadian chemical companies and expand awareness on the illicit use of chemicals to increase reporting to police of suspicious transactions
- participated in a Europol-led operation to dismantle the encrypted communications platform 'Ghost,' aiming to disrupt the use of hardened secure communication tools by transnational organized crime groups

Federal Policing Intelligence

In 2024-25, the RCMP:

- collaborated with internal partners, United States and Canadian law enforcement partners, and other Government of Canada departments to identify opportunities to both list a transnational serious organized crime group as a terrorist entity and leverage lawful authorities across the Government to disrupt the efforts of this organized crime group in Canada
- increased the international footprint of criminal intelligence analysts deployed overseas to improve partnerships, collect and share information, as well as develop intelligence

- suspected members of criminal organizations are now subject to potential removal from Canada, preventing their ability to victimize Canadians
- augmented the footprint of criminal intelligence analysts at key, strategic international locations to better equip the RCMP and identify overseas disruption opportunities to prevent criminality from reaching Canada

International Operations

In 2024-25, the RCMP:

- delivered 44 capacity-building training sessions across 10 countries, training over 1,026 international participants in areas including Intelligence Analysis, Cybercrime, and Human Smuggling
- oversaw and conducted training initiatives in Jamaica to build the capacity of the Haitian National Police through 12 specialized and tactical training programs, providing instruction to a total of 108 Haitian National Police officers
- demonstrated Canada's commitment to Haiti's stability and security by deploying additional resources to the Caribbean region, providing tailored training and mentoring programs to the Haitian National Police to combat gang violence, enhance anti-corruption measures, and safeguard vulnerable populations
- enhanced collaboration between the Liaison Officer network, the INTERPOL network, EUROPOL, and the European Network of Fugitive Active Search Teams to apprehend 20 individuals, effectively enhancing global security and showcasing the RCMP's innovative use of advanced investigative methods
- created avenues for strategic influence, enhanced collaboration and global leadership through the election of a senior-level RCMP member expert as Delegate for the Americas on INTERPOL's Executive Committee
- collaborated with the FBI to target a Mexican Cartel-linked network under Operation GIANT SLALOM, leading to arrests in 4 countries, the indictment of 16 people and the seizure of over one tonne of drugs
- aimed to disrupt transnational crime as early and as far from Canada's borders as possible, through collaboration with a United States law enforcement task force, which reduced domestic law enforcement, judicial, healthcare, and social service costs—though the exact savings remained difficult to quantify and were potentially temporary due to the resilience of drug markets

Federal Policing National Governance

In 2024-25, the RCMP:

- transitioned to a regional Federal Policing model, which realigned resources, authority and accountability at the regional level to strengthen mandated governance, enhance oversight and better position Federal Policing to identify and address priority threats across jurisdictions, thereby enabling more agile and strategic deployment of resources and improving the RCMP's capacity to respond effectively to serious and evolving criminal threats
- implemented targeted human resource initiatives including the launch of a development program that placed 11 pre-identified graduates directly into Federal Policing roles, improving the speed and alignment of hiring
- established an action plan endorsed to strengthen data integrity and availability
- improved access to key data systems, which enabled more frequent reporting, resulting in a shift to more frequent updates in areas like drug seizures and the launch of a live operational dashboard
- provided real-time data to support timely, evidence-based decision-making, which enhanced situational awareness and operational responsiveness, enabling enhanced strategic and effective action against complex criminal threats

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

Results achieved:

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 2024-25, the RCMP:

- utilized the Major Event Coordination Centre to support national and international security efforts through a range of high-profile operations and planning initiatives, including the following:
 - undertook advanced planning and coordination for the upcoming G7 Summit in 2025
 - supported the United Nations Environment Programme (UNEP) event held in April 2024 through on-site protective services
 - provided protective coverage and movement coordination for the Nordic visit involving the Minister of Foreign Affairs
 - delivered on-site protection and advance planning for the Caribbean Development Bank event
 - led protective planning and deployments for the G7 Foreign Ministers meeting

- provided discreet protective support during Ukraine/Russia peace talks to ensure the safety of participants
- helped ensure the safety and integrity of government-led operations and public gatherings, proactive planning and visible presence contributed to public confidence, operational continuity and the safeguarding of Canada's global and domestic

Key risks

In 2024-25, the RCMP:

- worked to best navigate the complex legal frameworks and jurisdictional boundaries in which the RCMP operates domestically and internationally, which complicated investigation and prosecutions by utilizing mutual legal assistance treaties, memorandums of understandings, and multilateral conventions supported by organizations such as INTERPOL. International collaboration was further enhanced and simplified through the establishment of the North American Joint Strike Force steering committee, comprised of Canada and the United States
- addressed the risk posed by an evolving threat landscape combined with a rising demand for protective coverage, which placed pressure on the program's operational capacity and led to increased risks of burnout and strain on existing personnel. To mitigate this risk, the RCMP utilized funding to enable the onboarding of additional personnel, with internal discussions underway to explore the strategic allocation of Close Protection Officers into regional operations
- prioritized the need for the RCMP to manage relationships with foreign law enforcement agencies to disrupt international criminal threats while navigating diplomatic complexities. Through the deployment of members to key international locations and organizations and enhanced coordination and collaboration with foreign law enforcement agencies, the RCMP worked to ultimately ensure that Canada's voice is heard in matters important to the Canadian people
- recognised the risk of outdated or generalized training protocols limiting Federal Policing's ability to deploy protective operations personnel in the most effective manner, ensuring that employees maintained optimal operational readiness, by revamping a previously outdated training strategy focusing on optimizing member capabilities and ensuring alignment with current and emerging threats at borders, designed to better prepare members for the realities of protective operations and maximize the value of each member deployed, with efforts equally including the incorporation of new technology to support border surveillance capabilities

- addressed and alleviated the risk posed by hiring shortages and delays by refining job descriptions, engaging in targeted outreach to attract qualified candidates, presenting the RCMP as an advantageous opportunity for qualified Regular Members, and streamlining screening processes to accelerate hiring while adhering to existing excellence standards

Resources required to achieve results

Table 3: Snapshot of resources required for Federal Policing

Table 3 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	\$1,142,660,730	\$1,359,848,694
Full-time equivalents	5,053	5,311

The [Finances section of the Infographic for the RCMP on GC Infobase page](#) and the [People section of the Infographic for the RCMP on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

▼ Gender-based Analysis Plus

In 2024-25, the RCMP:

- developed a new assessment tool to evaluate candidates based on their understanding of, and capability for, protective work, rather than a subjective assessment of their background or personal characteristics, which helped to ensure a fairer and more inclusive selection process that prioritizes merit and readiness over preconceived notions
- normalized conversations around well-being and reduce stigma related to seeking support
- advanced equity, diversity, inclusion, and accessibility by undertaking a review of the RCMP’s performance management, advancement, and recruitment practices to identify and address systemic barriers, supporting more equitable outcomes and inclusive opportunities for individuals from diverse backgrounds with diverse needs
- established a GBA Plus working group and developed an Equity, Diversity and Inclusion staffing guide to support inclusive recruitment

and decision-making

- provided practical tools and guidance to embed Equity, Diversity and Inclusion considerations in candidate outreach, assessment and selection
- conducted a Women Leadership Training to 27 women in mid-management positions from Zambia Police Services, providing with valuable tools to assume leadership roles both within the Zambia Police Services and in international peace operations
- advanced women's participation to 40% of candidates in law enforcement training in 2024 by strategically allocating resources to educate female members of the National Police of Ukraine and the Patrol Police of Ukraine
- considered culture, context and crime types during the collection, evaluation, and analysis of intelligence products, however, data on gender and other personal characteristics were not considered as the focus of the intelligence process was on criminality and not the individual
- provided awareness of the National Security mandate and responsibilities, and promoting wellness in the workplace through Mental Health Champions led to successful recruitment of women and visible minorities
- hired a learning designer for the Foreign Actor Interference training which led to GBA Plus being embedded into specialized training
- approved a Framework for a National Centre of Expertise, which will enhance the RCMP and Government of Canada's support victims of terrorism and mass casualty, and be respectful of culturally diverse and unique communities in the event of a terrorism or mass casualty/victimization incident

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

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 2024-25, the RCMP:

- introduced a tailored recruitment strategy to streamline hiring, better target qualified candidates and modernize staffing processes to meet the specialized demands of protective operations, which has strengthened the program's capacity to attract and onboard suitable candidates more efficiently, improving coverage and reducing pressure on existing personnel

- modernized operational SharePoint environment in select programs by migrating to the enterprise Microsoft 365/SharePoint platform and launched a new Federal Policing online universe to improve information sharing, collaboration, and Information Management compliance across units
- expanded Protective Operations intelligence function by growing its dedicated team and improving analytical capacity, integrating new tools and technologies to anticipate, evaluate and respond to emerging threats
- developed and launched a live operational dashboard using new data visualization technology to pull real-time data, enabling frontline and management teams to access up-to-date information and make faster, evidence-based decisions in their daily activities
- modernized public reporting by replacing National Security Information Network 'tipline' legacy 1-800 system with a digital intake form, enabling real-time, standardized triage across all reviewers, where this first phase is driving the broader development of a single public portal for all Federal Policing units
- modernized International Operation's reporting mechanism, powered by digital solutions, to create accessible, user-friendly reports and dashboards, empowering decision makers with the information they need, when they need it
- supported and prioritized the best-in-class duty of care services for deployed personnel abroad through the development of a formalized reintegration process for members returning from peace missions
- engaged and advanced alternative transnational and serious organized crime disruption opportunities including supporting Government of Canada efforts to list the criminal organization as a terrorist entity and by engaging and advancing the use of lawful authorities to remove suspected members of this terrorist entity from Canada
- created the Listings and Exemption Unit, based on Bill C-41, where the team drafts and briefs officials on RCMP proposed terrorist entities for listing, renewals and de-listing, as it also liaises with domestic and international partners on listings and anti-terrorist financing regimes
- provided key information to assist Public Safety in listing 10 new terrorist entities, making it harder for them to potentially conduct criminal activities
- created the Mexican Cartel Campaign which streamlined enforcement efforts across Canada and led to number of investigations on subjects who pose a significant threat to Canadian's safety and who facilitate the fentanyl trade in North America
- created a National Border Task Force to respond to new pressures at the border and supplement existing operations, expanding its capacity

to conduct border air patrols and establish new training standards for border resources

- established Integrated Synthetic Enforcement Teams across Canada which has facilitated a joint operational approach to drug and transnational organized crime investigations with domestic and international partners
- supported the development of INTERPOL's Silver Notice pilot, a new tool to help to recover criminal assets, combat transnational organized crime, and enhance international police cooperation by enabling member countries to request information on assets linked to criminal activities

Program inventory

Federal Policing is supported by the following programs:

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

Additional information related to the program inventory for Federal 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.

Quality of life impacts

Specialized Policing Services contributes to the Prosperity and Good Governance pillars of the Quality of Life Framework for Canada.

Specifically, in support of the Framework, Specialized Policing Services:

- piloted the use of the new Canadian Firearms Program Investigative Workbook that was developed in collaboration with health professionals to assist Firearm Officers' decision-making and ensure a consistent experience for those applying for or renewing their Possession and Acquisition License
- received, prioritized and actioned over 108,000 victim reports of cybercrime and fraud sent to the Canadian Anti-Fraud Centre reporting system, enabling the RCMP and its law enforcement partners to better identify and respond to prolific and major cyber threats and scams in Canada, such as ransomware and cryptocurrency investment fraud
- analyzed and disseminated more than 370 cyber victim notifications to local Canadian police, which was led by the National Cybercrime Coordination Centre and resulted in over 1,900 business and organizational victims in Canada receiving urgent warnings about imminent ransomware attacks and other cyber threats

Progress on results

This section details the department's performance against its targets for each departmental result under Core responsibility 2: Specialized Policing Services.

Table 4: Modern specialized police services and technologies support law enforcement and the public

Table 4 shows the target, the date to achieve the target and the actual result for each indicator under modern specialized police services and technologies support law enforcement and the public in the last 3 fiscal years.

Departmental Result Indicators	Target	Date to achieve target	Actual Results
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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"	At least 80%	March 31, 2025	<ul style="list-style-type: none"> • 2022–23: 65% • 2023–24: Not available • 2024–25: Not available
Percentage of NC3 law enforcement partners who agree with the statement "My organization is satisfied with the assistance or investigational support provided by the NC3 and the CAFC"	At least 80%	March 31, 2025	<ul style="list-style-type: none"> • 2022–23: 68% • 2023–24: Not available • 2024–25: Not available
Percentage of forensic laboratory service requests completed within target time, by program: Biology	At least 80%	March 31, 2025	<ul style="list-style-type: none"> • 2022–23: 56% • 2023–24: 38% • 2024–25: 45%
Percentage of forensic laboratory service requests completed within target time, by program: Toxicology	At least 80%	March 31, 2025	<ul style="list-style-type: none"> • 2022–23: 36% • 2023–24: 88% • 2024–25: 97%
Percentage of forensic laboratory service requests completed within target time, by program: Firearms and Toolmark Identification	At least 80%	March 31, 2025	<ul style="list-style-type: none"> • 2022–23: 82% • 2023–24: 86% • 2024–25: 70%
Percentage of forensic laboratory service requests completed within target time, by program: National Anti-Counterfeiting Bureau	At least 80%	March 31, 2025	<ul style="list-style-type: none"> • 2022–23: 61% • 2023–24: 71% • 2024–25: 63%

Departmental Result Indicators	Target	Date to achieve target	Actual Results
Percentage of forensic laboratory service requests completed within target time, by program: Trace Evidence	At least 80%	March 31, 2025	<ul style="list-style-type: none"> • 2022–23: 65% • 2023–24: 56% • 2024–25: 50%

The [Results section of the Infographic for the RCMP on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for Specialized Policing Services in 2024-25 compared with the planned results set out in RCMP’s departmental plan for the year.

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

Results achieved:

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.

Canadian Firearms Investigative and Enforcement Services

In 2024-25, the RCMP:

- hosted 2 workshops about the proliferation, trends and rapidly changing technology associated with illegally manufactured 3-D printed firearms to 60 members of the National Weapons Enforcement Support Team and 35 participants from the Canada Border Services Agency, Quebec Crown Prosecutor, Department of National Defence, Ontario Police College, and RCMP special intelligence units to ensure law enforcement is informed and up to date in this area of policing
- delivered 3D-printing information sessions on new trends within illicit firearms manufacturing to over 600 members from various domestic law enforcement agencies and Crown prosecutors
- received and actioned more than 5,000 trace requests from various law enforcement agencies and worked directly with police of jurisdiction to raise awareness of the value of firearm tracing while supporting intelligence gathering and frontline investigations
- started drafting an agreement between the Canadian Firearms Program and contributing public agencies within Alberta to share local

tracing data with Alberta's Criminal Intelligence Service for the purpose of liaising and coordinating with law enforcement and judicial authorities

- committed to ongoing skills development by offering training with the RCMP's Tactical Internet Operational Support Unit to further knowledge of digital evidence in criminal investigation, gaining expertise in advanced open-source techniques to support investigations

Criminal Intelligence Service Canada

In 2024-25, the RCMP:

- strengthened the integrated threat assessment process by consulting with members to enhance the quality of assessments related to organized crime and criminal markets, including refining search options to provide the accuracy of organized crime intelligence representations, and directed efforts to priority threats of organized crime
- collaborated with executive governance bodies and clients to gather viable feedback and direction regarding actionable intelligence
- delivered presentations and tailored intelligence products to educate non-law enforcement partners and senior decision makers, resulting in increased collaboration, open communication, and the increased ability to identify emerging threats and future priorities
- increased data visualization in intelligence products, solicited and actioned partner feedback, including collaboration with the Canadian Criminal Intelligence System project team, to identify analyst needs for specific visual representation

Forensic Science and Identification Services

In 2024-25, the RCMP:

- validated a new instrument for drug analysis, improving the forensic laboratory's ability to identify and quantify a larger number of impairing drugs
- evaluated and resolved several areas of improvement based on the results of a comprehensive toxicology workflow assessment, resulting in improved turnaround times, reduced downtime, and more efficient case processing
- expanded Biology Services to include a method to analyze complex DNA mixtures that allows the re-analysis of previously processed unresolved or cold cases
- expanded the Canadian Integrated Ballistics Identification Network to include a site in Eastern Canada, strengthening forensic capabilities across the country

- supported humanitarian and criminal investigations through the National DNA Data Bank by exploring the use of new technologies to assist with investigations of missing persons, leveraging its specialized expertise with calcified tissues, and implementing workflow improvements to streamline data uploads and international search processes
- identified and tested new technology to transfer images over Wi-Fi at crime scenes to speed up data sharing and incorporated this improvement into training for Forensic Identification Service employees
- expanded and promoted the use of the vacuum metal deposition fingerprinting technique beyond cold case investigations and procured additional vacuum metal deposition systems for use by law enforcement agencies across Canada to support their operations

Canadian Police College

In 2024-25, the RCMP:

- improved access to specialized knowledge, skills, and leadership development by implementing a multi-departmental digital learning platform, allowing learners to access personalized learning spaces including self-paced online courses, download transcripts and course certificates, and benefit from digital technical support
- strengthened cultural competence in training by embedding reconciliation-focused practices, including by placing land acknowledgment signs throughout the campus to encourage recognition and reflection and by collaborating with an Elder, who provides classroom guidance at the beginning and end of leadership courses
- modernized and improved infrastructure and accessibility at the College, supporting the RCMP's Accessibility Strategy, to create a more inclusive and welcoming environment, ensuring campus buildings remain accessible through ramps, elevators, and designated washrooms, and more welcoming through safer exterior walkways, freshly painted walls, new carpeting and flooring in common areas, updated room signage in residence buildings, informational displays, and improved Wi-Fi access across campus
- promoted financial sustainability by maintaining a consistent and competitive cost recovery model aligned with the evolution of police training and demand, ensuring that training remained accessible

Sensitive and Specialized Investigative Services

In 2024-25, the RCMP:

- jointly led Project STEEL, a Canada-wide operation bringing together 63 law enforcement partners across Canada to target online child

sexual exploitation, resulting in the arrest of 106 individuals, the safeguarding of 37 children, and the confiscation of 1,132 electronic devices during the reporting period

- partnered with international victim identification specialists in Operation Renewed Hope III to identify and safeguard child victims of online sexual exploitation and abuse which included analyzing over 216GB worth of data from 83,000 files of unidentified images and videos of child sexual abuse material, generating 386 leads and positively identifying 36 child victims
- collaborated with victim identification specialists from Sweden, the United States of America, Australia, as well as with the RCMP's Liaison Officer in the Philippines and the Ontario Provincial Police through Operations Renewed Hope III to arrest 2 alleged offenders and remove 3 child victims from harm on Canadian soil
- increased the number of identified Canadian victims uploaded to the International Child Sexual Exploitation Database, managed by INTERPOL, by approximately 21%, from 3,353 to 4,046 (i.e., 693 identifications and uploads in 2024-25) to further support investigations and minimize duplication of efforts
- published a report on Exploring the Phenomenon of Reported Runaways in Canada 2015-2021, and identified trends related to their disappearance, providing critical insights into the patterns and root causes of repeat disappearances in Canada, enabling more effective prevention strategies, policy development, and support services for at-risk individuals
- launched a specialized search and analysis tool designed to assist front-line law enforcement with investigations involving missing persons
- developed an intelligence-led, off-line search initiative to identify leads, trends, patterns, anomalies and best practices in missing and unidentified remains investigations
- assisted the Colombian National Police in their investigations by conducting 40 polygraph examinations
- implemented a new polygraph testing technique to complement existing techniques and replace the primary method of scoring
- advanced the Psychological Care International Research Project, and shared tools, techniques and best practices with Virtual Global Taskforce members, and more broadly with domestic and international law enforcement partners, non-governmental organizations, and industry to better support employees working in high-risk areas
- supported partners through the delivery of 53 "Taking Care of the Caregivers" training sessions focused on the various stressors and potential impacts of working with sensitive and graphic materials

Specialized Technical Investigative Services

In 2024-25, the RCMP:

- procured a case management, evidence tracking, chain of custody, report generation and business intelligence system to support the National Digital Forensics Program
- worked with Canadian police partners, Canadian federal agencies, and international stakeholders to develop a process to ensure that all chemical, biological, radiological, nuclear and explosives incidents are monitored and reviewed, allowing analysts to look for emerging trends and threats that may impact Canadians
- developed domestic collaboration by bringing together Canadian police explosives technicians, chemical; biological; radiological; nuclear and explosives experts, and national security investigators during training exercises to ensure that national security-related chemical; biological; radiological; nuclear and explosives incidents are effectively managed
- implemented the Counter Uncrewed Aerial System and assigned dedicated resources, supporting Federal Policing Protective Operations by using technical countermeasure systems such as radiofrequency counter measures on 25 occasions, in order to respond to threats posed by the malicious use of drones
- informed internal and external partners by producing 81 intelligence products, including regular drone activity situation reports for specific sites, pre-operation intelligence briefs, and post-operation situation reports

Departmental Security

In 2024-25, the RCMP:

- enhanced security controls by updating response frameworks, improving stakeholder access to guidance tools and resources through the updating of security policies and other materials, and planning and creating of SharePoint sites to better facilitate communications and sharing of security materials
- created a national security awareness committee to bolster communications among security practitioners and identify and develop strategies to improve posture of security awareness needs and communications
- collaborated with the Digital Program, modernized and digitized security assessment and authorization processes through the application of Microsoft 365 tools, enhanced through ongoing presentations and workshops to Departmental Security Section security practitioners and other stakeholders
- initiated a full-scale review of security screening in response to the Treasury Board Secretariat's January 2025 release of the new Directive on Security Screening

- updated contract security processes to minimize duplication, in consultation with security programs
- completed program reviews, implemented program updates and added new information fields to address security and reporting requirements
- initiated an update to the RCMP incident management framework to incorporate Cyber Security Operations Centre capabilities, roles, and responsibilities

Operational IM/IT Services

In 2024-25, the RCMP:

- approved the Digital Collaboration and Information Management project, which will deliver the next enterprise document and records management system using the Microsoft 365 suite of products, specifically leveraging SharePoint Online, OneDrive and Exchange Online products to facilitate information-sharing, enhance collaboration and co-creation of information products, and enable completely digital workflows
- delivered a key milestone for the Data Foundation, making information from the Police Reporting and Occurrence System available for advanced data analytics and setting a scalable foundation to make this data accessible to a wider group of users across the organization
- began production of a data engineering solution (Databricks) and advanced analysis and visualization solution (MS Power BI), setting a starting point for the RCMP's enterprise advanced analytics platform
- established an inter-department working group that has since identified multiple objectives and short-term deliverables to limit overall delays to the delivery of essential digital capabilities

Canadian Firearms Licensing and Registration

In 2024-25, the RCMP:

- migrated 7 paper-based services—4 for individuals and 3 for businesses—to the MyCFP Portal, comprised of a first-time national repository of Shooting Ranges and Clubs, as well as end-to-end workflows in the Canadian Firearms Digital Services Solution for range and club approvals
- completed a refactoring of the online Possession and Acquisition Licence application to allow for enhanced system scalability, including the ability for an applicant to view their information
- made continuous improvements to previously released online services, such as Possession and Acquisition Licence and Minors Licence application types, while simultaneously adjusting to firearms licence applications volumes increasing by 45.6% and 460% respectively,

allowing 56% of Possession and Acquisition Licence applications since January 2025 to be submitted through the new digital channel

- provided updated range inspection training to Firearms Officers to ensure consistency across jurisdictions
- offered training to front line employees on the use of the new Canadian Firearms Digital Services Solution as additional services transition to the online platform

National Cybercrime Coordination Unit

In 2024-25, the RCMP:

- responded to over 1,750 requests for operational assistance from domestic and international law enforcement partners, and 125 requests for operational assistance through the United States National Cyber-Forensics & Training Alliance
- supported 65 international law enforcement operations through Europol's European Cybercrime Centre, Joint Cybercrime Action Task Force and several international law enforcement activities to prevent cybercrime offenders in Canada, such as GoogleAds campaigns focused on preventing phishing attacks and Distributed Denial of Service activities
- sent over 370 cyber victim notifications to Canadian police of jurisdiction, which included urgent and timely warnings to more than 1,900 Canadian businesses and organizations of imminent and real-time ransomware attacks and other cyber threats, and in some cases, included the provision of decryption solutions to several Canadian businesses and organizations experiencing cyber-attacks, allowing victims to neutralize ransomware threats and avoid victim payouts ranging from hundreds of thousands to millions of dollars
- provided Cyber Behavioural Analysis to support several cybercrime investigations, including full target profiles, forensic linguistic analysis, investigative statement analysis, international consultations, and cybercrime offender prevention activities
- finished final touches on the National Cybercrime Solution and the National Cybercrime and Fraud Reporting System, a public reporting website to improve understanding of the nature and extent of cybercrime and fraud, with full implementation now planned for 2025-26
- referred more than 3,781 telephone numbers, 5,825 email addresses, 3,982 bank accounts, 548 websites, 875 merchant accounts and 1,697 e-transfer transactions for disruption purposes, most notably supporting \$4.92 million in financial recoveries for victims of fraud

Key risks

- To address the risk posed by the changing nature of crime and the potential future inadequacy of existing technology, Specialized Policing Services' Digital Program:
 - enabled the national deployment of body-worn cameras to over 3,000 front-line members and the implementation of the Digital Evidence Management System, increasing bandwidth and uploading over 371,000 evidence files
 - provided necessary IT infrastructure and support to the deployment of the Blue Force Tracking program, which enhances officer safety by providing a standard solution across the RCMP to improve interoperability and tracking of frontline officers irrespective of their physical location
 - implemented a national HR Classification Tracking System to centrally manage and track HR classification service requests
 - leveraged SharePoint as a collaboration tool and developed Microsoft Lists to track aspects of the RCMP's Project Management Framework
 - introduced SharePoint Online and Microsoft Teams channels, which allow for co-creation and collaboration of information products
 - began a pilot project to make information, in the Police Reporting Occurrence System Data Foundation (infrastructure), available to users from 2 RCMP divisions with plans to further scale to all divisions in 2025-26, which will enable advanced analysis across multiple datasets, allowing the RCMP to gain new insights to inform decision-making
- To address the risk that a lack of clear, timely, and reliable intelligence and information-sharing across jurisdictions will impede the RCMP's ability to effectively investigate crime and take appropriate actions, the Protective Technical Services Branch shared a total of 81 intelligence products with both internal and external partners, depending on their requirements, which included regular drone activity situational reports for specific sites, pre-operational intelligence analysis briefs, and post-operations sitreps
- To address the risk that the RCMP will be unable to adequately attract and retain diverse groups of employees with the appropriate skills, attributes, characteristics, and mindset to police the crimes of the future, Specialized Policing Services focused efforts on attracting and retaining talent possessing both new and existing skills sets, and further developed its workforce to meet evolving technology trends and digital work environments through the following initiatives:
 - introducing several new technologies and instrumentations within National Forensic Laboratory Services and the National DNA Data Bank to modernize workflows and better support criminal investigations

- continuing efforts to attract more employees from equity-seeking groups, as well as gather gender and diversity data, to further advance inclusion

Resources required to achieve results

Table 5: Snapshot of resources required for Specialized Policing Services

Table 5 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	\$697,998,977	\$749,755,014
Full-time equivalents	4,193	4,066

The [Finances section of the Infographic for the RCMP on GC Infobase page](#) and the [People section of the Infographic for the RCMP on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

▼ Gender-based Analysis Plus

In 2024-25, the RCMP:

- consulted with GBA Plus specialists during the process of updating security questionnaire security screening forms to plan a full-scale review of all security screening related forms and other materials in response to the Directive on Security Screening issued by Treasury Board in January 2025, which will continue into the 2025-26 fiscal year
- hosted a symposium and forum on hate crime, further enhancing cultural competence and fostering discussions on critical social issues
- developed and finalized a 'Truth and Reconciliation' course to enhance police understanding of Indigenous issues and reconciliation efforts, scheduled for launch at the Canadian Police College in May 2025
- supported the development of the Canadian Firearms Digital Services Solution project through 11 testing sessions specific to the firearm instructor application and Service Delivery Agent portal, with testing completed by both men and women with varying degrees of comfort in using technology
- created a forum to deliver several all-women Canadian Firearms Safety Courses, based on feedback received from previous participants

- enhanced the accessibility of Canadian Firearms Safety Course training rooms to accommodate participants with physical limitations or who utilize mobility aids and ensured that seats near screens or instructors were reserved for those with visual or hearing impairments
- ensured that both male and female Canadian Firearms Safety Course instructors were present during firearms safety training whenever close proximity between participants and instructors was required to ensure that all participants felt comfortable

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

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 2024-25, Specialized Policing Services:

- merged the positions of the Chief Information Officer and Chief Transformation Officer to create a unified Chief Digital Officer role to enhance collaboration, streamline RCMP decision-making, and accelerate the RCMP's journey towards a fully integrated digital future, which reflects the RCMP's commitment to business transformation, technical modernization, digital excellence and supports new approaches that meet the needs of modern Canadian society
- undertook multi-faceted consultation process with clients and partners with the aim of informing the modernization of the Canadian Police Information Centre, including the use of commercially available software that uses proprietary algorithms to aid in aggregating large volumes of feedback into themes and ideas
- utilized the Canadian Police College's new digital learning platform to enhance accessibility and interactivity of online training modules, including through the development of an online course for digital forensic examiners that focuses on enhancing learning in digital data interpretation and processing, to assist investigators in complex investigations
- upgraded several classrooms at the Canadian Police College with state-of-the-art audiovisual technology, enhancing both on-site and remote course delivery and benefiting more students by improving the accessibility and quality of specialized courses
- successfully onboarded a modern digital platform at the Canadian Police College, reducing travel costs and increasing access to courses for law enforcement across Canada and improving accessibility for learners by allowing them to access courses online through their police

service, an initiative which especially benefits organizations in remote areas

Program inventory

Specialized Policing Services is supported by the following programs:

- Canadian Firearms Investigative and Enforcement Services
- 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
- Canadian Firearms Licensing and Registration
- National Cybercrime Coordination Unit

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

Core responsibility 3: Contract and Indigenous Policing

▼ In this section

- [Description](#)
- [Quality of life impacts](#)
- [Progress on results](#)
- [Details on results](#)
- [Key risks](#)
- [Resources required to achieve results](#)
- [Related government priorities](#)
- [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 the peace, prevention of crime, and fulfilment of all duties as outlined under the laws of Canada or the laws of respective provinces and territories.

Quality of life impacts

Contract and Indigenous Policing contributes to the Prosperity and Good Governance pillars of the Quality of Life Framework for Canada.

Specifically, in support of the Framework, Contract and Indigenous Policing:

- contributed to public safety and security with improved responses to general-duty investigations, including but not limited to those dealing with sexual offences, intimate partner violence, hate crimes and human trafficking, through police training and awareness, victim support, public education and communications, and investigative accountability
- improved transparency of police actions and operations by disclosing the use of police intervention options, updating the crisis intervention and de-escalation frameworks, collecting and reporting race-based data for those who come into contact with the criminal justice system and equipping officers with body-worn cameras

Progress on results

This section details the department's performance against its targets for each departmental result under Core responsibility 3: Contract and Indigenous Policing.

Table 6: The RCMP provides modern contract policing services

Table 6 provides a summary of the target and actual results for each indicator associated with the results under the RCMP provides modern contract policing services in the last 3 fiscal years.

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, 2025	<ul style="list-style-type: none"> • 2022–23: 30.89 • 2023–24: 28.91 • 2024–25: 29.76
Crime Severity Index	Not available	March 31, 2025	<ul style="list-style-type: none"> • 2022–23: 114.29 • 2023–24: 117.72 • 2024–25: 110.80

Departmental Result Indicators	Target	Date to achieve target	Actual Results
Rural crime rates in RCMP jurisdictions	Not available	March 31, 2025	<ul style="list-style-type: none"> • 2022-23: Not available • 2023-24: Not available • 2024-25: Not available
Percentage of the surveyed public within contract policing jurisdictions who agree with the statement, "I feel safer because of the RCMP"	At least 64%	March 31, 2025	<ul style="list-style-type: none"> • 2022-23: 56% • 2023-24: Not available • 2024-25: Not available
Percentage of Contract Partners who agree with the statement, "The RCMP provides modern contract policing services"	At least 60%	March 31, 2025	<ul style="list-style-type: none"> • 2022-23: 65% • 2023-24: Not available • 2024-25: Not available

Table 7: Improved relationships with and outcomes for Indigenous people

Table 7 shows the target, the date to achieve the target and the actual result for each indicator under improved relationships with and outcomes for Indigenous people in the last 3 fiscal years.

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"	At least 47%	March 31, 2025	<ul style="list-style-type: none"> • 2022-23: 45% • 2023-24: Not available • 2024-25: Not available

Departmental Result Indicators	Target	Date to achieve target	Actual Results
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, 2025	<ul style="list-style-type: none"> • 2022-23: Not available • 2023-24: Not available • 2024-25: 21.4%

The [Results section of the Infographic for the RCMP on GC Infobase page](#) provides additional information on results and performance related to its program inventory.

Details on results

The following section describes the results for Contract and Indigenous Policing in 2024-25 compared with the planned results set out in Contract and Indigenous Policing’s departmental plan for the year.

▼ Result 1: The RCMP provides modern contract policing services

Results achieved:

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.

Provincial/Territorial Policing and Municipal Policing

In 2024-25, the RCMP:

- launched the national Body Worn Camera and Digital Evidence Management System deployment following the successful completion of the pilot program, where the fiscal year ended with approximately 3,750 front-line officers equipped with body-worn cameras in over 300 detachments across Canada and full deployment being completed in the next 12 to 18 months

Contract and Indigenous Policing Operations Support

In 2024-25, the RCMP:

Crime Prevention:

- developed and published a national policy for Community Program Officers to implement enhanced service delivery options to support tailored police service delivery and to meet the unique and diverse characteristics of the communities it serves

- updated the Rural Crime Reduction Toolbox with best practices and unique approaches to combatting increasing rural crime across the country, which serves as a repository of initiatives and programs implemented by RCMP Divisions

Crisis intervention and de-escalation:

- collaborated with the Canadian Association of Chiefs of Police Use of Force Advisory Committee to conduct an environmental scan of provincial and territorial use-of-force standards and drafted a survey for law enforcement agencies to examine intervention-option-specific training and recertification, thresholds for use, restrictions and prohibitions, and requirements
- drafted a literature review and compendium of de-escalation programs and evaluations and developed and distributed a survey for agencies to report on their adoption of proprietary and/or internally developed training, core components, principles, involvement of mental health experts and persons with lived experience, frequency and length, target audience, delivery methods, and evaluation and key performance metrics
- explored peer-reviewed research, promising practices, training, and technology to determine additional strategies to bolster crisis intervention and de-escalation training for RCMP members

Restorative Justice:

- delivered the national Restorative Justice Mindset course to 148 RCMP employees to increase employee awareness through comprehensive training
- completed a pilot project with Justice Canada that paired RCMP detachments and local Indigenous Justice Programs to create strong community-based working relationships and to increase Restorative Justice referrals
- completed a policy update related to Restorative Justice in the Operational Manual to enhance RCMP tools and resources

Youth:

- organized 2 Youth Leadership Workshops (August 2024 and February 2025), where youth participants, guided by RCMP mentors, developed 13 community action plans and enhanced their leadership skills through interactive training sessions
- concluded the 2023-2024 and initiated the 2024-2025 National Youth Advisory Committee which featured guest speakers for events and discussions, reviewed and provided feedback to RCMP employees regarding educational materials

Enhanced Sexual Offence Investigations

- supported the launch of an advanced sexual offence investigations course to identify investigative shortcomings and trends, while providing enhanced training and education in sexual offence investigations leading to a more professional and effective service
- developed an investigator and supervisors check list, updated the Sexual Assault Investigations Best Practice Guide, and updated the Unit Level Quality Assurance guide to improve sexual offense investigations
- developed new tools for investigators, such as an updated guide for contacting victims and an updated Sexual Assault Investigations Review Committee training and review check list to improve the support to sexual assault victims
- supported the launch of a second Sexual Assault Investigation Review Committee in British Columbia (E Division) to provide additional support for sexual offense investigations

Support for Vulnerable Persons:

- continued to work on developing a comprehensive action plan that will establish best practices for combating human trafficking
- provided survivor-led human trafficking training to RCMP employees to provide effective, timely, and informed assistance to victims when responding to incidents and to reduce the effects of victimization and re-victimization
- created a wallet-sized Canadian Victims Bill of Rights card for victims that outlines the 4 primary rights under the Canadian Victims Bill of Rights, lists basic information about victim services, and contains space for officer and other contact information that can be customized as needed
- enhanced and updated policies such as the Persons with Disabilities Policy, the Mistreatment/Abuse of Older Persons Policy, the Victim Assistance Policy, the Bias-Free Policing Policy and the Intimate Partner Violence Policy
- participated in the Hate Crimes Task Force and its leadership in the RCMP Community of Practice on Hate-Motivated Crimes and Incidents, which provides a forum to encourage ongoing and regular interaction between RCMP employees, and other law enforcement professionals, to discuss and share information and experiences as it relates to hate-motivated crimes and incidents

Force Generation

In 2024-25, the RCMP:

- focussed its efforts on continuing to create an inclusive environment for employees and cadets alike, as well as building capacity to accommodate more cadets to graduate in future years

- developed and implemented a strategy to increase the number and diversify the facilitator cadre at RCMP Depot
- supported recruiting efforts by releasing a Virtual Tour of the Training Academy, made up of 10 videos, sharing the history, modern-day training and what it is like to be a cadet at Depot
- established a team to create and implement a strategy for modernizing the Training Academy and its curriculum, focused on enhancing induction training to foster an inclusive and progressive learning environment that adapts to evolving learning needs, strengthening its capabilities to serve with operational excellence, now and for generations to come
- had record numbers of applications to the Regular Member process with 17,672 applications from the 2023-24 fiscal year to 20,839 applications at the end of the 2024-25 fiscal year, representing a 17.9% increase
- experienced an increase in Cadets graduating from the Cadet Training Program at Depot, increasing from 541 in the 2023-24 fiscal year, to 895 in the 2024-25 fiscal year, a 60.4% increase, while 166 Experienced Police Officers were hired, helping to supplement the total number of police officers
- increased the diversity of applicants by rolling out several initiatives, all of which contributed to a 23% increase in applications of persons who are equity seeking, over the previous year

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

Results achieved:

The RCMP is continuously working to enhance its relationship with First Nations, Inuit and Métis 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, the RCMP 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 2024-25, the RCMP:

- piloted a tool in 43% of divisions, available through SharePoint, to support the streamlined collection of data and reporting on non-operational community outreach and engagement efforts, including those that advance reconciliation across the RCMP
- supported the First Nations and Inuit Policing Program's success by re-establishing working-level meetings to align activities and achieve intended goals

- continued the support and advancement of band bylaws as part of regular policing service delivery to support the self determination of Indigenous communities and leadership and to enhance the safety, security and wellness of First Nation communities across Canada in partnership with Department of Justice, Divisional Indigenous Policing Services, and community leaders
- restructured resources and led consultations with internal and divisional-level partners to revitalize and expand the Indigenous Pre-Cadet Training Program, helping more Indigenous applicants succeed and supporting their recruitment and retention
- provided the RCMP Commissioner with strategic advice and cultural perspectives on First Nations, Inuit and Métis matters to support the delivery of the highest quality of professional, dedicated, and culturally competent policing through meetings held with the Commissioner's National Indigenous Advisory Committee
- developed educational tools on cannabis for Indigenous communities with plans to provide distinction-specific programming that can be further tailored in partnership with the communities
- collaborated with Métis governments to evaluate the work done by Métis Community Liaison Officers in each division, to assist with determining how to best expand the program to suit the unique needs of the Métis communities
- leveraged findings of the Policing with Indigenous Persons review to adopt the Canadian Association of Chiefs of Police Liaison Team training, implemented both nationally within the RCMP and through partner organizations such as Fisheries and Oceans Canada, Provincial Conservation, and Municipal and Regional Police Forces and implemented the training with the key objective of interoperability

Key risks

In 2024-25, the RCMP:

- To address the risk that a lack of resources will impede the RCMP's ability to fulfill its mandate amidst high vacancy rates, the RCMP
 - hired additional staff and implemented measures to attract and process more applicants, resulting in a significant increase in the number of applicants and a moderate increase in cadets graduating from Depot.
 - prioritized building key relationships to promote buy-in and demonstrate value by producing as many high-quality Independent Officer Reviews as existing resources allowed
- To address the risk posed by difficulties obtaining Transport Canada accreditation for the National Marine Program, the RCMP

- consulted and collaborated with Transport Canada and Divisional Marine Advisors/Instructors to prevent any negative effects on training accreditation
- To address the risk posed by climate change-related events (including wildfires, floods, and hurricanes) increasing pressure on contract resources, the RCMP
 - participated in discussions throughout the federal government to plan and best prepare for emergency scenarios requiring significant additional resources.
- To address the risk posed by outdated technology (as identified following the 2020 Nova Scotia mass casualty incident), the Operations Systems Services Centre
 - completed a pilot for the RCMP’s new modernized mobile workstation dispatch system, while equally supporting a national roll-out of mandatory training for all front-line members

Resources required to achieve results

Table 8: Snapshot of resources required for Contract and Indigenous Policing

Table 8 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	\$2,288,328,129	\$2,689,928,254
Full-time equivalents	18,816	18,796

The [Finances section of the Infographic for the RCMP on GC Infobase page](#) and the [People section of the Infographic for the RCMP on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Related government priorities

This section highlights government priorities that are being addressed through this core responsibility.

▼ Gender-based Analysis Plus

In 2024-25, the RCMP:

- consulted with Indigenous stakeholders to incorporate their considerations in the development for the national Body Worn Camera rollout across Canada in their communities
- continued to monitor and assess data quality of officer-perceived race-based data being recorded in RCMP use-of-force reports in pilot locations and support the race-based data collection pilot project

- ensured that a minimum of 50% of the Review Officers on the National Independent Officer Review Team were women
- hosted 2 Youth Leadership Workshops for diverse Canadian youth in grades 9 to 11, 3 Youth Officer sessions for RCMP; and 6 RCMP Talks
- hosted National Youth Advisory Committee cohorts, with the aim to understand youth perspectives and help create educational materials for the RCMP Centre for Youth Crime Prevention
- received feedback from Indigenous leaders prior to hosting 3 information sessions for the Botvin LifeSkills program, in order to help facilitators deliver the program to Indigenous youth
- advanced trauma-informed and culturally-responsive policing by developing training, learning opportunities and tools to ensure RCMP members are equipped to recognize and respond appropriately to the unique needs of individuals impacted by various forms of violence and systemic inequities

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

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 2024-25, the RCMP:

- launched the Body Worn Camera national operational rollout for front line general duty policing to enhance trust and accountability with the public
- developed a new national policy governing Independent Officer Reviews, including a new guide on how they are to be initiated and completed
- conducted external surveys of police services, literature reviews, and environmental scans to identify an evidence-based program for the RCMP to pilot and improve the current de-escalation and crisis intervention training, including updating the police intervention and de-escalation framework
 - procured 2 new duty belts for front-line officers that met RCMP specifications to ensure the safety, comfort and continued health of a diverse workforce
- engaged in a full procurement process to identify and replace the current Computer Aided Dispatch System, with a new Next Generation System featuring enhanced integration and interoperability
- started the development of Next Gen 9-1-1 functionality into the RCMP's current Computer Aided Dispatch System

- successfully engaged and piloted electronic disclosure from the RCMP's National record management system into the Manitoba provincial crown system

Program inventory

Contract and Indigenous Policing is supported by the following programs:

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

Additional information related to the program inventory for Federal 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 refer to the activities and resources that support a department in its work to 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
- Financial Management
- Information Management
- Information Technology
- Real Property
- Materiel
- Acquisitions

Progress on results

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

Corporate Management and Comptrollership Sector

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 2024-25, through the Corporate Management and Comptrollership sector, the RCMP:

- onboarded a systems integrator to support the organization as business processes and solutions are updated to ensure alignment with modern comptrollership
- completed an Operational Fleet Decarbonization Plan for both the Conventional and the National Safety and Security Fleet, which outlined pathways to reduce greenhouse gas emissions
- enabled strategic procurement and asset modernization through the procurement of critical operational equipment (for example, tactical vehicles, lighter weight body armor, long range aircraft), advanced key digital initiatives (for example, Digital Evidence Management, Cybercrime, Firearms Solutions), supported economic reconciliation with 10.8% of contracts awarded to Indigenous firms, and facilitated responsible divestment of decommissioned assets
- updated the Acquisition Card policy to support resource stewardship and decision making
- collected Pre-Payment Verification data that will be used to assess risk areas, address non-compliance and report types of errors to Senior Management to help identify focus for improvement
- developed a Dashboard for Senior Management to periodically communicate the results of the Quality Assurance process over RCMP payments and to help improve processes to support Senior Managers with their accountabilities and compliance with financial policies
- revised the Internal Controls over Financial Management Framework, modernized the risk assessment process to align with current trends, and strengthened communication around financial accountabilities to senior management
- continued to advance the cost-effective life-cycle management and stewardship of the RCMP's real property portfolio, including through the implementation of the Corporate Accommodation Management model within the National Capital Region, which will result in more efficient space utilization and reduction in operating costs over time
- advanced sustainability, tabling the RCMP's first Departmental Sustainable Development Strategy Progress Report in Parliament and updating targets for 2025-26

- developed and implemented an updated Financial and Investment Management Framework
- focused on investment planning, governance, and oversight through a redesigned governance committee Terms of Reference, enhanced reporting and investment updates, and the transition to an updated financial system
- implemented a web-based financial reporting system utilizing Business Warehouse, accessible to Financial Management resources and Senior Management. This enabled timely access to financial status reports to facilitate decision making
- supported various Government priorities including Canada's Border Action Plan, the 2025 G7 Presidency, and the Policing Services Agreements with provinces, territories, and municipalities

Human Resources Sector

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 2024-25, the Human Resources sector:

- completed a National Safety review, an initiative designed to identify program elements necessary to prevent workplace injuries and illnesses and to promote the need for greater systemic accountability for health and safety, which will be implemented over coming years
- created the Development of Autistic / Neurodivergent Candidates for Employment program to recruit and retain autistic and neurodivergent candidates, whose skills are assets required to support the work of the RCMP
- supported deaf and hard-of-hearing populations by offering virtual, on-demand sign-language interpretation to the public and RCMP employees to enhance accessibility for affected populations
- developed the Positive Space initiative to promote a safe and welcoming space for all, and in acknowledgment that 2SLGBTQIA+ employees perform at their highest potential when they feel supported and welcome to be their authentic selves and feel they can succeed and grow
- continued to deliver the Diversity Retention and Employee Advancement Model, by conducting 3 workshops for diverse and racialized employees attended by a total of 84 participants including Regular Members, Civilian Members and Public Service Employees

- maintained progress towards removing barriers that impact racialized and underrepresented groups in the RCMP by delivering 3 Diverse and Inclusive Pre-Cadet Experience troops, an initiative intended to help create a workforce that is reflective of the communities the RCMP serves
- published the Accessibility Progress Report, which provides an analysis of what has been done to date towards implementing the RCMP's Accessibility Plan and includes highlights and summaries undertaken in the previous fiscal year to advance equity, accountability and trust with accessibility and disability communities, including RCMP employees
- launched the RCMP's Anti-Racism strategy to modernize the Regular Member recruitment process, implement systemic changes, and develop a communication plan ensuring that employees are reflective of the communities the RCMP serves

Professional Responsibility Sector

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 2024-25, the Professional Responsibility sector:

- modernized the Conduct Measures Guide to align with evolving legal principles, societal values, and RCMP legislation by incorporating 5 foundational conduct principles, and detailed guidance on sexual misconduct and workplace harassment, clarifying expectations for supervisors, and strengthening accountability, core values, and workplace safety
- created the Affected Persons Liaison Unit in January 2025, to support individuals, both internal and external, impacted by sexual misconduct, harassment, or family violence during the Code of Conduct process, providing trauma-informed, inclusive support to reduce harm and re-traumatization, while also promoting safety and resilience
- developed a multifaceted communication strategy including: internal broadcasts to employees about the modernization of the Conduct Measures Guide, creating a SharePoint site to host the modernized Conduct Measures Guide and other conduct related products, participating in townhalls and Holistic Culture Change Committee, delivering Virtual Training on modernized Conduct Measures Guide, and providing awareness and information to all employees and supervisors to promote a shared understanding of workplace conduct expectations and consequences of misconduct

- produced and shared 3 resources with all employees: the *Living Our Values Guide*, which explains the renewed core values with examples for different roles; the *Core Values and Values and Ethics Code for the Public Sector Crosswalk*, which shows how RCMP values align with public sector values; and the *Core Values Compass Cards*, which are portable cards featuring a personal pledge, definitions of the core values, and reflection questions

Reform, Accountability and Culture Sector

Established in 2023-24, the Reform, Accountability and Culture sector provides strategic advice, leadership, and coordination of internal culture change initiatives and major transformation and renewal initiatives across the RCMP's 3 operational business lines. The sector also provides secretariat support to the RCMP's Management Advisory Board.

In 2024-25, the Reform, Accountability, and Culture sector:

- enhanced transparency and accountability in establishing the RCMP Progress Hub to publicly report on progress related to the RCMP's efforts to implement Mass Casualty Commission recommendations
- provided 4 briefings to the Progress Monitoring Committee, an independent body that monitors the progress of the Governments of Canada and Nova Scotia towards implementing the Mass Casualty Commission's recommendations
- led efforts to create foundational capacity to implement Mass Casualty Commission recommendations through increased oversight and governance, as well as strengthening the RCMP's emergency management capacity
- established the Canadian Association of Chiefs of Police Mass Casualty Commission Special Purpose Committee, which will allow for improved collaboration across the organization and all Canadian police service to further implementation of Mass Casualty Commission recommendations
- provided professional secretariat support to the Management Advisory Board for the RCMP, including logistical, strategic, administrative, and analytical support, which enabled the Board to fulfill its mandate, allowing the Board and its sub-committees to hold a combined total of 70 meetings and engagements to explore a variety of critical topics and provide advice to the RCMP Commissioner on complex reform and governance
- advanced work on the development of a framework for the transition of police services from the RCMP to other independent police services to support orderly and effective police transitions, including with Public Safety Canada provided national leadership on current police transitions including the change of police of jurisdiction in Surrey, British Columbia to the Surrey Police Service and the provision of

temporary assistance to Surrey by the RCMP Provincial Police Service, the assignment of Grande Prairie Police Service officers into the RCMP municipal detachment in Grande Prairie, Alberta, and the transition of police services in western Newfoundland to the Royal Newfoundland Constabulary

- developed and supported the implementation of multiple unique arrangements, such as vehicle loan agreements, equipment transfer agreements, and service level agreements, to support police transitions
- led engagement and analysis, including by establishing a Contract Reform Consultative Committee with divisional representation, to support government decision-making with respect to the renewal of the Contract Policing Program when the current police service agreements expire in 2032
- engaged with employees and internal partners to inform the development of a RCMP workplace culture strategy, including a performance measurement framework to measure RCMP culture, based on employee experiences
- expanded the Bastarache Implementation Working Group to facilitate monitoring of progress made toward recommendations of the Bastarache report and took steps to develop a new progress tracker to publicly report on RCMP responses, supporting action, transparency and accountability
- led monthly meetings with the Holistic Culture Change Committee to align work between program areas, foster better collaboration, and identify opportunities for improved information sharing
- strengthen internal governance and capacity for the application of GBA Plus through the efforts of the GBA Plus Centre of Expertise, with continued support and guidance to various teams and an expanded GBA Plus Network
- delivered targeted training, communications and analysis, as well as established RCMP GBA Plus focal points across business lines to further support evidence-based decision-making and the distributed application of GBA Plus across the organization
- began work to establish a dedicated hate crime policy function to support the Hate Crime Task Force's and the Commissioner engagement with the broader policing community

Strategic Policy, Communications and External Relations Sector

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 2024-25, the Strategic Policy, and Communications and External Relations sector:

- strengthened the coordination and delivery of timely advice, analyses, and briefing materials to support senior officials by increasing engagement within the organization to ensure that RCMP input and messaging on strategic priorities were reflected in discussions in Cabinet and at Parliamentary Committees
- streamlined RCMP governance and forward agenda planning to provide a structured and coordinated approach for transparent, evidence-based decision-making within the RCMP that is focused and responds to organizational priorities and issues
- further enhanced 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, both inside and outside the organization, reflects the strategic interests of the whole organization
- executed a national technical briefing, a demonstration video, developed a suite of communication products to assist with the national Body Worn Camera roll-out
- highlighted key milestones and achievements of women throughout the RCMP's history, supporting divisional recognition events, and preparing special event and activities recognizing members of Troop 17
- led the development of a cohesive and visually aligned design and promotion of the RCMP's new strategic plan to ensure clarity and consistency of presentation to support the effective communication of the organization's priorities
- developed and executed a communication inviting Canadians to provide feedback on a strategic plan to establish an RCMP Transparency and Trust Multi-Stakeholder Forum

Resources required to achieve results

Table 9: Resources required to achieve results for internal services this year

Table 9 provides a summary of the planned and actual spending and full-time equivalents required to achieve results.

Resource	Planned	Actual
Spending	\$718,768,263	\$944,839,931
Full-time equivalents	4,323	5,077

The [Finances section of the Infographic for the RCMP on GC Infobase page](#) and the [People section of the Infographic for the RCMP on GC Infobase page](#) provide complete financial and human resources information related to its program inventory.

Contracts awarded to Indigenous businesses

Government of Canada departments are required to award at least 5% of the total value of contracts to Indigenous businesses each year.

The RCMP's results for 2024-25

Table 10: Total value of contracts awarded to Indigenous businesses ¹

As shown in Table 10, RCMP awarded 10.80% of the total value of all contracts to Indigenous businesses for the fiscal year.

Contracting performance indicators	2024-25 results
Total value of contracts awarded to Indigenous businesses ² (A)	\$23,892,133.54
Total value of contracts awarded to Indigenous and non-Indigenous businesses ² (B)	\$560,220,087.30
Value of exceptions approved by deputy head (C)	\$338,934,054.92
Proportion of contracts awarded to Indigenous businesses $[A / (B - C) \times 100]$	10.80%

Table 10 notes

- 1 "Contract" is a binding agreement for the procurement of a good, service, or construction and does not include real property leases. It includes contract amendments and contracts entered into by means of acquisition cards of more than \$10,000.00.
- 2 For the purposes of the minimum 5% target, the data in this table reflects how Indigenous Services Canada (ISC) defines "Indigenous business" as either:
 - owned and operated by Elders, band and tribal councils
 - registered in the Indigenous Business Directory.
 - registered on a modern treaty beneficiary business list

The RCMP's search results are based on information entered into 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.

Includes contract amendments and contracts with Indigenous Businesses created as a contract document in the RCMP's departmental management financial system. At RCMP, contracts awarded under \$10,000.00 using the Responsibility Centre Manager delegation with an acquisition card or using a local purchase order form with a direct payment are not created as a contract document in RCMP's departmental management financial system and therefore cannot be tracked against the targets.

Includes contract amendments and contracts created as a contract document in the RCMP's departmental management financial system.

As part of the 2024-25 RCMP Indigenous Procurement Plan, 5 commodity groupings were identified as deputy head approved exceptions where data analysis determined that there was no opportunity to award contracts to Indigenous business based on existing mandatory, policy or regulatory constraints. The 5 commodity groups were: guard services, ammunition and weapons, fleet (ground, marine and air), forensic science and identification services, and radio communication.

In 2024-25, 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 2025-26 Departmental Plan, the RCMP estimated that it would award 5% of the total value of its contracts to Indigenous businesses by the end of 2024-25.

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

- encouraging RCMP management to take part in annual learning activities
- developing and deploying an interactive Indigenous Procurement Dashboard that uses real-time data to provide timely, actionable insights for monitoring departmental progress towards meeting or exceeding the target throughout the year
- maintaining increased 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](#)

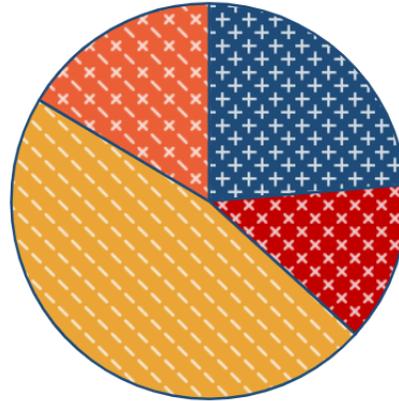
Spending

This section presents an overview of the department's actual and planned expenditures from 2022-23 to 2027-28.

Chart 1: Actual spending by core responsibility in 2024-25

Chart 1 presents how much the department spent in 2024-25 to carry out core responsibilities and internal services.

Federal Policing Specialized Policing Services Contract and Indigenous Policing Internal Services



► Text version of chart 1

▼ Analysis of actual spending by core responsibility

In comparison to 2023-24, the year-over-year expenditures for the RCMP saw an increase of \$601 million.

In comparison to the planned spending included in the 2024-25 Departmental Plan, Federal Policing and Contract and Indigenous Policing core responsibilities and Internal Services incurred incremental spending related to compensation agreements, in addition to the expansion of mandated activities such as Canada’s G7 Presidency and Canada’s Border Action Plan. Further all core responsibilities, Federal Policing, Specialized Policing Services, and Contract and Indigenous Policing, saw significant increases over prior year’s expenditures relating to Health and Disability costs for payments to compensate Members of the RCMP for Injuries Received in the Performance of Duty as well as health and dental benefits.

The Federal Policing core responsibility increased both year-over-year and in comparison to the planned spending for Canada’s G7 Presidency, Canada’s Border Action Plan, and increases to the RCMP’s international footprint for Peacekeeping Operations.

The Contract and Indigenous Policing core responsibility increased both year-over-year and when compared to the planned spending, due to expenditures associated with funding approved in-year for Contract Policing services and to support the First Nations and Inuit Policing Program.

For the Specialized Policing Services core responsibility, when excluding the above items, there were delays in the Firearms Contributions Agreement signing process with the opt-in Provinces, which caused lower expenditures when compared to the Planned Spending and fiscal 2023-24. However, these decreases were partially offset by increases to both year-over-year and to the planned spending as it relates to new and recently approved initiatives such as Canada's Border Action Plan, and the Assault-Style Firearms Compensation Program to support the issuing of notifications to individual firearm owners, divisional collection and verification.

Finally, as it relates to Internal Services, the year-over-year increase along with the increases in comparison to the planned spending, are attributed to in-year incremental funding in support of the above noted programs.

Refocusing Government Spending

In Budget 2023, the government committed to reducing spending by \$14.1 billion over 5 years, starting in 2023-24, and by \$4.1 billion annually after that.

As part of meeting this commitment, the RCMP identified the following spending reductions.

- 2024-25: \$24,811,546
- 2025-26: \$31,401,484
- 2026-27: \$33,724,610
- 2027-28: \$39,709,990
- 2028-29: \$42,625,325
- 2029-30 and after: \$41,736,500

During 2024-25, the RCMP worked to realize these reductions through the following measures:

- Reduced travel and professional services
- Enhanced management of RCMP accommodations
- Reduced spending related to International peacekeeping and peace operations

The majority of the RCMP's travel and professional services spending is non-discretionary as it directly supports policing operations. While substantial efforts were made to minimize discretionary travel and maximize the use of virtual technologies, some areas of the organization

were unable to realize the planned savings. The RCMP will continue to focus on reducing travel and professional services spending where appropriate.

Efficiencies related to accommodations have been initiated with targeted savings achieved this fiscal year. Going forward, the RCMP will continue to implement measures to reduce spend on accommodations.

Budgetary performance summary

Table 11: Actual 3-year spending on core responsibilities and internal services (dollars)

Table 11 shows the money that RCMP spent over the past 3 years to carry out its core responsibilities and on internal services.

Core responsibilities and internal services	2024-25 Main Estimates	2024-25 total authorities available for use	Actual spending over three years (authorities used)
Federal Policing	1,142,660,730	1,337,221,422	<ul style="list-style-type: none"> • 2022-23: 1,349,445,572 • 2023-24: 1,161,734,103 • 2024-25: 1,359,848,694
Specialized Policing Services	697,998,977	826,189,541	<ul style="list-style-type: none"> • 2022-23: 693,345,200 • 2023-24: 758,610,631 • 2024-25: 749,755,014
Contract and Indigenous Policing	2,288,328,129	2,852,577,759	<ul style="list-style-type: none"> • 2022-23: 2,994,507,689 • 2023-24: 2,403,919,443 • 2024-25: 2,689,928,254
Subtotal	4,128,987,836	5,015,988,722	<ul style="list-style-type: none"> • 2022-23: 5,037,298,461 • 2023-24: 4,324,264,178 • 2024-25: 4,799,531,962
Internal services	718,768,263	966,809,643	<ul style="list-style-type: none"> • 2022-23: 770,140,621 • 2023-24: 819,034,332 • 2024-25: 944,839,931
Total	4,847,756,099	5,982,798,365	<ul style="list-style-type: none"> • 2022-23: 5,807,439,082 • 2023-24: 5,143,298,509 • 2024-25: 5,744,371,893

▼ Analysis of past three years of spending

At the outset of 2024-25, the RCMP's planned spending was \$4,848 million. Incremental funding of \$1,135 million from Supplementary Estimates, compensation adjustments, and carry forwards brought the 2024-25 total authorities to \$5,983 million. Some of the key items that were approved in-year, but not included in the Departmental Plan were:

- Incremental funding of \$515 million, in support of growth for Contract Policing;
- Funding for compensation adjustments (\$210 million) and budget carry forwards (\$175 million); and
- In-year funding of \$147 million for new initiatives such as, but not exclusive to: Canada's G7 Presidency, RCMP network modernization, Protecting Public Figures and Democratic Institutions, and the Firearms Compensation Program.

The 2024-25 total actual spending (\$5,744 million) was \$238 million less than the 2024-25 total authorities available for use at year-end. This surplus is mainly comprised of \$100 million in funding that has been frozen for approved and anticipated reprofiles; \$94 million which will be managed through the operating budget carry forward (\$15 million) and the capital budget carry forward (\$78 million) and the Capital Asset Disposal Credit process (\$1 million); and \$44 million related to amounts not eligible for carry forward and lapsed to the fiscal framework. 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 within the organization.

In comparison to the 2024-25 Departmental Plan, the RCMP incurred \$897 million in expenditures in excess of Planned Spending. The majority of this incremental spending is attributed to:

- Operating expenditures of \$756 million, capital expenditures of \$96 million, and Statutory expenditures of \$54 million related to program growth in 2024-25. This includes expenditures related to growth for Contract Policing services, preparatory work for Canada's G7 Presidency, incremental compensation adjustments and Canada's Border Action Plan.
- Health and Disability expenditures (\$5 million) and Grants and Contributions expenditures (\$4 million) were less than Planned Spending.

In comparison to prior year expenditures, the RCMP incurred \$601 million more in expenditures in 2024-25 than 2023-24. This is attributed to:

- Increases related to payments of disability benefits to compensate members of the RCMP for injuries received in the performance of their duties, as well as incremental member health costs and incremental expenditures for program growth within Contract and Indigenous Policing, preparatory work for Canada's G7 Presidency, and incremental compensation adjustments related to Canada's Border Action Plan.

The [Finances section of the Infographic for the RCMP on GC Infobase](#) offers more financial information from previous years.

Table 12: Planned 3-year spending on core responsibilities and internal services (dollars)

Table 12 shows RCMP's planned spending over the next 3 years to carry out its core responsibilities and for internal services.

Core responsibilities and internal services	2025-26 planned spending	2026-27 planned spending	2027-28 planned spending
Federal Policing	1,550,889,261	1,342,740,350	1,346,126,369
Specialized Policing Services	815,608,561	704,427,233	692,209,176
Contract and Indigenous Policing	2,813,014,769	3,067,522,650	3,128,905,407
Subtotal	5,179,512,591	5,114,690,233	5,167,240,952
Internal services	896,905,087	836,712,454	826,250,814
Total	6,076,417,678	5,951,402,687	5,993,491,766

▼ Analysis of the next three years of spending

The RCMP's 2025-26 net planned spending is \$6,076 million spread across its 3 Core Responsibilities and Internal Services. Of that total, \$2,813 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. An additional \$1,551 million is in support of resources devoted to Federal Policing, which encompasses all federally mandated activities, as well as International Policing Operations. Moreover, \$816 million is in support of Specialized Policing Services functions that are critical to effective, intelligence-led policing. Lastly, there is \$897 million in planned spending related to Internal Services that support police operations.

The 2025-26 planned spending reflects the amounts presented in the 2025-26 Main Estimates representing an increase of \$1,229 million (or 25.3%) in comparison to the 2024-25 Main Estimates.

The increase in planned spending for 2025-26, 2026-27 and 2027-28, compared to the 2024-25 Departmental Plan (\$4,848 million) is mainly due to an increase within Contract and Indigenous Policing whereby incremental funding was provided to enhance the funding level previously approved in 2019-20. Additionally, there are increases related to compensation and employee benefit plans, as well as new and renewed government initiatives such as: funding for Canada's G7 Presidency, the Assault-Style Firearms Compensation Program and implementation of the firearms legislation to combat firearms crime, Canada's Border Action Plan, RCMP network modernization, and Increased Protection for Public Figures and Democratic Institutions.

The decrease identified for 2026-27 is related to initiatives for which the funding is sunsetting, such as Canada's G7 Presidency and the Assault-Style Firearms Compensation Program.

Inflationary increases for goods and services continue to impact 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.

The [Finances section of the Infographic for the RCMP on GC Infobase](#) offers more detailed financial information related to future years.

Table 13: Budgetary actual gross and net planned spending summary (dollars)

Table 13 reconciles gross planned spending with net spending for 2024-25.

Core responsibilities and internal services	2024-25 actual gross spending	2024-25 actual revenues netted against expenditures	2024-25 actual net spending (authorities used)
Federal Policing	1,360,129,756	(281,062)	1,359,848,694
Specialized Policing Services	784,161,459	(34,406,445)	749,755,014
Contract and Indigenous Policing	4,968,123,786	(2,278,195,532)	2,689,928,254
Subtotal	7,112,415,001	(2,312,883,039)	4,799,531,962
Internal services	958,940,501	(14,100,570)	944,839,931
Total	8,071,355,502	(2,326,983,609)	5,744,371,893

▼ Analysis of budgetary actual gross spending summary

The RCMP's 2024-25 actual gross spending was \$8,071 million and \$2,327 million in vote netted revenues were collected, for a total net spending of \$5,744 million. The vote netted revenues are primarily related to 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 which are returned to the Government of Canada. 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 \$2,063 million of vote netted revenue authorities in 2024-25, and actual vote netted revenues collected were \$2,327 million.

Vote netted revenues collected in 2024-25 increased by \$191 million (or 9%) in comparison to 2023-24 and exceeded 2024-25 planned spending by \$264 million (or 13%) mainly due to in-year growth for Contract Policing services.

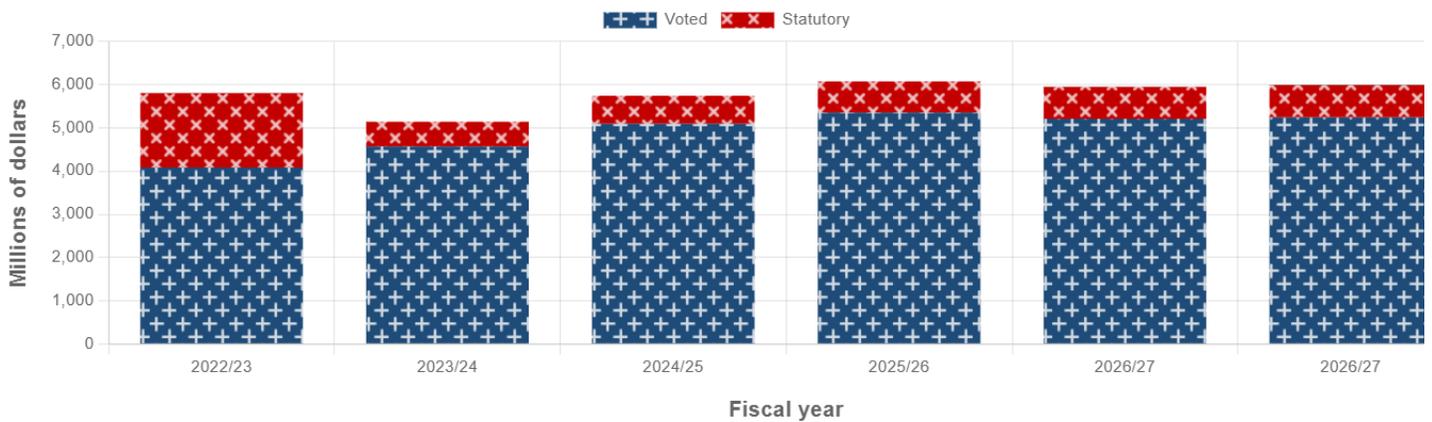
The [Finances section of the Infographic for the RCMP on GC Infobase](#) offers more detailed financial information related to future years.

Funding

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

Chart 2: Approved funding (statutory and voted) over a 6-year period

Chart 2 summarizes the department's approved voted and statutory funding from 2022-23 to 2027-28.



► Text version of chart 2

▼ Analysis of statutory and voted funding over a 6-year period

In recent years, the RCMP's overall expenditures were impacted by extraordinary material economic adjustments. In fiscal 2022-23, an actuarial adjustment of \$1,220 million (that occurs every 3 years) 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 Member health benefits, and higher costs for goods and services as a result of inflation.

Transfer payments decreased in 2024-25 in comparison to prior years due to a change in the reporting of disability benefits to compensate members of the RCMP for injuries received in the performance of their duties. Starting in 2024-25, these expenditures are presented under a newly created vote for Health and Disability and are now considered Operating Expenditures.

There is a significant increase planned for 2025-26 with respect to authorities, this is due in part to recently approved funding in support of the Contract Policing services as well as one-time requirements for Canada's G7 Presidency. Additionally, short-term funding and expenditures for the Firearms Compensation Program will result in additional variability.

Over the past few years, the RCMP has experienced variability related to capital investments, mostly due to supply chain issues and related inflationary increases. In 2024-25, 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 2024-25 by \$31 million (or 11%) compared to 2023-24.

Consult the [Public Accounts of Canada](#) for further information on RCMP's departmental voted and statutory expenditures.

Financial statement highlights

[RCMP's Financial Statements](#) (Unaudited) for the Year Ended March 31, 2025

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 14: Condensed Statement of Operations (unaudited) for the year ended March 31, 2025 (dollars)

Table 14 summarizes the expenses and revenues for 2024-25 which net to the cost of operations before government funding and transfers.

Financial information	2024-25 actual results	2024-25 planned results	Difference (actual results minus planned)
Total expenses	8,450,771,000	7,338,273,000	1,112,498,000
Total revenues	2,345,762,000	2,192,409,000	153,353,000
Net cost of operations before government funding and transfers	6,105,009,000	5,145,864,000	959,145,000

▼ Analysis of expenses and revenues for 2024-25

Actual expenses for the fiscal year 2024-25 were \$8,451 million compared to planned expenses of \$7,338 million. Actual expenses were \$1,113 million (or 15.2%) higher than planned due to funding that was received after the 2024-25 planned results were finalized.

The difference is primarily attributable to:

- incremental funding to address growth in the Contract and Indigenous Policing program, expansion of the RCMP Protective Operations, and funding in support of the Canadian Firearms Program
- additional compensation and statutory adjustments

Actual revenues for the fiscal year 2024-25 were \$2,346 million compared to planned revenues of \$2,192 million. Actual revenues were \$153 million (or 7%) higher than planned.

The difference is primarily attributable to:

- higher than forecasted Contract Policing revenues, mainly due to increases in pay rates for Regular Members as a result of the signing of collective agreements after the 2024-25 planned results were finalized

The 2024-25 planned results information is provided in RCMP's [Future-Oriented Statement of Operations and Notes 2024-25](#).

Table 15: Condensed Statement of Operations (unaudited) for 2023-24 and 2024-25 (dollars)

Table 15 summarizes actual expenses and revenues which net to the cost of operations before government funding and transfers.

Financial information	2024-25 actual results	2023-24 actual results	Difference (2024-25 minus 2023-24)
Total expenses	8,450,771,000	7,632,701,000	818,070,000
Total revenues	2,345,762,000	2,213,643,000	132,119,000
Net cost of operations before government funding and transfers	6,105,009,000	5,419,058,000	685,951,000

▼ Analysis of differences in expenses and revenues between 2023-24 and 2024-25

Total expenses for the fiscal year 2024-25 were \$8,451 million, an increase of \$818 million (or 10.7%) over the previous year's total expenses of \$7,633 million.

The increase is primarily attributable to:

- an increase of \$468 million in salaries and wages, mainly due to increases in pay rates for Regular Members, Civilian Members and Public Service employees, as well as overall growth in the number of employees
- an increase of \$195 million in employee benefits, mainly due to incremental costs associated with the payments to compensate RCMP Members for injuries received in the performance of their duties

Total revenues (net of revenues earned on behalf of government) for the fiscal year 2024-25 were \$2,346 million, an increase of \$132 million (or 6%) from the previous year's total revenues of \$2,214 million. Total revenues for the fiscal year 2024-25 of \$2,346 million is comprised of total gross revenues of \$3,439 million less revenues earned on behalf of government of \$1,093 million, mainly related to Policing Services.

The increase is primarily attributable to:

- an increase of \$127 million in Contract Policing revenues. Increases in salaries and program growth resulted in higher revenues from contracting partners

The Financial Statements' Note 19 Segmented information provides detailed information by major object of expenses and revenues and by core responsibility.

Table 16: Condensed Statement of Financial Position (unaudited) as at March 31, 2025 (dollars)

Table 16 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 (2024-25)	Previous fiscal year (2023-24)	Difference (2024-25 minus 2023-24)
Total net liabilities	1,574,171,000	1,437,469,000	136,702,000
Total net financial assets	1,349,432,000	1,295,237,000	54,195,000
Departmental net debt	224,739,000	142,232,000	82,507,000
Total non-financial assets	2,463,999,000	2,310,317,000	153,682,000
Departmental net financial position	2,239,260,000	2,168,085,000	71,175,000

▼ Analysis of department's liabilities and assets since last fiscal year

Total net liabilities as at March 31, 2025, were \$1,574 million, an increase of \$137 million (or 9.5%) over the previous year's total net liabilities of \$1,438 million.

The increase in net liabilities is mostly due to:

- a \$67 million increase in accounts payable and accrued liabilities, due to timing of payments and an increase in purchases to meet operational requirements, including payables associated with the security provisions for the hosting of the G7 Leaders' Summit that were incurred at the end of 2024-25 and settled in 2025-26
- a \$26 million increase in vacation pay and compensatory leave and a \$27 million increase in employee future benefits, due to increases in pay rates

Total assets (including financial and non-financial assets) as at March 31, 2025, were \$3,813 million, an increase of \$208 million (or 5.8%) over the previous year's total assets of \$3,606 million.

The increase in total assets is mostly due to:

- an increase of \$146 million in tangible capital assets, mainly due to the acquisition of road motor vehicles and works and infrastructure, as well as an increase in assets under construction, most significantly for construction and betterment of buildings and detachments
- an increase of \$77 million in Due from Consolidated Revenue Fund due to timing differences of various transactions
- offset by a decrease of \$24 million in accounts receivable and advances, mainly due to the collection of retroactive salary invoices by contracting partners

Human resources

This section presents an overview of the department's actual and planned human resources from 2022-23 to 2027-28.

Table 17: Actual human resources for core responsibilities and internal services

Table 17 shows a summary in full-time equivalents of human resources for RCMP's core responsibilities and for its internal services for the previous 3 fiscal years.

Core responsibilities and internal services	2022-23 actual full-time equivalents	2023-24 actual full-time equivalents	2024-25 actual full-time equivalents
Federal Policing	4,971	5,037	5,311
Specialized Policing Services	3,764	3,828	4,066
Contract and Indigenous Policing	18,289	18,313	18,796
Subtotal	27,024	27,178	28,173
Internal services	4,391	4,642	5,077
Total	31,415	31,820	33,250

▼ Analysis of human resources for the last three years

In 2024-25, full-time equivalents increased by 1,430 (approximately 4.0%) over the previous fiscal year. In comparison, the RCMP exceeded the Planned Staffing identified in the 2024-25 Departmental Plan by 866 full-time equivalents (18%).

Depot was targeting to train 40 Troops of 24 cadets for 2022-23, as well as 4 Troops of Experienced Police Officers. By the end of 2022-23, Depot brought in 28 Troops (593 cadets) and 3 Experienced Police Officer Troops. In 2023-24, Depot planned to bring in 32 Troops of 24 cadets as well as 8 Experienced Police Officer Troops. By the end of 2023-24, Depot had brought in 32 Troops (864 cadets). In addition, Depot graduated 8 Experienced Police Officers Troops for that fiscal year.

Depot was targeting to train 40 Troops of 32 cadets for 2024-25, as well as 8 Troops of Experienced Police Officers (EPO). By March 31, 2025, 19 of 40 Troops had graduated. The remaining Troops that started in fiscal year 2024-25 will graduate between April 1 and Sep 29, 2025.

There are 19,116 Regular Member full-time equivalents as compared to 18,919 full-time equivalents in 2023-24. 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 2023-24 to 2024-25, Depot increased its Cadet intake from 370 full-time equivalents to 492 full-time equivalents respectively.

The number of Civilian Members continues to decline. There are 2,394 full-time equivalents compared to 2,500 full-time equivalents in 2023-24, due to attrition, as staffing of new civilian members has ceased. As current civilian members discharge from the RCMP, those vacancies are filled by Public Service Employees.

The number of Public Service Employees continues to increase as a result of staffing related to the continued implementation of previously approved initiatives, new initiatives in support of the RCMP's commitment to modernization, as well as Civilian Member conversions.

Table 18: Human resources planning summary for core responsibilities and internal services

Table 18 shows the planned full-time equivalents for each of the RCMP's core responsibilities and for its internal services for the next three years. Human resources for the current fiscal year are forecasted based on year to date.

Core responsibilities and internal services	2025-26 planned full-time equivalents	2026-27 planned full-time equivalents	2027-28 planned full-time equivalents
Federal Policing	5,165	5,261	5,266
Specialized Policing Services	4,177	4,139	4,134
Contract and Indigenous Policing	19,168	19,392	19,469
Subtotal	28,510	28,792	28,869
Internal services	4,566	4,688	4,763
Total	33,076	33,480	33,632

▼ Analysis of human resources for the next three years

The RCMP is expecting full-time equivalents to remain relatively steady with modest increases over the next few years.

Depot has planned to increase the Troop Gate (number of loaded groups of 32 cadets), as well as expand the Experienced Police Officer Program for 2025-26. 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. Police services across Canada are facing challenges to attract and retain such talent to meet current and emerging priorities.

To mitigate these challenges, the RCMP is taking steps to improve the attraction and retention of skills, attributes, characteristics and abilities required to meet the spectrum of current and future business needs.

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](#)

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.

Corporate information

▼ Departmental profile

Appropriate minister:

The Honourable Gary Anandasangaree, P.C., M.P., Minister of Public Safety

Institutional head:

Commissioner Michael Duheme

Ministerial portfolio:

Public Safety Canada

Enabling instruments:

- [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:

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Corporate Management and Comptrollership
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Mailstop #19

Email:

rpp_dpr-rpp_rmr@rcmp-grc.gc.ca

Website:

<https://rcmp.ca>

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 of a department. The departmental results listed for a core responsibility reflect that the outcome that the department seeks to influence or achieve.

Departmental Plan (*plan ministériel*)

A report that outlines the anticipated activities and expected performance of an appropriated department over a 3-year period. Departmental Plans are usually tabled in Parliament in spring.

departmental priority (*priorité*)

A plan, project or activity that a department focuses and reports on during a specific planning period. Priorities represent the most important things to be done or those to be addressed first to help achieve the desired departmental results.

departmental result (*résultat ministériel*)

A high-level outcome related to the core responsibilities of a department.

departmental result indicator (*indicateur de résultat ministériel*)

A quantitative or qualitative measure that assesses progress toward a departmental result.

departmental results framework (*cadre ministériel des résultats*)

A framework that connects the department's core responsibilities to its departmental results and departmental result indicators.

Departmental Results Report (*rapport sur les résultats ministériels*)

A report outlining a department's accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

full-time equivalent (*équivalent temps plein*)

Measures the person years in a departmental budget. An employee's scheduled hours per week divided by the employer's hours for a full-time workweek calculates a full-time equivalent. For example, an employee who works 20 hours in a 40-hour standard workweek represents a 0.5 full-time equivalent.

Gender-based Analysis Plus (GBA Plus)(*analyse comparative entre les sexes plus [ACS Plus]*)

An analytical tool that helps to understand the ways diverse individuals experience policies, programs and policies, programs, and other initiatives. Applying GBA Plus to policies, programs and other initiatives helps to identify the different needs of the people affected, the ways to be more responsive and inclusive, and the methods to anticipate and mitigate potential barriers to accessing or benefitting from the initiative. GBA Plus 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 priorities (*priorités pangouvernementales*)

For the purpose of the 2024-25 Departmental Results Report, government priorities are the high-level themes outlining the government's agenda as announced in the [2021 Speech from the Throne](#).

horizontal initiative (*initiative horizontale*)

A program, project or other initiative where two or more federal departments receive funding to work collaboratively on a shared

outcome usually linked to a government priority, and where the ministers involved agree to designate it as horizontal. Specific reporting requirements apply, including that the lead department must report on combined expenditures and results.

Indigenous business (*entreprise autochtones*)

For the purposes of a Departmental Result Report, this includes any entity that meets the Indigenous Services Canada's criteria of being owned and operated by Elders, band and tribal councils, registered in the Indigenous Business Directory, or registered on a modern treaty beneficiary business list.

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

performance indicator (*indicateur de rendement*)

A qualitative or quantitative measure that assesses progress toward a department-level or program-level result, or the expected outputs or outcomes of a program, policy or initiative.

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.

Departments must determine their planned spending and be able to defend the financial numbers presented in their Departmental Plans and Departmental Results Reports.

program (*programme*)

Individual, group, or combination of services and activities managed together within a department and focused on a specific set of outputs, outcomes or service levels.

program inventory (*répertoire des programmes*)

A listing that identifies all the department's programs and resources that contribute to delivering on the department's core responsibilities and achieving its results.

result (*résultat*)

An outcome or output related to the activities of a department, policy, program or initiative.

statutory expenditures (*dépenses législatives*)

Spending approved through legislation passed in Parliament, other than appropriation acts. The legislation sets out the purpose and the terms and conditions of the expenditure.

target (*cible*)

A quantitative or qualitative, measurable goal that a department, program or initiative plans to achieve within a specified time period.

voted expenditures (*dépenses votées*)

Spending approved annually through an appropriation act passed in Parliament. The vote also outlines the conditions that govern the spending.

Date modified:

2025-10-27