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Les ressources policières au Canada, 2017

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Les ressources policières au Canada, 2017 : faits saillants

- Le 15 mai 2017, il y avait 69 027 policiers au Canada, en hausse de 168 comparativement à l'année précédente. Ce nombre se traduit par un taux de 188 policiers pour 100 000 habitants, lequel a diminué pour une sixième année consécutive en 2017, en baisse de 1 % par rapport à l'année précédente.
- Les 29 049 employés civils que comptaient les services de police au Canada le 15 mai 2017 représentent une hausse de 2 % par rapport à l'année précédente et 30 % de l'effectif policier total. La proportion d'employés civils par rapport à l'ensemble des employés des services de police continue d'augmenter progressivement depuis les années 1960. Cette croissance s'est principalement produite dans la catégorie des gestionnaires et des professionnels, qui englobe les gestionnaires, les administrateurs, les analystes de systèmes, les analystes en informatique, les scientifiques et d'autres employés civils qualifiés.
- Le 15 mai 2017, les femmes représentaient 21 % de tous les policiers assermentés. La représentation des femmes dans les grades supérieurs a continué de croître au sein des services de police. Les femmes représentaient 15 % des officiers supérieurs en 2017 — la proportion la plus élevée jamais observée —, alors qu'elles en représentaient 7 % en 2007 et moins de 1 % en 1986.
- La proportion de policiers de 40 ans et plus a augmenté au cours de la période de 2013 à 2017, passant de 52 % à 56 %.
- En 2016-2017, les services de police au Canada ont embauché 2 917 policiers. La majorité (86 %) de ces policiers étaient des recrues diplômées, soit la même proportion que celle notée l'année précédente.
- Les services de police ont déclaré que 2 684 policiers ont quitté leur service en 2016-2017; 67 % d'entre eux ont pris leur retraite, tandis que la proportion restante de policiers (33 %) sont partis pour d'autres motifs, comme un emploi dans un autre service ou un changement de carrière. En 2016-2017, 10 % des policiers au Canada étaient admissibles à la retraite, mais ne l'ont pas prise.
- En 2016-2017, les dépenses de fonctionnement de fin d'exercice des services de police au Canada se sont élevées à 14,7 milliards de dollars en dollars courants. Depuis 1987-1988, les dépenses des services de police ont augmenté chaque exercice sauf en 1994-1995 et en 1995-1996, où de très faibles reculs de moins de 1 % ont été enregistrés. Après rajustement pour tenir compte de l'inflation, les dépenses totales de fonctionnement en 2016-2017 se sont accrues de 2 % par rapport à l'année précédente.
- Après rajustement pour tenir compte de la population et de l'inflation, le coût de fonctionnement des services de police s'est élevé à 315 $ par habitant en 2016-2017, soit un coût presque identique à celui de 313 $ par habitant observé en 2015-2016.

Les ressources policières au Canada, 2017

par Patricia Conor

Les rôles et les responsabilités des services de police ont évolué au fil du temps, créant de nouveaux défis dans des secteurs tels que la prévention du crime, l'application de la loi, l'aide au public, le maintien de l'ordre public et l'intervention en cas d'urgence. De ce fait, les services de police, les décideurs et le public ont besoin d'information pour surveiller l'administration des services policiers et prendre des décisions éclairées en la matière.

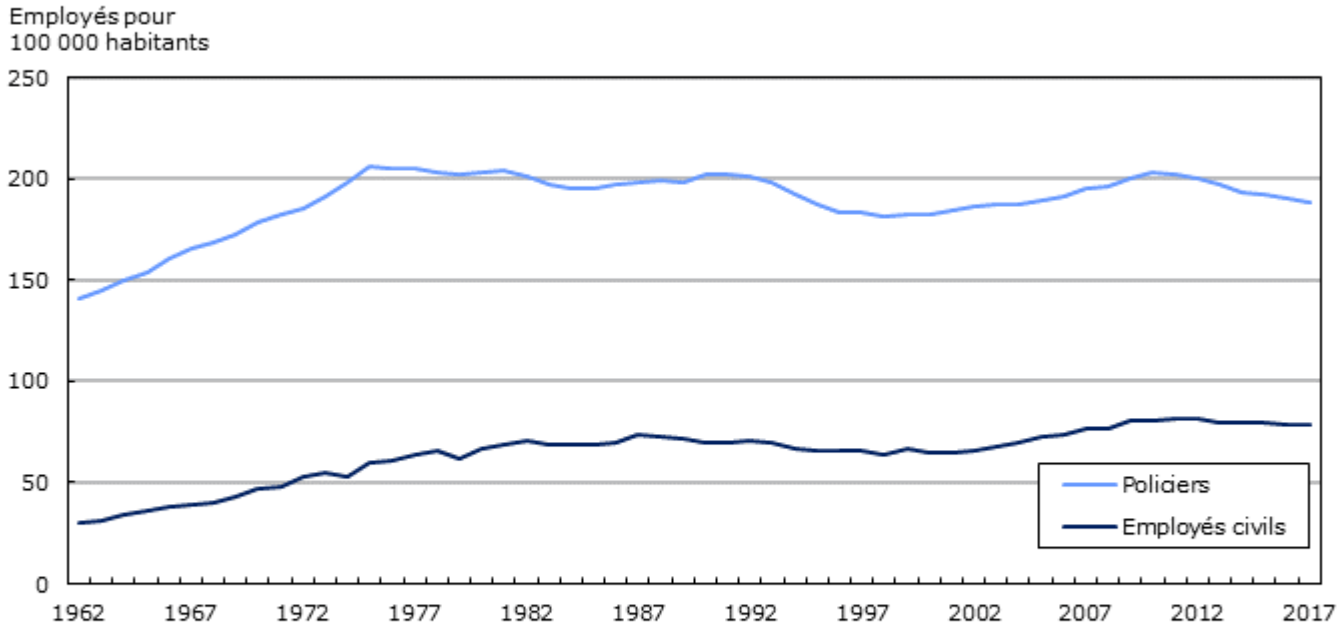
À partir des données provenant de l'Enquête sur l'administration policière, le présent article de *Juristat* fait état des plus récentes constatations en ce qui concerne le taux de policiers; les policiers selon le grade, le sexe et l'âge; les embauches et les départs de policiers; les employés civils; et les dépenses de fonctionnement des services de police. Les données sont présentées à l'échelle nationale, provinciale et territoriale, ainsi que municipale. Le présent article comprend aussi des renseignements tirés du Recensement de la population de 2016 sur l'appartenance des policiers canadiens à un groupe autochtone ou à une minorité visible.

Pour brosser un tableau plus complet des services de police au Canada, le Centre canadien de la statistique juridique a procédé à une révision de l'Enquête sur l'administration policière afin de pouvoir recueillir de nouveaux renseignements qui permettront de mieux comprendre les facteurs de coût et les structures changeantes des ressources humaines au sein des services de police. La collecte de données dans le cadre de cette nouvelle enquête s'amorcera en avril 2018.

Le taux de policiers diminue légèrement par rapport à 2016

Le 15 mai 2017, il y avait 69 027 policiers au Canada, soit 168 policiers de plus que l'année précédente (tableau 1). Il s'agit d'un taux de 188 policiers pour 100 000 habitants[1], en baisse de 1 % par rapport à l'année précédente (graphique 1)[2]. De plus, le taux de policiers a diminué pour une sixième[3] année consécutive en 2017 pour atteindre le niveau le plus bas observé depuis 2004 (187). Le nombre total de policiers et le taux de policiers comprennent les services de police fédéraux, provinciaux, territoriaux et municipaux, ainsi que les services de police des Premières Nations.

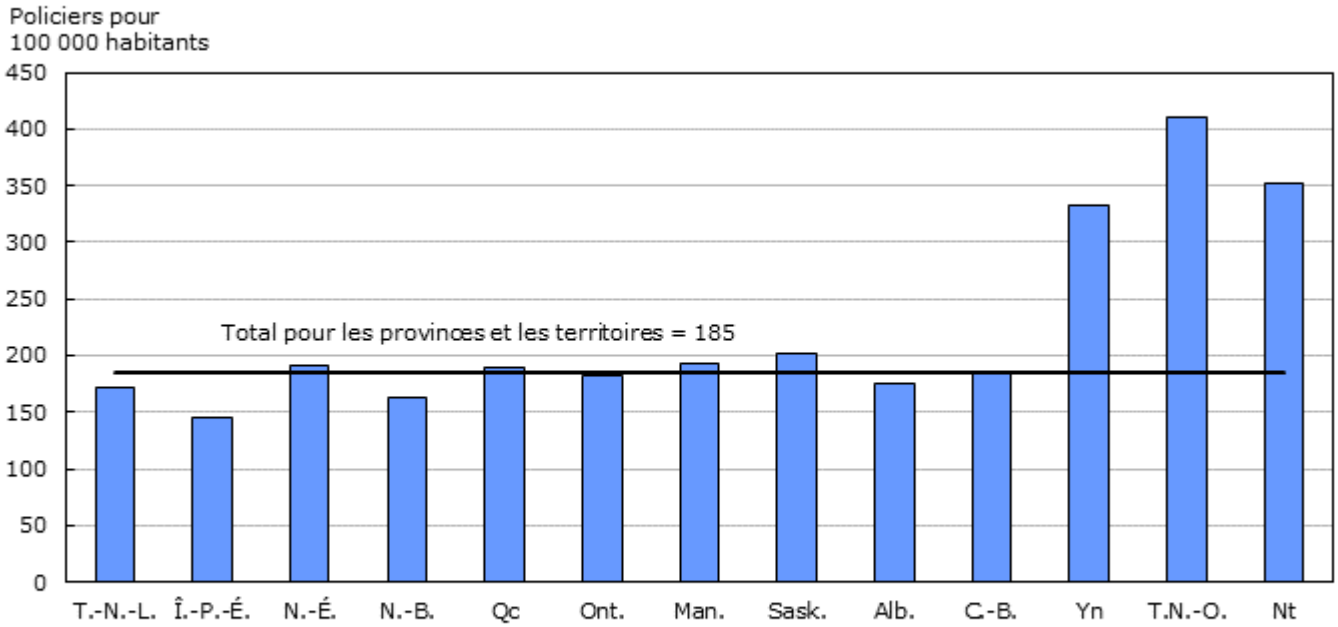
Graphique 1
Taux de policiers et d'employés civils pour 100 000 habitants, Canada, 1962 à 2017



Note : Les policiers représentent le nombre réel de policiers assermentés permanents de tous les grades (ou leurs équivalents temps plein). Les employés civils comprennent tous les employés civils permanents qui font partie de la masse salariale des services de police et qui occupent des postes permanents tels que ceux de commis, de répartiteur, de gestionnaire, de cadet, d'agent spécial, d'agent de sécurité, de brigadier scolaire et d'agent chargé de l'application des règlements municipaux. Les chiffres de population sont fondés sur des estimations au 1er juillet 2017 fournies par la Division de la démographie de Statistique Canada. D'autres données sont offertes dans CANSIM (tableau 254-0002).
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Le taux de policiers pour les provinces et les territoires — qui exclut le personnel du Quartier général et de la Division Dépôt de la Gendarmerie royale du Canada (École de la GRC) — s'établissait à 185 policiers pour 100 000 habitants en 2017. Parmi les provinces canadiennes, le taux de policiers en 2017 variait entre un creux de 146 policiers pour 100 000 habitants à l'Île-du-Prince-Édouard et un sommet de 201 policiers pour 100 000 habitants en Saskatchewan (graphique 2). Le classement de ces deux provinces était semblable à celui des années précédentes. Les taux de policiers en Nouvelle-Écosse (192), au Québec (189), au Manitoba (192), en Saskatchewan (201) et en Colombie-Britannique (186) étaient plus élevés que le taux observé pour les provinces et les territoires (tableau 2). Les trois territoires affichaient également des taux de policiers supérieurs au taux pour les provinces et les territoires, les Territoires du Nord-Ouest arrivant en tête à ce chapitre (411 pour 100 000 habitants).

Graphique 2
Taux de policiers, selon la province ou le territoire, 2017



Note : Le total pour les provinces et les territoires exclut le personnel du Quartier général et de la Division Dépôt de la Gendarmerie royale du Canada (École de la GRC). Les chiffres de population sont fondés sur des estimations au 1er juillet 2017 fournies par la Division de la démographie de Statistique Canada. D'autres données sont offertes dans CANSIM (tableau 254-0002).
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

En 2017, il y avait au pays 50 services de police municipaux autonomes et municipalités desservies par la GRC et comptant plus de 100 000 habitants[4]. De ces services, 8 ont vu croître leur taux de policiers par rapport à l'année précédente, 31 ont inscrit un recul et 11 n'ont connu aucune variation importante de 2016 à 2017. Les plus fortes hausses du taux de policiers ont été observées dans les municipalités de Delta, en Colombie-Britannique (+7 %), de Red Deer, en Alberta (+4 %), et de London, en Ontario (+3 %). Les municipalités de la région de Codiac, au Nouveau-Brunswick (-10 %), d'Abbotsford, en Colombie-Britannique (-6 %), et de Toronto, en Ontario (-5 %), ont enregistré les replis les plus marqués du taux de policiers (tableau 3).

Parmi ces 50 services de police, les 10 affichant les taux de policiers les plus élevés étaient Victoria (233 pour 100 000 habitants), Montréal (228), Halifax (223)[5], Thunder Bay (197), Vancouver (196), Windsor (193), Winnipeg (192), Edmonton (183), Toronto (180) et Regina (178) (tableau 3). De ces 10 services, seuls ceux de Toronto et de Regina affichaient un taux de policiers inférieur à leur taux de policiers provincial.

Pour une troisième année consécutive, les taux de policiers les plus faibles ont été observés dans la municipalité de Richmond, en Colombie-Britannique (98 policiers pour 100 000 habitants), ainsi qu'à Richelieu–Saint-Laurent (103 pour 100 000 habitants) et à Lévis (107 pour 100 000 habitants), situées toutes les deux au Québec (tableau 3).

Encadré 1
Types de services de police au Canada

Au Canada, les services de police sont administrés à trois niveaux : les services municipaux, les services provinciaux et les services fédéraux. En 2017, à l'échelle municipale, il y avait 141 services de police autonomes et 36 services auto-administrés des Premières Nations. Les services auto-administrés des Premières Nations sont créés en vertu d'ententes entre le gouvernement fédéral, les gouvernements provinciaux et territoriaux ainsi que les collectivités qui veulent administrer leur propre service de police. Ces services de police font l'objet d'une entente de partage des coûts entre le gouvernement fédéral (52 %) et les gouvernements provinciaux et territoriaux (48 %) (Kiedrowski et autres, 2016). Il incombe aux collectivités d'administrer le service de police par l'entremise d'une commission de police, d'un conseil de bande ou d'une autre autorité (Lithopoulos et Ruddell, 2013).

Le service de police provincial que représente la Force constabulaire royale de Terre-Neuve (FCRTN) assure les services de police à St. John's, à Corner Brook et dans l'ouest du Labrador. La Gendarmerie royale du Canada (GRC) assure les services de police provinciaux, municipaux et des Premières Nations dans le reste de la province, en plus d'exercer son rôle de police fédérale.

Les deux autres services provinciaux — la Police provinciale de l'Ontario (PPO) et la Sûreté du Québec (SQ) — sont responsables de desservir dans leur province respective les collectivités sans forces policières municipales autonomes. Ils sont aussi responsables des routes provinciales ainsi que d'autres secteurs de compétence provinciale. Dans les provinces ne comptant pas de services provinciaux, les services policiers sont assurés par la GRC.

La GRC est aussi responsable de tous les services fédéraux de nature policière, comme les crimes graves, le crime organisé et les crimes de nature financière, ainsi que des services de police spécialisés, comme le Programme canadien des armes à feu et le Centre national de coordination contre l'exploitation des enfants.

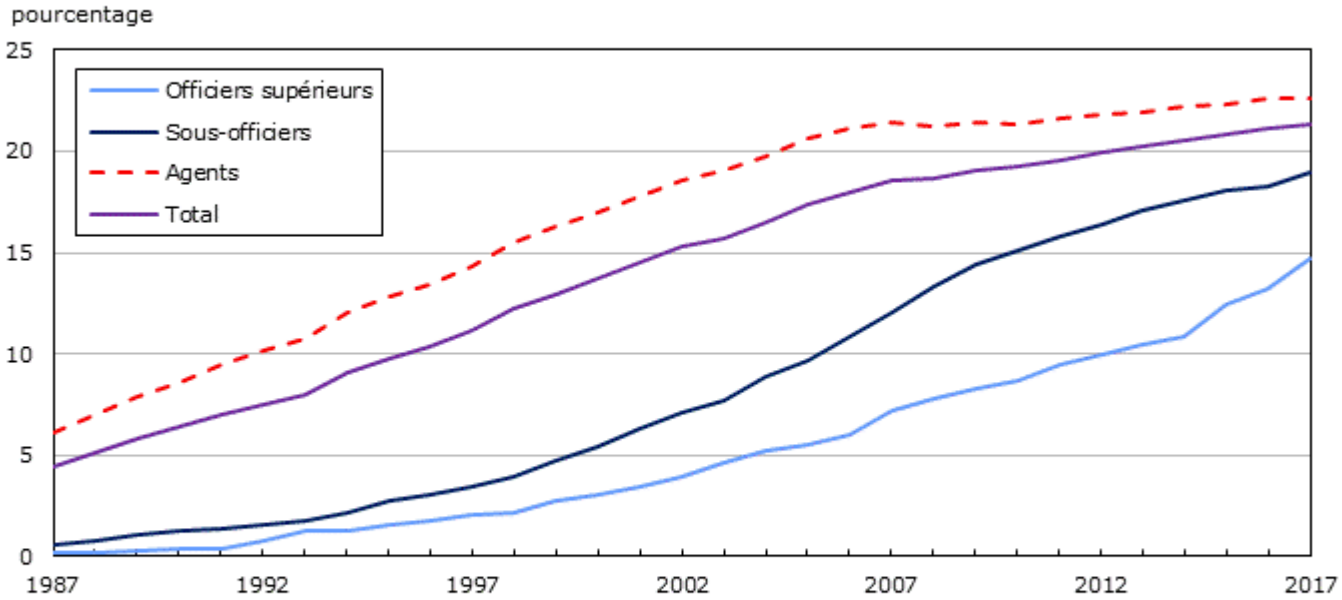
Des 69 027 policiers au Canada, 56 %, soit 38 911, travaillaient pour des services de police municipaux autonomes (tableau 2), parmi lesquels 874 policiers travaillaient pour des services de police auto-administrés des Premières Nations. De plus, 18 % des policiers au Canada étaient employés en vertu de contrats de services policiers de la GRC; 9 %, par la Police provinciale de l'Ontario (PPO); 8 %, par la Sûreté du Québec (SQ); 7 %, pour la prestation des services policiers fédéraux et autres services policiers de la GRC; et 2 %, auprès du Quartier général et de l'École de la GRC. La proportion restante de 1 % des policiers au Canada étaient membres de la Force constabulaire royale de Terre-Neuve (FCRTN).

Parmi les différents types de services de police, deux comptaient plus de policiers qu'en 2016 : l'effectif de la GRC a augmenté de 291 policiers, et celui des services de police auto-administrés des Premières Nations, de 20 policiers. Cette dernière augmentation est attribuable aux hausses du nombre de policiers du Service de police Nishnawbe-Aski, en Ontario (+17), du Service de police du Lac Simon, au Québec (+11) et du Service de police régional Kativik, au Québec (+8).

La proportion de femmes au sein des services de police augmente

Le 15 mai 2017, il y avait 14 752 policières au Canada, lesquelles représentaient 21 % de tous les policiers assermentés. Depuis que des données ont commencé à être recueillies en 1986, année où un peu moins de 4 % des policiers étaient des femmes, celles-ci voient leur proportion croître peu à peu chaque année (graphique 3). Comparativement à l'année précédente, les services de police ont fait état d'une hausse de 197 policières et d'une baisse de 29 policiers de sexe masculin au sein de leurs effectifs en 2017.

Graphique 3
Policières en pourcentage du nombre total de policiers, selon le grade, Canada, 1987 à 2017



Note : Les sous-officiers comprennent les personnes dont le grade se situe entre celui d'agent et de lieutenant, comme les sergents d'état-major, les sergents, les sergents-détectives, les caporaux et les personnes ayant un grade équivalent. Les officiers supérieurs comprennent les personnes qui ont obtenu le statut d'agent supérieur, habituellement le grade de lieutenant ou un grade supérieur, comme les chefs, les chefs adjoints, les surintendants d'état-major, les surintendants, les inspecteurs d'état-major, les inspecteurs, les lieutenants et les autres personnes ayant un grade équivalent. D'autres données sont offertes dans CANSIM (tableau 254-0005).
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Parmi les différents types de services de police, la Force constabulaire royale de Terre-Neuve affichait la plus forte proportion de policières, soit 28 %. La Police provinciale de l'Ontario et la Sûreté du Québec ont chacune déclaré que 22 % de leur effectif policier était de sexe féminin. Au sein de la Gendarmerie royale du Canada (GRC) et des services de police municipaux autonomes (sauf ceux des Premières Nations), 21 % des policiers étaient des femmes. Dans les services de police auto-administrés des Premières Nations, les femmes représentaient 16 % des policiers en 2017.

Parmi les 50 services de police municipaux autonomes et municipalités desservies par la GRC et comptant plus de 100 000 habitants, la proportion la plus élevée de policières a été enregistrée à Longueuil, au Québec (35 % en 2017), suivie de Montréal (32 %) et de Kelowna (32 %) (tableau 3). Des 50 services de police municipaux, 25 ont fait état de taux de policières variant entre 21 % (moyenne nationale) et 30 %. Les 22 autres services de police municipaux présentaient un taux de policières inférieur à la moyenne nationale, la proportion la plus faible de policières étant observée dans la municipalité ontarienne de Chatham–Kent (14 %) (tableau 3).

Même si les femmes représentent une plus faible proportion des officiers supérieurs et des sous-officiers que des agents de police, elles sont de plus en plus présentes dans les rangs supérieurs. En 2017, le nombre d'officières supérieures est passé de 348 à 384, atteignant 15 % des officiers supérieurs. Il s'agit de la plus forte proportion d'officières supérieures depuis que des données ont commencé à être recueillies en 1986. Parmi les sous-officiers en 2017, 19 % étaient des femmes, par rapport à 12 % il y a 10 ans et à moins de 1 % en 1986.

Encadré 2
Recensement de 2016 : les policiers membres d'une minorité visible et les policiers autochtones au Canada

Au fil des ans, le Canada s'est diversifié sous l'effet de la croissance des populations d'Autochtones et de minorités visibles au pays. L'une des composantes de la police communautaire est l'établissement de services représentatifs du profil des collectivités qu'ils desservent. Dans de nombreux services de police, il s'agit d'un facteur pris en compte lors du recrutement.

Policiers membres d'une minorité visible

La hausse du nombre d'immigrants provenant de pays non européens, et de leurs enfants et petits-enfants nés au Canada, a entraîné une croissance de la population des minorités visibles au Canada (Statistique Canada, 2017a).

En 2016, 7 674 580 personnes ont été désignées comme faisant partie de la population des minorités visibles, telles que définies dans la *Loi sur l'équité en matière d'emploi*[6]. Elles représentaient plus du cinquième (22,3 %) de la population du Canada, alors qu'elles en représentaient 19,1 % en 2011. De la population des minorités visibles en 2016, 3 personnes sur 10 étaient nées au Canada. Les trois groupes de minorités visibles les plus nombreux étaient les Sud-Asiatiques, les Chinois et les Noirs[7].

Si les tendances actuelles se poursuivent, la population des minorités visibles continuera à croître et pourrait représenter de 31,2 % à 35,9 % de la population du Canada d'ici 2036.

Selon les données du Recensement de 2016, cette année-là, 8,4 % de tous les policiers (tant les officiers de direction que les sous-officiers) ont déclaré appartenir à un groupe de minorités visibles (encadré 2 tableau 1). Ce pourcentage représente, au total, 145 officiers de direction et 6 760 sous-officiers. De même, selon les résultats de l'Enquête nationale auprès des ménages de 2011, cette année-là, 8,2 % de tous les policiers étaient membres d'une minorité visible. De 2011 à 2016, les proportions d'officiers de direction et de sous-officiers membres d'une minorité visible ont toutes deux augmenté.

Encadré 2 tableau 1
Policiers membres de minorités visibles, selon la province ou le territoire, Canada, 2016 et 2011

	2016[1]					2011[1]				
Province ou territoire	Population des minorités visibles	Officiers et officières de direction membres de minorités visibles[2]	Policiers et policières membres de minorités visibles (sauf les cadres supérieurs)	Total des policiers membres de minorités visibles	Nombre d'officiers membres de minorités visibles pour 1 000 personnes membres de minorités visibles	Population des minorités visibles	Officiers et officières de direction membres de minorités visibles[2]	Policiers et policières membres de minorités visibles (sauf les cadres supérieurs)	Total des policiers membres de minorités visibles	Nombre d'officiers membres de minorités visibles pour 1 000 personnes membres de minorités visibles
	pourcentage				taux	pourcentage				taux
Terre-Neuve-et-Labrador	2,3	0,0	1,4	1,4	1,3	1,4	…	0,0	0,0	0,0
Île-du-Prince-Édouard	4,8	0,0	5,0	4,8	2,3	3,1	0,0	0,0	0,0	0,0
Nouvelle-Écosse	6,5	0,0	4,6	4,5	1,5	5,2	0,0	5,5	5,2	2,4
Nouveau-Brunswick	3,4	0,0	1,6	1,6	1,0	2,3	0,0	1,7	1,7	1,8
Québec	13,0	3,6	3,6	3,6	0,7	11,0	2,1	3,3	3,2	0,7
Ontario	29,3	9,9	10,7	10,7	0,9	25,9	14,9	10,8	10,9	1,1
Manitoba	17,5	0,0	7,3	7,1	1,0	13,1	0,0	5,0	4,9	1,0
Saskatchewan	10,8	0,0	3,8	3,7	0,9	6,3	0,0	3,2	3,1	1,6
Alberta	23,5	6,9	7,5	7,5	0,8	18,4	0,0	7,6	7,4	1,1
Colombie-Britannique	30,3	17,9	15,6	15,6	1,2	27,3	12,9	13,8	13,8	1,4
Yukon	8,5	0,0	6,3	5,9	3,3	6,1	…	0,0	0,0	0,0
Territoires du Nord-Ouest	9,6	0,0	0,0	0,0	0,0	6,7	…	0,0	0,0	0,0
Nunavut	2,5	0,0	0,0	0,0	0,0	1,6	…	0,0	0,0	0,0
Canada	**22,3**	**7,0**	**8,5**	**8,4**	**0,9**	**19,1**	**6,6**	**8,2**	**8,2**	**1,1**

... n'ayant pas lieu de figurer
1. « Minorité visible » réfère au fait qu'une personne appartient ou n'appartient pas à une des minorités visibles définies dans la *Loi sur l'équité en matière d'emploi* et, le cas échéant, le groupe auquel appartient la personne. Selon la *Loi sur l'équité en matière d'emploi,* on entend par minorités visibles « les personnes, autres que les Autochtones, qui ne sont pas de race blanche ou qui n'ont pas la peau blanche ». Il s'agit principalement des groupes suivants : Sud-Asiatique, Chinois, Noir, Philippin, Latino-Américain, Arabe, Asiatique du Sud-Est, Asiatique occidental, Coréen et Japonais.
2. Les officiers de direction des services de police planifient, organisent, dirigent, contrôlent et évaluent l'administration de la force policière et les activités des services de police telles que le maintien de la loi et de l'ordre, la détection et la prévention du crime. Ils travaillent pour des administrations publiques fédérales, provinciales et municipales. Ce groupe de base comprend les officiers du rang d'inspecteur et de rangs supérieurs. Les officiers de direction de la police des chemins de fer sont également compris dans ce groupe de base.
Note : Tous les chiffres présentés dans les totalisations du recensement font l'objet d'un arrondissement aléatoire, qui consiste à transformer les chiffres bruts en chiffres arrondis aléatoirement. Cela pourrait inclure l'arrondissement de petits chiffres à zéro. Cette mesure réduit les risques de divulgation de l'identité des répondants dans les totalisations.
Source : Statistique Canada, Recensement de la population de 2016 et Enquête nationale auprès des ménages de 2011.

Encadré 2 — fin
Recensement de 2016 : les policiers membres d'une minorité visible et les policiers autochtones au Canada

La proportion de policiers se disant membres d'une minorité visible a crû dans la majorité des provinces de 2011 à 2016, en particulier à l'Île-du-Prince-Édouard, au Manitoba, en Colombie-Britannique, à Terre-Neuve-et-Labrador et en Saskatchewan.

Parmi les provinces, le nombre de policiers appartenant à une minorité visible pour 1 000 personnes membres d'une minorité visible variait de 0,7 au Québec à 2,3 à l'Île-du-Prince-Édouard. Il convient de noter que les taux provinciaux ne permettent pas de dégager les régions précises où se concentrent les policiers appartenant à une minorité visible et les populations de minorités visibles.

Policiers autochtones

En 2016, le Canada comptait 1 673 780 Autochtones, soit 4,9 % de la population, ce qui représente une hausse par rapport à la proportion de 4,3 % observée en 2011 (Statistique Canada, 2017b; Statistique Canada, 2015).

Parmi l'effectif total de policiers en 2016, 5,4 % (ou 4 390) se sont dits Autochtones[8], ce qui représente une augmentation par rapport à la proportion de 4,7 % enregistrée en 2011. Cette croissance représente une augmentation de 45 officiers de direction autochtones et de 250 sous-officiers autochtones. Au total, 115 officiers de direction autochtones et 4 275 sous-officiers autochtones ont été dénombrés au Canada en 2016, selon le recensement (encadré 2 tableau 2).

Encadré 2 tableau 2
Policiers autochtones, selon la province ou le territoire, Canada, 2016 et 2011

	2016[1]					2011[1]				
Province ou territoire	Population autochtone	Officiers et officières de direction autochtones[2]	Policiers et policières autochtones (sauf les cadres supérieurs)	Total de policiers autochtones	Nombre d'officiers autochtones pour 1 000 Autochtones	Population autochtone	Officiers et officières de direction autochtones[2]	Policiers et policières autochtones (sauf les cadres supérieurs)	Total de policiers autochtones	Nombre d'officiers autochtones pour 1 000 Autochtones
	pourcentage				taux	pourcentage				taux
Terre-Neuve-et-Labrador	8,9	0,0	8,4	8,2	2,0	7,1	…	7,9	7,9	2,2
Île-du-Prince-Édouard	2,0	0,0	5,0	4,8	5,5	1,6	0,0	0,0	0,0	0,0
Nouvelle-Écosse	5,7	0,0	8,9	8,8	3,4	3,7	0,0	5,5	5,2	3,4
Nouveau-Brunswick	4,0	0,0	6,6	6,5	3,4	3,1	0,0	3,4	3,4	2,7
Québec	2,3	3,6	3,1	3,1	3,3	1,8	2,7	2,8	2,8	3,8
Ontario	2,8	5,4	4,4	4,4	3,7	2,4	2,6	3,3	3,2	3,7
Manitoba	18,0	18,2	16,4	16,4	2,2	16,7	0,0	18,2	17,8	3,0
Saskatchewan	16,3	13,3	14,0	13,9	2,2	15,6	0,0	11,3	11,1	2,3
Alberta	6,5	10,7	5,7	5,8	2,1	6,2	0,0	6,9	6,7	3,0
Colombie-Britannique	5,9	5,3	5,1	5,1	2,0	5,4	0,0	4,0	3,9	2,0
Yukon	23,3	0,0	18,8	17,6	3,7	23,1	…	11,1	11,1	1,3
Territoires du Nord-Ouest	50,7	100,0	20,6	25,0	2,2	51,9	…	20,9	20,9	2,1
Nunavut	85,9	0,0	12,0	12,0	0,5	86,3	…	26,7	26,7	1,5
Canada	**4,9**	**5,5**	**5,4**	**5,4**	**2,6**	**4,3**	**2,9**	**4,7**	**4,7**	**2,9**

... n'ayant pas lieu de figurer
1. « Identité autochtone » désigne les personnes s'identifiant aux peuples autochtones du Canada. Il s'agit des personnes qui sont Premières Nations (Indiens de l'Amérique du Nord), Métis ou Inuk (Inuit) et/ou les personnes qui sont des Indiens inscrits ou des traités (aux termes de la *Loi sur les Indiens* du Canada) et/ou les personnes membres d'une Première Nation ou d'une bande indienne. L'article 35 (2) de la *Loi constitutionnelle* de 1982 précise que les peuples autochtones du Canada s'entend notamment des Indiens, des Inuits et des Métis du Canada.
2. Les officiers de direction des services de police planifient, organisent, dirigent, contrôlent et évaluent l'administration de la force policière et les activités des services de police telles que le maintien de la loi et de l'ordre, la détection et la prévention du crime. Ils travaillent pour des administrations publiques fédérales, provinciales et municipales. Ce groupe de base comprend les officiers du rang d'inspecteur et de rangs supérieurs. Les officiers de direction de la police des chemins de fer sont également inclus dans ce groupe de base.
Note : Tous les chiffres présentés dans les totalisations du recensement font l'objet d'un arrondissement aléatoire, qui consiste à transformer les chiffres bruts en chiffres arrondis aléatoirement. Cela pourrait inclure l'arrondissement de petits chiffres à zéro. Cette mesure réduit les risques de divulgation de l'identité des répondants dans les totalisations.
Source : Statistique Canada, Recensement de la population de 2016 et Enquête nationale auprès des ménages de 2011.

De 2011 à 2016, presque toutes les provinces et tous les territoires ont fait état d'une augmentation de la proportion de policiers autochtones au sein de leur province respective, à l'exception de l'Alberta, du Manitoba et du Nunavut, qui ont vu cette proportion diminuer (tableau 2 de l'encadré).

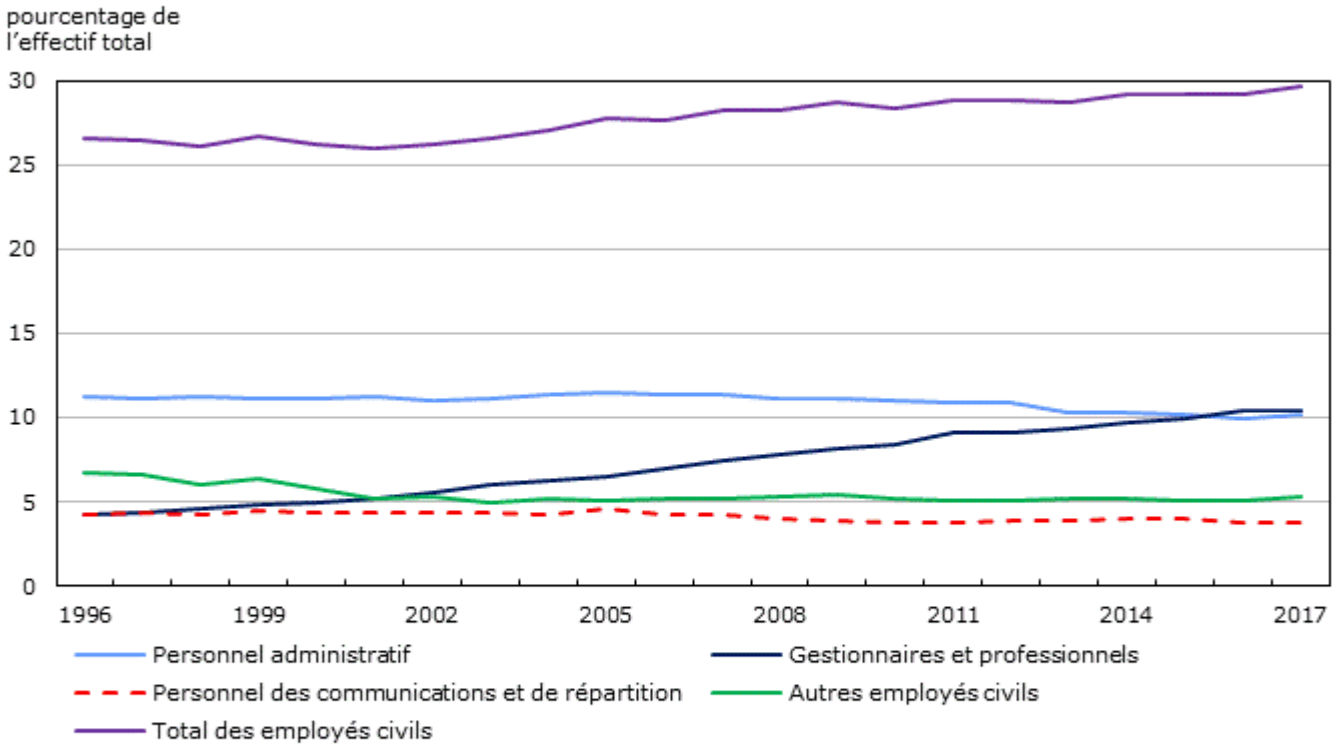
Dans les provinces, le taux de policiers autochtones pour 1 000 Autochtones variait de 2,0 à Terre-Neuve-et-Labrador et en Colombie-Britannique à 5,5 à l'Île-du-Prince-Édouard. Comparativement à 2011, le nombre d'Autochtones détenant un grade d'officier de direction a crû dans quelques provinces en 2016, soit au Manitoba, en Alberta, en Saskatchewan et en Colombie-Britannique.

La proportion d'employés civils au sein des services de police continue d'augmenter

Les services de police sont de plus en plus composés d'employés civils tels que des commis, du personnel des communications ainsi que des gestionnaires et des professionnels. Cette augmentation du nombre d'employés civils est attribuable au transfert de tâches à des employés civils, c'est-à-dire « l'affectation à des employés non assermentés de travail policier qui ne nécessite pas l'autorité, la formation spéciale ou la crédibilité d'un policier assermenté » (Griffiths et autres, 2006). Certains prétendent que la redistribution de tâches à des employés civils peut accroître l'efficacité et l'efficience économique (Griffiths et autres, 2014). Parallèlement, d'autres soutiennent que le transfert de tâches à des employés civils doit tenir compte des tâches devant être effectuées par des policiers assermentés et faire en sorte que le service de police et le milieu de travail profitent de l'intégration d'employés civils (Morrell, 2014; Peak, 2010).

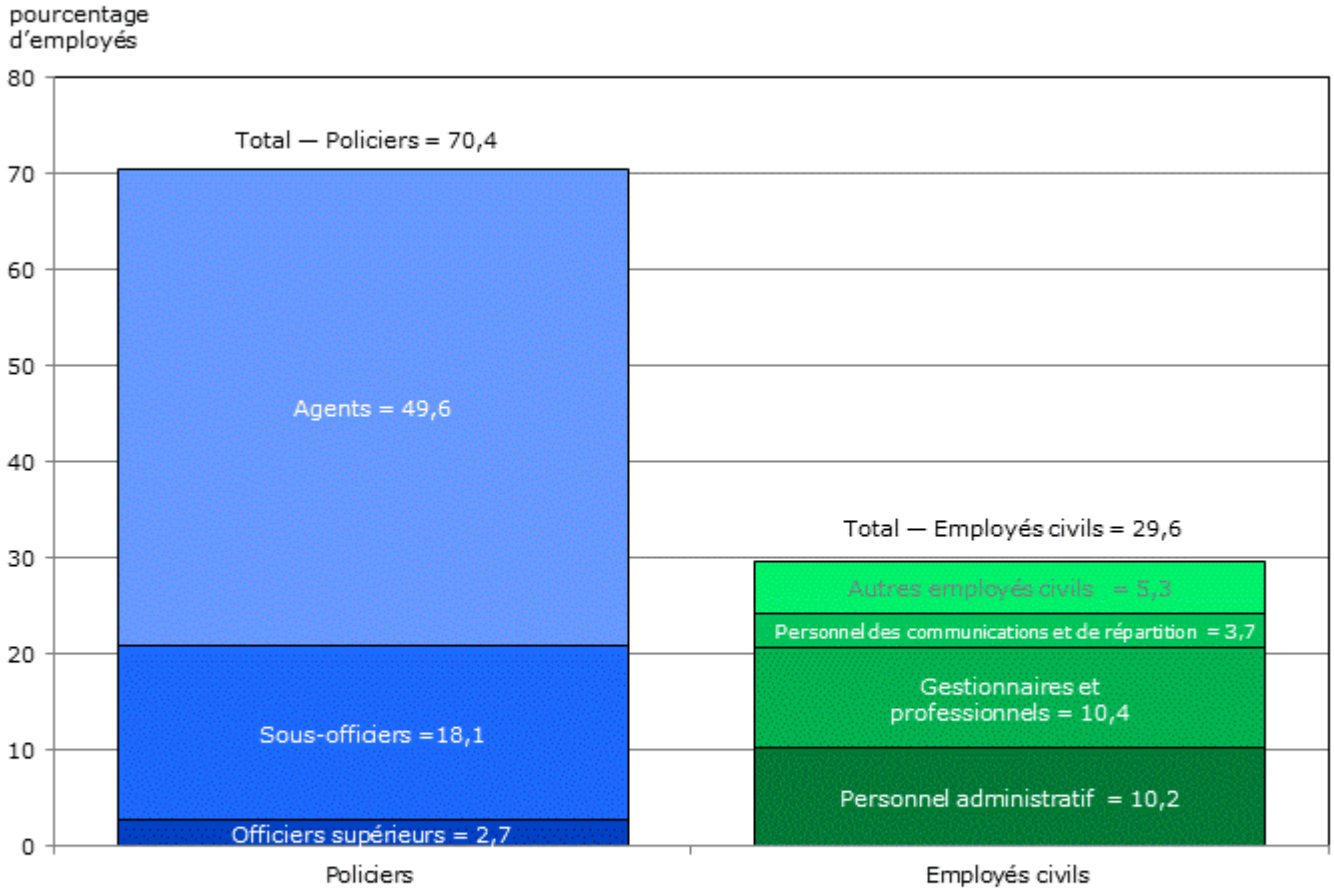
Le 15 mai 2017, les services de police comptaient 29 049 employés civils, soit 613 de plus que l'année précédente (+2 %) (tableau 1). Il s'agit de l'augmentation la plus marquée du personnel civil depuis 2011, année où les services de police ont fait état d'une hausse de 785 employés civils par rapport à l'année précédente. Le nombre d'employés civils par rapport à l'ensemble des employés des services de police augmente progressivement depuis le début de la collecte de ces données en 1962. Cette année-là, le personnel civil représentait 18 % de tout le personnel des services de police, alors qu'il en représentait 30 % en 2017 (graphique 4). Le personnel civil peut être réparti dans les catégories suivantes : personnel administratif, gestionnaires et professionnels, personnel de répartition et des communications, et autre personnel civil, qui comprend les agents de sécurité, les cadets, les agents spéciaux, les agents chargés de l'application des règlements municipaux et de la surveillance des stationnements, et les brigadiers scolaires. Parmi ces quatre catégories de personnel, la croissance a surtout été observée dans la catégorie des gestionnaires et des professionnels, qui représentaient 10 % de tout le personnel des services de police en 2017, alors qu'ils en représentaient 4 % en 1996 (graphique 5). La catégorie des gestionnaires et des professionnels englobe les gestionnaires, les administrateurs, les analystes de systèmes, les analystes en informatique, les scientifiques et d'autres employés civils qualifiés.

Graphique 4
Employés civils en proportion de l'effectif total, selon la catégorie, Canada, 1996 à 2017



Note : Le personnel administratif englobe tous les employés civils qui effectuent des tâches de soutien administratif, de secrétariat ou de réception. Les gestionnaires et professionnels englobent les gestionnaires, les administrateurs, les analystes de systèmes et les analystes en informatique, les scientifiques et d'autres employés civils qualifiés. Le personnel des communications et de répartition englobe tous les employés civils occupant des postes de répartiteur, de standardiste, d'évaluateur d'appels et de receveur de plaintes. Les autres employés civils comprennent les agents de sécurité, les cadets, les agents spéciaux et les brigadiers scolaires. Les chiffres peuvent ne pas correspondre aux totaux en raison de l'arrondissement.
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Graphique 5
Composition des services de police, selon le grade ou la catégorie, Canada, 2017



Note : Les policiers représentent le nombre réel de policiers assermentés permanents de tous les grades (ou leurs équivalents temps plein). Les employés civils comprennent tous les employés civils permanents qui font partie de la masse salariale des services de police. Le personnel administratif englobe tous les employés civils qui effectuent des tâches de soutien administratif, de secrétariat ou de réception. Les gestionnaires et professionnels englobent les gestionnaires, les administrateurs, les analystes de systèmes et les analystes en informatique, les scientifiques et d'autres employés civils qualifiés. Le personnel des communications et de répartition englobe tous les employés civils occupant des postes de répartiteur, de standardiste, d'évaluateur d'appels et de receveur de plaintes. Les autres employés civils comprennent les agents de sécurité, les cadets, les agents spéciaux et les brigadiers scolaires. Les chiffres peuvent ne pas correspondre aux totaux en raison de l'arrondissement.
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

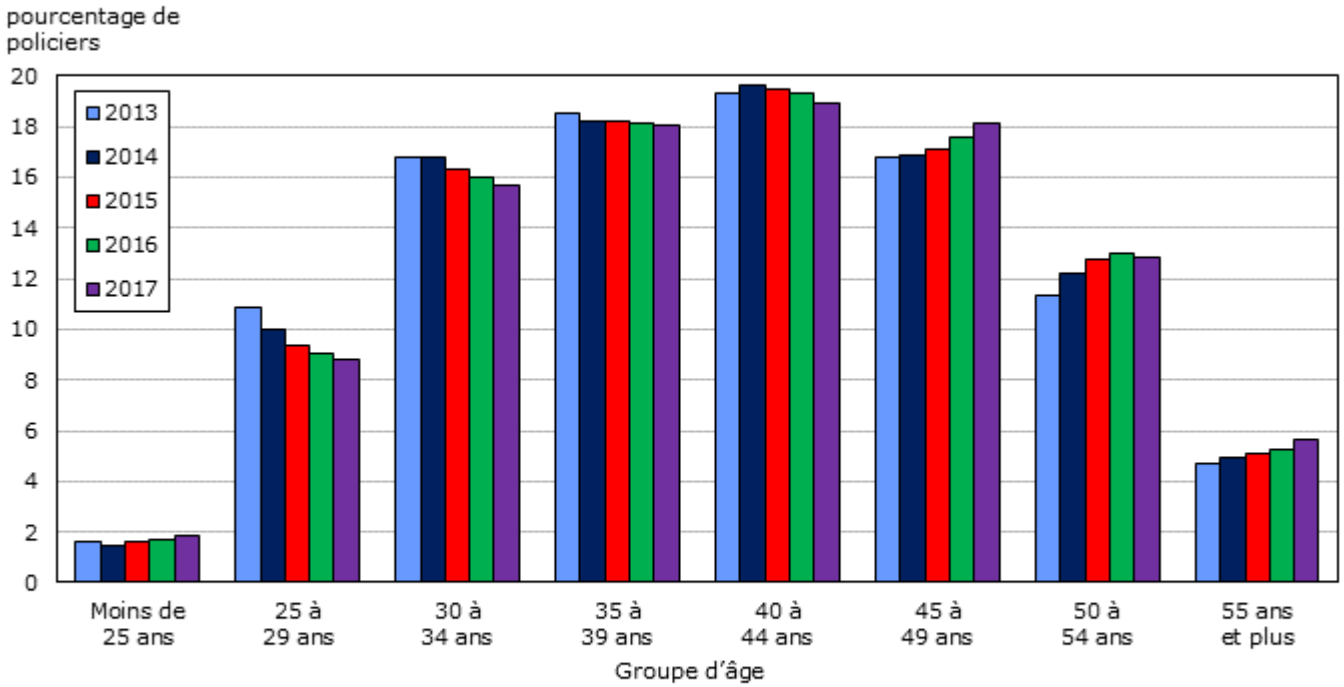
En 2017, 35 % des employés de la Gendarmerie royale du Canada étaient des civils, ce qui représente la plus forte proportion parmi les divers types de services de police. Les employés civils représentaient également une proportion marquée du personnel des services de police municipaux, soit 29 %. Un peu moins du quart du personnel de chacun des trois services de police provinciaux était composé de civils (24 % respectivement pour la Police provinciale de l'Ontario et la Force constabulaire royale de Terre-Neuve, 23 % pour la Sûreté du Québec). Parmi les services de police des Premières Nations[9], les civils représentaient 21 % des employés.

Comme c'était le cas l'année précédente, les femmes occupaient 67 % des postes civils en 2017. Parmi les 19 411 travailleuses civiles, 45 % étaient affectées à des postes de soutien administratif, et 31 %, à des postes de gestionnaire ou de professionnel.

La proportion globale de policiers de 40 ans et plus augmente

En 2012, dans le cadre de l'Enquête sur l'administration policière, des renseignements supplémentaires sur les caractéristiques sociodémographiques des policiers ont commencé à être recueillis aux fins de la planification des ressources humaines. D'après ces données supplémentaires, en 2017, 50 % des policiers au Canada étaient âgés de 40 à 54 ans, et environ 6 % avaient 55 ans et plus (graphique 6). De plus, 10 % des policiers au Canada étaient admissibles à la retraite à compter de la fin de l'année civile 2017 ou de l'exercice 2016-2017.

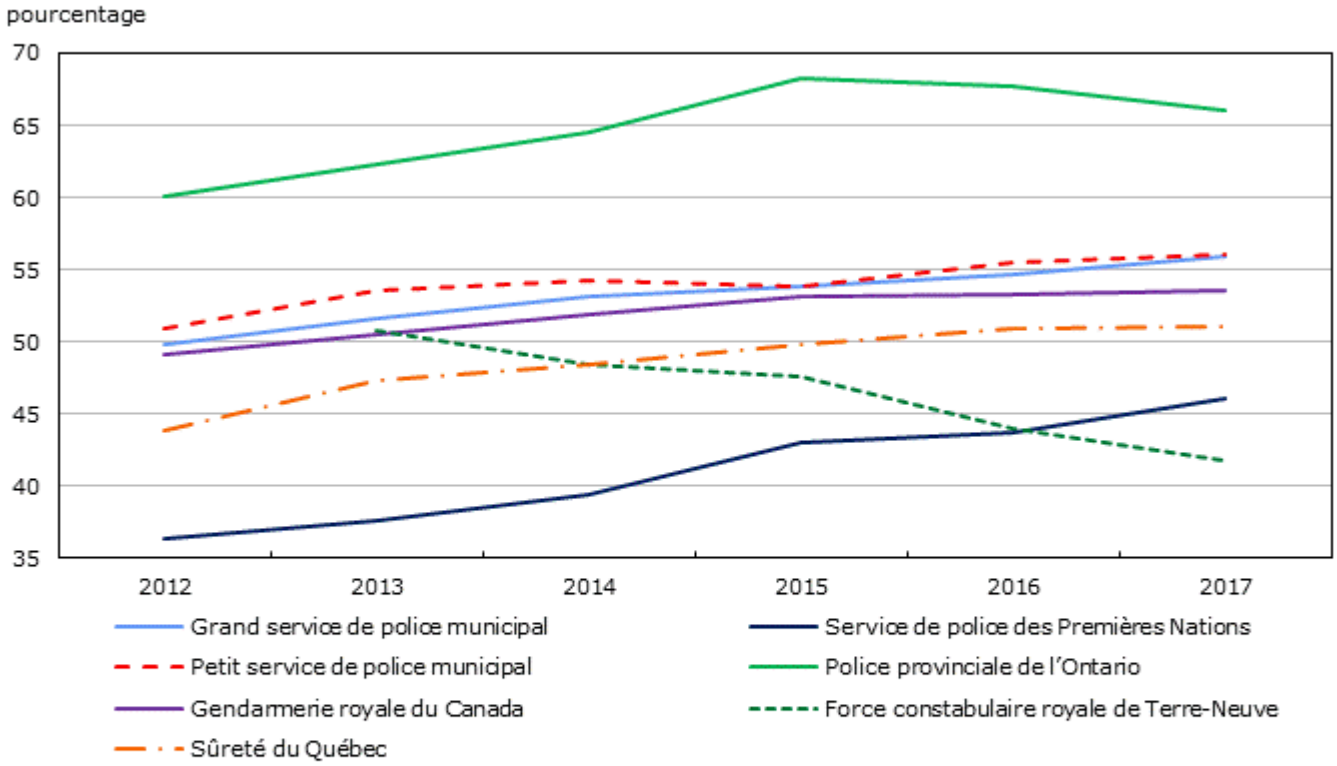
Graphique 6
Répartition des policiers selon l'âge, Canada, 2013 à 2017



Note : Les renseignements sur l'âge des policiers sont fondés sur les données recueillies auprès des services de police employant 99 % des policiers au Canada. Lorsque les renseignements sur l'âge ne sont pas disponibles pour des policiers, ces derniers sont exclus du calcul des pourcentages.
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière et questionnaire supplémentaire de l'enquête.

Le profil d'âge des policiers varie parmi les divers types de corps policiers. Par exemple, au sein de la Gendarmerie royale du Canada, de la Sûreté du Québec ainsi que des petits et grands services de police municipaux[10], les policiers de 40 ans et plus représentaient de 50 % à 56 % de l'effectif policier en 2017. Cette proportion augmente depuis 2013, à l'exception d'une diminution dans les petits services de police municipaux en 2015 (graphique 7).

Graphique 7
Proportion de policiers âgés de 40 ans et plus, selon le type de service de police, Canada, 2012 à 2017



Note : Les renseignements sur l'âge des policiers sont fondés sur les données recueillies auprès des services de police employant 99 % des policiers au Canada. Lorsque les renseignements sur l'âge ne sont pas disponibles pour des policiers, ces policiers sont exclus du calcul des pourcentages. « Grand service de police municipal » désigne les services qui ont desservi une population d'au moins 90 000 habitants en 2016. « Petit service de police municipal » désigne les services qui ont desservi une population de moins de 90 000 habitants en 2016. Les données pour la Force constabulaire royale de Terre-Neuve ne sont pas disponibles pour 2012. Les chiffres de population sont fondés sur les estimations postcensitaires provisoires de 2016 et sont rajustés en fonction des territoires des services policiers. Les chiffres de population de 2017 ne sont pas encore disponibles.
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière et questionnaire supplémentaire de l'enquête.

La Police provinciale de l'Ontario (PPO), quant à elle, présente un profil un peu plus âgé par rapport à tous les autres types de corps de police. En 2017, 66 % des policiers assermentés de la PPO étaient âgés de 40 ans et plus, en hausse de 6 points de pourcentage par rapport à 2012.

Au sein de la Force constabulaire royale de Terre-Neuve (FCRTN), en revanche, les policiers de 40 ans et plus représentent une proportion plus faible, et cette proportion diminue de façon constante au fil du temps. En 2017, 42 % des policiers de la FCRTN étaient âgés de 40 ans et plus, par rapport à 51 % en 2013 (la première année où la FCRTN a déclaré des données relatives à l'âge).

Parmi les policiers assermentés des services de police des Premières Nations[11], 46 % avaient 40 ans et plus, et la proportion appartenant à cette catégorie d'âge continue de croître depuis 2012 (graphique 7).

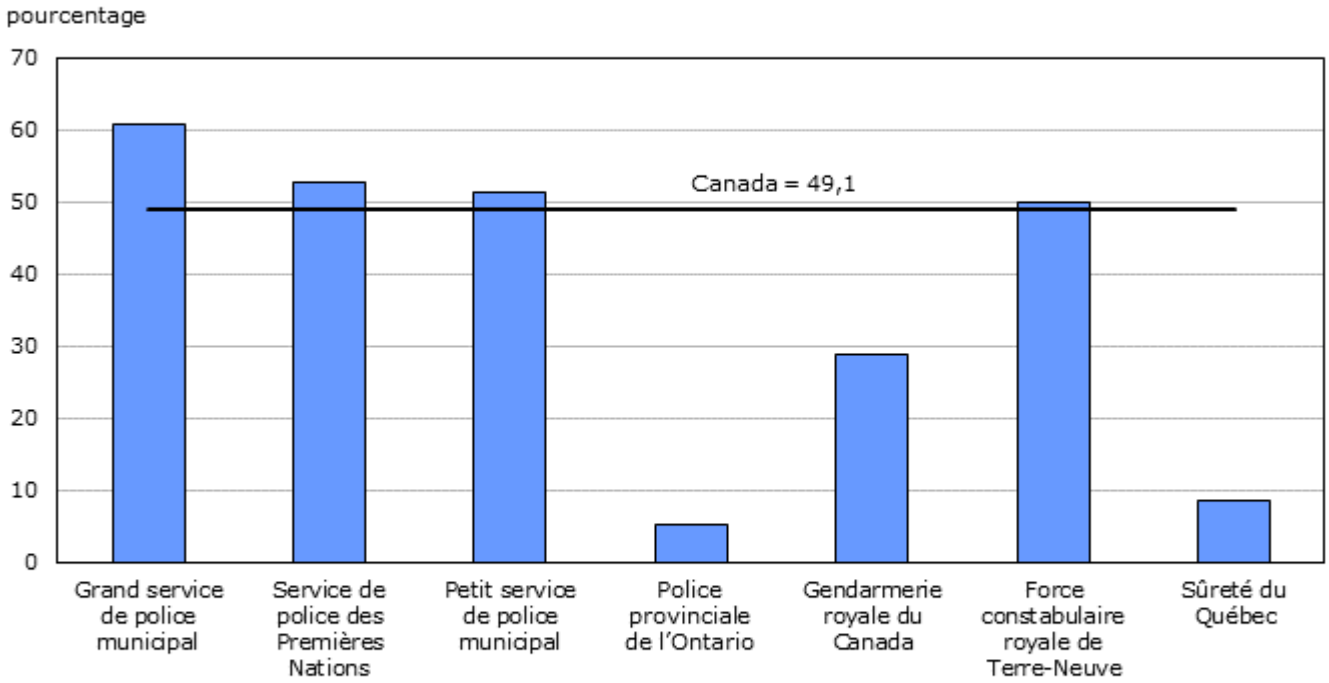
Le nombre de recrues embauchées ont augmenté par rapport à l'année dernière

En 2016-2017, 2 917 policiers ont été embauchés par les services de police au Canada, en hausse de 287 par rapport à 2015-2016. La majorité (86 %) de ces policiers étaient des recrues diplômées, soit le même pourcentage que l'année précédente. Pour être une recrue diplômée, une personne doit avoir terminé avec succès, au cours de l'année civile ou de l'exercice précédent, un programme de formation lui octroyant le statut de policier assermenté. La proportion restante (14 %) était composée de policiers d'expérience (tableau 4).

Parmi les 409 policiers d'expérience embauchés à l'échelle nationale, 36 % comptaient moins de 5 années de service, et 33 %, de 5 à moins de 10 années de service. Parmi les policiers d'expérience embauchés par les services de police des

Premières Nations, 67 % avaient moins de 5 années de service en 2017. Considérant la moyenne des six dernières années, 53 % avaient moins de 5 années de service (graphique 8). En revanche, 77 % des policiers d'expérience embauchés par la Police provinciale de l'Ontario comptaient entre 5 et 15 années d'expérience.

Graphique 8
Proportion de policiers d'expérience embauchés comptant moins de 5 années de service, selon le type de service de police, Canada, 2012 à 2017



Note : « Grand service de police municipal » désigne les services qui ont desservi une population d'au moins 90 000 habitants en 2016. « Petit service de police municipal » désigne les services qui ont desservi une population de moins de 90 000 habitants en 2016. Les données pour la Force constabulaire royale de Terre-Neuve ne sont pas disponibles pour 2012. Les chiffres de population sont fondés sur les estimations postcensitaires provisoires de 2016 et sont rajustés en fonction des territoires des services policiers. Les chiffres de population de 2017 ne sont pas encore disponibles.
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière et questionnaire supplémentaire de l'enquête.

Compte tenu de l'investissement en ressources financières et en personnel associé à la formation des policiers, le maintien des effectifs policiers est un nouveau sujet de recherche. Certaines recherches indiquent que le roulement de personnel peut entraîner des perturbations dans le milieu de travail, peut avoir une incidence négative sur le travail policier et la lutte contre la criminalité, et peut nuire au développement du leadership au sein des rangs (Scheer, 2014). Les services de police ont déclaré que 2 684 policiers ont quitté leur service en 2016-2017; 67 % d'entre eux ont pris leur retraite, tandis que les autres (33 %) sont partis pour d'autres motifs, comme un emploi dans un autre service de police ou un changement de carrière (tableau 4).

En 2017, six provinces ont fait état d'une diminution nette de leur effectif policier, en ce sens que leurs services de police ont vu partir plus de policiers qu'ils en ont embauchés, le recul net le plus marqué ayant été enregistré par le Québec (-146 policiers), suivi de l'Ontario (-115 policiers). Les quatre autres provinces et les territoires ont affiché une augmentation nette, c'est-à-dire que leurs services de police ont embauché plus de policiers qu'il y a eu de départs chez ces derniers. Parmi ces provinces et territoires, l'Alberta a enregistré la plus forte augmentation nette (+262 policiers), suivie de la Colombie-Britannique (+255 policiers) (tableau 4).

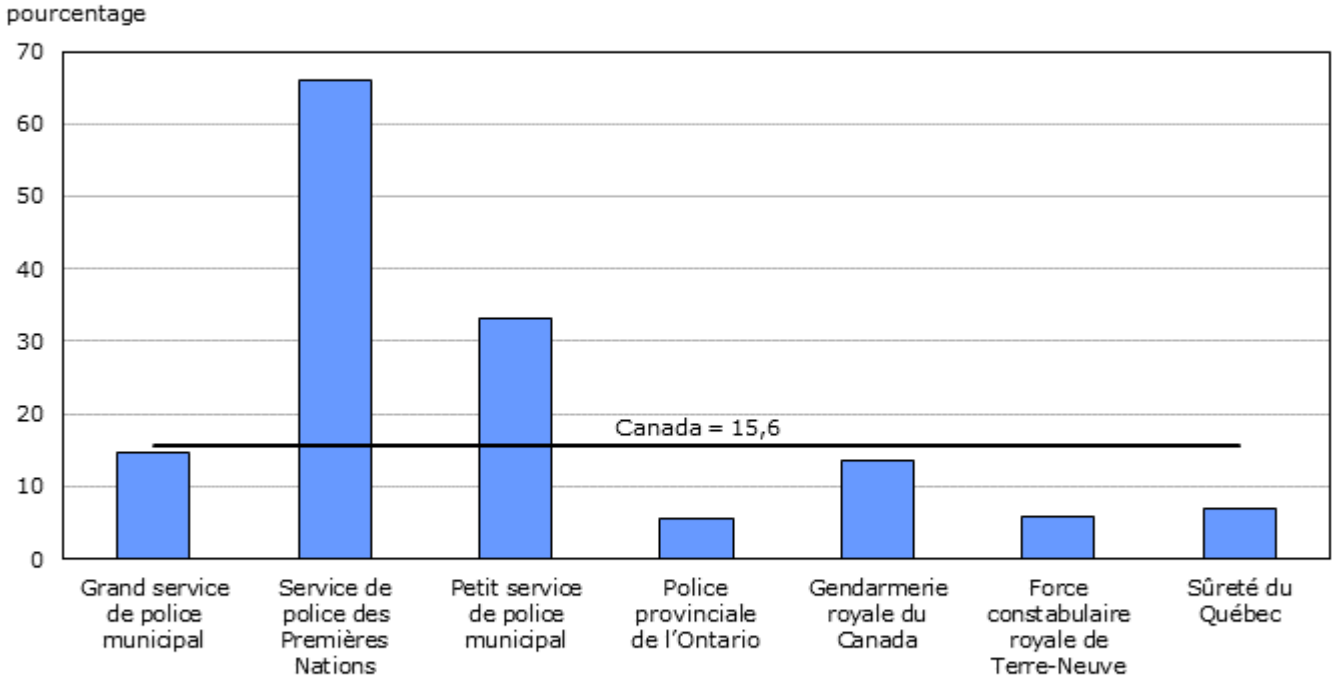
La majorité des policiers qui ont quitté les services de police des Premières Nations comptent moins de 10 années de service

Selon les données portant sur la période de 2012 à 2017, 16 % des policiers qui ont quitté leur service de police comptaient moins de 10 années d'expérience.

Dans les services de police des Premières Nations[12], 66 % des policiers qui sont partis comptaient moins de 10 années de service. Parmi les policiers assermentés qui ont quitté les services de police des Premières Nations après moins de

10 années de service, un peu plus de 55 % sont partis pour un autre service, tandis que 45 % sont partis pour d'autres motifs. Dans le cas des petits services de police municipaux[13] desservant une population de moins de 90 000 habitants, 33 % des policiers qui sont partis comptaient moins de 10 années de service. Au sein des grands services de police municipaux, de la Police provinciale de l'Ontario (PPO), de la Force constabulaire royale de Terre-Neuve (FCRTN) et de la Sûreté du Québec (SQ), on observe une proportion bien moindre de départs au début de la carrière d'un policier (graphique 9).

Graphique 9
Proportion de policiers qui ont quitté leur service et qui comptaient moins de 10 années de service, selon le type de service de police, Canada, 2012 à 2017



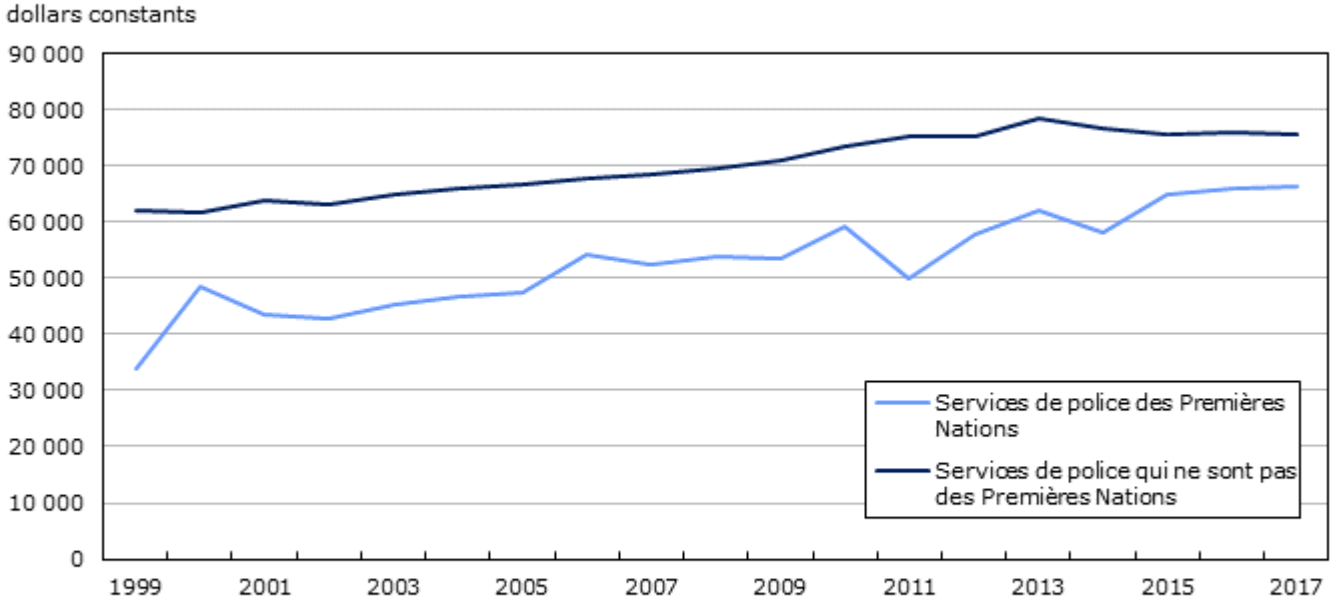
Note : « Grand service de police municipal » désigne les services qui ont desservi une population d'au moins 90 000 habitants en 2016. « Petit service de police municipal » désigne les services qui ont desservi une population de moins de 90 000 habitants en 2016. Les données pour la Force constabulaire royale de Terre-Neuve ne sont pas disponibles pour 2012. Les chiffres de population sont fondés sur les estimations postcensitaires provisoires de 2016 et sont rajustés en fonction des territoires des services policiers. Les chiffres de population de 2017 ne sont pas encore disponibles.
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière et questionnaire supplémentaire de l'enquête.

Par contre, les services de police provinciaux ont déclaré les proportions les plus fortes de policiers partant à la retraite. De 2012 à 2017, 92 % des policiers qui ont quitté la FCRTN sont partis à la retraite. La retraite était aussi le motif de 89 % des départs de la PPO et de 87 % des départs de la SQ[14]. Parmi les services de police municipaux, 73 % des policiers qui ont quitté les grands services ont pris leur retraite, alors que c'était le cas pour 56 % des départs dans les petits services. Parmi les policiers qui ont quitté la Gendarmerie royale du Canada, 59 % ont pris leur retraite et, dans les services de police des Premières Nations[15], 10 % des policiers sont partis pour ce motif.

Dans les services de police des Premières Nations, les salaires sont systématiquement inférieurs à ceux offerts dans les autres services, mais l'écart se rétrécit

Le salaire annuel moyen du personnel (policier et civil) des services de police au Canada était de 97 004 $ en 2016-2017, en hausse de 1 % par rapport à l'année précédente[16]. Après rajustement pour tenir compte de l'inflation, ce montant a généralement augmenté depuis 1998-1999, affichant une progression globale de 11 % au cours des 10 dernières années, malgré quelques années de reculs (graphique 10).

Graphique 10
Salaire moyen, effectif total des service de police, dollars constants, Canada, 1999 à 2017



Note : Les dollars constants sont rajustés en fonction de l'inflation ou de la déflation, ce qui permet de montrer les variations du pouvoir d'achat du dollar. L'Indice des prix à la consommation a été utilisé pour le calcul des dollars constants en fonction de l'année de base 2002 (2002 = 100). Les chiffres de population sont fondés sur des estimations au 1er juillet 2017 fournies par la Division de la démographie de Statistique Canada.
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Au fil du temps, les salaires moyens déclarés par les services de police des Premières Nations (une fois rajustés pour tenir compte de l'inflation) demeurent systématiquement inférieurs à ceux déclarés par les autres types de services de police. Au cours des dernières années, l'écart s'est toutefois rétréci. Durant les 10 années précédant 2017, l'écart des salaires moyens entre les services de police des Premières Nations et les services de police qui ne sont pas des Premières Nations atteignait 16 100 $. En 2017, cette différence a diminué pour atteindre 9 300 $. Cet écart a commencé à diminuer en 2015 (graphique 10).

En 2016-2017, le salaire moyen en dollars courants du personnel employé par les services de police des Premières Nations était de 85 197 $, alors qu'il était de 97 139 $ pour le personnel des services de police qui ne sont pas des Premières Nations. Les salaires moyens des services de police des Premières Nations correspondaient de près à ceux de la Force constabulaire royale de Terre-Neuve et de la Sûreté du Québec (87 204 $ et 87 258 $, respectivement).

Le niveau des salaires moyens[17, 18] en 2016-2017 était principalement déterminé par la Police provinciale de l'Ontario (PPO), les services municipaux desservant une population de plus de 90 000 habitants, et la Gendarmerie royale du Canada (GRC). Les salaires moyens (en dollars courants) étaient plus élevés dans ces types de services de police que dans tout autre type de corps policier. La PPO a fait état d'un salaire moyen de 103 918 $. Par comparaison, les salaires moyens dans les grands services de police municipaux variaient entre 68 228 $ à Halifax, en Nouvelle-Écosse[19], et 114 490 $ à Ottawa, en Ontario. Pour sa part, la GRC a fait état d'un salaire moyen de 96 401 $.

En 2017, le montant versé en traitements et salaires aux policiers et aux employés civils de l'ensemble des services de police s'élevait à 9,5 milliards de dollars. Près de la moitié de ce montant (49 %) a été versé par les grands services de police municipaux autonomes qui desservaient une population de plus de 100 000 habitants. La GRC était à l'origine d'une part supplémentaire de 29 % des dépenses nationales en traitements et salaires.

Les dépenses de fonctionnement se sont élevées à 14,7 milliards de dollars en 2016-2017

En 2016-2017, les dépenses totales de fonctionnement de tous les services de police au Canada ont atteint 14,7 milliards de dollars en dollars courants (tableau 5). Ces dépenses comprenaient les traitements et salaires (65 %), les avantages sociaux (16 %) et les autres dépenses de fonctionnement (20 %). Ces proportions sont demeurées relativement stables au fil des ans.

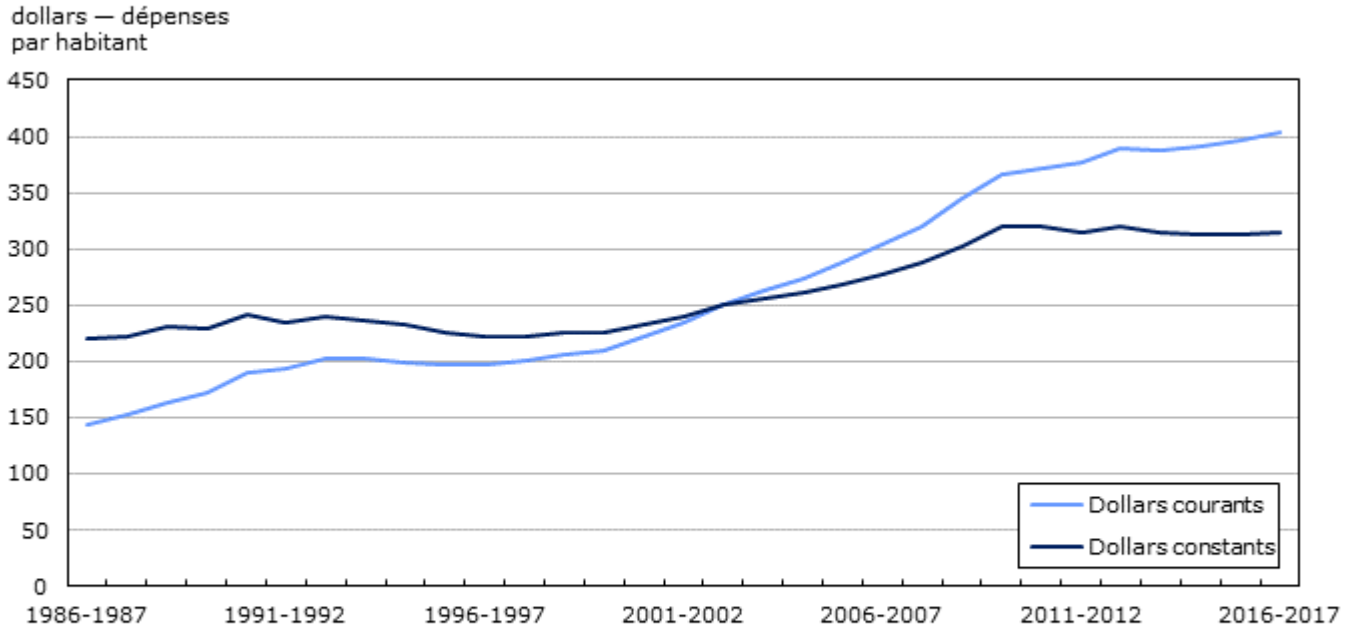
Après rajustement pour tenir compte de l'inflation[20], les dépenses totales de fonctionnement se sont accrues de 2 % par rapport à l'année précédente. Les dépenses totales de fonctionnement en dollars constants ont augmenté la plupart des

années depuis 1996-1997, sauf en 2011-2012 et en 2013-2014, où de relativement faibles reculs ont été enregistrés. Ces dépenses étaient de 26 % supérieures à ce qu'elles étaient il y a 10 ans (tableau 6). Par rapport à l'année précédente, les dépenses totales sont demeurées stables en Nouvelle-Écosse et ont diminué au Yukon, et elles se sont accrues dans les autres provinces et territoires. La hausse la plus marquée a été observée en Alberta (+7 %) et au Nunavut (+7 %), suivis de Terre-Neuve-et-Labrador (+6 %).

Parmi les dépenses totales de fonctionnement pour le Canada en dollars courants, un montant de 7,7 milliards de dollars (53 %) était lié aux services de police municipaux autonomes, ce qui représente une hausse de 3 % par rapport à 2016. Les services de police provinciaux ont fait état de dépenses de 2,2 milliards de dollars (15 %), ce qui constitue une légère baisse par rapport à l'année précédente. La Gendarmerie royale du Canada a déclaré des dépenses de 4,8 milliards de dollars (33 %), ce qui représente 6 % de plus que l'année précédente (tableau 5).

En dollars constants[21], les dépenses opérationnelles des services de police représentaient un coût de 315 $ par habitant en 2016-2017. Ce coût est pratiquement inchangé[22] par rapport à 2015-2016 (313 $ par habitant) et se maintient dans la fourchette de 312 $ à 320 $ depuis 2009-2010. Le coût par habitant était toutefois plus élevé de 13 % en 2016-2017 par rapport à 2006-2007 (graphique 11).

Graphique 11
Dépenses des services de police par habitant, en dollars courants et en dollars constants, Canada, 1986-1987 à 2016-2017



Note : Les dollars courants expriment le coût des articles en fonction de l'année où ceux-ci sont achetés. Les dollars constants sont ajustés en fonction de l'inflation ou de la déflation, ce qui permet de montrer les variations du pouvoir d'achat du dollar. On a utilisé l'Indice des prix à la consommation pour calculer les dollars constants en fonction de l'année de base 2002 (2002 = 100). Les chiffres de population sont fondés sur des estimations au 1er juillet 2017 fournies par la Division de la démographie de Statistique Canada.
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Résumé

Dans l'ensemble, les services de police sont généralement chargés d'appliquer la loi, de prévenir et de réduire la criminalité, de venir en aide aux victimes, de maintenir l'ordre public et d'intervenir en cas d'urgence. Il a toutefois été avancé que les services de police sont de plus en plus appelés à intervenir dans des affaires qui ne font pas partie des fonctions de base de la police. Ainsi, les policiers accomplissent un éventail de tâches, qu'il s'agisse de répondre aux appels de service, d'entreprendre des activités d'exécution de la loi et de s'acquitter de fonctions administratives (Association canadienne des chefs de police, 2015; Malm et autres, 2005; Service de police régional de Waterloo, 2011). Parallèlement, les services de police doivent rendre compte à leur municipalité, à leur commission des services policiers et au public de leur rendement en matière de service et sur le plan budgétaire.

Bien que les statistiques nationales sur les ressources policières démontrent que le taux de policiers diminue graduellement depuis 2012 et que les dépenses par habitant demeurent relativement stables depuis 2009, l'enquête actuelle ne fournit pas

les détails nécessaires pour mieux comprendre les facteurs de coût des services de police, les pressions qui s'exercent sur ces coûts, ainsi que la possible transformation de la structure traditionnelle des ressources humaines, et pour mieux en rendre compte.

Afin de produire de meilleurs renseignements qui aideraient à surveiller et à orienter l'administration et le rendement des services de police, le Centre canadien de la statistique juridique (CCSJ), en collaboration avec le milieu policier, lancera une nouvelle Enquête sur l'administration policière en avril 2018. Cette nouvelle enquête permettra aux services de police de déclarer de plus amples détails sur les traitements, les salaires et les avantages sociaux des policiers et des employés civils, et de fournir des ventilations plus détaillées des coûts de fonctionnement et des dépenses en immobilisations.

En outre, le CCSJ, en collaboration avec le milieu policier et d'autres partenaires en sécurité publique, a élaboré un cadre national de mesures normalisées du rendement de la police à partir duquel les services de police peuvent établir des mesures comparables. La publication de ce cadre est prévue à l'automne 2018.

Enfin, de concert avec le milieu policier, le CCSJ travaille à déterminer s'il serait faisable de réaliser une enquête nationale sur les appels de service à la police afin de mieux rendre compte de la charge de travail des policiers, puisqu'on estime que jusqu'à 80 % des appels de service à la police ne sont pas expressément liés à une infraction criminelle (Association canadienne des chefs de police, 2015; Malm et autres, 2005; Service de police régional de Waterloo, 2011). La capacité de présenter régulièrement des statistiques nationales normalisées sur la nature et l'étendue des appels menant à une intervention policière permettra de combler une importante lacune au chapitre de la mesure de la charge de travail et du rendement de la police et des services de sécurité publique.

Description de l'enquête

Enquête sur l'administration policière

L'Enquête sur l'administration policière permet de recueillir des données sur l'effectif policier et les dépenses auprès de chacun des corps de police municipaux, provinciaux et fédéral au Canada. Sont exclus de l'enquête les organismes de sécurité suivants : le Service canadien du renseignement de sécurité, la police des chemins de fer et la police militaire, ainsi que les ministères chargés de l'application de certaines lois dans les domaines de l'impôt sur le revenu, des douanes et de l'accise, de l'immigration, des pêches et de la faune. De plus, les services de sécurité privés et les enquêteurs privés sont exclus de l'enquête.

Les données figurant dans le présent rapport représentent l'effectif policier au 15 mai 2017 et les dépenses de fonctionnement de fin d'année pour l'année civile 2016 ou l'exercice 2016-2017. Le nombre de policiers représente le nombre réel de policiers permanents assermentés qui étaient disponibles pour le service actif le 15 mai 2017. Les employés à temps partiel sont convertis en équivalents temps plein. Les dépenses des services de police représentent les dépenses réelles de fonctionnement et elles comprennent les traitements et salaires, les avantages sociaux et les autres dépenses de fonctionnement, telles que les coûts des locaux, du carburant et de l'entretien. Les données sur les dépenses représentent les dépenses brutes, mais les dépenses en immobilisations, les fonds provenant de sources externes et les recouvrements sont exclus.

Depuis 2012, l'Enquête sur l'administration policière comprend un questionnaire supplémentaire qui permet de recueillir des renseignements détaillés sur les embauches, les départs, l'admissibilité à la retraite, le nombre d'années de service, l'âge, le niveau de scolarité, l'appartenance à une minorité visible et la langue. Certains de ces renseignements ne sont pas publiés en raison de problèmes de qualité des données.

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Notes

1. Comprend le Quartier général et la Division Dépôt de la Gendarmerie royale du Canada.

2. Dans le présent article, les variations en pourcentage sont fondées sur des taux non arrondis.

3. Aux fins du présent article, une variation est considérée comme stable si elle correspond à 0 % une fois arrondie.

4. En 2015, la Police provinciale de l'Ontario (PPO) a mis en œuvre un nouveau modèle de facturation municipal. Celui-ci reflète le modèle de prestation des services intégrés de la province, lequel n'alloue pas le nombre de policiers selon les limites ou des contrats municipaux. Par conséquent, les contrats municipaux de la PPO ne stipulent pas un nombre fixe ou stable de policiers affectés au service de police, tel qu'il est défini aux fins de l'Enquête sur l'administration policière. Conséquemment, à compter de 2015, les données sur les ressources policières de la PPO ne sont disponibles qu'à l'échelon provincial. Statistique Canada ne peut donc plus produire les données pour les régions métropolitaines de rencensement de l'Ontario. Ce rapport présente plutôt les données des services de police desservant une population de 100 000 habitants et plus. Il faut faire preuve de prudence lorsqu'on effectue des comparaisons entre les services de police, puisque certains sont régionaux, et d'autres non.

5. Les données figurant dans ce rapport représentent les données de la Police régionale d'Halifax uniquement. Les données rurales du détachement d'Halifax de la Gendarmerie royale du Canada (GRC), qui couvre les régions rurales d'Halifax non surveillées par la Police régionale d'Halifax, sont exclues. Lorsque les données rurales du détachement d'Halifax de la GRC sont incluses dans le calcul, le taux de policiers se chiffre à environ 175 policiers pour 100 000 habitants.

6. « Minorité visible » réfère au fait qu'une personne appartient ou n'appartient pas à une des minorités visibles définies dans la *Loi sur l'équité en matière d'emploi* et, le cas échéant, le groupe auquel appartient la personne. Selon la *Loi sur l'équité en matière d'emploi*, on entend par minorités visibles « les personnes, autres que les Autochtones, qui ne sont pas de race blanche ou qui n'ont pas la peau blanche ». Il s'agit principalement des groupes suivants : Sud-Asiatique, Chinois, Noir, Philippin, Latino-Américain, Arabe, Asiatique du Sud-Est, Asiatique occidental, Coréen et Japonais.

7. Voir le lien suivant afin d'accéder aux données du profil du recensement à différents échelons géographiques : http://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Index-fra.cfm.

8. « Identité autochtone » désigne les personnes s'identifiant aux peuples autochtones du Canada. Il s'agit des personnes qui sont Premières Nations (Indiens de l'Amérique du Nord), Métis ou Inuk (Inuit) et/ou les personnes qui sont des Indiens inscrits ou des traités (aux termes de la *Loi sur les Indiens* du Canada) et/ou les personnes membres d'une Première Nation ou d'une bande indienne. L'article 35 (2) de la *Loi constitutionnelle* de 1982 précise que les peuples autochtones du Canada incluent les Indiens, les Inuits et les Métis du Canada.

9. Comprend seulement les services visés par une entente établie de services auto-administrés.

10. L'appellation « Grand service de police municipal » désigne les services qui ont desservi une population d'au moins 90 000 habitants en 2016, alors que l'appellation « Petit service de police municipal » désigne les services qui ont desservi une population de moins de 90 000 habitants en 2016.

11. Comprend seulement les services visés par une entente établie de services auto-administrés.

12. Comprend seulement les services visés par une entente établie de services auto-administrés.

13. L'appellation « Grand service de police municipal » désigne les services qui ont desservi une population d'au moins 90 000 habitants en 2016, alors que l'appellation « Petit service de police municipal » désigne les services qui ont desservi une population de moins de 90 000 habitants en 2016.

14. La Police provinciale de l'Ontario, la Gendarmerie royale du Canada, la Force constabulaire royale de Terre-Neuve et la Sûreté du Québec ne sont pas en mesure de déclarer le nombre de policiers qui ont été embauchés par un autre service de police à leur départ. Par conséquent, ces départs sont déclarés dans les départs « pour d'autres motifs ».

15. Comprend seulement les services visés par une entente établie de services auto-administrés.

16. Ce montant est en dollars courants. Les dollars courants expriment le coût des articles en fonction de l'année au cours de laquelle la dépense est effectuée. Les variations au fil du temps sont exprimées en dollars constants.

17. Les corps policiers de grande taille sont susceptibles d'offrir des salaires plus élevés en raison des services de police spécialisés, des exigences en matière de technologie de l'information et des fonctions administratives.

18. La comparaison entre les salaires moyens ne tient pas compte des écarts au chapitre du coût de la vie entre les endroits où les services de police sont offerts.

19. Le salaire moyen des policiers de la Police régionale d'Halifax est fondé sur l'effectif total plutôt que sur les équivalents temps plein (ETP), qui constitue l'unité de collecte normalisée de l'Enquête sur l'administration policière. Lorsque le calcul est restreint aux ETP, le salaire moyen obtenu est d'environ 76 900 $.

20. Les comparaisons d'une année à l'autre des dépenses totales de fonctionnement sont faites en dollars constants. Les dollars constants sont rajustés en fonction de l'inflation ou de la déflation, ce qui permet de montrer les variations du pouvoir d'achat du dollar. L'Indice des prix à la consommation a été utilisé pour le calcul des dollars constants en fonction de l'année de base 2002 (2002 = 100).

21. Les dollars constants sont rajustés en fonction de l'inflation ou de la déflation, ce qui permet de montrer les variations du pouvoir d'achat du dollar. L'Indice des prix à la consommation a été utilisé pour le calcul des dollars constants en fonction de l'année de base 2002 (2002 = 100).

22. Aux fins du présent article, une variation est considérée comme stable si elle correspond à 0 % une fois arrondie.

Tableaux de données détaillés

Tableau 1
Tendances de l'effectif policier, Canada, 1962 à 2017

	Policiers[1]			Employés civils[2]						
	Total	Taux pour 100 000 habitants	Variation du taux en pourcentage[3]	Total	Taux pour 100 000 habitants	Variation du taux en pourcentage[3]	Effectif total	Policiers en proportion de l'effectif total	Employés civils en proportion de l'effectif total	Ratio policiers-employés civils
Année	nombre	taux[4]	pourcentage	nombre	taux[4]	pourcentage	nombre	pourcentage	pourcentage	ratio
1962	26 129	140,6	…	5 699	30,7	…	31 828	82,1	17,9	4,6
1963	27 333	144,4	2,7	5 935	31,4	2,3	33 268	82,2	17,8	4,6
1964	28 823	149,4	3,5	6 655	34,5	9,9	35 478	81,2	18,8	4,3
1965	30 146	153,5	2,7	7 133	36,3	5,2	37 279	80,9	19,1	4,2
1966	32 086	160,3	4,4	7 583	37,9	4,4	39 669	80,9	19,1	4,2
1967	33 792	165,8	3,4	8 018	39,3	3,7	41 810	80,8	19,2	4,2
1968	34 887	168,5	1,6	8 351	40,3	2,5	43 238	80,7	19,3	4,2
1969	36 342	173,0	2,7	8 963	42,7	6,0	45 305	80,2	19,8	4,1
1970	37 949	178,2	3,0	9 936	46,7	9,4	47 885	79,3	20,7	3,8
1971	40 148	182,8	2,6	10 597	48,3	3,3	50 745	79,1	20,9	3,8
1972	41 214	185,5	1,5	11 762	52,9	9,7	52 976	77,8	22,2	3,5
1973	43 142	191,8	3,4	12 297	54,7	3,3	55 439	77,8	22,2	3,5
1974	45 276	198,5	3,5	12 085	53,0	-3,1	57 361	78,9	21,1	3,7
1975	47 713	206,2	3,9	13 794	59,6	12,5	61 507	77,6	22,4	3,5
1976	48 213	205,6	-0,3	14 377	61,3	2,9	62 590	77,0	23,0	3,4
1977	48 764	205,5	0,0	15 231	64,2	4,7	63 995	76,2	23,8	3,2
1978	48 705	203,2	-1,1	15 749	65,7	2,4	64 454	75,6	24,4	3,1
1979	48 990	202,4	-0,4	15 001	62,0	-5,7	63 991	76,6	23,4	3,3
1980	49 841	203,3	0,4	16 410	66,9	8,0	66 251	75,2	24,8	3,0
1981	50 563	203,7	0,2	16 999	68,5	2,3	67 562	74,8	25,2	3,0
1982	50 539	201,2	-1,2	17 738	70,6	3,1	68 277	74,0	26,0	2,8
1983	50 081	197,4	-1,9	17 342	68,4	-3,2	67 423	74,3	25,7	2,9
1984	50 010	195,3	-1,1	17 503	68,4	0,0	67 513	74,1	25,9	2,9
1985	50 351	194,8	-0,2	17 702	68,5	0,2	68 053	74,0	26,0	2,8
1986	51 425	197,0	1,1	18 273	70,0	2,2	69 698	73,8	26,2	2,8
1987	52 510	198,5	0,8	19 558	73,9	5,6	72 068	72,9	27,1	2,7
1988	53 312	199,0	0,2	19 407	72,4	-2,1	72 719	73,3	26,7	2,7
1989	54 211	198,7	-0,1	19 526	71,6	-1,2	73 737	73,5	26,5	2,8
1990	56 034	202,3	1,8	19 259	69,5	-2,8	75 293	74,4	25,6	2,9
1991	56 768	202,5	0,1	19 440	69,4	-0,3	76 208	74,5	25,5	2,9
1992	56 992	200,9	-0,8	20 059	70,7	2,0	77 051	74,0	26,0	2,8
1993	56 901	198,4	-1,3	19 956	69,6	-1,6	76 857	74,0	26,0	2,9
1994	55 859	192,6	-2,9	19 492	67,2	-3,4	75 351	74,1	25,9	2,9
1995	55 008	187,7	-2,5	19 259	65,7	-2,2	74 267	74,1	25,9	2,9
1996	54 323	183,5	-2,3	19 603	66,2	0,7	73 926	73,5	26,5	2,8
1997	54 719	183,0	-0,3	19 679	65,8	-0,6	74 398	73,5	26,5	2,8
1998	54 763	181,6	-0,7	19 383	64,3	-2,3	74 146	73,9	26,1	2,8
1999[r]	55 321	182,0	0,2	20 169	66,3	3,2	75 490	73,3	26,7	2,7
2000[r]	55 954	182,3	0,2	19 917	64,9	-2,2	75 871	73,7	26,3	2,8
2001	57 076	184,0	0,9	19 982	64,4	-0,7	77 058	74,1	25,9	2,9
2002	58 422	186,3	1,3	20 732	66,1	2,6	79 154	73,8	26,2	2,8
2003	59 412	187,8	0,8	21 476	67,9	2,7	80 888	73,4	26,6	2,8
2004	59 800	187,2	-0,3	22 212	69,5	2,5	82 012	72,9	27,1	2,7
2005	61 026	189,3	1,1	23 391	72,5	4,3	84 417	72,3	27,7	2,6
2006	62 461	191,8	1,3	23 911	73,4	1,2	86 372	72,3	27,7	2,6
2007	64 134	195,0	1,7	25 295	76,9	4,8	89 429	71,7	28,3	2,5
2008	65 283	196,4	0,7	25 630	77,1	0,2	90 913	71,8	28,2	2,5
2009	67 243	200,0	1,8	27 056	80,5	4,4	94 299	71,3	28,7	2,5
2010	69 068	203,1	1,6	27 357	80,4	0,0	96 425	71,6	28,4	2,5
2011	69 424	202,2	-0,5	28 142	81,9	1,9	97 566	71,2	28,8	2,5
2012	69 505	200,0	-1,1	28 202	81,2	-1,0	97 707	71,1	28,9	2,5
2013	69 250	197,0	-1,5	27 870	79,3	-2,3	97 120	71,3	28,7	2,5
2014[r]	68 806	193,6	-1,7	28 425	80,0	0,9	97 231	70,8	29,2	2,4
2015[r]	68 772	191,9	-0,9	28 371	79,2	-1,0	97 143	70,8	29,2	2,4
2016[r]	68 859	189,9	-1,1	28 436	78,4	-1,0	97 295	70,8	29,2	2,4
2017	69 027	188,0	-1,0	29 049	79,1	0,9	98 076	70,4	29,6	2,4

... n'ayant pas lieu de figurer
[r] révisé
1. Représente le nombre réel de policiers assermentés permanents de tous les grades (ou leurs équivalents temps plein). Ce nombre comprend également les policiers qui sont affectés à des postes dans le cadre de contrats et qui ne sont pas disponibles pour assurer la surveillance dans leur collectivité. Les policiers en congé pour une longue période qui ne sont pas payés à même le budget annuel du service de police sont exclus.
2. Comprend les travailleurs civils employés par les services de police qui occupent des postes permanents tels que ceux de commis, de répartiteur, de gestionnaire, de cadet, d'agent spécial, d'agent de sécurité, de brigadier scolaire et d'agent chargé de l'application des règlements municipaux. L'Enquête sur l'administration policière permet seulement de recueillir des données sur les employés civils rémunérés par le service de police. Par conséquent, si les employés civils d'un service de police sont rémunérés par la municipalité, comme dans le cas des détachements de la Gendarmerie royale du Canada et de certains services de police, ils ne sont pas représentés dans les données de l'enquête.
3. Les variations en pourcentage sont fondées sur des taux non arrondis.
4. Les chiffres de population sont fondés sur des estimations au 1er juillet 2017 fournies par la Division de la démographie de Statistique Canada.
Note : Une nouvelle version de l'Enquête sur l'administration policière a été mise en œuvre en 1986. Les données sur l'effectif policier sont relevées le jour de l'instantané (le 15 mai 2017 pour les données les plus récentes). D'autres données sont offertes dans CANSIM (tableau 254-0002).
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Tableau 2
Policiers selon l'échelon du service de police et selon la province ou le territoire, 2017

				Gendarmerie royale du Canada				Variation du taux en pourcentage[6]	
	Population en 2017[1]	Services de police municipaux[2]	Services de police provinciaux[3]	Contrats de services policiers[4]	Services policiers fédéraux et autres[5]	Total des policiers	Policiers pour 100 000 habitants	2016 à 2017	2007 à 2017
Province ou territoire			nombre				taux	pourcentage	
Terre-Neuve-et-Labrador	528 817	...	407	409	95	911	172	0,4	4,6
Île-du-Prince-Édouard	152 021	98	...	97	27	222	146	-3,8	-11,4
Nouvelle-Écosse	953 869	885	...	795	151	1 831	192	-0,1	2,1
Nouveau-Brunswick	759 655	440	...	659	135	1 234	162	-4,3	-8,7
Québec	8 394 034	9 603	5 399	...	882	15 884	189	-1,3	-4,4
Ontario[7]	14 193 384	18 289	6 040	...	1 652	25 981	183	-2,2	-4,4
Manitoba	1 338 109	1 577	...	819	176	2 572	192	-1,0	-5,1
Saskatchewan[8]	1 163 925	1 069	...	1 024	247	2 340	201	0,3	-1,5
Alberta	4 286 134	4 383	...	2 669	430	7 482	175	1,1	7,6
Colombie-Britannique	4 817 160	2 567	...	5 529	870	8 966	186	1,1	-1,1
Yukon[9]	38 459	...	...	111	17	128	333	-8,1	-8,9
Territoires du Nord-Ouest[9]	44 520	...	...	163	20	183	411	-7,8	1,9
Nunavut[9]	37 996	...	...	123	11	134	353	0,1	-10,0
Total pour les provinces et les territoires[10]	**36 708 083**	**38 911**	**11 846**	**12 398**	**4 713**	**67 868**	**185**	**-1,1**	**-2,7**
Quartier général et Division Dépôt de la Gendarmerie royale du Canada (École de la GRC)	...	...	...	...	1 159	1 159	...	...	...
Canada	**36 708 083**	**38 911**	**11 846**	**12 398**	**5 872**	**69 027**	**188**	**-1,0**	**-3,6**

... n'ayant pas lieu de figurer
1. Les chiffres de population sont fondés sur des estimations au 1er juillet 2017 fournies par la Division de la démographie de Statistique Canada.
2. Comprend les services de police municipaux autonomes (c.-à-d. les municipalités qui sont desservies par un service de police non associé à un service de police provincial ou à la Gendarmerie royale du Canada [GRC]). Comprend également les services de police des Premières Nations qui ne sont ni assurés par les services de police provinciaux ni par la GRC.
3. Comprend les corps de police provinciaux qui fournissent des services policiers aux municipalités et aux régions rurales et qui patrouillent les routes provinciales. Plus précisément, ces corps de police comprennent la Force constabulaire royale de Terre-Neuve à Terre-Neuve-et-Labrador, la Sûreté du Québec au Québec et la Police provinciale de l'Ontario en Ontario.
4. Comprend les contrats de services policiers dans les provinces et territoires, dans les municipalités et dans les collectivités autochtones. Désigne les services policiers provinciaux et municipaux qui sont fournis par la Gendarmerie royale du Canada.
5. Comprend les services policiers fédéraux et l'administration des services et des divisions. Comprend les programmes policiers fédéraux (enquêtes générales, enquêtes fondées sur des projets, renseignements criminels, services de protection, mobilisation du public et soutien des opérations).
6. Les variations en pourcentage sont fondées sur des taux non arrondis.
7. Exclut le personnel du Quartier général de la Gendarmerie royale du Canada.
8. Exclut le personnel de la Division Dépôt de la Gendarmerie royale du Canada (École de la GRC).
9. La Gendarmerie royale du Canada est le seul corps de police au Yukon, dans les Territoires du Nord-Ouest et au Nunavut.
10. Exclut le personnel du Quartier général et de la Division Dépôt de la Gendarmerie royale du Canada (École de la GRC).
Note : Une nouvelle version de l'Enquête sur l'administration policière a été mise en œuvre en 1986. Les données sur l'effectif policier sont relevées le jour de l'instantané (le 15 mai 2017 pour les données les plus récentes).
Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Tableau 3
Services de police municipaux desservant une population de 100 000 habitants et plus, Canada, 2017

Services de police municipaux[1]	Population en 2016[2]	Policiers[3] Nombre de policiers en 2017	Policiers pour 100 000 habitants en 2017[4]	Variation en pourcentage par rapport à l'année précédente[5]	Pourcentage de policières en 2017	Embauches[6]	Départs[6]	Gain net ou perte nette : embauches et départs[6]	Policiers admissibles à la retraite[6]
	nombre		taux	pourcentage		nombre			pourcentage
Toronto, Ont.	2 876 095	5 190	180	-4,9	19,1	26	171	-145	7,1
Montréal, Qc	2 014 221	4 596	228	-0,9	32,1	180	220	-40	16,3
Région de Peel (Mississauga/Brampton), Ont.	1 404 431	1 973	140	-2,0	18,3	100	74	26	4,5
Calgary, Alb.	1 318 817	2 215	168	-0,4	18,5	128	55	73	0,0
Région de York (Markham/Vaughan), Ont.	1 157 419	1 586	137	-2,4	19,0	52	39	13	5,3
Ottawa, Ont.	973 481	1 242	128	-1,5	22,6	62	45	17	5,8
Edmonton, Alb.	969 068	1 775	183	-0,2	18,9	134	65	69	8,5
Winnipeg, Man.	735 552	1 409	192	-2,6	15,6	2	43	-41	25,8
Région de Durham (Oshawa/Whitby/Ajax), Ont.	671 839	854	127	-2,3	19,8	36	26	10	2,7
Vancouver, C.-B.	670 718	1 313	196	0,0	25,3	73	34	39	8,4
Québec, Qc	575 398	757	132	-2,3	27,2	0	6	-6	2,6
Région de Halton (Oakville/Burlington), Ont.	569 591	686	120	-2,5	20,7	33	23	10	2,2
Hamilton, Ont.	561 022	835	149	-1,7	23,8	21	26	-5	15,7
Région de Waterloo (Kitchener), Ont.	548 936	776	141	-0,1	21,6	33	22	11	0,6
Surrey, C.-B. (GRC)	514 522	732	142	-1,3	18,4	72	19	53	5,9
Région de Niagara (St. Catharines), Ont.	453 817	706	156	-0,8	16,6	22	18	4	6,8
Laval, Qc	429 413	611	142	0,9	30,0	11	15	-4	12,3
Longueuil, Qc	423 525	568	134	-0,4	34,7	10	12	-2	3,5
London, Ont.	397 493	605	152	2,5	20,3	38	29	9	3,6
Gatineau, Qc	281 392	393	140	-1,7	22,6	13	15	-2	4,3
Saskatoon, Sask.	266 064	460	173	-1,4	23,0	17	14	3	10,7
Burnaby, C.-B. (GRC)	246 987	290	117	1,5	23,4	31	7	24	7,6
Halifax, N.-É.[7]	238 467	531	223	1,7	19,0	21	17	4	2,3
Regina, Sask.	223 637	397	178	-1,2	24,9	9	11	-2	2,5
Windsor, Ont.	221 862	428	193	-1,2	15,9	24	17	7	4,0
Richmond, C.-B.[8] (GRC)	209 738	206	98	1,3	18,4	30	6	24	7,3
St. John's, T.-N.-L.	207 695	341	164	-1,2	28,7	15	16	-1	24,0
Richelieu–Saint-Laurent, Qc	205 564	212	103	-0,8	23,1	0	12	-12	0,0
Grand Subury, Ont.	165 154	264	160	0,0	17,4	6	9	-3	4,5
Sherbrooke, Qc	164 538	200	122	-2,6	23,5	1	4	-3	1,5
Barrie, Ont.	150 443	239	159	-0,6	15,9	0	2	-2	2,5
Saguenay, Qc	147 543	178	121	0,2	24,2	0	9	-9	3,4
Abbotsford, C.-B.	146 498	203	139	-5,6	18,2	9	8	1	3,0
Lévis, Qc	144 918	155	107	0,4	21,3	8	7	1	10,3
Terrebonne, Qc	139 818	169	121	0,7	27,2	19	2	17	3,0
Coquitlam, C.-B. (GRC)	139 055	163	117	-3,9	26,4	11	8	3	8,6
Trois-Rivières, Qc	136 168	157	115	-0,5	19,7	4	4	0	2,5
Guelph, Ont.	132 350	194	147	-0,8	22,7	2	9	-7	7,7
Kingston, Ont.	131 746	203	154	-0,1	18,7	3	4	-1	3,4
Kelowna, C.-B. (GRC)	129 512	173	134	-4,3	31,8	9	10	-1	9,8
Région de Codiac (Moncton), N.-B. (GRC)	118 122	134	113	-9,8	18,7	6	14	-8	17,2
Saanich, C.-B.	117 285	158	135	-1,2	24,7	7	8	-1	5,1
Thunder Bay, Ont.	115 740	228	197	-1,3	16,7	6	5	1	3,5
Canton de Langley, C.-B. (GRC)	114 940	139	121	-1,6	25,2	13	3	10	8,6
Delta, C.-B.	110 730	168	152	6,6	22,6	14	7	7	3,0
Région de Roussillon, Qc	105 835	115	109	-1,0	25,2	0	2	-2	1,7
Chatham–Kent, Ont.	104 859	155	148	-2,3	13,5	3	2	1	10,3
Victoria, C.-B.	104 777	244	233	-0,9	25,4	7	6	1	6,1
Red Deer, Alb. (GRC)	103 690	172	166	3,7	22,7	11	6	5	5,8
Brantford, Ont.	100 791	173	172	0,1	15,0	8	4	4	0,0

1. Désigne les services de police municipaux autonomes et les municipalités qui sont desservies par la Gendarmerie royale du Canada (GRC) dont la population est de 100 000 habitants et plus (selon les chiffres de population de 2016).
2. Les chiffres de population sont fondés sur des estimations postcensitaires provisoires pour 2016 et sont ajustés en fonction des limites des territoires des services de police. Les chiffres de population ajustés en fonction des limites des territoires des services de police pour 2017 n'étaient pas disponibles au moment de la présente publication.
3. Représente le nombre réel de policiers assermentés permanents de tous les grades (ou leurs équivalents temps plein) au 15 mai 2017. Ce nombre comprend également les policiers qui sont affectés à des postes dans le cadre de contrats et qui ne sont pas disponibles pour assurer la surveillance dans leur collectivité. Les policiers en congé pour une longue période qui ne sont pas payés à même le budget annuel du service de police sont exclus.
4. Fondé sur le nombre de policiers au 15 mai 2017 et sur les chiffres de population de 2016. Les chiffres de population sont ajustés en fonction des limites des territoires des services de police. Les chiffres de population pour 2017 ne sont pas encore disponibles.
5. Les variations en pourcentage sont fondées sur des taux non arrondis.
6. Représente les embauches, les départs et l'admissibilité à la retraite au cours de l'année civile 2016 ou de l'exercice 2016-2017. Le pourcentage de policiers admissibles à la retraite est calculé au moyen de ces données ainsi que du nombre de policiers assermentés qui étaient en fonction le 15 mai 2017.
7. Les données figurant dans ce tableau représentent les données de la Police régionale d'Halifax uniquement. Les données rurales du détachement d'Halifax de la GRC, qui couvre les régions rurales d'Halifax non surveillées par la Police régionale d'Halifax, sont exclues. Lorsque les données rurales du détachement d'Halifax de la GRC sont incluses dans le calcul, le taux de policiers se chiffre à environ 175 policiers pour 100 000 habitants.
8. Comprend l'aéroport international de Vancouver.

Note : Une nouvelle version de l'Enquête sur l'administration policière a été mise en œuvre en 1986. Les données sur l'effectif policier sont relevées le jour de l'instantané (le 15 mai 2017 pour les données les plus récentes). D'autres données sont offertes dans CANSIM (tableau 254-0004).

Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Tableau 4
Embauches et départs de policiers, selon la province ou le territoire, Canada, 2016-2017

	Embauches[1]			Départs[2]			Gain net ou perte nette : embauches et départs	Policiers admissibles à la retraite[7]
Province ou territoire	Total[3]	Policiers d'expérience[4]	Recrues diplômées[5]	Total	Retraites	Autres[6]		
	nombre	pourcentage		nombre	pourcentage		nombre	pourcentage
Terre-Neuve-et-Labrador	35	6	94	39	72	28	-4	17
Île-du-Prince-Édouard	10	0	100	15	33	67	-5	14
Nouvelle-Écosse	61	33	67	70	70	30	-9	15
Nouveau-Brunswick	63	21	79	78	51	49	-15	13
Québec	512	18	82	658	83	17	-146	13
Ontario[8]	857	17	83	972	72	28	-115	6
Manitoba	105	9	91	91	62	38	14	19
Saskatchewan[9]	130	4	96	82	43	57	48	8
Alberta	515	5	95	253	45	55	262	6
Colombie-Britannique	601	13	87	346	55	45	255	10
Yukon	6	33	67	3	67	33	3	16
Territoires du Nord-Ouest	7	14	86	4	75	25	3	10
Nunavut	5	40	60	3	0	100	2	9
Total pour les provinces et les territoires[10]	**2 907**	**14**	**86**	**2 614**	**68**	**32**	**293**	**10**
Quartier général et Division Dépôt de la Gendarmerie royale du Canada (École de la GRC)	10	90	10	70	61	39	-60	41
Canada	**2 917**	**14**	**86**	**2 684**	**67**	**33**	**233**	**10**

1. Les renseignements sur les embauches n'étaient pas disponibles pour moins de 1,0 % des policiers.
2. Les renseignements sur les départs n'étaient pas disponibles pour 1,4 % des policiers.
3. En raison de l'arrondissement, il se peut que la somme des pourcentages ne corresponde pas à 100.
4. Comprend les officiers supérieurs, les sous-officiers et les agents qui ont obtenu le statut de policier assermenté avant l'année civile ou l'exercice pour lequel les données sont indiquées.
5. Comprend les policiers rémunérés qui ont obtenu le statut de policier assermenté au cours de l'année civile ou de l'exercice précédant celui pour lequel les données sont indiquées.
6. Comprend les policiers qui sont partis pour des raisons autres que la retraite, par exemple parce qu'ils ont été embauchés par un autre service de police, qu'ils ont changé de carrière ou en raison de leur décès.
7. Les renseignements sur l'admissibilité à la retraite n'étaient pas disponibles pour 0,1 % des policiers.
8. Exclut le personnel du Quartier général de la Gendarmerie royale du Canada.
9. Exclut le personnel de la Division Dépôt de la Gendarmerie royale du Canada (École de la GRC).
10. Exclut le personnel du Quartier général et de la Division Dépôt de la Gendarmerie royale du Canada (École de la GRC).

Note : Représente les embauches, les départs et l'admissibilité à la retraite au cours de l'année civile 2016 ou de l'exercice 2016-2017. Le pourcentage de policiers admissibles à la retraite est calculé au moyen de ces données ainsi que du nombre de policiers assermentés qui étaient en fonction le 15 mai 2017.

Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Tableau 5
Dépenses totales au chapitre des services de police, en dollars courants, selon la province ou le territoire, 2016-2017

		Services de police municipaux[2]		Services de police provinciaux[3]		Gendarmerie royale du Canada					Dépenses totales au chapitre des services policiers	
Province ou territoire	Population en 2016[1]	Dépenses totales	Variation en pourcentage par rapport à l'année précédente[4]	Dépenses totales	Variation en pourcentage par rapport à l'année précédente[4]	Dépenses liées aux contrats de services policiers[5]	Dépenses liées aux services policiers fédéraux et internationaux[6]	Dépenses liées au soutien et aux services fonctionnels[7]	Dépenses totales	Variation en pourcentage par rapport à l'année précédente[4]	Dépenses totales	Variation en pourcentage par rapport à l'année précédente[4]
	nombre	milliers de dollars	pourcentage	milliers de dollars	pourcentage	milliers de dollars				pourcentage	milliers de dollars	pourcentage
Terre-Neuve-et-Labrador	528 817	...	...	59 318	2,8	84 763	10 717	8 809	104 289	8,0	163 607	6,1
Île-du-Prince-Édouard	152 021	13 486	2,1	...	...	16 460	2 908	2 103	21 471	2,6	34 957	2,4
Nouvelle-Écosse	953 869	135 165	0,9	...	...	130 686	16 464	13 654	160 804	-0,2	295 969	0,3
Nouveau-Brunswick	759 655	70 823	3,9	...	...	110 230	18 568	22 578	151 377	0,1	222 200	1,3
Québec	8 394 034	1 618 640	0,1	953 274	1,4	...	116 227	42 121	158 348	-0,2	2 730 262	0,5
Ontario[8]	14 193 384	3 883 298	1,9	1 151 119	-3,0	144	255 753	56 707	312 604	0,4	5 347 021	0,7
Manitoba	1 338 109	310 860	8,2	...	...	166 882	11 922	29 650	208 454	-0,2	519 314	4,7
Saskatchewan[9]	1 163 925	207 600	10,3	...	...	204 007	13 616	19 867	237 490	0,2	445 090	4,7
Alberta	4 286 134	964 007	6,2	...	...	480 021	39 202	34 579	553 802	8,1	1 517 809	6,9
Colombie-Britannique	4 817 160	531 755	2,9	...	...	901 320	101 373	73 933	1 076 626	3,0	1 608 381	2,9
Yukon	38 459	...	...	...	...	30 215	1 895	3 481	35 590	-1,5	35 590	-1,5
Territoires du Nord-Ouest	44 520	...	...	...	...	54 301	2 281	3 060	59 643	2,0	59 643	2,0
Nunavut	37 996	...	...	...	...	51 466	2 319	3 259	57 044	6,5	57 044	6,5
Total pour les provinces et les territoires[10]	**36 708 083**	**7 735 634**	**2,6**	**2 163 711**	**-1,0**	**2 230 495**	**593 245**	**313 801**	**3 137 542**	**2,8**	**13 036 887**	**2,0**
Quartier général et Division Dépôt de la Gendarmerie royale du Canada (École de la GRC)	...	...	...	...	...	449 602	254 328	928 595	1 632 525	14,2	1 632 525	14,2
Canada	**36 708 083**	**7 735 634**	**2,6**	**2 163 711**	**-1,0**	**2 680 097**	**847 573**	**1 242 396**	**4 770 067**	**6,4**	**14 669 412**	**3,2**

... n'ayant pas lieu de figurer

1. Les chiffres de population sont fondés sur des estimations au 1er juillet 2017 fournies par la Division de la démographie de Statistique Canada.
2. Comprend les services de police municipaux autonomes (c.-à-d. les municipalités qui sont desservies par un service de police non associé à un service de police provincial ou à la Gendarmerie royale du Canada [GRC]). Comprend également les services de police des Premières Nations qui ne sont ni assurés par les services de police provinciaux ni par la GRC.
3. Comprend les corps de police provinciaux qui fournissent des services policiers aux municipalités et aux régions rurales et qui patrouillent les routes provinciales. Plus précisément, ces corps de police comprennent la Force constabulaire royale de Terre-Neuve à Terre-Neuve-et-Labrador, la Sûreté du Québec au Québec et la Police provinciale de l'Ontario en Ontario.
4. Le calcul des variations en pourcentage d'une année à l'autre est fondé sur des montants en dollars courants non arrondis.
5. Comprend les contrats de services policiers dans les provinces et territoires, dans les municipalités et dans les collectivités autochtones.
6. Comprend les programmes policiers fédéraux (enquêtes générales, enquêtes fondées sur des projets, renseignements criminels, services de protection, mobilisation du public et soutien des opérations) et les opérations policières internationales (missions de maintien de la paix, missions de renforcement des capacités et missions de liaison).
7. Comprend ce qui suit : les services techniques et le soutien opérationnel; le soutien scientifique, technique et aux enquêtes; le Programme canadien des armes à feu; la formation avancée des policiers; les paiements de transfert; les services internes; la culture et le patrimoine des services de police au Canada.
8. Exclut le personnel du Quartier général de la Gendarmerie royale du Canada.
9. Exclut le personnel de la Division Dépôt de la Gendarmerie royale du Canada (École de la GRC).
10. Exclut le personnel du Quartier général et de la Division Dépôt de la Gendarmerie royale du Canada (École de la GRC).

Note : Alors que la plupart des données sur l'effectif policier obtenues dans le cadre de l'Enquête sur l'administration policière reposent sur le jour de l'instantané (le 15 mai 2017 pour les données les plus récentes), les données sur les dépenses portent sur l'année civile ou l'exercice (2016 pour les données les plus récentes).

Source : Statistique Canada, Centre canadien de la statistique juridique, Enquête sur l'administration policière.

Tableau 6
Dépenses au chapitre des services de police, en dollars courants et en dollars constants (2002), Canada, 1986-1987 à 2016-2017

	Dollars courants[1]				Dollars constants (2002)[2]			
	Dépenses totales[3]	Variation en pourcentage par rapport à l'année précédente	Coût par habitant[4]	Variation en pourcentage par rapport à l'année précédente	Dépenses totales[3]	Variation en pourcentage par rapport à l'année précédente	Coût par habitant[4]	Variation en pourcentage par rapport à l'année précédente
Année	milliers de dollars	pourcentage	dollars	pourcentage	milliers de dollars	pourcentage	dollars	pourcentage
1986-1987	3 771 205	...	144	...	5 748 789	...	220	...
1987-1988	4 027 809	6,8	152	5,4	5 880 013	2,3	222	0,9
1988-1989	4 389 414	9,0	164	7,6	6 164 908	4,8	230	3,5
1989-1990	4 684 760	6,7	172	4,8	6 263 049	1,6	230	-0,2
1990-1991	5 247 646	12,0	189	10,3	6 693 426	6,9	242	5,3
1991-1992	5 426 887	3,4	194	2,2	6 554 211	-2,1	234	-3,2
1992-1993	5 716 833	5,3	202	4,1	6 805 754	3,8	240	2,6
1993-1994	5 790 165	1,3	202	0,2	6 764 212	-0,6	236	-1,7
1994-1995	5 783 656	-0,1	199	-1,2	6 748 723	-0,2	233	-1,3
1995-1996[r]	5 766 630	-0,3	197	-1,3	6 582 911	-2,5	225	-3,5
1996-1997[r]	5 856 055	1,6	198	0,5	6 587 238	0,1	222	-1,0
1997-1998	5 989 022	2,3	200	1,3	6 625 024	0,6	222	-0,4
1998-1999	6 209 756	3,7	206	2,8	6 801 486	2,7	226	1,8
1999-2000	6 395 380	3,0	210	2,2	6 884 155	1,2	226	0,4
2000-2001[r]	6 798 772	6,3	222	5,3	7 126 596	3,5	232	2,6
2001-2002[r]	7 270 027	6,9	234	5,8	7 433 565	4,3	240	3,2
2002-2003[r]	7 827 322	7,7	250	6,5	7 827 322	5,3	250	4,2
2003-2004[r]	8 324 196	6,3	263	5,4	8 097 467	3,5	256	2,5
2004-2005	8 758 213	5,2	274	4,2	8 365 055	3,3	262	2,3
2005-2006	9 281 879	6,0	288	5,0	8 674 653	3,7	269	2,7
2006-2007	9 877 071	6,4	303	5,3	9 053 227	4,4	278	3,3
2007-2008[r]	10 544 769	6,8	321	5,7	9 457 192	4,5	288	3,5
2008-2009[r]	11 449 953	8,6	344	7,4	10 035 016	6,1	302	5,0
2009-2010[r]	12 314 195	7,5	366	6,3	10 764 157	7,3	320	6,0
2010-2011[r]	12 651 406	2,7	372	1,6	10 859 576	0,9	319	-0,2
2011-2012[r]	12 952 744	2,4	377	1,4	10 802 955	-0,5	315	-1,5
2012-2013[r]	13 550 728	4,6	390	3,4	11 134 534	3,1	320	1,9
2013-2014	13 596 407	0,3	387	-0,8	11 071 992	-0,6	315	-1,7
2014-2015[r]	13 881 108	2,1	391	1,0	11 087 147	0,1	312	-0,9
2015-2016[r]	14 208 589	2,4	397	1,5	11 223 214	1,2	313	0,4
2016-2017	14 669 412	3,2	405	2,0	11 424 776	1,8	315	0,6

... n'ayant pas lieu de figurer
[r] révisé
1. Il s'agit des dollars qui expriment le coût des articles en fonction de l'année où ceux-ci sont achetés.
2. Il s'agit des dollars d'une année de base précise qui sont ajustés en fonction de l'inflation ou de la déflation, ce qui permet de montrer les variations du pouvoir d'achat du dollar. On a utilisé l'Indice des prix à la consommation (IPC) pour calculer les dollars constants en fonction de l'année de base 2002 (2002 = 100). Il est à noter que les données historiques en dollars constants sont révisées annuellement puisque l'année de base du calcul change périodiquement. Les données de l'IPC utilisées pour calculer les dollars constants sont les données les plus récentes qui étaient disponibles au moment de la rédaction du présent article.
3. Les dépenses de fonctionnement totales comprennent les traitements, les salaires, les avantages sociaux et les autres dépenses de fonctionnement qui figurent dans le budget du service de police, de même que les avantages sociaux payés par d'autres sources publiques. Les recettes, les recouvrements et les coûts qui font partie des dépenses en immobilisations du service de police sont exclus.
4. Les coûts par habitant sont calculés au moyen des statistiques démographiques fondées sur les estimations postcensitaires provisoires fournies par la Division de la démographie de Statistique Canada.
Note : Alors que la plupart des données sur l'effectif policier obtenues dans le cadre de l'Enquête sur l'administration policière reposent sur le jour de l'instantané (le 15 mai 2017 pour les données les plus récentes), les données sur les dépenses portent sur l'année civile ou l'exercice (2016 pour les données les plus récentes).
Source : Statistique Canada, Indice des prix à la consommation et Centre canadien de la statistique juridique, Enquête sur l'administration policière.

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Police resources in Canada, 2017

by Patricia Conor
Canadian Centre for Justice Statistics

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Police resources in Canada, 2017: Highlights

- There were 69,027 police officers in Canada on May 15, 2017, 168 more than the previous year. This represents a rate of police strength of 188 officers per 100,000 population and a decline of 1% from the previous year. It also marks the sixth consecutive year of decline in the rate of police strength.
- The 29,049 civilians employed by police services across Canada on May 15, 2017, represents a 2% increase from the previous year and accounted for 30% of all police service personnel. The proportion of personnel employed by police services who are civilians has gradually increased since the 1960s. Growth has occurred predominantly in the management and professional categories which includes managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel.
- On May 15, 2017, women accounted for 21% of all sworn officers. Women continued to be increasingly represented in the higher ranks of police services. Women represented 15% of senior officers in 2017—the highest proportion ever recorded—compared with 7% in 2007 and less than 1% in 1986.
- The proportion of police officers aged 40 years and older has grown from 52% in 2013 to 56% in 2017.
- In 2016/2017, police services in Canada hired 2,917 officers. The majority (86%) were recruit graduates, remaining consistent from the previous year.
- Police reported that 2,684 officers departed their service in 2016/2017, with 67% leaving for retirement and the remaining 33% leaving for other reasons such as a job with another service or a career change. In 2016/2017, 10% of officers in Canada were eligible to retire but did not.
- Year-end operating expenditures for police services in Canada in 2016/2017 totaled $14.7 billion in current dollars. Police spending has increased annually from 1987/1988 for every year except in 1994/1995 and 1995/1996 with very small decreases of less than 1%. Accounting for inflation, total operating expenditures in 2016/2017 rose by 2% from the previous year.
- When accounting for population and inflation, policing operational costs in 2016/2017 amounted to $315 per capita, almost unchanged from $313 per capita in 2015/2016.

Police resources in Canada, 2017

by Patricia Conor

The roles and responsibilities of police services has changed over time, creating new challenges in areas such as crime prevention, law enforcement, public assistance, maintenance of public order and responding to emergencies. As such, police, policy-makers and the public require information to monitor and make information-based decisions regarding the administration of policing.

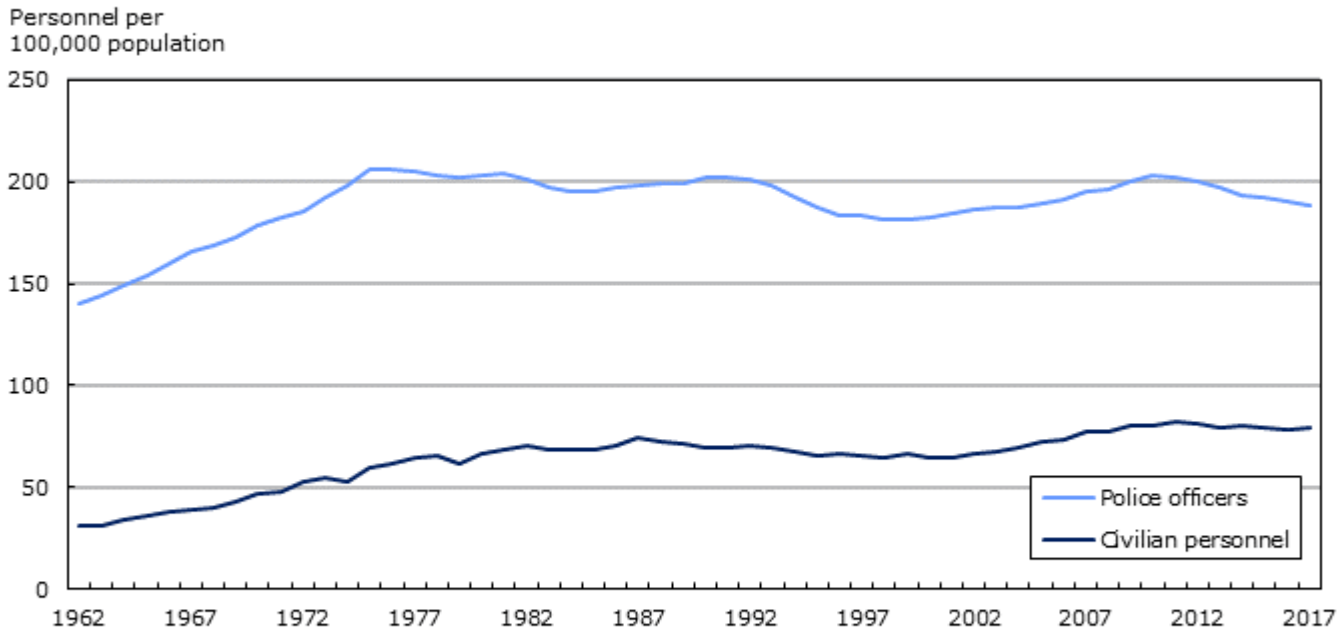
Using data from the Police Administration Survey, this *Juristat* article provides the most recent findings on the rate of police strength; police officers by rank, sex and age; police officer hirings and departures; civilian employees; and, police operating expenditures. Data are presented at the national, provincial and territorial, and municipal levels. This article also includes information from the 2016 Census of Population on the Aboriginal and visible minority status of police officers in Canada.

To provide a more complete picture of policing in Canada, the Canadian Centre for Justice Statistics has developed a revised Police Administration Survey that will collect new information to better understand the cost-drivers and changing human resource structures within police services. This new survey will begin collecting data in April 2018.

The rate of police strength down slightly from 2016

On May 15, 2017, there were 69,027 police officers in Canada, up by 168 officers from the previous year (Table 1). This represents a rate of police strength of 188 officers per 100,000 population[1] and a decline of 1% from the previous year (Chart 1).[2] The rate of police strength in 2017 also marks the sixth[3] consecutive year of decline and the lowest rate since 2004 (187). The total number of police officers and rate of police strength includes federal, provincial, territorial, municipal and First Nations police services.

Chart 1
Rate of police strength and civilian personnel per 100,000 population, Canada, 1962 to 2017

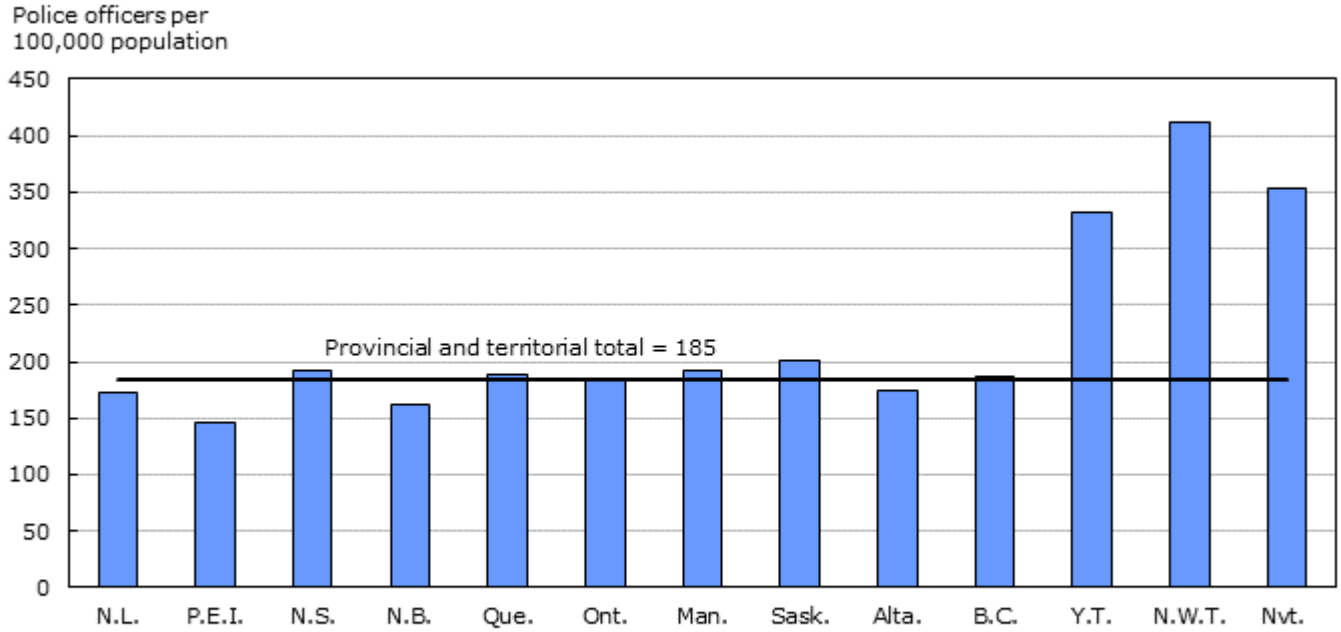


Note: Police officers represent the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). Civilian personnel include permanent civilian staff on the police service's payroll, employed in permanent positions such as clerks, dispatchers, managers, cadets, special constables, security officers, school crossing guards and by-law enforcement officers. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division. Additional data are available on CANSIM (Table 254-0002).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

The provincial and territorial rate of police strength, which excludes the Royal Canadian Mounted Police (RCMP) headquarters and Training Academy, was 185 officers per 100,000 population in 2017. Among Canada's provinces, the rate of police strength in 2017 ranged from the lowest rate of 146 officers per 100,000 population in Prince Edward Island, to the highest rate of 201 officers per 100,000 population in Saskatchewan (Chart 2). For these two provinces, these ranking were

similar to previous years. The rate of police strength in Nova Scotia (192), Quebec (189), Manitoba (192), Saskatchewan (201) and British Columbia (186) were higher than the provincial and territorial rate (Table 2). All three territories were higher than the provincial and territorial rate with Northwest Territories having the highest rate of police strength of 411 per 100,000 population.

Chart 2
Rate of police strength, by province and territory, 2017



Note: The provincial and territorial total excludes the Royal Canadian Mounted Police Headquarters and Training Academy. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division. Additional data are available on CANSIM (Table 254-0002).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Across the country in 2017, there were 50 stand-alone municipal police services or municipalities policed by the RCMP that have a population greater than 100,000.[4] Among these services, eight saw increases in their rates of police strength from the preceding year, 31 saw decreases in strength, while 11 reported no notable change from 2016 to 2017. The largest increases in the rates of police strength were seen in the municipalities of Delta, British Columbia (+7%), Red Deer, Alberta (+4%), and London, Ontario (+3%). The municipalities of Codiac Region, New Brunswick (-10%), Abbotsford, British Columbia (-6%) and Toronto, Ontario (-5%) reported the largest decrease in rate of police strength (Table 3).

Among these 50 police services, the 10 with the highest rates of police strength were Victoria (233 per 100,000 population), Montréal (228), Halifax (223),[5] Thunder Bay (197), Vancouver (196), Windsor (193), Winnipeg (192), Edmonton (183), Toronto (180), and Regina (178) (Table 3). Of these 10 police services, only Toronto and Regina reported rates of police officer strength that fell below their provincial rate of police strength.

For the third consecutive year, the lowest rates of police strength were observed in British Columbia's municipality of Richmond (98 per 100,000 population), and in Richelieu Saint-Laurent (103 per 100,000 population) and Lévis (107 per 100,000 population) both of which are located in Quebec (Table 3).

Text box 1
Types of police services in Canada

Policing in Canada is administered on three levels: municipal, provincial, and federal services. In 2017, at the municipal level, there were 141 stand-alone police services and 36 First Nations self-administered services. Self-administered First Nations police services are created under agreements between the federal, provincial, and territorial governments along with the communities looking to administer their own police service, under a cost-sharing agreement between the federal government (52%) and provincial/territorial governments (48%) (Kiedrowski et al. 2016). The communities are responsible for governing the police service through a police board, band council, or other authority (Lithopoulos and Ruddell 2013).

The provincial police service of the Royal Newfoundland Constabulary (RNC) is responsible to provide police services to St. John's, Corner Brook and Labrador West. The Royal Canadian Mounted Police (RCMP) provides provincial, municipal and First Nations policing to the remainder of the province, in addition to their federal policing role.

The other two provincial services—Ontario Provincial Police (OPP) and Sûreté du Québec (SQ)—are responsible for serving communities in those provinces without stand-alone municipal forces. They are also responsible for provincial highways and other areas under provincial jurisdiction. Provinces without a provincial service have these duties provided by the RCMP.

The RCMP is also responsible for all federal policing matters such as serious and organized crime and financial crime, as well as specialized policing services such as the Canadian Firearms Program and the National Child Exploitation Coordination Centre.

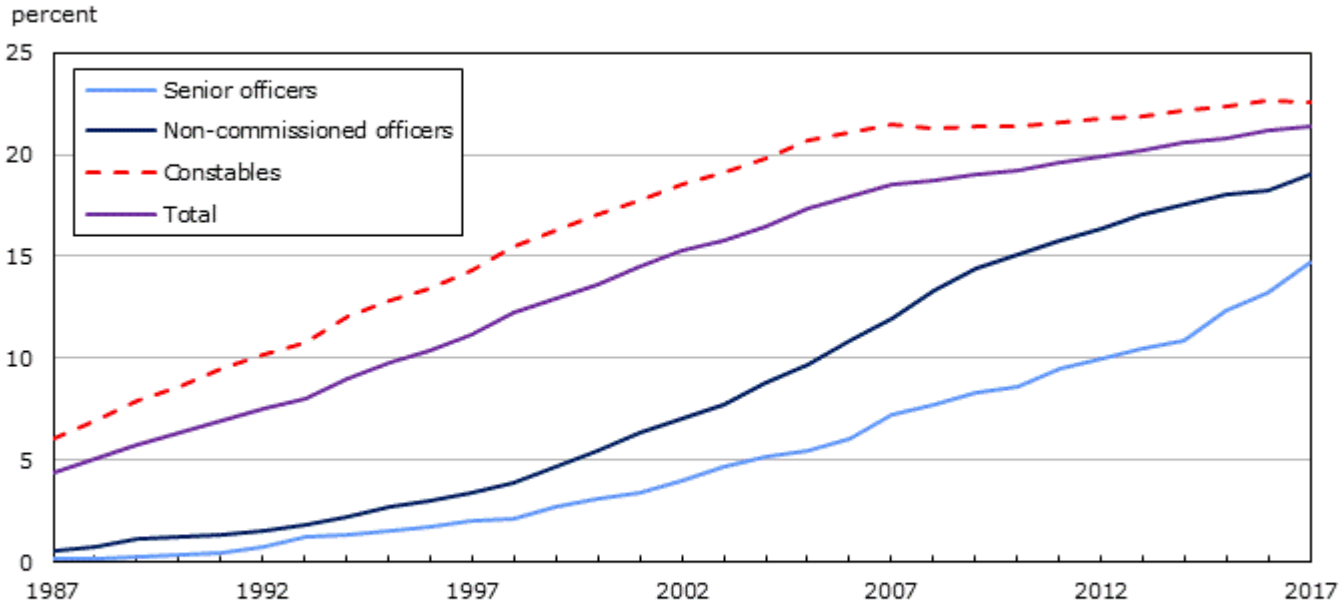
Of the 69,027 police officers in Canada, 56%, or 38,911, were employed by stand-alone municipal police services (Table 2). These included 874 officers serving with First Nations self-administered police services. In addition, 18% of all police officers in Canada were employed in RCMP contract policing, 9% by the OPP, 8% by the SQ, 7% were employed with the RCMP's federal and other policing duties, and 2% were employed with the RCMP's Headquarters and Training Academy. The remaining 1% of police officers in Canada were members of the RNC.

Among the different types of policing services, two reported increases in the number of police officers compared to 2016: the RCMP grew by 291 police officers and First Nation self-administered police services saw 20 more police officers. This latter increase was driven by a growth in officers reported by Nishnawbe-Aski Police Service, Ontario (+17), Lac Simon Police Service, Quebec (+11) and Kativik Regional Police Service, Quebec (+8).

The proportion of females employed by police services has grown

On May 15, 2017, there were 14,752 female police officers in Canada, accounting for 21% of all sworn officers. Since data collection began in 1986 when women accounted for just under 4% of all officers, they have slowly accounted for more and more officers each year (Chart 3). Compared to the previous year, police services reported 197 more female officers in 2017 and 29 fewer male officers.

Chart 3
Female officers as a percentage of total police officers, by rank, Canada, 1987 to 2017



Note: Non-commissioned officers include personnel between the rank of constable and lieutenant, such as staff-sergeants, sergeants, detective-sergeants, corporals and all equivalent ranks. Senior officers includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks. Additional data are available on CANSIM (Table 254-0005).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Across the different types of police services, the Royal Newfoundland Constabulary reported the highest proportion of female officers at 28%. The Ontario Provincial Police and the Sûreté du Québec each reported 22% of their officers as female. Among the Royal Canadian Mounted Police (RCMP) and municipal stand-alone police services (excluding First Nations), each reported 21% of officers were female. Across the First Nation self-administered services, women accounted for 16% of officers in 2017.

Among the 50 stand-alone municipal police services and municipalities policed by the RCMP that have a population greater than 100,000, the largest proportion of female officers was reported by Longueuil, Quebec with 35% in 2017, followed by Montréal (32%) and Kelowna (32%) (Table 3). Twenty-five of the 50 municipal police services reported rates of female officers ranging from 21% (the national average) to 30%. The remaining 22 municipal police services were lower than the national average, with the lowest proportion of female officers reported in Ontario's Chatham-Kent (14%) (Table 3).

Although women account for a smaller proportion of senior and non-commissioned officers when compared with Constables, their presence in the higher ranks continues to increase. In 2017, the number of female senior officers increased from 348 to 384, accounting for 15% of senior officers. This marks the highest proportion of female senior officers since collection began in 1986. Among non-commissioned officers in 2017, 19% were women, compared with 12% ten years ago and less than 1% in 1986.

Text box 2
Census 2016: Visible minority and Aboriginal police officers in Canada

Over the years, Canada has become more diverse as visible minority and Aboriginal populations have grown. A component of community policing is building a service that reflects the profile of the communities it serves. For many police services, this is a consideration in recruitment.

Visible minority police officers

The increase in the number of immigrants from non-European countries, as well as their children and grandchildren born in Canada, has contributed to the growth of the visible minority population in Canada (Statistics Canada 2017a).

In 2016, 7,674,580 individuals were identified as belonging to the visible minority population as defined by the *Employment Equity Act*.[6] They represented more than one-fifth (22.3%) of Canada's population, compared to 19.1% in 2011. Of the visible minority population in 2016, 3 in 10 were born in Canada. The three largest visible minority groups were South Asian, Chinese and Black.[7]

If current trends continue, the visible minority population will continue to grow and could represent between 31.2% and 35.9% of the Canadian population by 2036.

In 2016, 8.4% of all police officers (both commissioned and non-commissioned) self-identified as belonging to a visible minority group, according to the Census that year (Text box 2 table 1). This represents a total of 145 commissioned officers and 6,760 non-commissioned officers. Similarly, 8.2% of all police in 2011 were a visible minority, according to the 2011 National Household Survey. From 2011 to 2016, the proportions of visible minority commissioned and non-commissioned officers both increased.

Text box 2 table 1
Visible minority police officers, by province and territories, Canada, 2016 and 2011

	2016[1]					2011[1]				
Province and territory	Visible minority population	Visible minority commissioned officers[2]	Visible minority police officers (excluding commissioned)	Total visible minority officers	Number of visible minority officers per 1,000 visible minority population	Visible minority population	Visible minority commissioned officers[2]	Visible minority police officers (excluding commissioned)	Total visible minority officers	Number of visible minority officers per 1,000 visible minority population
		percent			rate		percent			rate
Newfoundland and Labrador	2.3	0.0	1.4	1.4	1.3	1.4	...	0.0	0.0	0.0
Prince Edward Island	4.8	0.0	5.0	4.8	2.3	3.1	0.0	0.0	0.0	0.0
Nova Scotia	6.5	0.0	4.6	4.5	1.5	5.2	0.0	5.5	5.2	2.4
New Brunswick	3.4	0.0	1.6	1.6	1.0	2.3	0.0	1.7	1.7	1.8
Quebec	13.0	3.6	3.6	3.6	0.7	11.0	2.1	3.3	3.2	0.7
Ontario	29.3	9.9	10.7	10.7	0.9	25.9	14.9	10.8	10.9	1.1
Manitoba	17.5	0.0	7.3	7.1	1.0	13.1	0.0	5.0	4.9	1.0
Saskatchewan	10.8	0.0	3.8	3.7	0.9	6.3	0.0	3.2	3.1	1.6
Alberta	23.5	6.9	7.5	7.5	0.8	18.4	0.0	7.6	7.4	1.1
British Columbia	30.3	17.9	15.6	15.6	1.2	27.3	12.9	13.8	13.8	1.4
Yukon	8.5	0.0	6.3	5.9	3.3	6.1	...	0.0	0.0	0.0
Northwest Territories	9.6	0.0	0.0	0.0	0.0	6.7	...	0.0	0.0	0.0
Nunavut	2.5	0.0	0.0	0.0	0.0	1.6	...	0.0	0.0	0.0
Canada	**22.3**	**7.0**	**8.5**	**8.4**	**0.9**	**19.1**	**6.6**	**8.2**	**8.2**	**1.1**

... not applicable
1. 'Visible minority' refers to whether a person belongs to a visible minority group as defined by the *Employment Equity Act* and, if so, the visible minority group to which the person belongs. The *Employment Equity Act* defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese.
2. Commissioned police officers plan, organize, direct, control and evaluate police force administration and police activities such as maintaining law and order and detecting and preventing crime. They are employed by municipal, provincial and federal governments. This unit group includes officers from the rank of staff sergeant to police commissioner. Commissioned officers in the railway police are also included in this unit group.
Note: All counts in census tabulations undergo random rounding, a process that transforms all raw counts into randomly rounded counts. This may include rounding small counts to zero. This reduces the possibility of identifying individuals in the tabulations.
Source: Statistics Canada, 2016 Census of Population and 2011 National Household Survey.

Most provinces saw an increase from 2011 to 2016 in the proportion of total officers reporting as a visible minority, particularly in Prince Edward Island, Manitoba, British Columbia, Newfoundland and Labrador and Saskatchewan.

Among the provinces, the number of visible minority police officers per 1,000 visible minority population ranged from 0.7 in Quebec to 2.3 in Prince Edward Island. It should be noted that provincial rates do not demonstrate specific geographies where visible minority populations and officers may be concentrated.

Text box 2—end
Census 2016: Visible minority and Aboriginal police officers in Canada

Aboriginal police officers

In 2016, there were 1,673,780 Aboriginal people in Canada, accounting for 4.9% of the population and marking an increase from 4.3% in 2011 (Statistics Canada 2017b; Statistics Canada 2015).

Of the total number of officers in 2016, 5.4% (or 4,390) reported their identity as Aboriginal,[8] up from 4.7% in 2011. This growth represents an increase of 45 Aboriginal commissioned officers and 250 Aboriginal non-commissioned police officers. In total, there were 115 Aboriginal commissioned officers and 4,275 Aboriginal non-commissioned officers in 2016, according to the Census (Text box 2 table 2).

Text box 2 table 2
Aboriginal police officers, by provinces and territories, Canada, 2016 and 2011

	2016[1]					2011[1]				
Province and territory	Aboriginal population	Aboriginal commis-sioned officers[2]	Aboriginal police officers (excluding commis-sioned)	Total Aboriginal officers	Number of Aboriginal officers per 1,000 Aboriginal population	Aboriginal population	Aboriginal commis-sioned officers[2]	Aboriginal police officers (excluding commis-sioned)	Total Aboriginal officers	Number of Aboriginal officers per 1,000 Aboriginal population
	percent				rate	percent				rate
Newfoundland and Labrador	8.9	0.0	8.4	8.2	2.0	7.1	...	7.9	7.9	2.2
Prince Edward Island	2.0	0.0	5.0	4.8	5.5	1.6	0.0	0.0	0.0	0.0
Nova Scotia	5.7	0.0	8.9	8.8	3.4	3.7	0.0	5.5	5.2	3.4
New Brunswick	4.0	0.0	6.6	6.5	3.4	3.1	0.0	3.4	3.4	2.7
Quebec	2.3	3.6	3.1	3.1	3.3	1.8	2.7	2.8	2.8	3.8
Ontario	2.8	5.4	4.4	4.4	3.7	2.4	2.6	3.3	3.2	3.7
Manitoba	18.0	18.2	16.4	16.4	2.2	16.7	0.0	18.2	17.8	3.0
Saskatchewan	16.3	13.3	14.0	13.9	2.2	15.6	0.0	11.3	11.1	2.3
Alberta	6.5	10.7	5.7	5.8	2.1	6.2	0.0	6.9	6.7	3.0
British Columbia	5.9	5.3	5.1	5.1	2.0	5.4	0.0	4.0	3.9	2.0
Yukon	23.3	0.0	18.8	17.6	3.7	23.1	...	11.1	11.1	1.3
Northwest Territories	50.7	100.0	20.6	25.0	2.2	51.9	...	20.9	20.9	2.1
Nunavut	85.9	0.0	12.0	12.0	0.5	86.3	...	26.7	26.7	1.5
Canada	**4.9**	**5.5**	**5.4**	**5.4**	**2.6**	**4.3**	**2.9**	**4.7**	**4.7**	**2.9**

... not applicable
1. 'Aboriginal identity' refers to whether the person identified with the Aboriginal peoples of Canada. This includes those who are First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who are Registered or Treaty Indians (that is, registered under the *Indian Act* of Canada), and/or those who have membership in a First Nation or Indian band. Aboriginal peoples of Canada are defined in the *Constitution Act,* 1982, Section 35 (2) as including the Indian, Inuit and Métis peoples of Canada.
2. Commissioned police officers plan, organize, direct, control and evaluate police force administration and police activities such as maintaining law and order and detecting and preventing crime. They are employed by municipal, provincial and federal governments. This unit group includes officers from the rank of staff sergeant to police commissioner. Commissioned officers in the railway police are also included in this unit group.
Note: All counts in census tabulations undergo random rounding, a process that transforms all raw counts into randomly rounded counts. This may include rounding small counts to zero. This reduces the possibility of identifying individuals in the tabulations.
Source: Statistics Canada, 2016 Census of Population and 2011 National Household Survey.

Almost all provinces and territories reported an increase from 2011 to 2016 in the proportion of officers of Aboriginal identity, with the exception of Alberta, Manitoba and Nunavut where proportions declined (Text box 2 table 2).

The provincial rate of Aboriginal police officers per 1,000 Aboriginal population ranged from 2.0 in both Newfoundland and Labrador and British Columbia to 5.5 in Prince Edward Island. Compared to 2011, the number of Aboriginal people occupying the ranks of commissioned officers grew in a number of provinces in 2016, namely in Manitoba, Alberta, Saskatchewan and British Columbia.

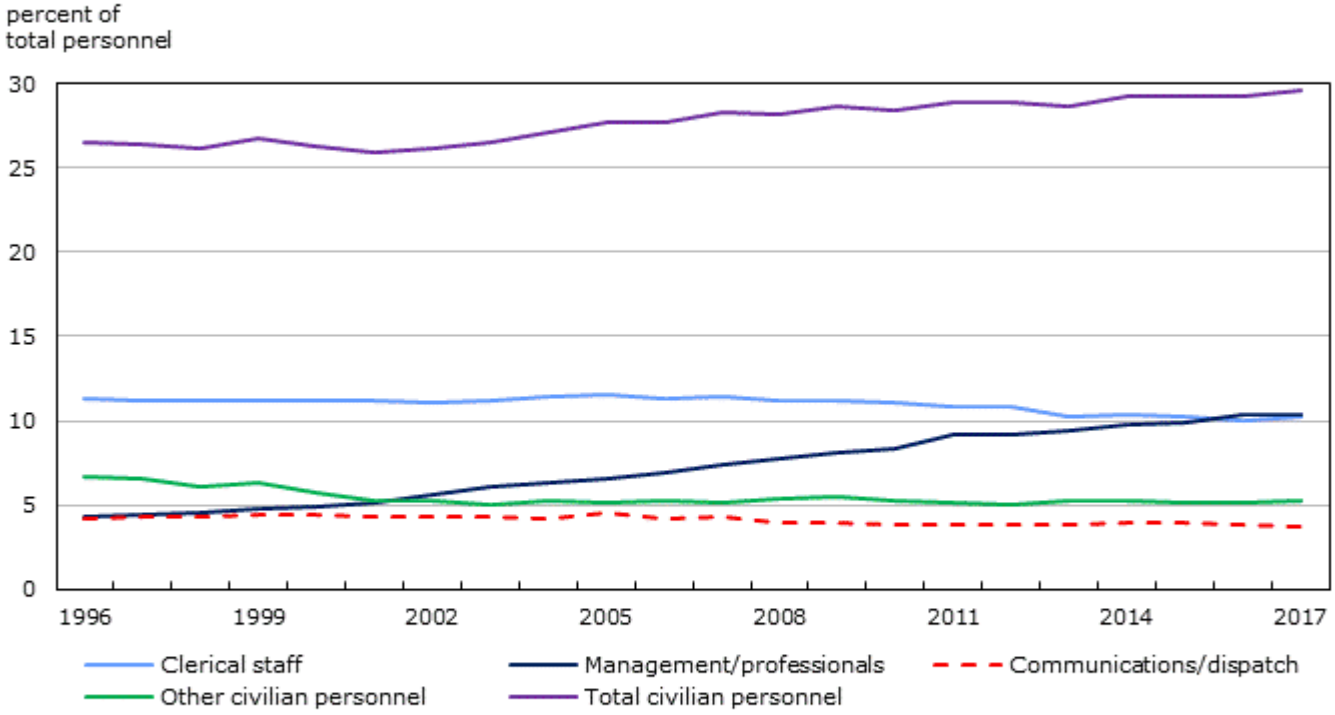
The proportion of civilian personnel employed by police services continues to increase

Police services are increasingly made up of civilian members such as clerks, communications staff, and managers and professionals. This increase in civilian membership is referred to as civilianization. Civilianization is "the practice of assigning non-sworn employees to conduct police work that does not require the authority, special training, or credibility of a sworn police officer" (Griffiths et al. 2006). It has been argued that through redistributing duties to civilian members, effectiveness and economic efficiency may be increased (Griffiths et al. 2014). At the same time, caution has been expressed that civilianization be implemented in a way that is mindful of the duties that require sworn officers and that ensures that the police service and the work environment benefit (Morrell 2014; Peak 2010).

On May 15, 2017, police services employed 29,049 civilians, which represents 613 more than the previous year (+2%) (Table 1). This increase is the largest gain in civilian personnel since 2011, when police services had reported an additional

785 civilians from the preceding year. The number of civilian personnel as a proportion of all personnel employed by police services has gradually increased since data were first collected in 1962. At that time, civilian personnel accounted for 18% of personnel employed by police services, compared with 30% in 2017 (Chart 4). Civilian personnel can be categorized as clerical staff, management and professional staff, communications and dispatch staff, and other civilian staff, which include security officers, cadets, special constables, by-law enforcement and parking control officers, and school crossing guards. Among these four staff categories, growth has been seen predominantly in the category of managers and professionals, which accounted for 10% of all police personnel in 2017, compared with 4% in 1996 (Chart 5). The management and professional category includes managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel.

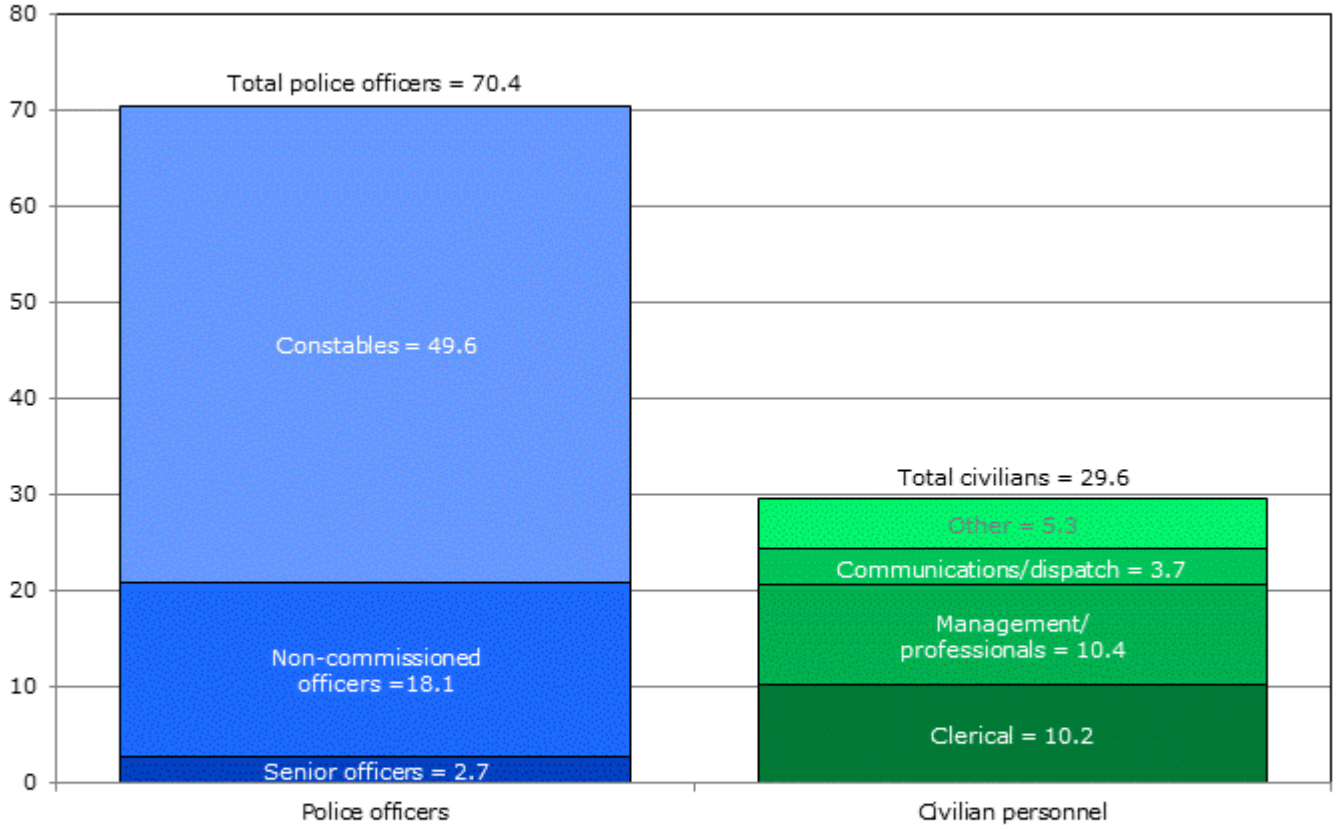
Chart 4
Civilian personnel as a proportion of total personnel, by category, Canada, 1996 to 2017



Note: Clerical staff include all civilian personnel who perform clerical support, secretarial or reception duties. Management/professionals include managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel. Communications/dispatch includes all civilian dispatchers, telephone switchboard operators, call evaluators and complaint takers. Other civilian staff include security officers, cadets, special constables, and school crossing guards. Numbers may not add up to totals due to rounding.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Chart 5
Composition of police services, by rank and category, Canada, 2017

percent of all personnel



Note: Police officers represent the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). Civilian personnel include permanent civilian staff on the police service's payroll. Clerical staff include all civilian personnel who perform clerical support, secretarial or reception duties. Management/professionals include managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel. Communications/dispatch includes all civilian dispatchers, telephone switchboard operators, call evaluators and complaint takers. Other civilian staff include security officers, cadets, special constables, and school crossing guards. Numbers may not add up to totals due to rounding.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

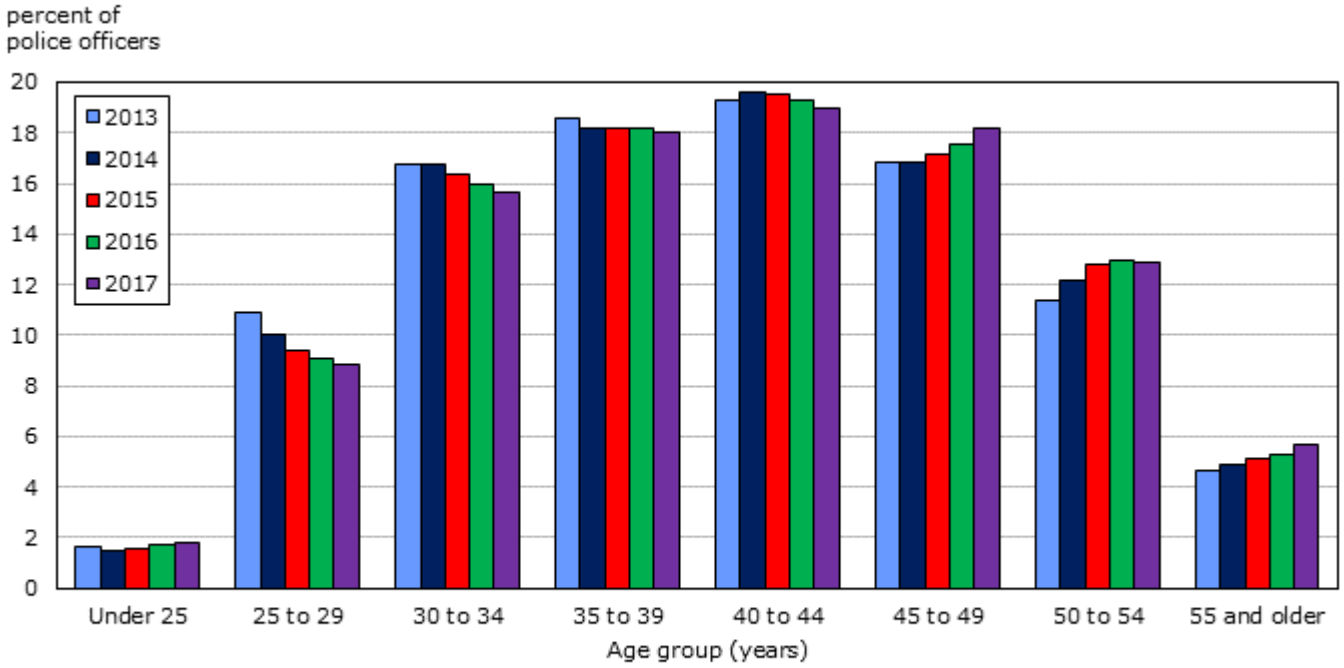
In 2017, 35% of Royal Canadian Mounted Police personnel were civilians, the largest proportion among the different types of police services. Civilians also made up a notable proportion of municipal police services' staff at 29%. Just under one quarter of police personnel in each of the three provincial services were civilian (24% for both Ontario Provincial Police and Royal Newfoundland Constabulary, 23% for Sûreté du Québec). Among First Nations[9] police services, civilians accounted for 21% of employees.

As in the previous year, women filled 67% of civilian positions in 2017. Among the 19,411 female civilian workers, 45% were working in clerical support positions and 31% occupied management and professional positions.

Overall proportion of officers aged 40 years and older has grown

In 2012, the Police Administration Survey began collecting additional information on the socio-demographic characteristics of police officers in order to inform human resources planning. Based on these additional data, in 2017, 50% of Canada's police officers were between 40 and 54 years old and approximately 6% were 55 years and older (Chart 6). In addition, 10% of police officers in Canada were eligible to retire as of the 2017 calendar year or the 2016/2017 fiscal year end.

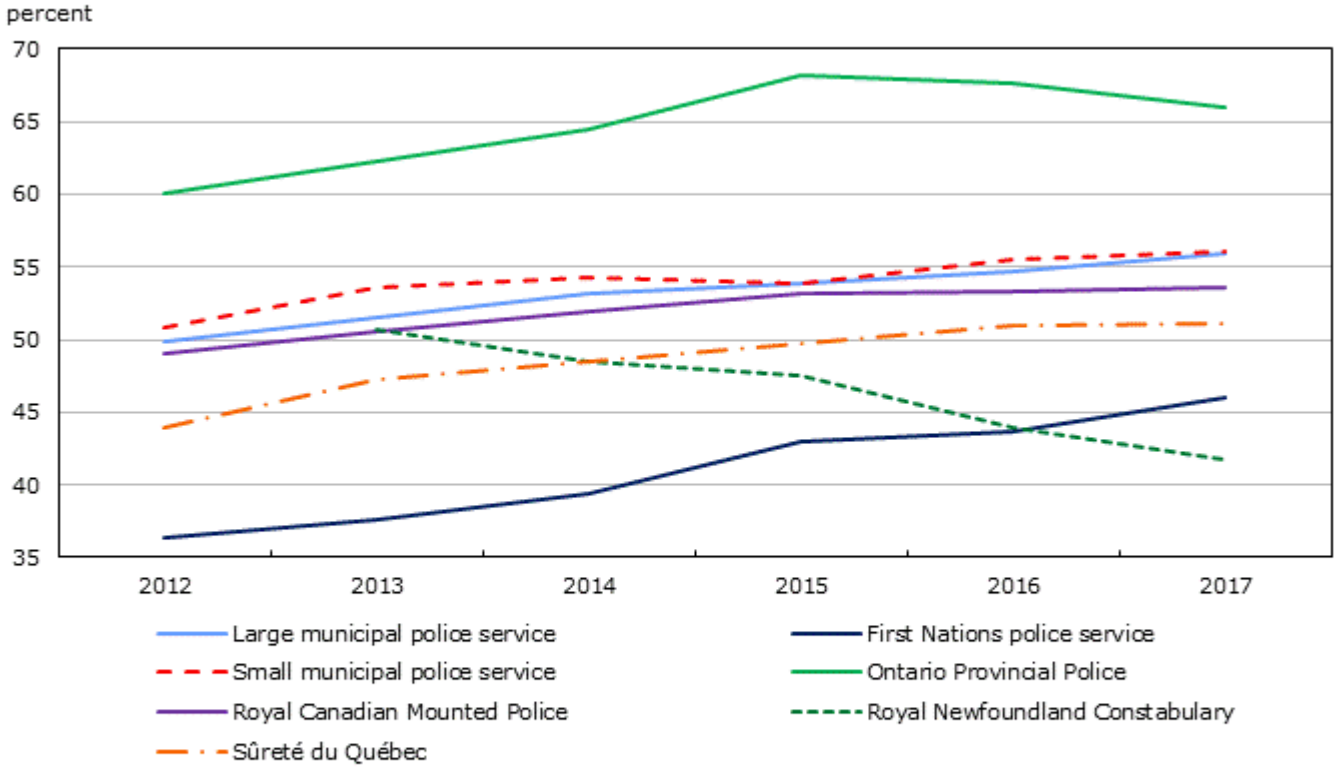
Chart 6
Age distribution of police officers, Canada, 2013 to 2017



Note: Information on age of police officers is available for 99% of police officers employed by police services across Canada. Where age information is not available for police officers, they are excluded from percentage calculations.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

The age profile of officers varies among the different types of police services. For instance, among the Royal Canadian Mounted Police, the Sûreté du Québec, and both small and large municipal police services,[10] those aged 40 years and older accounted for 50% to 56% of officers in 2017. The proportion has been growing since 2013, with the exception of a decrease in small municipal police services in 2015 (Chart 7).

Chart 7
Proportion of police officers 40 years of age and older, by type of police service, Canada, 2012 to 2017



Note: Information on age of police officers is available for 99% of police officers employed by police services across Canada. Where age information is not available for police officers, they are excluded from percentage calculations. 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year. Data for the Royal Newfoundland Constabulary is unavailable for 2012. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations for 2017 are not yet available.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

The age profile of Ontario Provincial Police (OPP), is somewhat older when compared with all other types of police services. In 2017, 66% of the OPP's sworn officers were aged 40 years or older, up 6 percentage points from 2012.

In contrast, those aged 40 and older account for a smaller proportion of officers within the Royal Newfoundland Constabulary (RNC), and this proportion has steadily decreased over time. In 2017, 42% of officers within the RNC were 40 years of age or older, compared with 51% in 2013 (the first year age related data were reported from the RNC).

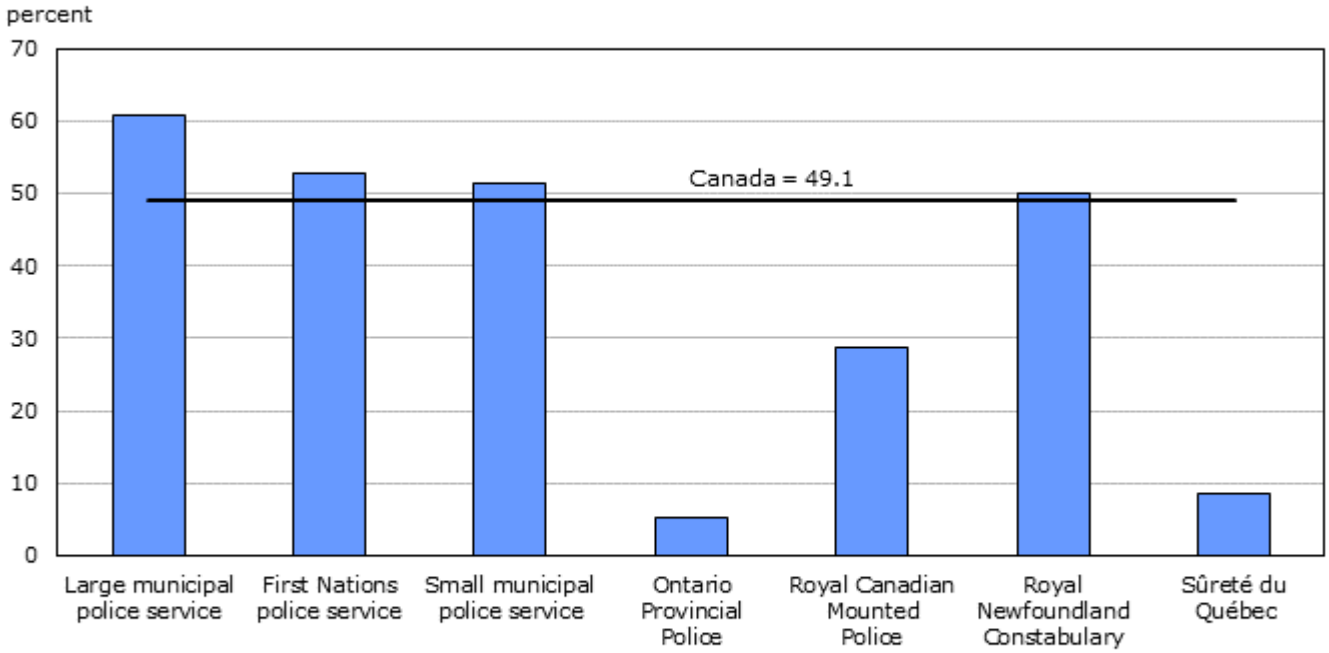
First Nations[11] police services reported 46% of their sworn police officers as aged 40 years and older and this age category has continued to increase since 2012 (Chart 7).

The number of recruits hired increased from last year

In 2016/2017, there were 2,917 police officers hired by police services in Canada, up by 287 from 2015/2016. The majority (86%) were recruit graduates, which was the same percentage as the previous year. To be considered a recruit graduate, an individual must have successfully completed a training program where they achieved the status of fully sworn officer in the previous calendar or fiscal year. The remaining 14% of hires were experienced officers (Table 4).

Among the 409 experienced officers hired nationally, 36% had less than 5 years of service and 33% had 5 to under 10 years of service. Among the experienced officers hired by First Nations police services, 67% in 2017 and 53% over the last six year average had less than 5 years of service (Chart 8). In contrast, 77% of experienced officers hired by the Ontario Provincial Police had between 5 and 15 years of experience.

Chart 8
Proportion of experienced police officers hired with under 5 years of service, by type of police service, Canada, 2012 to 2017



Note: 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year. Data for the Royal Newfoundland Constabulary is unavailable for 2012. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations for 2017 are not yet available.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

With the financial and personnel investments associated with training police officers, officer retention is an emerging area of research. Some research suggests that turnover can lead to disruption in the workplace, can have a negative impact on police work and crime control, and may hinder the development of leadership within the ranks (Scheer 2014). Police services reported that 2,684 officers departed their service in 2016/2017, with 67% leaving for retirement and the other 33% leaving for other reasons such as a job with another police service or a career change (Table 4).

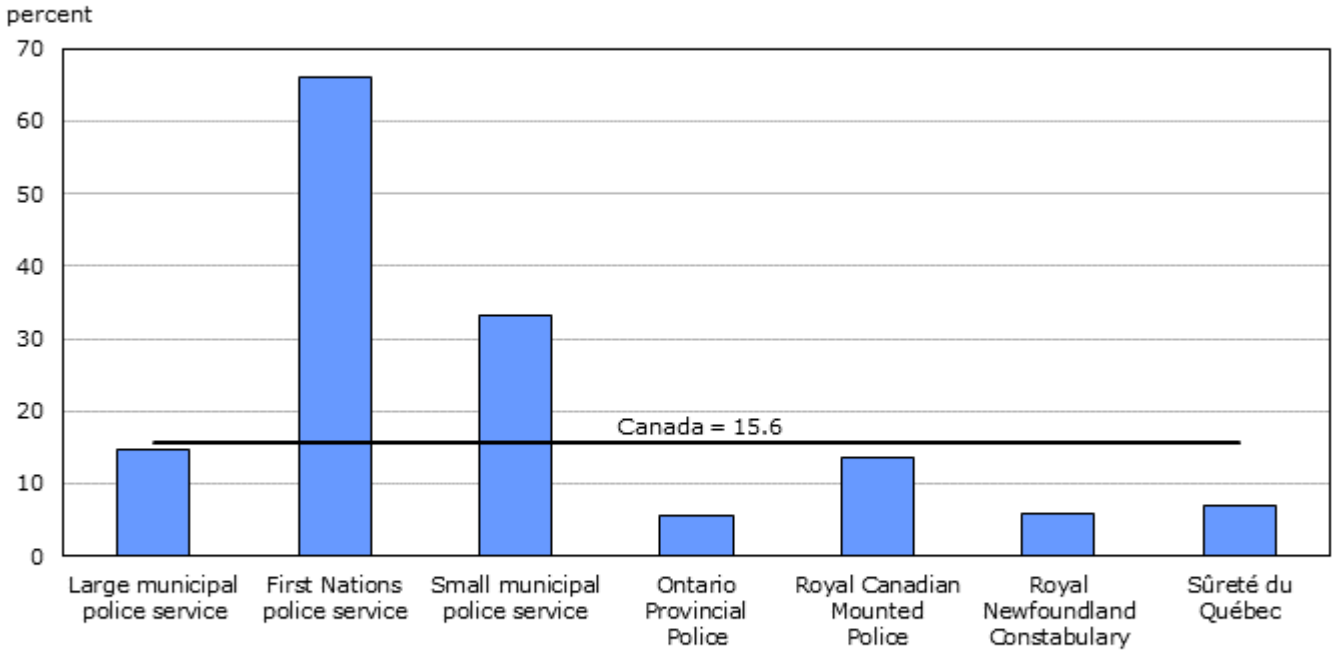
In 2017, six provinces saw a net loss between the number of police officers they hired and the number of officers that departed their police service, with the greatest net loss experienced by Quebec (-146 officers) followed by Ontario (-115 officers). The other four provinces and the territories all reported a net gain, meaning more officers were hired than departed. Among these, Alberta showed the largest net gain of 262 officers, with British Columbia having the second largest net gain of 255 officers (Table 4).

Majority of officers who left First Nations police services have less than 10 years of service

Based on data covering the period from 2012 to 2017, 16% of all officers who departed their police service had less than 10 years of experience.

Among First Nations[12] police services, 66% of all departures were officers with under 10 years of service. Of sworn officers leaving First Nations police services with less than 10 years of service, just over 55% had left for another service, while 45% left for other reasons. For small municipal services[13] policing populations of less than 90,000, 33% of officers who left had under 10 years of service. When it comes to larger municipal police services, Ontario Provincial Police (OPP), Royal Newfoundland Constabulary (RNC) and Sûreté du Québec (SQ), a far smaller proportion of departures occur within the early part of an officer's career (Chart 9).

Chart 9
Proportion of police officers who departed their service with under 10 years of service, by type of police service, Canada, 2012 to 2017



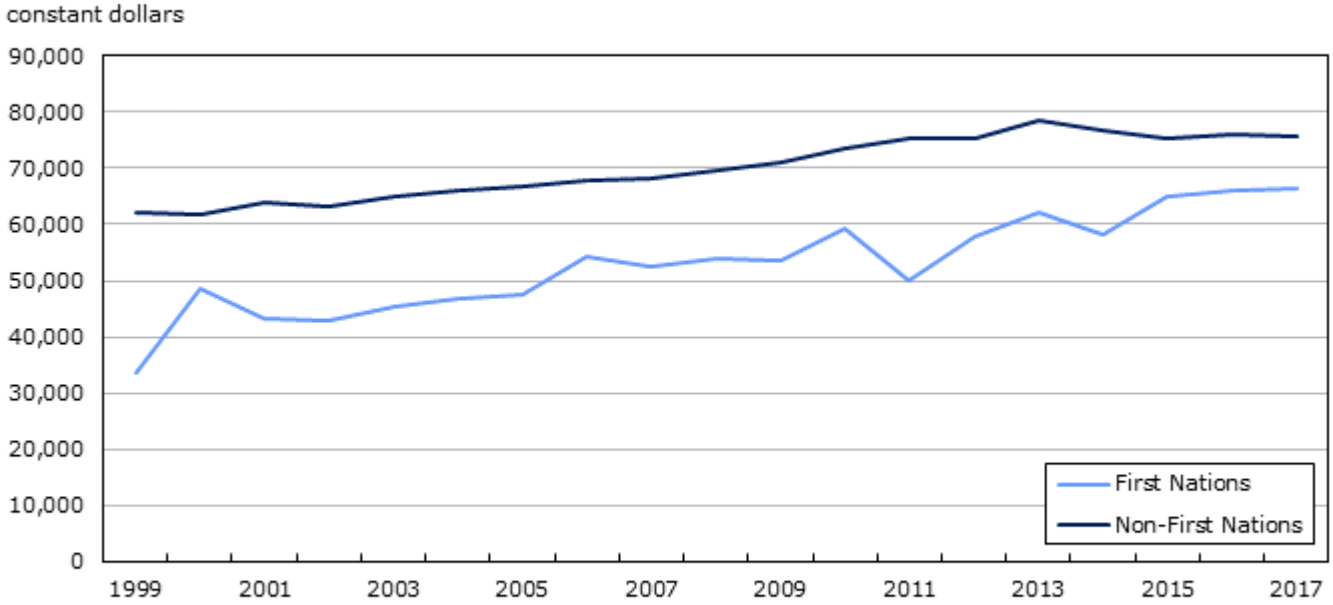
Note: 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year. Data for the Royal Newfoundland Constabulary is unavailable for 2012. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations for 2017 are not yet available.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

Instead, the provincial police services reported the largest proportions of officers leaving for retirement. From 2012 to 2017, 92% of officers who left the RNC left to retire. This was true for 89% of departures from the OPP and 87% from the SQ.[14] Among large municipal police services, 73% of officers left for retirement, whereas this was true for 56% of departures from small municipal police services. Among the Royal Canadian Mounted Police, 59% of officers left for retirement, and among First Nations police services,[15] 10% of officers left for this reason.

Salaries among First Nations police services have been consistently lower compared with other services, but gap is narrowing

The average annual salary for police personnel in Canada in 2016/2017, including both police officers and civilians, was $97,004, up by 1% from the previous year.[16] When controlling for inflation, this amount has generally grown since 1998/1999 with a few years of declines, but overall showing an 11% increase over the last decade (Chart 10).

Chart 10
Average salary, total police personnel, constant dollars, Canada, 1999 to 2017



Note: Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100). Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Over time, the average salaries reported by First Nations police services (when accounting for inflation) have remained consistently lower than for other types of police services. In recent years, however, the gap has narrowed. In the 10 years prior to 2017, the average gap in salaries between First Nations and non-First Nations police services was just over $16,100. In 2017, that difference had decreased to $9,300, with the gap beginning to narrow in 2015 (Chart 10).

In 2016/2017, the average salary in current dollars for personnel employed by First Nations police services was $85,197 compared with $97,139 for personnel of non-First Nations police services. First Nations average salaries were closely in line with Royal Newfoundland Constabulary and Sûreté du Québec ($87,204 and $87,258, respectively).

Average salaries[17, 18] in 2016/2017 were driven predominantly by the Ontario Provincial Police (OPP), municipal services serving a population greater than 90,000 and the Royal Canadian Mounted Police (RCMP). The average salaries (in current dollars) were higher in these types of police services than any other types of police services. The OPP reported an average salary of $103,918, while average salaries of the large municipal police services ranged from $68,228 in Halifax, Nova Scotia[19] to $114,490 in Ottawa, Ontario. The RCMP reported an average salary of $96,401.

In 2017, the amount paid for salaries and wages for all police services including police officers and civilians was $9.5 billion. Almost half of this amount (49%) was paid by large stand-alone municipal police services which served a population greater than 100,000. The RCMP accounted for an additional 29% of national spending on salaries and wages.

Operating expenditures reached $14.7 billion in 2016/2017

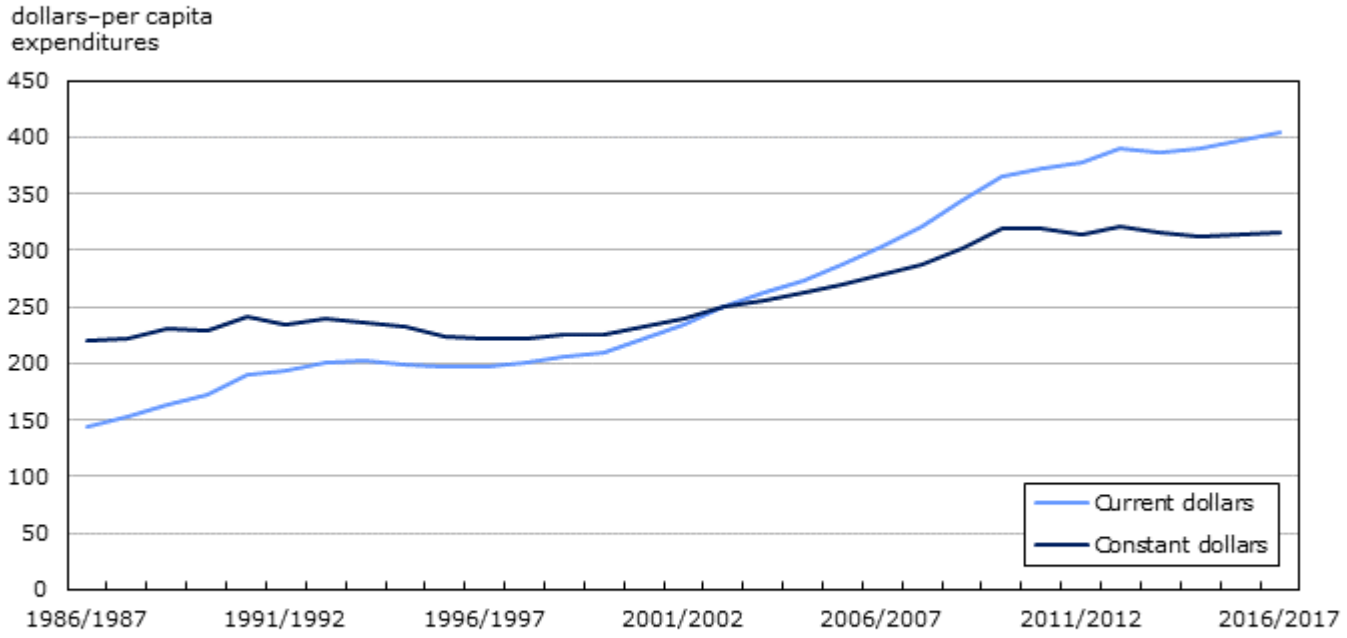
Total operating expenditures for all police services across Canada in 2016/2017 amounted to $14.7 billion in current dollars (Table 5). The total expenditures comprise salaries and wages (65%), benefits (16%), and other operating expenditures (20%). Historically, these proportions have remained relatively consistent.

Accounting for inflation,[20] total operating expenditures rose by 2% from the previous year. Total operating expenditures in constant dollars have risen most years since 1996/1997 except for relatively small decreases in 2011/2012 and 2013/2014 and is 26% higher than it was 10 years ago (Table 6). While total spending in Nova Scotia remained stable and decreased in the Yukon, the other provinces and territories reported increases in total expenditures from the previous year. The largest increase was seen in Alberta (+7%) and Nunavut (+7%), followed by Newfoundland and Labrador (+6%).

Of the total operating expenditures for Canada in current dollars, $7.7 billion (53%) were associated with stand-alone municipal police services, and marked a 3% increase from 2016. Provincial police reported spending $2.2 billion (15%), which was down slightly from last year. The Royal Canadian Mounted Police reported $4.8 billion in expenditures (33%) and a 6% increase from the previous year (Table 5).

On a per capita basis, using constant dollars,[21] policing operating expenditures amounted to a cost of $315 per person in 2016/2017. This was virtually unchanged[22] from 2015/2016 ($313 per capita), staying within the range of $312 to $320 since 2009/2010. The per capita cost, however, was 13% higher in 2016/2017 than in 2006/2007 (Chart 11).

Chart 11
Police expenditures per capita, current dollars and constant dollars, Canada, 1986/1987 to 2016/2017



Note: Current dollars express the cost of items in terms of the year in which the expenditure occurs. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100). Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Summary

Overall, police services are generally responsible for enforcing the law, preventing and reducing crime, assisting victims, maintaining public order, and responding to emergencies. However, it has been argued that police services are increasingly being called upon to respond to matters that fall outside of these core functions of the police. For instance, police engage in a variety of tasks including responding to calls for service, initiating enforcement activities, and carrying out administrative duties (Canadian Association of Chiefs of Police 2015; Malm et al. 2005; Waterloo Regional Police Service 2011). At the same time, police are accountable to their municipality, their police service boards and the public to report on both service and fiscal performance.

While national statistics on police resources are able to demonstrate that the rate of police strength has been slowly decreasing since 2012 and the spending per capita has remained relatively stable since 2009, the current survey lacks the detail needed to better understand and report on the cost pressures and cost drivers in policing and how the conventional structure of human resources may be changing.

In order to produce better information to inform and monitor police administration and performance, the Canadian Centre for Justice Statistics (CCJS), in collaboration with the policing community, will be launching a new Police Administration Survey in April 2018. This new survey will allow police to report more details on salaries, wages and benefits for officers and civilians, as well as more detailed breakdowns of operating costs and capital expenditures.

Further, the CCJS, in collaboration with the policing community and other partners in public safety, has developed a national, standard police performance metrics framework from which police can build comparable metrics. This framework is planned for publication in fall 2018.

Lastly, together with the policing community, the CCJS has been working to determine the feasibility of a national survey on police calls for service to allow for better reporting on the workload of police as it is estimated that up to 80% of calls for police service are not specifically related to a criminal offence (Canadian Association of Chiefs of Police 2015; Malm et al. 2005; Waterloo Regional Police Service 2011). The ability to report on a regular basis standardized, national statistics on the nature and extent of calls to which police respond will address a significant gap in measuring public safety and police workload and performance.

Survey description

Police Administration Survey

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

Data presented in this report represent police personnel as of May 15, 2017 and year-end operating expenditures for the 2016 calendar year or the 2016/2017 fiscal year. Police officers include the actual number of permanent sworn police officers available for active duty as of May 15, 2017. Part-time personnel are converted to a full-time equivalent. Police expenditures represent actual operating expenditures and include salaries and wages, benefits, and other operating expenses such as accommodation costs, fuel, and maintenance. Expenditure data represent gross expenditure, and does not include capital expenditures, funding from external sources, or cost recovery dollars.

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

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Notes

1. Includes Royal Canadian Mounted Police headquarters and Training Academy.

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

3. For the purposes of analysis in this report, a change is considered stable if it rounds to 0%.

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

5. The data in this report represents Halifax Regional Police (HRP) only. It does not include data for Royal Canadian Mounted Police (RCMP) Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural data is added to the calculation, the rate of police strength amounts to approximately 175 police officers per 100,000 population.

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

7. See the following link to view Census profile data at various geographic levels:
http://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Index-eng.cfm

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

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

10. 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year.

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

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

13. 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year.

14. The Ontario Provincial Police, Royal Canadian Mounted Police, Royal Newfoundland Constabulary and Sûreté du Québec are unable to report the number of officers who were hired by another police service upon departure. As such, these counts are reported in departures for "other reasons".

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

16. This amount is in current dollars. Current dollars express the cost of items in terms of the year in which the expenditure occurs. Changes over time are expressed in constant dollars.

17. Larger police services are likely to have higher salaries because of specialized policing services, information technology requirements, and administration functions.

18. Average salary comparisons do not take into account differences in cost of living among the locations of the police services.

19. The average salaries of Halifax Regional Police are based on headcount rather than full-time equivalents (FTE's), which is the standard unit of collection for the Police Administration Survey. When using their FTE in the calculation, their average salary is approximately $76,900.

20. Year-over-year comparisons of total operating expenditures are made using constant dollars. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100).

21. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100).

22. For the purposes of analysis in this report, a change is considered stable if it rounds to 0%.

Detailed data tables

Table 1
Trends in police personnel, Canada, 1962 to 2017

	Police officers[1]			Civilian personnel[2]						
Year	Total	Officers per 100,000 population	Percentage change in rate[3]	Total	Per 100,000 population	Percentage change in rate[3]	Total personnel	Police officers as a proportion of total personnel	Civilian personnel as a proportion of total personnel	Police to civilians
	number	rate[4]	percent	number	rate[4]	percent	number	percent	percent	ratio
1962	26,129	140.6	...	5,699	30.7	...	31,828	82.1	17.9	4.6
1963	27,333	144.4	2.7	5,935	31.4	2.3	33,268	82.2	17.8	4.6
1964	28,823	149.4	3.5	6,655	34.5	9.9	35,478	81.2	18.8	4.3
1965	30,146	153.5	2.7	7,133	36.3	5.2	37,279	80.9	19.1	4.2
1966	32,086	160.3	4.4	7,583	37.9	4.4	39,669	80.9	19.1	4.2
1967	33,792	165.8	3.4	8,018	39.3	3.7	41,810	80.8	19.2	4.2
1968	34,887	168.5	1.6	8,351	40.3	2.5	43,238	80.7	19.3	4.2
1969	36,342	173.0	2.7	8,963	42.7	6.0	45,305	80.2	19.8	4.1
1970	37,949	178.2	3.0	9,936	46.7	9.4	47,885	79.3	20.7	3.8
1971	40,148	182.8	2.6	10,597	48.3	3.3	50,745	79.1	20.9	3.8
1972	41,214	185.5	1.5	11,762	52.9	9.7	52,976	77.8	22.2	3.5
1973	43,142	191.8	3.4	12,297	54.7	3.3	55,439	77.8	22.2	3.5
1974	45,276	198.5	3.5	12,085	53.0	-3.1	57,361	78.9	21.1	3.7
1975	47,713	206.2	3.9	13,794	59.6	12.5	61,507	77.6	22.4	3.5
1976	48,213	205.6	-0.3	14,377	61.3	2.9	62,590	77.0	23.0	3.4
1977	48,764	205.5	0.0	15,231	64.2	4.7	63,995	76.2	23.8	3.2
1978	48,705	203.2	-1.1	15,749	65.7	2.4	64,454	75.6	24.4	3.1
1979	48,990	202.4	-0.4	15,001	62.0	-5.7	63,991	76.6	23.4	3.3
1980	49,841	203.3	0.4	16,410	66.9	8.0	66,251	75.2	24.8	3.0
1981	50,563	203.7	0.2	16,999	68.5	2.3	67,562	74.8	25.2	3.0
1982	50,539	201.2	-1.2	17,738	70.6	3.1	68,277	74.0	26.0	2.8
1983	50,081	197.4	-1.9	17,342	68.4	-3.2	67,423	74.3	25.7	2.9
1984	50,010	195.3	-1.1	17,503	68.4	0.0	67,513	74.1	25.9	2.9
1985	50,351	194.8	-0.2	17,702	68.5	0.2	68,053	74.0	26.0	2.8
1986	51,425	197.0	1.1	18,273	70.0	2.2	69,698	73.8	26.2	2.8
1987	52,510	198.5	0.8	19,558	73.9	5.6	72,068	72.9	27.1	2.7
1988	53,312	199.0	0.2	19,407	72.4	-2.1	72,719	73.3	26.7	2.7
1989	54,211	198.7	-0.1	19,526	71.6	-1.2	73,737	73.5	26.5	2.8
1990	56,034	202.3	1.8	19,259	69.5	-2.8	75,293	74.4	25.6	2.9
1991	56,768	202.5	0.1	19,440	69.4	-0.3	76,208	74.5	25.5	2.9
1992	56,992	200.9	-0.8	20,059	70.7	2.0	77,051	74.0	26.0	2.8
1993	56,901	198.4	-1.3	19,956	69.6	-1.6	76,857	74.0	26.0	2.9
1994	55,859	192.6	-2.9	19,492	67.2	-3.4	75,351	74.1	25.9	2.9
1995	55,008	187.7	-2.5	19,259	65.7	-2.2	74,267	74.1	25.9	2.9
1996	54,323	183.5	-2.3	19,603	66.2	0.7	73,926	73.5	26.5	2.8
1997	54,719	183.0	-0.3	19,679	65.8	-0.6	74,398	73.5	26.5	2.8
1998	54,763	181.6	-0.7	19,383	64.3	-2.3	74,146	73.9	26.1	2.8
1999[r]	55,321	182.0	0.2	20,169	66.3	3.2	75,490	73.3	26.7	2.7
2000[r]	55,954	182.3	0.2	19,917	64.9	-2.2	75,871	73.7	26.3	2.8
2001	57,076	184.0	0.9	19,982	64.4	-0.7	77,058	74.1	25.9	2.9
2002	58,422	186.3	1.3	20,732	66.1	2.6	79,154	73.8	26.2	2.8
2003	59,412	187.8	0.8	21,476	67.9	2.7	80,888	73.4	26.6	2.8
2004	59,800	187.2	-0.3	22,212	69.5	2.5	82,012	72.9	27.1	2.7
2005	61,026	189.3	1.1	23,391	72.5	4.3	84,417	72.3	27.7	2.6
2006	62,461	191.8	1.3	23,911	73.4	1.2	86,372	72.3	27.7	2.6
2007	64,134	195.0	1.7	25,295	76.9	4.8	89,429	71.7	28.3	2.5
2008	65,283	196.4	0.7	25,630	77.1	0.2	90,913	71.8	28.2	2.5
2009	67,243	200.0	1.8	27,056	80.5	4.4	94,299	71.3	28.7	2.5
2010	69,068	203.1	1.6	27,357	80.4	0.0	96,425	71.6	28.4	2.5
2011	69,424	202.2	-0.5	28,142	81.9	1.9	97,566	71.2	28.8	2.5
2012	69,505	200.0	-1.1	28,202	81.2	-1.0	97,707	71.1	28.9	2.5
2013	69,250	197.0	-1.5	27,870	79.3	-2.3	97,120	71.3	28.7	2.5
2014[r]	68,806	193.6	-1.7	28,425	80.0	0.9	97,231	70.8	29.2	2.4
2015[r]	68,772	191.9	-0.9	28,371	79.2	-1.0	97,143	70.8	29.2	2.4
2016[r]	68,859	189.9	-1.1	28,436	78.4	-1.0	97,295	70.8	29.2	2.4
2017	69,027	188.0	-1.0	29,049	79.1	0.9	98,076	70.4	29.6	2.4

... not applicable
[r] revised
1. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.
2. Counts include civilians on the police service's payroll employed in permanent positions such as clerks, dispatchers, managers, cadets, special constables, security officers, school crossing guards and by-law enforcement officers. The Police Administration Survey only collects data on civilian employees paid for by the police service. Therefore, if civilian employees of a police service are paid for by the municipality, such as in the case of Royal Canadian Mounted Police detachments and some police services, they are not captured by the survey.
3. Percent changes are based on unrounded rates.
4. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division.
Note: A new version of the Police Administration Survey was implemented in 1986. Data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data). Additional data are available on CANSIM (Table 254-0002).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Table 2
Police officers by level of policing, by province and territory, 2017

Province and territory	2017 population[1]	Municipal police services[2]	Provincial police services[3]	Royal Canadian Mounted Police: Contract policing[4]	Royal Canadian Mounted Police: Federal and other policing[5]	Total police officers	Police officers per 100,000 population	Percent change in rate[6]: 2016 to 2017	Percent change in rate[6]: 2007 to 2017
			number				rate	percent	
Newfoundland and Labrador	528,817	...	407	409	95	911	172	0.4	4.6
Prince Edward Island	152,021	98	...	97	27	222	146	-3.8	-11.4
Nova Scotia	953,869	885	...	795	151	1,831	192	-0.1	2.1
New Brunswick	759,655	440	...	659	135	1,234	162	-4.3	-8.7
Quebec	8,394,034	9,603	5,399	...	882	15,884	189	-1.3	-4.4
Ontario[7]	14,193,384	18,289	6,040	...	1,652	25,981	183	-2.2	-4.4
Manitoba	1,338,109	1,577	...	819	176	2,572	192	-1.0	-5.1
Saskatchewan[8]	1,163,925	1,069	...	1,024	247	2,340	201	0.3	-1.5
Alberta	4,286,134	4,383	...	2,669	430	7,482	175	1.1	7.6
British Columbia	4,817,160	2,567	...	5,529	870	8,966	186	1.1	-1.1
Yukon[9]	38,459	...	...	111	17	128	333	-8.1	-8.9
Northwest Territories[9]	44,520	...	...	163	20	183	411	-7.8	1.9
Nunavut[9]	37,996	...	...	123	11	134	353	0.1	-10.0
Provincial and territorial total[10]	**36,708,083**	**38,911**	**11,846**	**12,398**	**4,713**	**67,868**	**185**	**-1.1**	**-2.7**
Royal Canadian Mounted Police Headquarters and Training Academy	...	...	...	...	1,159	1,159	...	...	...
Canada	**36,708,083**	**38,911**	**11,846**	**12,398**	**5,872**	**69,027**	**188**	**-1.0**	**-3.6**

... not applicable
1. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division.
2. Includes municipal stand-alone police services (i.e. Municipalities with a dedicated police service not contracted with a provincial police service or the Royal Canadian Mounted Police). Also includes First Nations police services that are not provided by provincial police services or the Royal Canadian Mounted Police.
3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, the Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.
4. Includes provincial/territorial, municipal, and aboriginal contract policing. Contract policing refers to provincial and municipal policing services provided by the Royal Canadian Mounted Police.
5. Includes Federal policing and Departmental and Divisional Administration. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support).
6. Percent changes are based on unrounded rates.
7. Excludes the Royal Canadian Mounted Police Headquarters.
8. Excludes the Royal Canadian Mounted Police Training Academy.
9. Yukon, Northwest Territories and Nunavut are policed solely by the Royal Canadian Mounted Police.
10. Excludes the Royal Canadian Mounted Police Headquarters and Training Academy.
Note: A new version of the Police Administration Survey was implemented in 1986. Data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Table 3
Municipal police services serving a population of 100,000 or more, Canada, 2017

Municipal police services[1]	2016 population[2]	Police officers[3]: 2017 number of police officers	Police officers[3]: 2017 police officers per 100,000 population[4]	Police officers[3]: Percentage change from previous year[5]	Police officers[3]: 2017 percentage of female officers	Hires[6]	Departures[6]	Net gain or loss: hirings and departures[6]	Police officers eligible to retire[6]
	number		rate	percent			number		percent
Toronto, Ont.	2,876,095	5,190	180	-4.9	19.1	26	171	-145	7.1
Montréal, Que.	2,014,221	4,596	228	-0.9	32.1	180	220	-40	16.3
Peel Region (Mississauga/Brampton), Ont.	1,404,431	1,973	140	-2.0	18.3	100	74	26	4.5
Calgary, Alta.	1,318,817	2,215	168	-0.4	18.5	128	55	73	0.0
York Region (Markham/Vaughan), Ont.	1,157,419	1,586	137	-2.4	19.0	52	39	13	5.3
Ottawa, Ont.	973,481	1,242	128	-1.5	22.6	62	45	17	5.8
Edmonton, Alta.	969,068	1,775	183	-0.2	18.9	134	65	69	8.5
Winnipeg, Man.	735,552	1,409	192	-2.6	15.6	2	43	-41	25.8
Durham Region (Oshawa/Whitby/Ajax), Ont.	671,839	854	127	-2.3	19.8	36	26	10	2.7
Vancouver, B.C.	670,718	1,313	196	0.0	25.3	73	34	39	8.4
Québec, Que.	575,398	757	132	-2.3	27.2	0	6	-6	2.6
Halton Region (Oakville/Burlington), Ont.	569,591	686	120	-2.5	20.7	33	23	10	2.2
Hamilton, Ont.	561,022	835	149	-1.7	23.8	21	26	-5	15.7
Waterloo Region (Kitchener), Ont.	548,936	776	141	-0.1	21.6	33	22	11	0.6
Surrey, B.C. (RCMP)	514,522	732	142	-1.3	18.4	72	19	53	5.9
Niagara Region (St. Catharines), Ont.	453,817	706	156	-0.8	16.6	22	18	4	6.8
Laval, Que.	429,413	611	142	0.9	30.0	11	15	-4	12.3
Longueuil, Que.	423,525	568	134	-0.4	34.7	10	12	-2	3.5
London, Ont.	397,493	605	152	2.5	20.3	38	29	9	3.6
Gatineau, Que.	281,392	393	140	-1.7	22.6	13	15	-2	4.3
Saskatoon, Sask.	266,064	460	173	-1.4	23.0	17	14	3	10.7
Burnaby, B.C. (RCMP)	246,987	290	117	1.5	23.4	31	7	24	7.6
Halifax, N.S.[7]	238,467	531	223	1.7	19.0	21	17	4	2.3
Regina, Sask.	223,637	397	178	-1.2	24.9	9	11	-2	2.5
Windsor, Ont.	221,862	428	193	-1.2	15.9	24	17	7	4.0
Richmond, B.C.[8] (RCMP)	209,738	206	98	1.3	18.4	30	6	24	7.3
St. John's, N.L.	207,695	341	164	-1.2	28.7	15	16	-1	24.0
Richelieu Saint-Laurent, Que.	205,564	212	103	-0.8	23.1	0	12	-12	0.0
Greater Sudbury, Ont.	165,154	264	160	0.0	17.4	6	9	-3	4.5
Sherbrooke, Que.	164,538	200	122	-2.6	23.5	1	4	-3	1.5
Barrie, Ont.	150,443	239	159	-0.6	15.9	0	2	-2	2.5
Saguenay, Que.	147,543	178	121	0.2	24.2	0	9	-9	3.4
Abbotsford, B.C.	146,498	203	139	-5.6	18.2	9	8	1	3.0
Lévis, Que.	144,918	155	107	0.4	21.3	8	7	1	10.3
Terrebonne, Que.	139,818	169	121	0.7	27.2	19	2	17	3.0
Coquitlam, B.C. (RCMP)	139,055	163	117	-3.9	26.4	11	8	3	8.6
Trois-Rivières, Que.	136,168	157	115	-0.5	19.7	4	4	0	2.5
Guelph, Ont.	132,350	194	147	-0.8	22.7	2	9	-7	7.7
Kingston, Ont.	131,746	203	154	-0.1	18.7	3	4	-1	3.4
Kelowna, B.C. (RCMP)	129,512	173	134	-4.3	31.8	9	10	-1	9.8
Codiac Region (Moncton), N.B. (RCMP)	118,122	134	113	-9.8	18.7	6	14	-8	17.2
Saanich, B.C.	117,285	158	135	-1.2	24.7	7	8	-1	5.1
Thunder Bay, Ont.	115,740	228	197	-1.3	16.7	6	5	1	3.5
Langley Township, B.C. (RCMP)	114,940	139	121	-1.6	25.2	13	3	10	8.6
Delta, B.C.	110,730	168	152	6.6	22.6	14	7	7	3.0
Roussillon Region, Que.	105,835	115	109	-1.0	25.2	0	2	-2	1.7
Chatham-Kent, Ont.	104,859	155	148	-2.3	13.5	3	2	1	10.3
Victoria, B.C.	104,777	244	233	-0.9	25.4	7	6	1	6.1
Red Deer, Alta. (RCMP)	103,690	172	166	3.7	22.7	11	6	5	5.8
Brantford, Ont.	100,791	173	172	0.1	15.0	8	4	4	0.0

1. Refers to the municipal stand-alone police services and municipalities policed by the Royal Canadian Mounted Police (RCMP) that have a population of 100,000 or more (based on 2016 populations).
2. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations according to policing boundaries for 2017 were not available in time for this publication.
3. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents) as of May 15, 2017. This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.
4. Based on the number of police officers on May 15, 2017 and populations for 2016. Populations are adjusted to follow policing boundaries. Populations for 2017 are not yet available.
5. Percent changes are based on unrounded rates.
6. Represents hirings, departures and eligibility to retire during the 2016 calendar or 2016/2017 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of fully sworn officers employed on May 15, 2017.
7. The data in this table represents Halifax Regional Police (HRP) only. It does not include data for RCMP Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural data is added to the calculation, the rate of police strength amounts to approximately 175 police officers per 100,000 population.
8. Includes Vancouver International Airport.

Note: A new version of the Police Administration Survey was implemented in 1986. Data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data). Additional data are available on CANSIM (Table 254-0004).

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

Table 4
Hirings and departures of police officers, by province and territory, Canada, 2016/2017

	Hirings[1]			Departures[2]			Net gain or loss: hirings and departures	Police officers eligible to retire[7]
	Total[3]	Experienced police officers[4]	Recruit graduates[5]	Total	Retirements	Other[6]		
Province and territory	number	percent		number	percent		number	percent
Newfoundland and Labrador	35	6	94	39	72	28	-4	17
Prince Edward Island	10	0	100	15	33	67	-5	14
Nova Scotia	61	33	67	70	70	30	-9	15
New Brunswick	63	21	79	78	51	49	-15	13
Quebec	512	18	82	658	83	17	-146	13
Ontario[8]	857	17	83	972	72	28	-115	6
Manitoba	105	9	91	91	62	38	14	19
Saskatchewan[9]	130	4	96	82	43	57	48	8
Alberta	515	5	95	253	45	55	262	6
British Columbia	601	13	87	346	55	45	255	10
Yukon	6	33	67	3	67	33	3	16
Northwest Territories	7	14	86	4	75	25	3	10
Nunavut	5	40	60	3	0	100	2	9
Provincial and territorial total[10]	**2,907**	**14**	**86**	**2,614**	**68**	**32**	**293**	**10**
Royal Canadian Mounted Police Headquarters and Training Academy	10	90	10	70	61	39	-60	41
Canada	**2,917**	**14**	**86**	**2,684**	**67**	**33**	**233**	**10**

1. Information on hirings was unavailable for less than 1.0% of officers.
2. Information on departures was unavailable for 1.4% of officers.
3. Percentages may not sum to 100% due to rounding.
4. Includes senior officers, non-commissioned officers and constables who achieved the status of fully-sworn officer prior to the calendar or fiscal year for which data are shown.
5. Includes paid police officers who achieved the status of fully-sworn police officer during the calendar or fiscal year prior to the year for which data are shown.
6. Includes police officers who departed for reasons other than retirement, such as being hired by another police service, career change, death.
7. Information on eligibility to retire was unavailable for 0.1% of officers.
8. Excludes personnel from the Royal Canadian Mounted Police Headquarters.
9. Excludes personnel from the Royal Canadian Mounted Police Training Academy.
10. Excludes personnel from the Royal Canadian Mounted Police Headquarters and Training Academy.

Note: Represents hirings, departures and eligibility to retire during the 2016 calendar or 2016/2017 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of fully sworn officers employed on May 15, 2017.

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

Table 5
Total expenditures on policing, current dollars, by province and territory, 2016/2017

		Municipal police services[2]		Provincial police services[3]		Royal Canadian Mounted Police					Total policing	
	2016 population[1]	Total expend-itures	Percentage change from previous year[4]	Total expend-itures	Percentage change from previous year[4]	Contract policing expend-itures[5]	Federal and international policing expend-itures[6]	Operational support and services expend-itures[7]	Total expend-itures	Percentage change from previous year[4]	Total expend-itures	Percentage change from previous year[4]
Province and territory	number	thousands of dollars	percent	thousands of dollars	percent	thousands of dollars				percent	thousands of dollars	percent
Newfoundland and Labrador	528,817	...	...	59,318	2.8	84,763	10,717	8,809	104,289	8.0	163,607	6.1
Prince Edward Island	152,021	13,486	2.1	...	...	16,460	2,908	2,103	21,471	2.6	34,957	2.4
Nova Scotia	953,869	135,165	0.9	...	...	130,686	16,464	13,654	160,804	-0.2	295,969	0.3
New Brunswick	759,655	70,823	3.9	...	...	110,230	18,568	22,578	151,377	0.1	222,200	1.3
Quebec	8,394,034	1,618,640	0.1	953,274	1.4	...	116,227	42,121	158,348	-0.2	2,730,262	0.5
Ontario[8]	14,193,384	3,883,298	1.9	1,151,119	-3.0	144	255,753	56,707	312,604	0.4	5,347,021	0.7
Manitoba	1,338,109	310,860	8.2	...	...	166,882	11,922	29,650	208,454	-0.2	519,314	4.7
Saskatchewan[9]	1,163,925	207,600	10.3	...	...	204,007	13,616	19,867	237,490	0.2	445,090	4.7
Alberta	4,286,134	964,007	6.2	...	...	480,021	39,202	34,579	553,802	8.1	1,517,809	6.9
British Columbia	4,817,160	531,755	2.9	...	...	901,320	101,373	73,933	1,076,626	3.0	1,608,381	2.9
Yukon	38,459	...	...	...	...	30,215	1,895	3,481	35,590	-1.5	35,590	-1.5
Northwest Territories	44,520	...	...	...	...	54,301	2,281	3,060	59,643	2.0	59,643	2.0
Nunavut	37,996	...	...	...	...	51,466	2,319	3,259	57,044	6.5	57,044	6.5
Provincial and territorial total[10]	**36,708,083**	**7,735,634**	**2.6**	**2,163,711**	**-1.0**	**2,230,495**	**593,245**	**313,801**	**3,137,542**	**2.8**	**13,036,887**	**2.0**
Royal Canadian Mounted Police Headquarters and Training Academy	...	...	...	...	...	449,602	254,328	928,595	1,632,525	14.2	1,632,525	14.2
Canada	**36,708,083**	**7,735,634**	**2.6**	**2,163,711**	**-1.0**	**2,680,097**	**847,573**	**1,242,396**	**4,770,067**	**6.4**	**14,669,412**	**3.2**

... not applicable

1. Populations are based on July 1st estimates for 2017, Statistics Canada, Demography Division.
2. Includes municipal stand-alone police services (i.e. municipalities with a dedicated police service, not contracted out to a provincial police service or the Royal Canadian Mounted Police). Also includes First Nations police services that are not provided by provincial police services or the Royal Canadian Mounted Police.
3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.
4. Year-over-year percent change calculations are based on unrounded currant dollar amounts.
5. Includes provincial/territorial, municipal, and aboriginal contract policing.
6. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support) and international policing operations (peacekeeping missions, capacity building missions, and liaison missions).
7. Includes technical services and operational support; scientific, technical, and investigative support; Canadian firearms program; advance police training; transfer payments, internal services, and Canadian police culture and heritage.
8. Excludes the Royal Canadian Mounted Police Headquarters.
9. Excludes the Royal Canadian Mounted Police Training Academy.
10. Excludes the Royal Canadian Mounted Police Headquarters and Training Academy.

Note: While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2016 for the most recent data).

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

Table 6
Current and constant (2002) dollar expenditures on policing, Canada, 1986/1987 to 2016/2017

	Current dollars[1]				Constant (2002) dollars[2]			
	Total expenditures[3]	Percentage change from previous year	Per capita cost[4]	Percentage change from previous year	Total expenditures[3]	Percentage change from previous year	Per capita cost[4]	Percentage change from previous year
Year	thousands of dollars	percent	dollars	percent	thousands of dollars	percent	dollars	percent
1986/1987	3,771,205	...	144	...	5,748,789	...	220	...
1987/1988	4,027,809	6.8	152	5.4	5,880,013	2.3	222	0.9
1988/1989	4,389,414	9.0	164	7.6	6,164,908	4.8	230	3.5
1989/1990	4,684,760	6.7	172	4.8	6,263,049	1.6	230	-0.2
1990/1991	5,247,646	12.0	189	10.3	6,693,426	6.9	242	5.3
1991/1992	5,426,887	3.4	194	2.2	6,554,211	-2.1	234	-3.2
1992/1993	5,716,833	5.3	202	4.1	6,805,754	3.8	240	2.6
1993/1994	5,790,165	1.3	202	0.2	6,764,212	-0.6	236	-1.7
1994/1995	5,783,656	-0.1	199	-1.2	6,748,723	-0.2	233	-1.3
1995/1996[r]	5,766,630	-0.3	197	-1.3	6,582,911	-2.5	225	-3.5
1996/1997[r]	5,856,055	1.6	198	0.5	6,587,238	0.1	222	-1.0
1997/1998	5,989,022	2.3	200	1.3	6,625,024	0.6	222	-0.4
1998/1999	6,209,756	3.7	206	2.8	6,801,486	2.7	226	1.8
1999/2000	6,395,380	3.0	210	2.2	6,884,155	1.2	226	0.4
2000/2001[r]	6,798,772	6.3	222	5.3	7,126,596	3.5	232	2.6
2001/2002[r]	7,270,027	6.9	234	5.8	7,433,565	4.3	240	3.2
2002/2003[r]	7,827,322	7.7	250	6.5	7,827,322	5.3	250	4.2
2003/2004[r]	8,324,196	6.3	263	5.4	8,097,467	3.5	256	2.5
2004/2005	8,758,213	5.2	274	4.2	8,365,055	3.3	262	2.3
2005/2006	9,281,879	6.0	288	5.0	8,674,653	3.7	269	2.7
2006/2007	9,877,071	6.4	303	5.3	9,053,227	4.4	278	3.3
2007/2008[r]	10,544,769	6.8	321	5.7	9,457,192	4.5	288	3.5
2008/2009[r]	11,449,953	8.6	344	7.4	10,035,016	6.1	302	5.0
2009/2010[r]	12,314,195	7.5	366	6.3	10,764,157	7.3	320	6.0
2010/2011[r]	12,651,406	2.7	372	1.6	10,859,576	0.9	319	-0.2
2011/2012[r]	12,952,744	2.4	377	1.4	10,802,955	-0.5	315	-1.5
2012/2013[r]	13,550,728	4.6	390	3.4	11,134,534	3.1	320	1.9
2013/2014	13,596,407	0.3	387	-0.8	11,071,992	-0.6	315	-1.7
2014/2015[r]	13,881,108	2.1	391	1.0	11,087,147	0.1	312	-0.9
2015/2016[r]	14,208,589	2.4	397	1.5	11,223,214	1.2	313	0.4
2016/2017	14,669,412	3.2	405	2.0	11,424,776	1.8	315	0.6

... not applicable
[r] revised
1. Dollars which express the cost of items in terms of the year in which the expenditure occurs.
2. Dollars of a particular base year, which are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index (CPI) was used to calculate constant dollars over a base year of 2002 (2002=100). Note that historical constant dollar data are revised each year as the base year for calculation changes periodically. Data from the CPI used to calculate constant dollars are the most recent data available at the time this article was produced.
3. Total operating expenditures include salaries, wages, benefits, and other operating expenses that are paid from the police service budget, as well as benefits paid from other government sources. Revenues, recoveries, and those costs that fall under a police service's capital expenditures are excluded.
4. Per capita costs are calculated using population statistics based on preliminary postcensal estimates, Statistics Canada, Demography Division.
Note: While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2016 for the most recent data).
Source: Statistics Canada, Consumer Price Index and Canadian Centre for Justice Statistics, Police Administration Survey.

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Police resources in Canada, 2017

by Patricia Conor
Canadian Centre for Justice Statistics

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Police resources in Canada, 2017: Highlights

- There were 69,027 police officers in Canada on May 15, 2017, 168 more than the previous year. This represents a rate of police strength of 188 officers per 100,000 population and a decline of 1% from the previous year. It also marks the sixth consecutive year of decline in the rate of police strength.
- The 29,049 civilians employed by police services across Canada on May 15, 2017, represents a 2% increase from the previous year and accounted for 30% of all police service personnel. The proportion of personnel employed by police services who are civilians has gradually increased since the 1960s. Growth has occurred predominantly in the management and professional categories which includes managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel.
- On May 15, 2017, women accounted for 21% of all sworn officers. Women continued to be increasingly represented in the higher ranks of police services. Women represented 15% of senior officers in 2017—the highest proportion ever recorded—compared with 7% in 2007 and less than 1% in 1986.
- The proportion of police officers aged 40 years and older has grown from 52% in 2013 to 56% in 2017.
- In 2016/2017, police services in Canada hired 2,917 officers. The majority (86%) were recruit graduates, remaining consistent from the previous year.
- Police reported that 2,684 officers departed their service in 2016/2017, with 67% leaving for retirement and the remaining 33% leaving for other reasons such as a job with another service or a career change. In 2016/2017, 10% of officers in Canada were eligible to retire but did not.
- Year-end operating expenditures for police services in Canada in 2016/2017 totaled $14.7 billion in current dollars. Police spending has increased annually from 1987/1988 for every year except in 1994/1995 and 1995/1996 with very small decreases of less than 1%. Accounting for inflation, total operating expenditures in 2016/2017 rose by 2% from the previous year.
- When accounting for population and inflation, policing operational costs in 2016/2017 amounted to $315 per capita, almost unchanged from $313 per capita in 2015/2016.

Police resources in Canada, 2017

by Patricia Conor

The roles and responsibilities of police services has changed over time, creating new challenges in areas such as crime prevention, law enforcement, public assistance, maintenance of public order and responding to emergencies. As such, police, policy-makers and the public require information to monitor and make information-based decisions regarding the administration of policing.

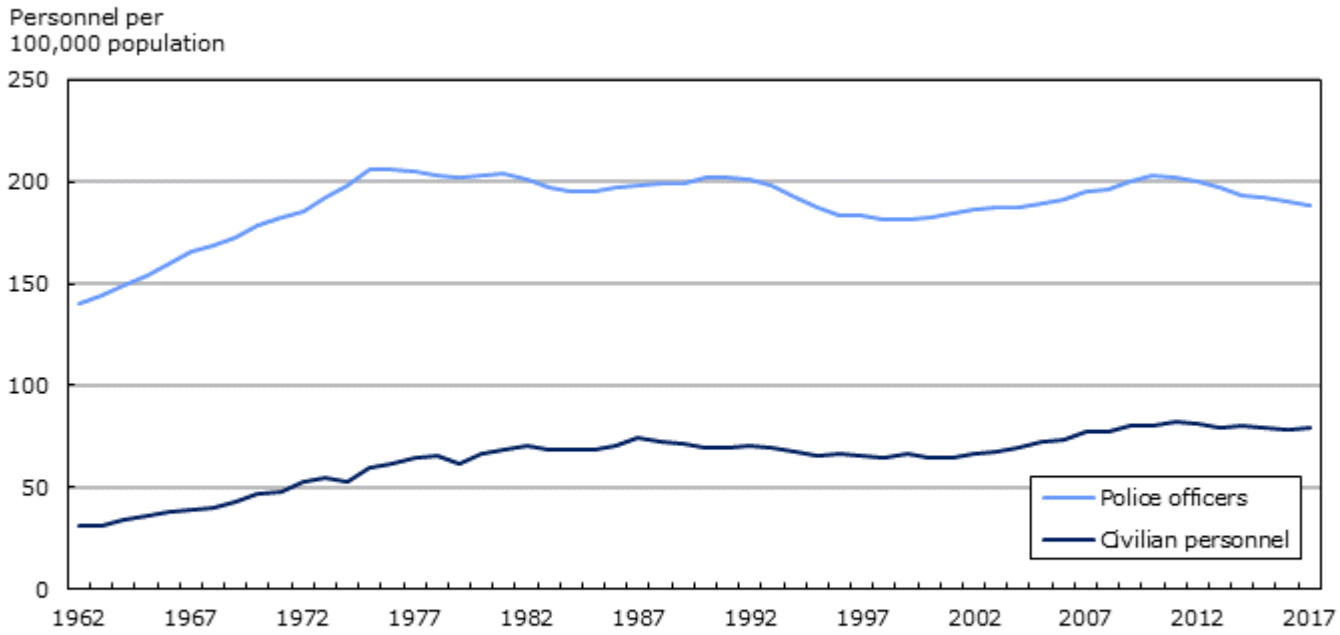
Using data from the Police Administration Survey, this *Juristat* article provides the most recent findings on the rate of police strength; police officers by rank, sex and age; police officer hirings and departures; civilian employees; and, police operating expenditures. Data are presented at the national, provincial and territorial, and municipal levels. This article also includes information from the 2016 Census of Population on the Aboriginal and visible minority status of police officers in Canada.

To provide a more complete picture of policing in Canada, the Canadian Centre for Justice Statistics has developed a revised Police Administration Survey that will collect new information to better understand the cost-drivers and changing human resource structures within police services. This new survey will begin collecting data in April 2018.

The rate of police strength down slightly from 2016

On May 15, 2017, there were 69,027 police officers in Canada, up by 168 officers from the previous year (Table 1). This represents a rate of police strength of 188 officers per 100,000 population[1] and a decline of 1% from the previous year (Chart 1).[2] The rate of police strength in 2017 also marks the sixth[3] consecutive year of decline and the lowest rate since 2004 (187). The total number of police officers and rate of police strength includes federal, provincial, territorial, municipal and First Nations police services.

Chart 1
Rate of police strength and civilian personnel per 100,000 population, Canada, 1962 to 2017

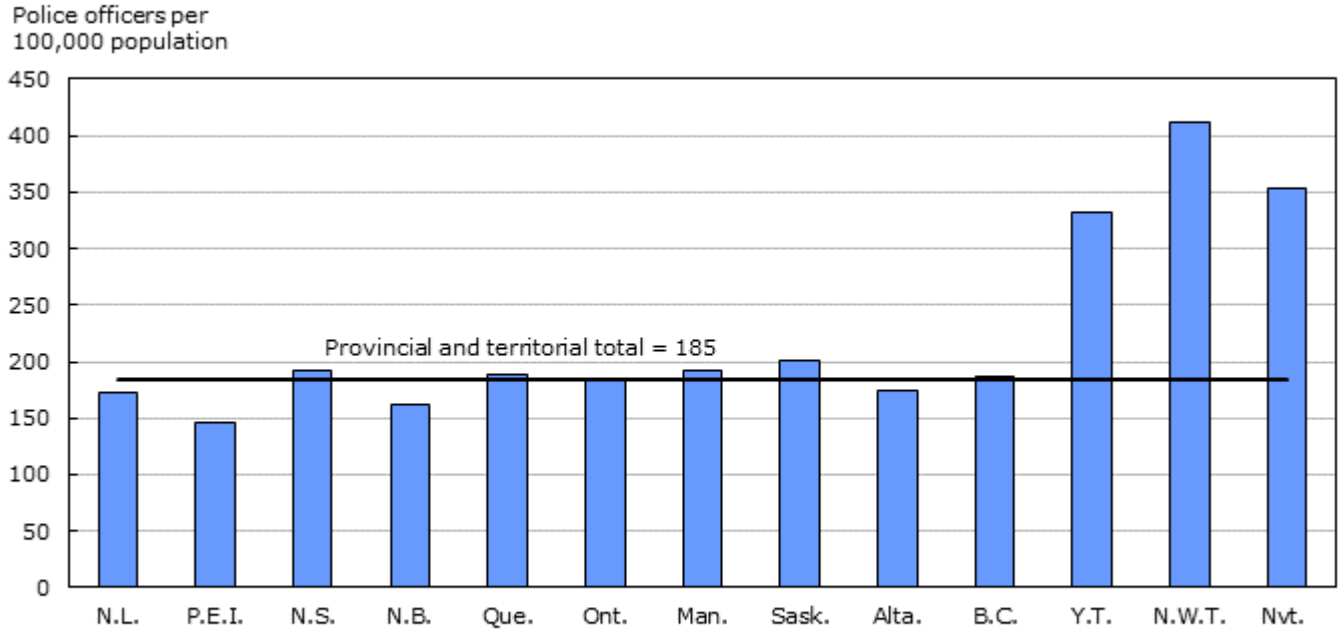


Note: Police officers represent the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). Civilian personnel include permanent civilian staff on the police service's payroll, employed in permanent positions such as clerks, dispatchers, managers, cadets, special constables, security officers, school crossing guards and by-law enforcement officers. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division. Additional data are available on CANSIM (Table 254-0002).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

The provincial and territorial rate of police strength, which excludes the Royal Canadian Mounted Police (RCMP) headquarters and Training Academy, was 185 officers per 100,000 population in 2017. Among Canada's provinces, the rate of police strength in 2017 ranged from the lowest rate of 146 officers per 100,000 population in Prince Edward Island, to the highest rate of 201 officers per 100,000 population in Saskatchewan (Chart 2). For these two provinces, these ranking were

similar to previous years. The rate of police strength in Nova Scotia (192), Quebec (189), Manitoba (192), Saskatchewan (201) and British Columbia (186) were higher than the provincial and territorial rate (Table 2). All three territories were higher than the provincial and territorial rate with Northwest Territories having the highest rate of police strength of 411 per 100,000 population.

Chart 2
Rate of police strength, by province and territory, 2017



Note: The provincial and territorial total excludes the Royal Canadian Mounted Police Headquarters and Training Academy. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division. Additional data are available on CANSIM (Table 254-0002).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Across the country in 2017, there were 50 stand-alone municipal police services or municipalities policed by the RCMP that have a population greater than 100,000.[4] Among these services, eight saw increases in their rates of police strength from the preceding year, 31 saw decreases in strength, while 11 reported no notable change from 2016 to 2017. The largest increases in the rates of police strength were seen in the municipalities of Delta, British Columbia (+7%), Red Deer, Alberta (+4%), and London, Ontario (+3%). The municipalities of Codiac Region, New Brunswick (-10%), Abbotsford, British Columbia (-6%) and Toronto, Ontario (-5%) reported the largest decrease in rate of police strength (Table 3).

Among these 50 police services, the 10 with the highest rates of police strength were Victoria (233 per 100,000 population), Montréal (228), Halifax (223),[5] Thunder Bay (197), Vancouver (196), Windsor (193), Winnipeg (192), Edmonton (183), Toronto (180), and Regina (178) (Table 3). Of these 10 police services, only Toronto and Regina reported rates of police officer strength that fell below their provincial rate of police strength.

For the third consecutive year, the lowest rates of police strength were observed in British Columbia's municipality of Richmond (98 per 100,000 population), and in Richelieu Saint-Laurent (103 per 100,000 population) and Lévis (107 per 100,000 population) both of which are located in Quebec (Table 3).

Text box 1
Types of police services in Canada

Policing in Canada is administered on three levels: municipal, provincial, and federal services. In 2017, at the municipal level, there were 141 stand-alone police services and 36 First Nations self-administered services. Self-administered First Nations police services are created under agreements between the federal, provincial, and territorial governments along with the communities looking to administer their own police service, under a cost-sharing agreement between the federal government (52%) and provincial/territorial governments (48%) (Kiedrowski et al. 2016). The communities are responsible for governing the police service through a police board, band council, or other authority (Lithopoulos and Ruddell 2013).

The provincial police service of the Royal Newfoundland Constabulary (RNC) is responsible to provide police services to St. John's, Corner Brook and Labrador West. The Royal Canadian Mounted Police (RCMP) provides provincial, municipal and First Nations policing to the remainder of the province, in addition to their federal policing role.

The other two provincial services—Ontario Provincial Police (OPP) and Sûreté du Québec (SQ)—are responsible for serving communities in those provinces without stand-alone municipal forces. They are also responsible for provincial highways and other areas under provincial jurisdiction. Provinces without a provincial service have these duties provided by the RCMP.

The RCMP is also responsible for all federal policing matters such as serious and organized crime and financial crime, as well as specialized policing services such as the Canadian Firearms Program and the National Child Exploitation Coordination Centre.

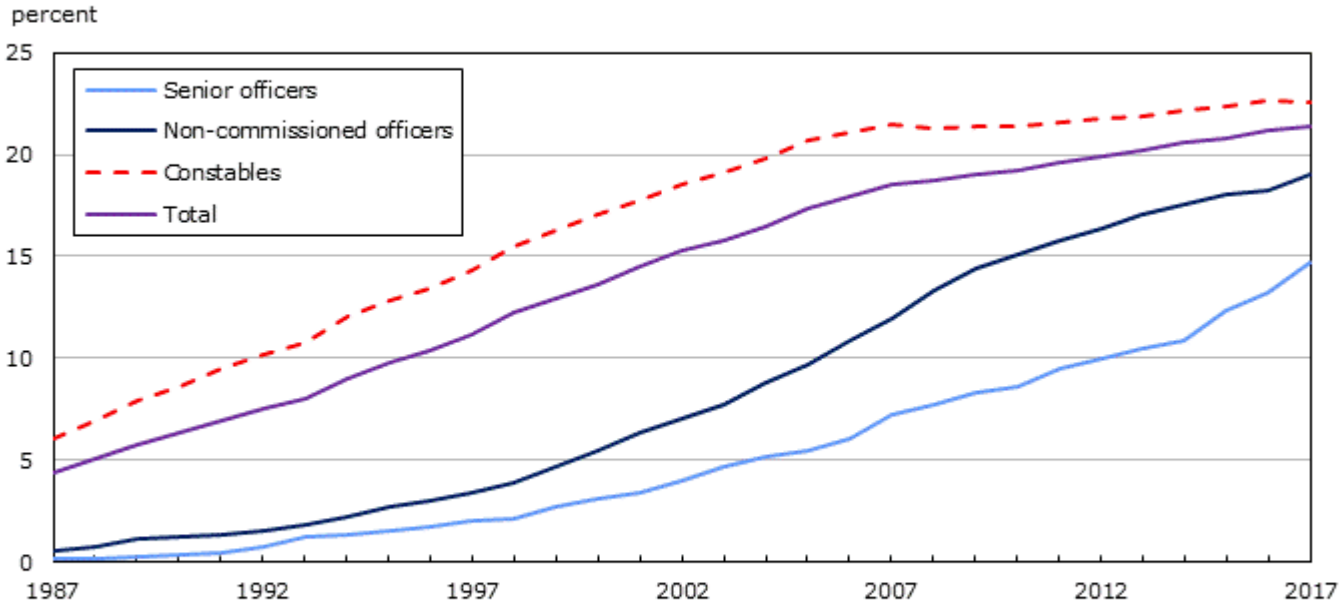
Of the 69,027 police officers in Canada, 56%, or 38,911, were employed by stand-alone municipal police services (Table 2). These included 874 officers serving with First Nations self-administered police services. In addition, 18% of all police officers in Canada were employed in RCMP contract policing, 9% by the OPP, 8% by the SQ, 7% were employed with the RCMP's federal and other policing duties, and 2% were employed with the RCMP's Headquarters and Training Academy. The remaining 1% of police officers in Canada were members of the RNC.

Among the different types of policing services, two reported increases in the number of police officers compared to 2016: the RCMP grew by 291 police officers and First Nation self-administered police services saw 20 more police officers. This latter increase was driven by a growth in officers reported by Nishnawbe-Aski Police Service, Ontario (+17), Lac Simon Police Service, Quebec (+11) and Kativik Regional Police Service, Quebec (+8).

The proportion of females employed by police services has grown

On May 15, 2017, there were 14,752 female police officers in Canada, accounting for 21% of all sworn officers. Since data collection began in 1986 when women accounted for just under 4% of all officers, they have slowly accounted for more and more officers each year (Chart 3). Compared to the previous year, police services reported 197 more female officers in 2017 and 29 fewer male officers.

Chart 3
Female officers as a percentage of total police officers, by rank, Canada, 1987 to 2017



Note: Non-commissioned officers include personnel between the rank of constable and lieutenant, such as staff-sergeants, sergeants, detective-sergeants, corporals and all equivalent ranks. Senior officers includes personnel who have obtained senior officer status, normally at the rank of lieutenant or higher, such as chiefs, deputy chiefs, staff superintendents, superintendents, staff inspectors, inspectors, lieutenants, and other equivalent ranks. Additional data are available on CANSIM (Table 254-0005).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Across the different types of police services, the Royal Newfoundland Constabulary reported the highest proportion of female officers at 28%. The Ontario Provincial Police and the Sûreté du Québec each reported 22% of their officers as female. Among the Royal Canadian Mounted Police (RCMP) and municipal stand-alone police services (excluding First Nations), each reported 21% of officers were female. Across the First Nation self-administered services, women accounted for 16% of officers in 2017.

Among the 50 stand-alone municipal police services and municipalities policed by the RCMP that have a population greater than 100,000, the largest proportion of female officers was reported by Longueuil, Quebec with 35% in 2017, followed by Montréal (32%) and Kelowna (32%) (Table 3). Twenty-five of the 50 municipal police services reported rates of female officers ranging from 21% (the national average) to 30%. The remaining 22 municipal police services were lower than the national average, with the lowest proportion of female officers reported in Ontario's Chatham-Kent (14%) (Table 3).

Although women account for a smaller proportion of senior and non-commissioned officers when compared with Constables, their presence in the higher ranks continues to increase. In 2017, the number of female senior officers increased from 348 to 384, accounting for 15% of senior officers. This marks the highest proportion of female senior officers since collection began in 1986. Among non-commissioned officers in 2017, 19% were women, compared with 12% ten years ago and less than 1% in 1986.

Text box 2
Census 2016: Visible minority and Aboriginal police officers in Canada

Over the years, Canada has become more diverse as visible minority and Aboriginal populations have grown. A component of community policing is building a service that reflects the profile of the communities it serves. For many police services, this is a consideration in recruitment.

Visible minority police officers

The increase in the number of immigrants from non-European countries, as well as their children and grandchildren born in Canada, has contributed to the growth of the visible minority population in Canada (Statistics Canada 2017a).

In 2016, 7,674,580 individuals were identified as belonging to the visible minority population as defined by the *Employment Equity Act*.[6] They represented more than one-fifth (22.3%) of Canada's population, compared to 19.1% in 2011. Of the visible minority population in 2016, 3 in 10 were born in Canada. The three largest visible minority groups were South Asian, Chinese and Black.[7]

If current trends continue, the visible minority population will continue to grow and could represent between 31.2% and 35.9% of the Canadian population by 2036.

In 2016, 8.4% of all police officers (both commissioned and non-commissioned) self-identified as belonging to a visible minority group, according to the Census that year (Text box 2 table 1). This represents a total of 145 commissioned officers and 6,760 non-commissioned officers. Similarly, 8.2% of all police in 2011 were a visible minority, according to the 2011 National Household Survey. From 2011 to 2016, the proportions of visible minority commissioned and non-commissioned officers both increased.

Text box 2 table 1
Visible minority police officers, by province and territories, Canada, 2016 and 2011

	2016[1]					2011[1]				
Province and territory	Visible minority population	Visible minority commissioned officers[2]	Visible minority police officers (excluding commissioned)	Total visible minority officers	Number of visible minority officers per 1,000 visible minority population	Visible minority population	Visible minority commissioned officers[2]	Visible minority police officers (excluding commissioned)	Total visible minority officers	Number of visible minority officers per 1,000 visible minority population
		percent			rate		percent			rate
Newfoundland and Labrador	2.3	0.0	1.4	1.4	1.3	1.4	...	0.0	0.0	0.0
Prince Edward Island	4.8	0.0	5.0	4.8	2.3	3.1	0.0	0.0	0.0	0.0
Nova Scotia	6.5	0.0	4.6	4.5	1.5	5.2	0.0	5.5	5.2	2.4
New Brunswick	3.4	0.0	1.6	1.6	1.0	2.3	0.0	1.7	1.7	1.8
Quebec	13.0	3.6	3.6	3.6	0.7	11.0	2.1	3.3	3.2	0.7
Ontario	29.3	9.9	10.7	10.7	0.9	25.9	14.9	10.8	10.9	1.1
Manitoba	17.5	0.0	7.3	7.1	1.0	13.1	0.0	5.0	4.9	1.0
Saskatchewan	10.8	0.0	3.8	3.7	0.9	6.3	0.0	3.2	3.1	1.6
Alberta	23.5	6.9	7.5	7.5	0.8	18.4	0.0	7.6	7.4	1.1
British Columbia	30.3	17.9	15.6	15.6	1.2	27.3	12.9	13.8	13.8	1.4
Yukon	8.5	0.0	6.3	5.9	3.3	6.1	...	0.0	0.0	0.0
Northwest Territories	9.6	0.0	0.0	0.0	0.0	6.7	...	0.0	0.0	0.0
Nunavut	2.5	0.0	0.0	0.0	0.0	1.6	...	0.0	0.0	0.0
Canada	**22.3**	**7.0**	**8.5**	**8.4**	**0.9**	**19.1**	**6.6**	**8.2**	**8.2**	**1.1**

... not applicable
1. 'Visible minority' refers to whether a person belongs to a visible minority group as defined by the *Employment Equity Act* and, if so, the visible minority group to which the person belongs. The *Employment Equity Act* defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour". The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese.
2. Commissioned police officers plan, organize, direct, control and evaluate police force administration and police activities such as maintaining law and order and detecting and preventing crime. They are employed by municipal, provincial and federal governments. This unit group includes officers from the rank of staff sergeant to police commissioner. Commissioned officers in the railway police are also included in this unit group.
Note: All counts in census tabulations undergo random rounding, a process that transforms all raw counts into randomly rounded counts. This may include rounding small counts to zero. This reduces the possibility of identifying individuals in the tabulations.
Source: Statistics Canada, 2016 Census of Population and 2011 National Household Survey.

Most provinces saw an increase from 2011 to 2016 in the proportion of total officers reporting as a visible minority, particularly in Prince Edward Island, Manitoba, British Columbia, Newfoundland and Labrador and Saskatchewan.

Among the provinces, the number of visible minority police officers per 1,000 visible minority population ranged from 0.7 in Quebec to 2.3 in Prince Edward Island. It should be noted that provincial rates do not demonstrate specific geographies where visible minority populations and officers may be concentrated.

Text box 2—end
Census 2016: Visible minority and Aboriginal police officers in Canada

Aboriginal police officers

In 2016, there were 1,673,780 Aboriginal people in Canada, accounting for 4.9% of the population and marking an increase from 4.3% in 2011 (Statistics Canada 2017b; Statistics Canada 2015).

Of the total number of officers in 2016, 5.4% (or 4,390) reported their identity as Aboriginal,[8] up from 4.7% in 2011. This growth represents an increase of 45 Aboriginal commissioned officers and 250 Aboriginal non-commissioned police officers. In total, there were 115 Aboriginal commissioned officers and 4,275 Aboriginal non-commissioned officers in 2016, according to the Census (Text box 2 table 2).

Text box 2 table 2
Aboriginal police officers, by provinces and territories, Canada, 2016 and 2011

	2016[1]					2011[1]				
Province and territory	Aboriginal population	Aboriginal commis-sioned officers[2]	Aboriginal police officers (excluding commis-sioned)	Total Aboriginal officers	Number of Aboriginal officers per 1,000 Aboriginal population	Aboriginal population	Aboriginal commis-sioned officers[2]	Aboriginal police officers (excluding commis-sioned)	Total Aboriginal officers	Number of Aboriginal officers per 1,000 Aboriginal population
	percent				rate	percent				rate
Newfoundland and Labrador	8.9	0.0	8.4	8.2	2.0	7.1	...	7.9	7.9	2.2
Prince Edward Island	2.0	0.0	5.0	4.8	5.5	1.6	0.0	0.0	0.0	0.0
Nova Scotia	5.7	0.0	8.9	8.8	3.4	3.7	0.0	5.5	5.2	3.4
New Brunswick	4.0	0.0	6.6	6.5	3.4	3.1	0.0	3.4	3.4	2.7
Quebec	2.3	3.6	3.1	3.1	3.3	1.8	2.7	2.8	2.8	3.8
Ontario	2.8	5.4	4.4	4.4	3.7	2.4	2.6	3.3	3.2	3.7
Manitoba	18.0	18.2	16.4	16.4	2.2	16.7	0.0	18.2	17.8	3.0
Saskatchewan	16.3	13.3	14.0	13.9	2.2	15.6	0.0	11.3	11.1	2.3
Alberta	6.5	10.7	5.7	5.8	2.1	6.2	0.0	6.9	6.7	3.0
British Columbia	5.9	5.3	5.1	5.1	2.0	5.4	0.0	4.0	3.9	2.0
Yukon	23.3	0.0	18.8	17.6	3.7	23.1	...	11.1	11.1	1.3
Northwest Territories	50.7	100.0	20.6	25.0	2.2	51.9	...	20.9	20.9	2.1
Nunavut	85.9	0.0	12.0	12.0	0.5	86.3	...	26.7	26.7	1.5
Canada	**4.9**	**5.5**	**5.4**	**5.4**	**2.6**	**4.3**	**2.9**	**4.7**	**4.7**	**2.9**

... not applicable
1. 'Aboriginal identity' refers to whether the person identified with the Aboriginal peoples of Canada. This includes those who are First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who are Registered or Treaty Indians (that is, registered under the *Indian Act* of Canada), and/or those who have membership in a First Nation or Indian band. Aboriginal peoples of Canada are defined in the *Constitution Act,* 1982, Section 35 (2) as including the Indian, Inuit and Métis peoples of Canada.
2. Commissioned police officers plan, organize, direct, control and evaluate police force administration and police activities such as maintaining law and order and detecting and preventing crime. They are employed by municipal, provincial and federal governments. This unit group includes officers from the rank of staff sergeant to police commissioner. Commissioned officers in the railway police are also included in this unit group.
Note: All counts in census tabulations undergo random rounding, a process that transforms all raw counts into randomly rounded counts. This may include rounding small counts to zero. This reduces the possibility of identifying individuals in the tabulations.
Source: Statistics Canada, 2016 Census of Population and 2011 National Household Survey.

Almost all provinces and territories reported an increase from 2011 to 2016 in the proportion of officers of Aboriginal identity, with the exception of Alberta, Manitoba and Nunavut where proportions declined (Text box 2 table 2).

The provincial rate of Aboriginal police officers per 1,000 Aboriginal population ranged from 2.0 in both Newfoundland and Labrador and British Columbia to 5.5 in Prince Edward Island. Compared to 2011, the number of Aboriginal people occupying the ranks of commissioned officers grew in a number of provinces in 2016, namely in Manitoba, Alberta, Saskatchewan and British Columbia.

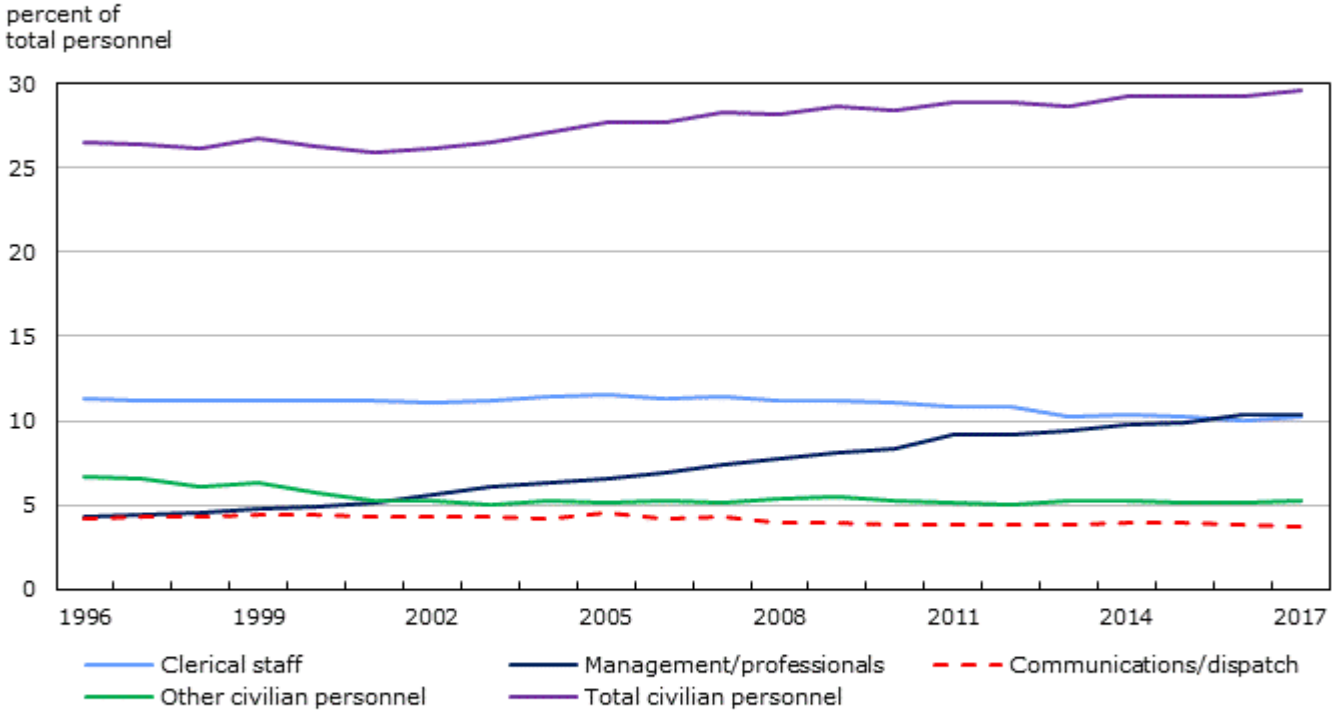
The proportion of civilian personnel employed by police services continues to increase

Police services are increasingly made up of civilian members such as clerks, communications staff, and managers and professionals. This increase in civilian membership is referred to as civilianization. Civilianization is "the practice of assigning non-sworn employees to conduct police work that does not require the authority, special training, or credibility of a sworn police officer" (Griffiths et al. 2006). It has been argued that through redistributing duties to civilian members, effectiveness and economic efficiency may be increased (Griffiths et al. 2014). At the same time, caution has been expressed that civilianization be implemented in a way that is mindful of the duties that require sworn officers and that ensures that the police service and the work environment benefit (Morrell 2014; Peak 2010).

On May 15, 2017, police services employed 29,049 civilians, which represents 613 more than the previous year (+2%) (Table 1). This increase is the largest gain in civilian personnel since 2011, when police services had reported an additional

785 civilians from the preceding year. The number of civilian personnel as a proportion of all personnel employed by police services has gradually increased since data were first collected in 1962. At that time, civilian personnel accounted for 18% of personnel employed by police services, compared with 30% in 2017 (Chart 4). Civilian personnel can be categorized as clerical staff, management and professional staff, communications and dispatch staff, and other civilian staff, which include security officers, cadets, special constables, by-law enforcement and parking control officers, and school crossing guards. Among these four staff categories, growth has been seen predominantly in the category of managers and professionals, which accounted for 10% of all police personnel in 2017, compared with 4% in 1996 (Chart 5). The management and professional category includes managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel.

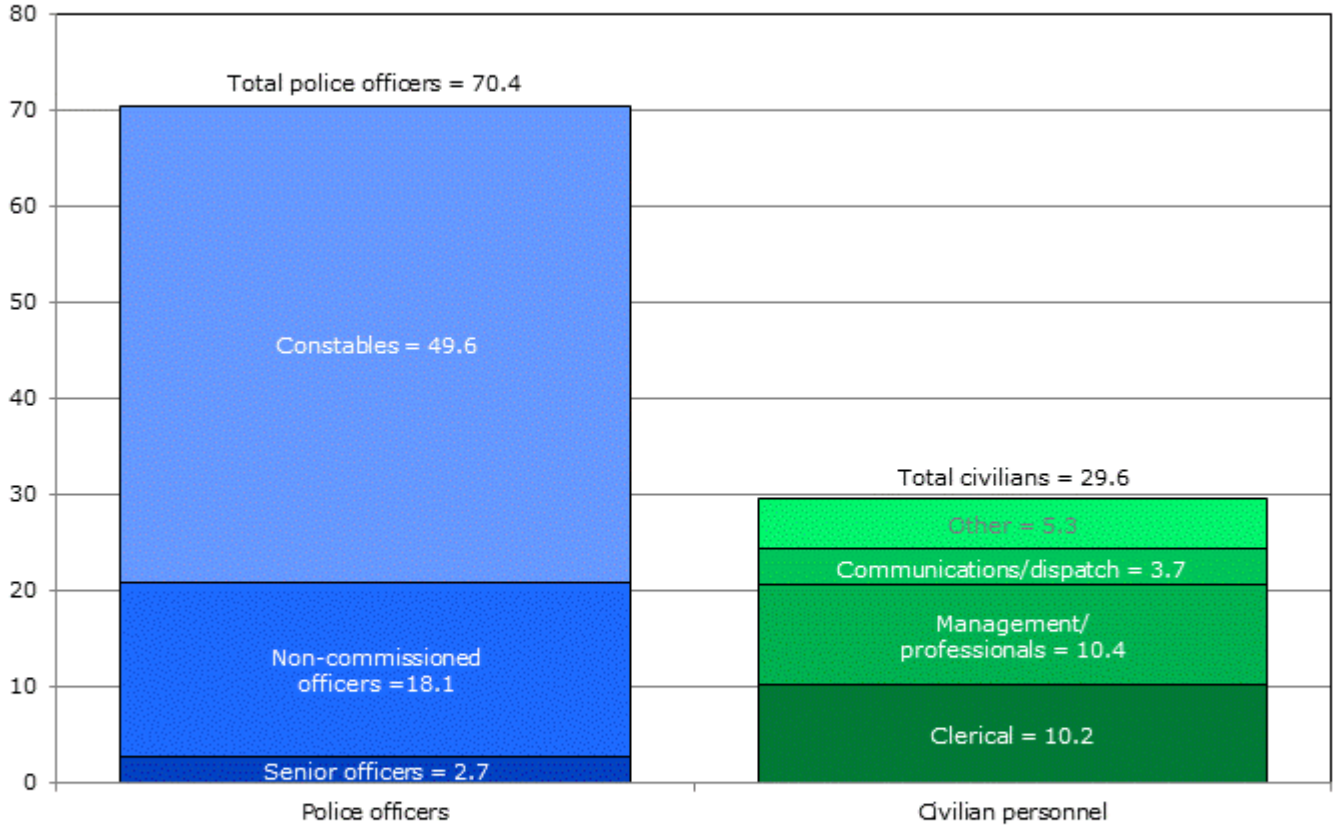
Chart 4
Civilian personnel as a proportion of total personnel, by category, Canada, 1996 to 2017



Note: Clerical staff include all civilian personnel who perform clerical support, secretarial or reception duties. Management/professionals include managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel. Communications/dispatch includes all civilian dispatchers, telephone switchboard operators, call evaluators and complaint takers. Other civilian staff include security officers, cadets, special constables, and school crossing guards. Numbers may not add up to totals due to rounding.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Chart 5
Composition of police services, by rank and category, Canada, 2017

percent of all personnel



Note: Police officers represent the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). Civilian personnel include permanent civilian staff on the police service's payroll. Clerical staff include all civilian personnel who perform clerical support, secretarial or reception duties. Management/professionals include managers, administrators, systems/computer analysts, scientists, and other skilled civilian personnel. Communications/dispatch includes all civilian dispatchers, telephone switchboard operators, call evaluators and complaint takers. Other civilian staff include security officers, cadets, special constables, and school crossing guards. Numbers may not add up to totals due to rounding.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

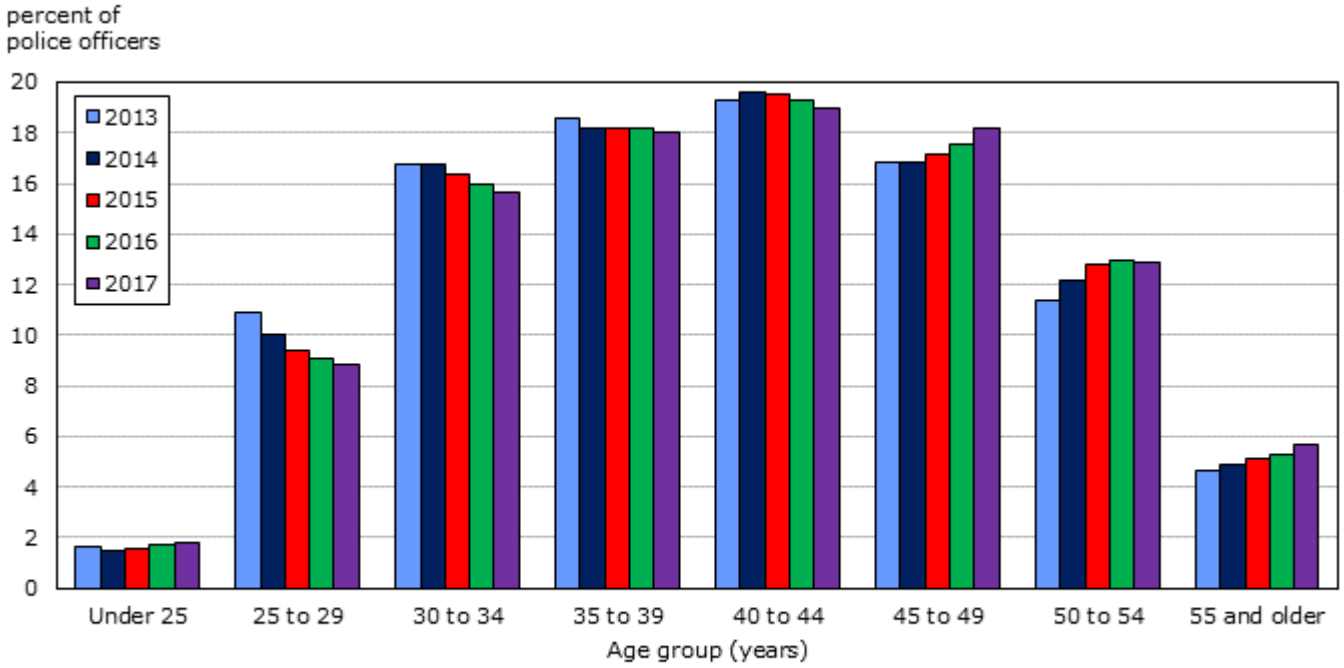
In 2017, 35% of Royal Canadian Mounted Police personnel were civilians, the largest proportion among the different types of police services. Civilians also made up a notable proportion of municipal police services' staff at 29%. Just under one quarter of police personnel in each of the three provincial services were civilian (24% for both Ontario Provincial Police and Royal Newfoundland Constabulary, 23% for Sûreté du Québec). Among First Nations[9] police services, civilians accounted for 21% of employees.

As in the previous year, women filled 67% of civilian positions in 2017. Among the 19,411 female civilian workers, 45% were working in clerical support positions and 31% occupied management and professional positions.

Overall proportion of officers aged 40 years and older has grown

In 2012, the Police Administration Survey began collecting additional information on the socio-demographic characteristics of police officers in order to inform human resources planning. Based on these additional data, in 2017, 50% of Canada's police officers were between 40 and 54 years old and approximately 6% were 55 years and older (Chart 6). In addition, 10% of police officers in Canada were eligible to retire as of the 2017 calendar year or the 2016/2017 fiscal year end.

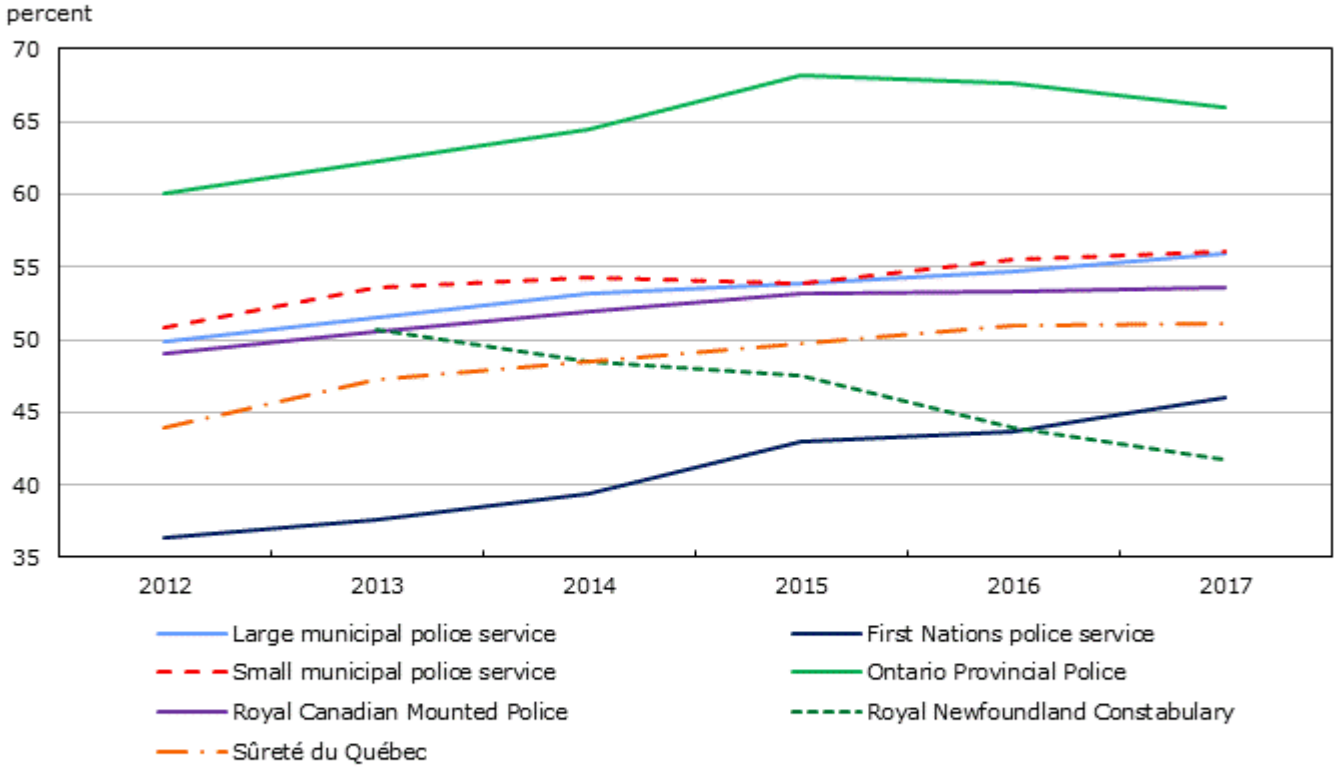
Chart 6
Age distribution of police officers, Canada, 2013 to 2017



Note: Information on age of police officers is available for 99% of police officers employed by police services across Canada. Where age information is not available for police officers, they are excluded from percentage calculations.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

The age profile of officers varies among the different types of police services. For instance, among the Royal Canadian Mounted Police, the Sûreté du Québec, and both small and large municipal police services,[10] those aged 40 years and older accounted for 50% to 56% of officers in 2017. The proportion has been growing since 2013, with the exception of a decrease in small municipal police services in 2015 (Chart 7).

Chart 7
Proportion of police officers 40 years of age and older, by type of police service, Canada, 2012 to 2017



Note: Information on age of police officers is available for 99% of police officers employed by police services across Canada. Where age information is not available for police officers, they are excluded from percentage calculations. 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year. Data for the Royal Newfoundland Constabulary is unavailable for 2012. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations for 2017 are not yet available.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

The age profile of Ontario Provincial Police (OPP), is somewhat older when compared with all other types of police services. In 2017, 66% of the OPP's sworn officers were aged 40 years or older, up 6 percentage points from 2012.

In contrast, those aged 40 and older account for a smaller proportion of officers within the Royal Newfoundland Constabulary (RNC), and this proportion has steadily decreased over time. In 2017, 42% of officers within the RNC were 40 years of age or older, compared with 51% in 2013 (the first year age related data were reported from the RNC).

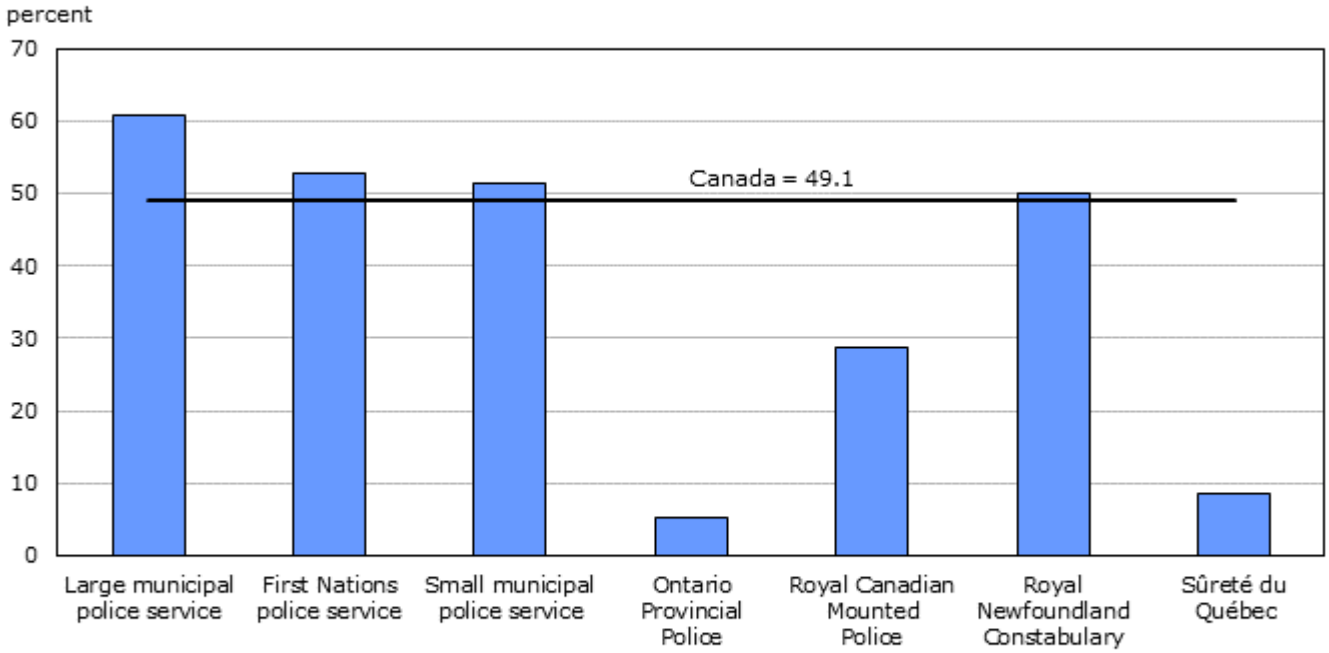
First Nations[11] police services reported 46% of their sworn police officers as aged 40 years and older and this age category has continued to increase since 2012 (Chart 7).

The number of recruits hired increased from last year

In 2016/2017, there were 2,917 police officers hired by police services in Canada, up by 287 from 2015/2016. The majority (86%) were recruit graduates, which was the same percentage as the previous year. To be considered a recruit graduate, an individual must have successfully completed a training program where they achieved the status of fully sworn officer in the previous calendar or fiscal year. The remaining 14% of hires were experienced officers (Table 4).

Among the 409 experienced officers hired nationally, 36% had less than 5 years of service and 33% had 5 to under 10 years of service. Among the experienced officers hired by First Nations police services, 67% in 2017 and 53% over the last six year average had less than 5 years of service (Chart 8). In contrast, 77% of experienced officers hired by the Ontario Provincial Police had between 5 and 15 years of experience.

Chart 8
Proportion of experienced police officers hired with under 5 years of service, by type of police service, Canada, 2012 to 2017



Note: 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year. Data for the Royal Newfoundland Constabulary is unavailable for 2012. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations for 2017 are not yet available.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

With the financial and personnel investments associated with training police officers, officer retention is an emerging area of research. Some research suggests that turnover can lead to disruption in the workplace, can have a negative impact on police work and crime control, and may hinder the development of leadership within the ranks (Scheer 2014). Police services reported that 2,684 officers departed their service in 2016/2017, with 67% leaving for retirement and the other 33% leaving for other reasons such as a job with another police service or a career change (Table 4).

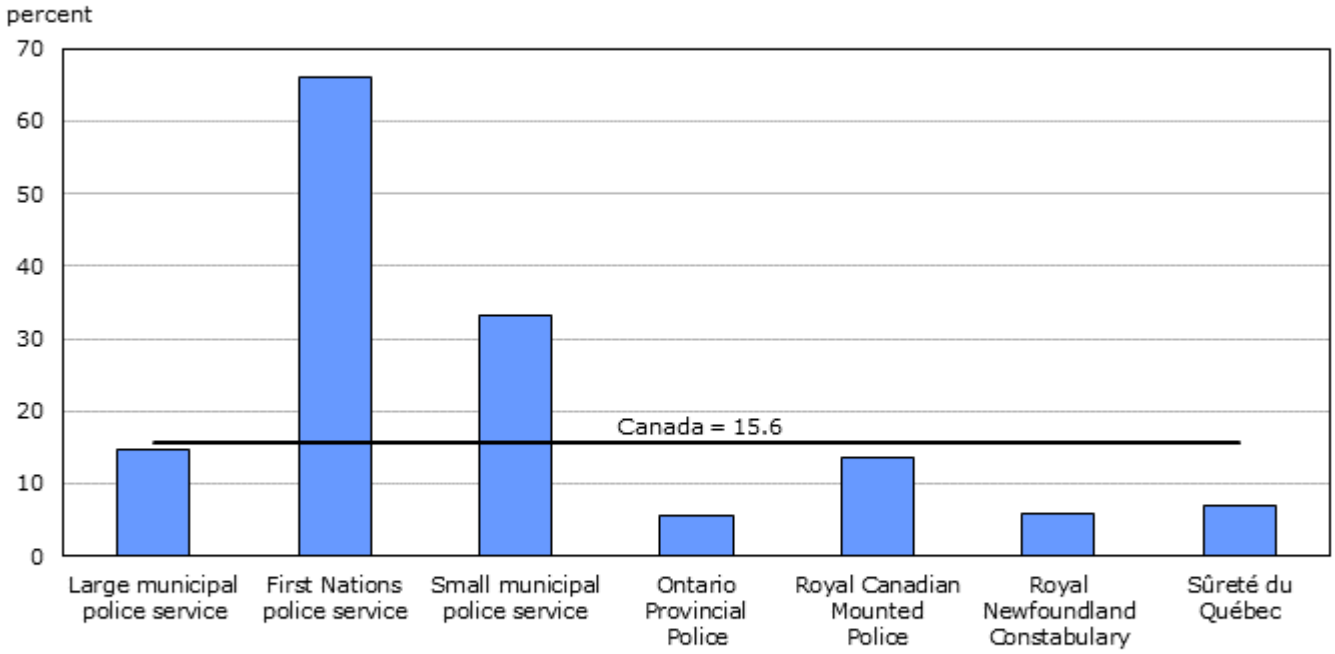
In 2017, six provinces saw a net loss between the number of police officers they hired and the number of officers that departed their police service, with the greatest net loss experienced by Quebec (-146 officers) followed by Ontario (-115 officers). The other four provinces and the territories all reported a net gain, meaning more officers were hired than departed. Among these, Alberta showed the largest net gain of 262 officers, with British Columbia having the second largest net gain of 255 officers (Table 4).

Majority of officers who left First Nations police services have less than 10 years of service

Based on data covering the period from 2012 to 2017, 16% of all officers who departed their police service had less than 10 years of experience.

Among First Nations[12] police services, 66% of all departures were officers with under 10 years of service. Of sworn officers leaving First Nations police services with less than 10 years of service, just over 55% had left for another service, while 45% left for other reasons. For small municipal services[13] policing populations of less than 90,000, 33% of officers who left had under 10 years of service. When it comes to larger municipal police services, Ontario Provincial Police (OPP), Royal Newfoundland Constabulary (RNC) and Sûreté du Québec (SQ), a far smaller proportion of departures occur within the early part of an officer's career (Chart 9).

Chart 9
Proportion of police officers who departed their service with under 10 years of service, by type of police service, Canada, 2012 to 2017



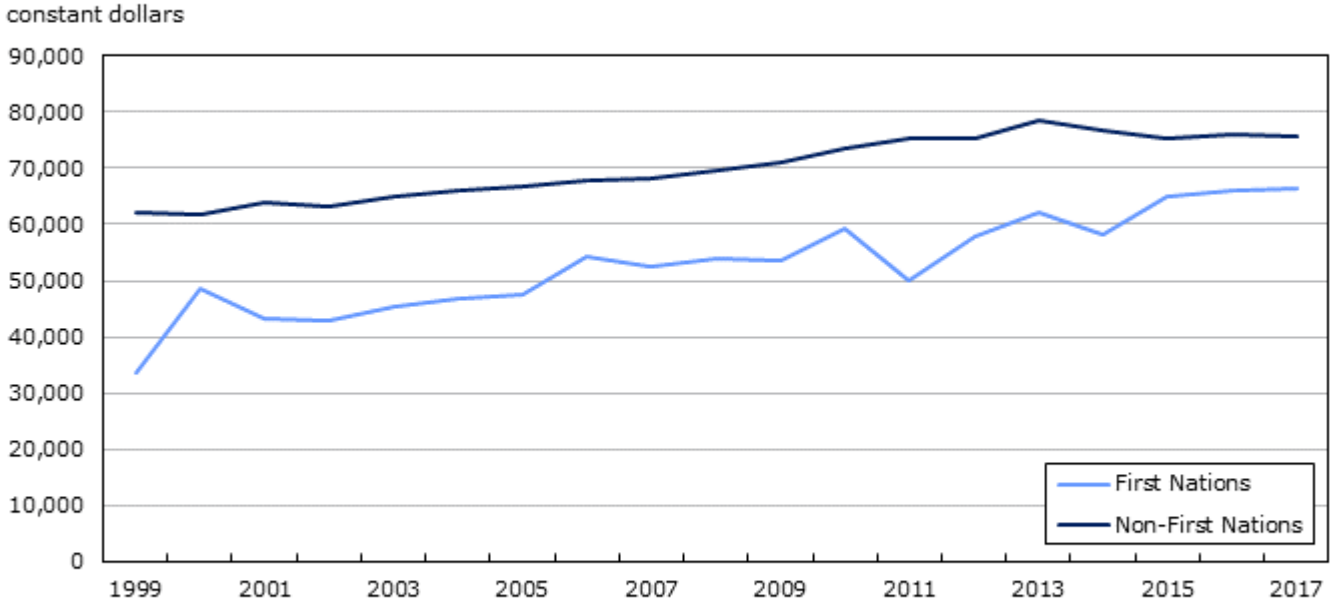
Note: 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year. Data for the Royal Newfoundland Constabulary is unavailable for 2012. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations for 2017 are not yet available.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey Supplemental questionnaire.

Instead, the provincial police services reported the largest proportions of officers leaving for retirement. From 2012 to 2017, 92% of officers who left the RNC left to retire. This was true for 89% of departures from the OPP and 87% from the SQ.[14] Among large municipal police services, 73% of officers left for retirement, whereas this was true for 56% of departures from small municipal police services. Among the Royal Canadian Mounted Police, 59% of officers left for retirement, and among First Nations police services,[15] 10% of officers left for this reason.

Salaries among First Nations police services have been consistently lower compared with other services, but gap is narrowing

The average annual salary for police personnel in Canada in 2016/2017, including both police officers and civilians, was $97,004, up by 1% from the previous year.[16] When controlling for inflation, this amount has generally grown since 1998/1999 with a few years of declines, but overall showing an 11% increase over the last decade (Chart 10).

Chart 10
Average salary, total police personnel, constant dollars, Canada, 1999 to 2017



Note: Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100). Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Over time, the average salaries reported by First Nations police services (when accounting for inflation) have remained consistently lower than for other types of police services. In recent years, however, the gap has narrowed. In the 10 years prior to 2017, the average gap in salaries between First Nations and non-First Nations police services was just over $16,100. In 2017, that difference had decreased to $9,300, with the gap beginning to narrow in 2015 (Chart 10).

In 2016/2017, the average salary in current dollars for personnel employed by First Nations police services was $85,197 compared with $97,139 for personnel of non-First Nations police services. First Nations average salaries were closely in line with Royal Newfoundland Constabulary and Sûreté du Québec ($87,204 and $87,258, respectively).

Average salaries[17, 18] in 2016/2017 were driven predominantly by the Ontario Provincial Police (OPP), municipal services serving a population greater than 90,000 and the Royal Canadian Mounted Police (RCMP). The average salaries (in current dollars) were higher in these types of police services than any other types of police services. The OPP reported an average salary of $103,918, while average salaries of the large municipal police services ranged from $68,228 in Halifax, Nova Scotia[19] to $114,490 in Ottawa, Ontario. The RCMP reported an average salary of $96,401.

In 2017, the amount paid for salaries and wages for all police services including police officers and civilians was $9.5 billion. Almost half of this amount (49%) was paid by large stand-alone municipal police services which served a population greater than 100,000. The RCMP accounted for an additional 29% of national spending on salaries and wages.

Operating expenditures reached $14.7 billion in 2016/2017

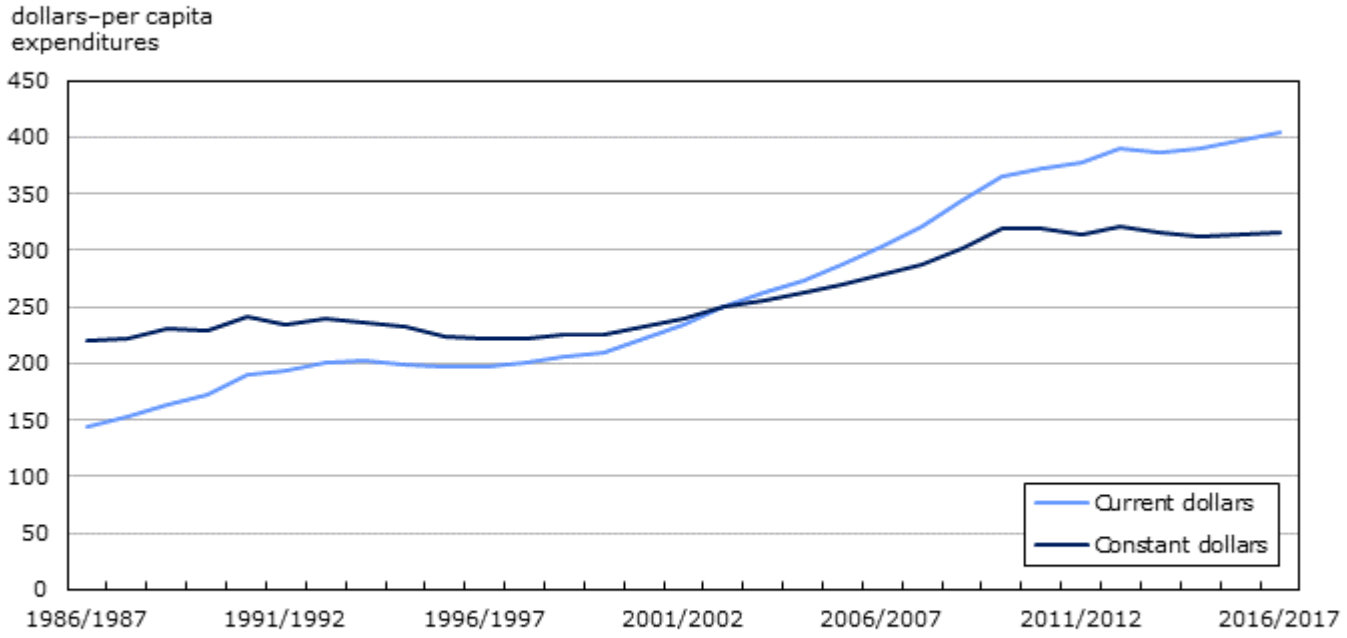
Total operating expenditures for all police services across Canada in 2016/2017 amounted to $14.7 billion in current dollars (Table 5). The total expenditures comprise salaries and wages (65%), benefits (16%), and other operating expenditures (20%). Historically, these proportions have remained relatively consistent.

Accounting for inflation,[20] total operating expenditures rose by 2% from the previous year. Total operating expenditures in constant dollars have risen most years since 1996/1997 except for relatively small decreases in 2011/2012 and 2013/2014 and is 26% higher than it was 10 years ago (Table 6). While total spending in Nova Scotia remained stable and decreased in the Yukon, the other provinces and territories reported increases in total expenditures from the previous year. The largest increase was seen in Alberta (+7%) and Nunavut (+7%), followed by Newfoundland and Labrador (+6%).

Of the total operating expenditures for Canada in current dollars, $7.7 billion (53%) were associated with stand-alone municipal police services, and marked a 3% increase from 2016. Provincial police reported spending $2.2 billion (15%), which was down slightly from last year. The Royal Canadian Mounted Police reported $4.8 billion in expenditures (33%) and a 6% increase from the previous year (Table 5).

On a per capita basis, using constant dollars,[21] policing operating expenditures amounted to a cost of $315 per person in 2016/2017. This was virtually unchanged[22] from 2015/2016 ($313 per capita), staying within the range of $312 to $320 since 2009/2010. The per capita cost, however, was 13% higher in 2016/2017 than in 2006/2007 (Chart 11).

Chart 11
Police expenditures per capita, current dollars and constant dollars, Canada, 1986/1987 to 2016/2017



Note: Current dollars express the cost of items in terms of the year in which the expenditure occurs. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100). Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Summary

Overall, police services are generally responsible for enforcing the law, preventing and reducing crime, assisting victims, maintaining public order, and responding to emergencies. However, it has been argued that police services are increasingly being called upon to respond to matters that fall outside of these core functions of the police. For instance, police engage in a variety of tasks including responding to calls for service, initiating enforcement activities, and carrying out administrative duties (Canadian Association of Chiefs of Police 2015; Malm et al. 2005; Waterloo Regional Police Service 2011). At the same time, police are accountable to their municipality, their police service boards and the public to report on both service and fiscal performance.

While national statistics on police resources are able to demonstrate that the rate of police strength has been slowly decreasing since 2012 and the spending per capita has remained relatively stable since 2009, the current survey lacks the detail needed to better understand and report on the cost pressures and cost drivers in policing and how the conventional structure of human resources may be changing.

In order to produce better information to inform and monitor police administration and performance, the Canadian Centre for Justice Statistics (CCJS), in collaboration with the policing community, will be launching a new Police Administration Survey in April 2018. This new survey will allow police to report more details on salaries, wages and benefits for officers and civilians, as well as more detailed breakdowns of operating costs and capital expenditures.

Further, the CCJS, in collaboration with the policing community and other partners in public safety, has developed a national, standard police performance metrics framework from which police can build comparable metrics. This framework is planned for publication in fall 2018.

Lastly, together with the policing community, the CCJS has been working to determine the feasibility of a national survey on police calls for service to allow for better reporting on the workload of police as it is estimated that up to 80% of calls for police service are not specifically related to a criminal offence (Canadian Association of Chiefs of Police 2015; Malm et al. 2005; Waterloo Regional Police Service 2011). The ability to report on a regular basis standardized, national statistics on the nature and extent of calls to which police respond will address a significant gap in measuring public safety and police workload and performance.

Survey description

Police Administration Survey

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

Data presented in this report represent police personnel as of May 15, 2017 and year-end operating expenditures for the 2016 calendar year or the 2016/2017 fiscal year. Police officers include the actual number of permanent sworn police officers available for active duty as of May 15, 2017. Part-time personnel are converted to a full-time equivalent. Police expenditures represent actual operating expenditures and include salaries and wages, benefits, and other operating expenses such as accommodation costs, fuel, and maintenance. Expenditure data represent gross expenditure, and does not include capital expenditures, funding from external sources, or cost recovery dollars.

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

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Notes

1. Includes Royal Canadian Mounted Police headquarters and Training Academy.

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

3. For the purposes of analysis in this report, a change is considered stable if it rounds to 0%.

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

5. The data in this report represents Halifax Regional Police (HRP) only. It does not include data for Royal Canadian Mounted Police (RCMP) Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural data is added to the calculation, the rate of police strength amounts to approximately 175 police officers per 100,000 population.

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

7. See the following link to view Census profile data at various geographic levels:
http://www12.statcan.gc.ca/census-recensement/2016/as-sa/fogs-spg/Index-eng.cfm

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

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

10. 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year.

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

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

13. 'Large municipal police service' refers to services serving a population of greater than or equal to 90,000 for the 2016 year. 'Small municipal police service' refers to services serving a population of less than 90,000 for the 2016 year.

14. The Ontario Provincial Police, Royal Canadian Mounted Police, Royal Newfoundland Constabulary and Sûreté du Québec are unable to report the number of officers who were hired by another police service upon departure. As such, these counts are reported in departures for "other reasons".

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

16. This amount is in current dollars. Current dollars express the cost of items in terms of the year in which the expenditure occurs. Changes over time are expressed in constant dollars.

17. Larger police services are likely to have higher salaries because of specialized policing services, information technology requirements, and administration functions.

18. Average salary comparisons do not take into account differences in cost of living among the locations of the police services.

19. The average salaries of Halifax Regional Police are based on headcount rather than full-time equivalents (FTE's), which is the standard unit of collection for the Police Administration Survey. When using their FTE in the calculation, their average salary is approximately $76,900.

20. Year-over-year comparisons of total operating expenditures are made using constant dollars. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100).

21. Constant dollars are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index was used to calculate constant dollars over a base year of 2002 (2002=100).

22. For the purposes of analysis in this report, a change is considered stable if it rounds to 0%.

Detailed data tables

Table 1
Trends in police personnel, Canada, 1962 to 2017

	Police officers[1]			Civilian personnel[2]						
Year	Total	Officers per 100,000 population	Percentage change in rate[3]	Total	Per 100,000 population	Percentage change in rate[3]	Total personnel	Police officers as a proportion of total personnel	Civilian personnel as a proportion of total personnel	Police to civilians
	number	rate[4]	percent	number	rate[4]	percent	number	percent	percent	ratio
1962	26,129	140.6	...	5,699	30.7	...	31,828	82.1	17.9	4.6
1963	27,333	144.4	2.7	5,935	31.4	2.3	33,268	82.2	17.8	4.6
1964	28,823	149.4	3.5	6,655	34.5	9.9	35,478	81.2	18.8	4.3
1965	30,146	153.5	2.7	7,133	36.3	5.2	37,279	80.9	19.1	4.2
1966	32,086	160.3	4.4	7,583	37.9	4.4	39,669	80.9	19.1	4.2
1967	33,792	165.8	3.4	8,018	39.3	3.7	41,810	80.8	19.2	4.2
1968	34,887	168.5	1.6	8,351	40.3	2.5	43,238	80.7	19.3	4.2
1969	36,342	173.0	2.7	8,963	42.7	6.0	45,305	80.2	19.8	4.1
1970	37,949	178.2	3.0	9,936	46.7	9.4	47,885	79.3	20.7	3.8
1971	40,148	182.8	2.6	10,597	48.3	3.3	50,745	79.1	20.9	3.8
1972	41,214	185.5	1.5	11,762	52.9	9.7	52,976	77.8	22.2	3.5
1973	43,142	191.8	3.4	12,297	54.7	3.3	55,439	77.8	22.2	3.5
1974	45,276	198.5	3.5	12,085	53.0	-3.1	57,361	78.9	21.1	3.7
1975	47,713	206.2	3.9	13,794	59.6	12.5	61,507	77.6	22.4	3.5
1976	48,213	205.6	-0.3	14,377	61.3	2.9	62,590	77.0	23.0	3.4
1977	48,764	205.5	0.0	15,231	64.2	4.7	63,995	76.2	23.8	3.2
1978	48,705	203.2	-1.1	15,749	65.7	2.4	64,454	75.6	24.4	3.1
1979	48,990	202.4	-0.4	15,001	62.0	-5.7	63,991	76.6	23.4	3.3
1980	49,841	203.3	0.4	16,410	66.9	8.0	66,251	75.2	24.8	3.0
1981	50,563	203.7	0.2	16,999	68.5	2.3	67,562	74.8	25.2	3.0
1982	50,539	201.2	-1.2	17,738	70.6	3.1	68,277	74.0	26.0	2.8
1983	50,081	197.4	-1.9	17,342	68.4	-3.2	67,423	74.3	25.7	2.9
1984	50,010	195.3	-1.1	17,503	68.4	0.0	67,513	74.1	25.9	2.9
1985	50,351	194.8	-0.2	17,702	68.5	0.2	68,053	74.0	26.0	2.8
1986	51,425	197.0	1.1	18,273	70.0	2.2	69,698	73.8	26.2	2.8
1987	52,510	198.5	0.8	19,558	73.9	5.6	72,068	72.9	27.1	2.7
1988	53,312	199.0	0.2	19,407	72.4	-2.1	72,719	73.3	26.7	2.7
1989	54,211	198.7	-0.1	19,526	71.6	-1.2	73,737	73.5	26.5	2.8
1990	56,034	202.3	1.8	19,259	69.5	-2.8	75,293	74.4	25.6	2.9
1991	56,768	202.5	0.1	19,440	69.4	-0.3	76,208	74.5	25.5	2.9
1992	56,992	200.9	-0.8	20,059	70.7	2.0	77,051	74.0	26.0	2.8
1993	56,901	198.4	-1.3	19,956	69.6	-1.6	76,857	74.0	26.0	2.9
1994	55,859	192.6	-2.9	19,492	67.2	-3.4	75,351	74.1	25.9	2.9
1995	55,008	187.7	-2.5	19,259	65.7	-2.2	74,267	74.1	25.9	2.9
1996	54,323	183.5	-2.3	19,603	66.2	0.7	73,926	73.5	26.5	2.8
1997	54,719	183.0	-0.3	19,679	65.8	-0.6	74,398	73.5	26.5	2.8
1998	54,763	181.6	-0.7	19,383	64.3	-2.3	74,146	73.9	26.1	2.8
1999[r]	55,321	182.0	0.2	20,169	66.3	3.2	75,490	73.3	26.7	2.7
2000[r]	55,954	182.3	0.2	19,917	64.9	-2.2	75,871	73.7	26.3	2.8
2001	57,076	184.0	0.9	19,982	64.4	-0.7	77,058	74.1	25.9	2.9
2002	58,422	186.3	1.3	20,732	66.1	2.6	79,154	73.8	26.2	2.8
2003	59,412	187.8	0.8	21,476	67.9	2.7	80,888	73.4	26.6	2.8
2004	59,800	187.2	-0.3	22,212	69.5	2.5	82,012	72.9	27.1	2.7
2005	61,026	189.3	1.1	23,391	72.5	4.3	84,417	72.3	27.7	2.6
2006	62,461	191.8	1.3	23,911	73.4	1.2	86,372	72.3	27.7	2.6
2007	64,134	195.0	1.7	25,295	76.9	4.8	89,429	71.7	28.3	2.5
2008	65,283	196.4	0.7	25,630	77.1	0.2	90,913	71.8	28.2	2.5
2009	67,243	200.0	1.8	27,056	80.5	4.4	94,299	71.3	28.7	2.5
2010	69,068	203.1	1.6	27,357	80.4	0.0	96,425	71.6	28.4	2.5
2011	69,424	202.2	-0.5	28,142	81.9	1.9	97,566	71.2	28.8	2.5
2012	69,505	200.0	-1.1	28,202	81.2	-1.0	97,707	71.1	28.9	2.5
2013	69,250	197.0	-1.5	27,870	79.3	-2.3	97,120	71.3	28.7	2.5
2014[r]	68,806	193.6	-1.7	28,425	80.0	0.9	97,231	70.8	29.2	2.4
2015[r]	68,772	191.9	-0.9	28,371	79.2	-1.0	97,143	70.8	29.2	2.4
2016[r]	68,859	189.9	-1.1	28,436	78.4	-1.0	97,295	70.8	29.2	2.4
2017	69,027	188.0	-1.0	29,049	79.1	0.9	98,076	70.4	29.6	2.4

... not applicable
[r] revised
1. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents). This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.
2. Counts include civilians on the police service's payroll employed in permanent positions such as clerks, dispatchers, managers, cadets, special constables, security officers, school crossing guards and by-law enforcement officers. The Police Administration Survey only collects data on civilian employees paid for by the police service. Therefore, if civilian employees of a police service are paid for by the municipality, such as in the case of Royal Canadian Mounted Police detachments and some police services, they are not captured by the survey.
3. Percent changes are based on unrounded rates.
4. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division.
Note: A new version of the Police Administration Survey was implemented in 1986. Data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data). Additional data are available on CANSIM (Table 254-0002).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Table 2
Police officers by level of policing, by province and territory, 2017

Province and territory	2017 population[1]	Municipal police services[2]	Provincial police services[3]	Royal Canadian Mounted Police: Contract policing[4]	Royal Canadian Mounted Police: Federal and other policing[5]	Total police officers	Police officers per 100,000 population	Percent change in rate[6]: 2016 to 2017	Percent change in rate[6]: 2007 to 2017
			number				rate	percent	
Newfoundland and Labrador	528,817	...	407	409	95	911	172	0.4	4.6
Prince Edward Island	152,021	98	...	97	27	222	146	-3.8	-11.4
Nova Scotia	953,869	885	...	795	151	1,831	192	-0.1	2.1
New Brunswick	759,655	440	...	659	135	1,234	162	-4.3	-8.7
Quebec	8,394,034	9,603	5,399	...	882	15,884	189	-1.3	-4.4
Ontario[7]	14,193,384	18,289	6,040	...	1,652	25,981	183	-2.2	-4.4
Manitoba	1,338,109	1,577	...	819	176	2,572	192	-1.0	-5.1
Saskatchewan[8]	1,163,925	1,069	...	1,024	247	2,340	201	0.3	-1.5
Alberta	4,286,134	4,383	...	2,669	430	7,482	175	1.1	7.6
British Columbia	4,817,160	2,567	...	5,529	870	8,966	186	1.1	-1.1
Yukon[9]	38,459	...	...	111	17	128	333	-8.1	-8.9
Northwest Territories[9]	44,520	...	...	163	20	183	411	-7.8	1.9
Nunavut[9]	37,996	...	...	123	11	134	353	0.1	-10.0
Provincial and territorial total[10]	**36,708,083**	**38,911**	**11,846**	**12,398**	**4,713**	**67,868**	**185**	**-1.1**	**-2.7**
Royal Canadian Mounted Police Headquarters and Training Academy	...	...	...	...	1,159	1,159	...	...	...
Canada	**36,708,083**	**38,911**	**11,846**	**12,398**	**5,872**	**69,027**	**188**	**-1.0**	**-3.6**

... not applicable
1. Populations are based on July 1st 2017 estimates from Statistics Canada, Demography Division.
2. Includes municipal stand-alone police services (i.e. Municipalities with a dedicated police service not contracted with a provincial police service or the Royal Canadian Mounted Police). Also includes First Nations police services that are not provided by provincial police services or the Royal Canadian Mounted Police.
3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, the Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.
4. Includes provincial/territorial, municipal, and aboriginal contract policing. Contract policing refers to provincial and municipal policing services provided by the Royal Canadian Mounted Police.
5. Includes Federal policing and Departmental and Divisional Administration. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support).
6. Percent changes are based on unrounded rates.
7. Excludes the Royal Canadian Mounted Police Headquarters.
8. Excludes the Royal Canadian Mounted Police Training Academy.
9. Yukon, Northwest Territories and Nunavut are policed solely by the Royal Canadian Mounted Police.
10. Excludes the Royal Canadian Mounted Police Headquarters and Training Academy.
Note: A new version of the Police Administration Survey was implemented in 1986. Data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data).
Source: Statistics Canada, Canadian Centre for Justice Statistics, Police Administration Survey.

Table 3
Municipal police services serving a population of 100,000 or more, Canada, 2017

Municipal police services[1]	2016 population[2]	Police officers[3]: 2017 number of police officers	Police officers[3]: 2017 police officers per 100,000 population[4]	Police officers[3]: Percentage change from previous year[5]	Police officers[3]: 2017 percentage of female officers	Hires[6]	Departures[6]	Net gain or loss: hirings and departures[6]	Police officers eligible to retire[6]
	number		rate	percent			number		percent
Toronto, Ont.	2,876,095	5,190	180	-4.9	19.1	26	171	-145	7.1
Montréal, Que.	2,014,221	4,596	228	-0.9	32.1	180	220	-40	16.3
Peel Region (Mississauga/Brampton), Ont.	1,404,431	1,973	140	-2.0	18.3	100	74	26	4.5
Calgary, Alta.	1,318,817	2,215	168	-0.4	18.5	128	55	73	0.0
York Region (Markham/Vaughan), Ont.	1,157,419	1,586	137	-2.4	19.0	52	39	13	5.3
Ottawa, Ont.	973,481	1,242	128	-1.5	22.6	62	45	17	5.8
Edmonton, Alta.	969,068	1,775	183	-0.2	18.9	134	65	69	8.5
Winnipeg, Man.	735,552	1,409	192	-2.6	15.6	2	43	-41	25.8
Durham Region (Oshawa/Whitby/Ajax), Ont.	671,839	854	127	-2.3	19.8	36	26	10	2.7
Vancouver, B.C.	670,718	1,313	196	0.0	25.3	73	34	39	8.4
Québec, Que.	575,398	757	132	-2.3	27.2	0	6	-6	2.6
Halton Region (Oakville/Burlington), Ont.	569,591	686	120	-2.5	20.7	33	23	10	2.2
Hamilton, Ont.	561,022	835	149	-1.7	23.8	21	26	-5	15.7
Waterloo Region (Kitchener), Ont.	548,936	776	141	-0.1	21.6	33	22	11	0.6
Surrey, B.C. (RCMP)	514,522	732	142	-1.3	18.4	72	19	53	5.9
Niagara Region (St. Catharines), Ont.	453,817	706	156	-0.8	16.6	22	18	4	6.8
Laval, Que.	429,413	611	142	0.9	30.0	11	15	-4	12.3
Longueuil, Que.	423,525	568	134	-0.4	34.7	10	12	-2	3.5
London, Ont.	397,493	605	152	2.5	20.3	38	29	9	3.6
Gatineau, Que.	281,392	393	140	-1.7	22.6	13	15	-2	4.3
Saskatoon, Sask.	266,064	460	173	-1.4	23.0	17	14	3	10.7
Burnaby, B.C. (RCMP)	246,987	290	117	1.5	23.4	31	7	24	7.6
Halifax, N.S.[7]	238,467	531	223	1.7	19.0	21	17	4	2.3
Regina, Sask.	223,637	397	178	-1.2	24.9	9	11	-2	2.5
Windsor, Ont.	221,862	428	193	-1.2	15.9	24	17	7	4.0
Richmond, B.C.[8] (RCMP)	209,738	206	98	1.3	18.4	30	6	24	7.3
St. John's, N.L.	207,695	341	164	-1.2	28.7	15	16	-1	24.0
Richelieu Saint-Laurent, Que.	205,564	212	103	-0.8	23.1	0	12	-12	0.0
Greater Sudbury, Ont.	165,154	264	160	0.0	17.4	6	9	-3	4.5
Sherbrooke, Que.	164,538	200	122	-2.6	23.5	1	4	-3	1.5
Barrie, Ont.	150,443	239	159	-0.6	15.9	0	2	-2	2.5
Saguenay, Que.	147,543	178	121	0.2	24.2	0	9	-9	3.4
Abbotsford, B.C.	146,498	203	139	-5.6	18.2	9	8	1	3.0
Lévis, Que.	144,918	155	107	0.4	21.3	8	7	1	10.3
Terrebonne, Que.	139,818	169	121	0.7	27.2	19	2	17	3.0
Coquitlam, B.C. (RCMP)	139,055	163	117	-3.9	26.4	11	8	3	8.6
Trois-Rivières, Que.	136,168	157	115	-0.5	19.7	4	4	0	2.5
Guelph, Ont.	132,350	194	147	-0.8	22.7	2	9	-7	7.7
Kingston, Ont.	131,746	203	154	-0.1	18.7	3	4	-1	3.4
Kelowna, B.C. (RCMP)	129,512	173	134	-4.3	31.8	9	10	-1	9.8
Codiac Region (Moncton), N.B. (RCMP)	118,122	134	113	-9.8	18.7	6	14	-8	17.2
Saanich, B.C.	117,285	158	135	-1.2	24.7	7	8	-1	5.1
Thunder Bay, Ont.	115,740	228	197	-1.3	16.7	6	5	1	3.5
Langley Township, B.C. (RCMP)	114,940	139	121	-1.6	25.2	13	3	10	8.6
Delta, B.C.	110,730	168	152	6.6	22.6	14	7	7	3.0
Roussillon Region, Que.	105,835	115	109	-1.0	25.2	0	2	-2	1.7
Chatham-Kent, Ont.	104,859	155	148	-2.3	13.5	3	2	1	10.3
Victoria, B.C.	104,777	244	233	-0.9	25.4	7	6	1	6.1
Red Deer, Alta. (RCMP)	103,690	172	166	3.7	22.7	11	6	5	5.8
Brantford, Ont.	100,791	173	172	0.1	15.0	8	4	4	0.0

1. Refers to the municipal stand-alone police services and municipalities policed by the Royal Canadian Mounted Police (RCMP) that have a population of 100,000 or more (based on 2016 populations).
2. Populations are based on preliminary postcensal estimates for 2016 and are adjusted to follow policing boundaries. Populations according to policing boundaries for 2017 were not available in time for this publication.
3. Represents the actual number of permanent, fully-sworn police officers of all ranks (or their full-time equivalents) as of May 15, 2017. This number also includes officers who are deployed to contract positions and who are not available for general policing duties in their community. Police officers on long-term leave who are not being paid by the police service's annual budget are excluded.
4. Based on the number of police officers on May 15, 2017 and populations for 2016. Populations are adjusted to follow policing boundaries. Populations for 2017 are not yet available.
5. Percent changes are based on unrounded rates.
6. Represents hirings, departures and eligibility to retire during the 2016 calendar or 2016/2017 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of fully sworn officers employed on May 15, 2017.
7. The data in this table represents Halifax Regional Police (HRP) only. It does not include data for RCMP Halifax rural which shares responsibility to police the same area. When RCMP Halifax rural data is added to the calculation, the rate of police strength amounts to approximately 175 police officers per 100,000 population.
8. Includes Vancouver International Airport.

Note: A new version of the Police Administration Survey was implemented in 1986. Data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data). Additional data are available on CANSIM (Table 254-0004).

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

Table 4
Hirings and departures of police officers, by province and territory, Canada, 2016/2017

	Hirings[1]			Departures[2]			Net gain or loss: hirings and departures	Police officers eligible to retire[7]
	Total[3]	Experienced police officers[4]	Recruit graduates[5]	Total	Retirements	Other[6]		
Province and territory	number	percent		number	percent		number	percent
Newfoundland and Labrador	35	6	94	39	72	28	-4	17
Prince Edward Island	10	0	100	15	33	67	-5	14
Nova Scotia	61	33	67	70	70	30	-9	15
New Brunswick	63	21	79	78	51	49	-15	13
Quebec	512	18	82	658	83	17	-146	13
Ontario[8]	857	17	83	972	72	28	-115	6
Manitoba	105	9	91	91	62	38	14	19
Saskatchewan[9]	130	4	96	82	43	57	48	8
Alberta	515	5	95	253	45	55	262	6
British Columbia	601	13	87	346	55	45	255	10
Yukon	6	33	67	3	67	33	3	16
Northwest Territories	7	14	86	4	75	25	3	10
Nunavut	5	40	60	3	0	100	2	9
Provincial and territorial total[10]	**2,907**	**14**	**86**	**2,614**	**68**	**32**	**293**	**10**
Royal Canadian Mounted Police Headquarters and Training Academy	10	90	10	70	61	39	-60	41
Canada	**2,917**	**14**	**86**	**2,684**	**67**	**33**	**233**	**10**

1. Information on hirings was unavailable for less than 1.0% of officers.
2. Information on departures was unavailable for 1.4% of officers.
3. Percentages may not sum to 100% due to rounding.
4. Includes senior officers, non-commissioned officers and constables who achieved the status of fully-sworn officer prior to the calendar or fiscal year for which data are shown.
5. Includes paid police officers who achieved the status of fully-sworn police officer during the calendar or fiscal year prior to the year for which data are shown.
6. Includes police officers who departed for reasons other than retirement, such as being hired by another police service, career change, death.
7. Information on eligibility to retire was unavailable for 0.1% of officers.
8. Excludes personnel from the Royal Canadian Mounted Police Headquarters.
9. Excludes personnel from the Royal Canadian Mounted Police Training Academy.
10. Excludes personnel from the Royal Canadian Mounted Police Headquarters and Training Academy.

Note: Represents hirings, departures and eligibility to retire during the 2016 calendar or 2016/2017 fiscal year. The percent of officers eligible to retire is calculated using these data, along with the number of fully sworn officers employed on May 15, 2017.

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

Table 5
Total expenditures on policing, current dollars, by province and territory, 2016/2017

		Municipal police services[2]		Provincial police services[3]		Royal Canadian Mounted Police					Total policing	
	2016 population[1]	Total expend-itures	Percentage change from previous year[4]	Total expend-itures	Percentage change from previous year[4]	Contract policing expend-itures[5]	Federal and international policing expend-itures[6]	Operational support and services expend-itures[7]	Total expend-itures	Percentage change from previous year[4]	Total expend-itures	Percentage change from previous year[4]
Province and territory	number	thousands of dollars	percent	thousands of dollars	percent	thousands of dollars				percent	thousands of dollars	percent
Newfoundland and Labrador	528,817	...	...	59,318	2.8	84,763	10,717	8,809	104,289	8.0	163,607	6.1
Prince Edward Island	152,021	13,486	2.1	...	...	16,460	2,908	2,103	21,471	2.6	34,957	2.4
Nova Scotia	953,869	135,165	0.9	...	...	130,686	16,464	13,654	160,804	-0.2	295,969	0.3
New Brunswick	759,655	70,823	3.9	...	...	110,230	18,568	22,578	151,377	0.1	222,200	1.3
Quebec	8,394,034	1,618,640	0.1	953,274	1.4	...	116,227	42,121	158,348	-0.2	2,730,262	0.5
Ontario[8]	14,193,384	3,883,298	1.9	1,151,119	-3.0	144	255,753	56,707	312,604	0.4	5,347,021	0.7
Manitoba	1,338,109	310,860	8.2	...	...	166,882	11,922	29,650	208,454	-0.2	519,314	4.7
Saskatchewan[9]	1,163,925	207,600	10.3	...	...	204,007	13,616	19,867	237,490	0.2	445,090	4.7
Alberta	4,286,134	964,007	6.2	...	...	480,021	39,202	34,579	553,802	8.1	1,517,809	6.9
British Columbia	4,817,160	531,755	2.9	...	...	901,320	101,373	73,933	1,076,626	3.0	1,608,381	2.9
Yukon	38,459	...	...	...	...	30,215	1,895	3,481	35,590	-1.5	35,590	-1.5
Northwest Territories	44,520	...	...	...	...	54,301	2,281	3,060	59,643	2.0	59,643	2.0
Nunavut	37,996	...	...	...	...	51,466	2,319	3,259	57,044	6.5	57,044	6.5
Provincial and territorial total[10]	**36,708,083**	**7,735,634**	**2.6**	**2,163,711**	**-1.0**	**2,230,495**	**593,245**	**313,801**	**3,137,542**	**2.8**	**13,036,887**	**2.0**
Royal Canadian Mounted Police Headquarters and Training Academy	...	...	...	...	...	449,602	254,328	928,595	1,632,525	14.2	1,632,525	14.2
Canada	**36,708,083**	**7,735,634**	**2.6**	**2,163,711**	**-1.0**	**2,680,097**	**847,573**	**1,242,396**	**4,770,067**	**6.4**	**14,669,412**	**3.2**

... not applicable

1. Populations are based on July 1st estimates for 2017, Statistics Canada, Demography Division.
2. Includes municipal stand-alone police services (i.e. municipalities with a dedicated police service, not contracted out to a provincial police service or the Royal Canadian Mounted Police). Also includes First Nations police services that are not provided by provincial police services or the Royal Canadian Mounted Police.
3. Includes provincial police services providing policing services to municipalities, rural areas, and highways. Specifically, includes the Royal Newfoundland Constabulary in Newfoundland and Labrador, Sûreté du Québec in Quebec, and the Ontario Provincial Police in Ontario.
4. Year-over-year percent change calculations are based on unrounded currant dollar amounts.
5. Includes provincial/territorial, municipal, and aboriginal contract policing.
6. Includes federal policing programs (general investigations, project based investigations, criminal intelligence, protective services, public engagement, and operations support) and international policing operations (peacekeeping missions, capacity building missions, and liaison missions).
7. Includes technical services and operational support; scientific, technical, and investigative support; Canadian firearms program; advance police training; transfer payments, internal services, and Canadian police culture and heritage.
8. Excludes the Royal Canadian Mounted Police Headquarters.
9. Excludes the Royal Canadian Mounted Police Training Academy.
10. Excludes the Royal Canadian Mounted Police Headquarters and Training Academy.

Note: While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2016 for the most recent data).

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

Table 6
Current and constant (2002) dollar expenditures on policing, Canada, 1986/1987 to 2016/2017

	Current dollars[1]				Constant (2002) dollars[2]			
	Total expenditures[3]	Percentage change from previous year	Per capita cost[4]	Percentage change from previous year	Total expenditures[3]	Percentage change from previous year	Per capita cost[4]	Percentage change from previous year
Year	thousands of dollars	percent	dollars	percent	thousands of dollars	percent	dollars	percent
1986/1987	3,771,205	...	144	...	5,748,789	...	220	...
1987/1988	4,027,809	6.8	152	5.4	5,880,013	2.3	222	0.9
1988/1989	4,389,414	9.0	164	7.6	6,164,908	4.8	230	3.5
1989/1990	4,684,760	6.7	172	4.8	6,263,049	1.6	230	-0.2
1990/1991	5,247,646	12.0	189	10.3	6,693,426	6.9	242	5.3
1991/1992	5,426,887	3.4	194	2.2	6,554,211	-2.1	234	-3.2
1992/1993	5,716,833	5.3	202	4.1	6,805,754	3.8	240	2.6
1993/1994	5,790,165	1.3	202	0.2	6,764,212	-0.6	236	-1.7
1994/1995	5,783,656	-0.1	199	-1.2	6,748,723	-0.2	233	-1.3
1995/1996[r]	5,766,630	-0.3	197	-1.3	6,582,911	-2.5	225	-3.5
1996/1997[r]	5,856,055	1.6	198	0.5	6,587,238	0.1	222	-1.0
1997/1998	5,989,022	2.3	200	1.3	6,625,024	0.6	222	-0.4
1998/1999	6,209,756	3.7	206	2.8	6,801,486	2.7	226	1.8
1999/2000	6,395,380	3.0	210	2.2	6,884,155	1.2	226	0.4
2000/2001[r]	6,798,772	6.3	222	5.3	7,126,596	3.5	232	2.6
2001/2002[r]	7,270,027	6.9	234	5.8	7,433,565	4.3	240	3.2
2002/2003[r]	7,827,322	7.7	250	6.5	7,827,322	5.3	250	4.2
2003/2004[r]	8,324,196	6.3	263	5.4	8,097,467	3.5	256	2.5
2004/2005	8,758,213	5.2	274	4.2	8,365,055	3.3	262	2.3
2005/2006	9,281,879	6.0	288	5.0	8,674,653	3.7	269	2.7
2006/2007	9,877,071	6.4	303	5.3	9,053,227	4.4	278	3.3
2007/2008[r]	10,544,769	6.8	321	5.7	9,457,192	4.5	288	3.5
2008/2009[r]	11,449,953	8.6	344	7.4	10,035,016	6.1	302	5.0
2009/2010[r]	12,314,195	7.5	366	6.3	10,764,157	7.3	320	6.0
2010/2011[r]	12,651,406	2.7	372	1.6	10,859,576	0.9	319	-0.2
2011/2012[r]	12,952,744	2.4	377	1.4	10,802,955	-0.5	315	-1.5
2012/2013[r]	13,550,728	4.6	390	3.4	11,134,534	3.1	320	1.9
2013/2014	13,596,407	0.3	387	-0.8	11,071,992	-0.6	315	-1.7
2014/2015[r]	13,881,108	2.1	391	1.0	11,087,147	0.1	312	-0.9
2015/2016[r]	14,208,589	2.4	397	1.5	11,223,214	1.2	313	0.4
2016/2017	14,669,412	3.2	405	2.0	11,424,776	1.8	315	0.6

... not applicable
[r] revised
1. Dollars which express the cost of items in terms of the year in which the expenditure occurs.
2. Dollars of a particular base year, which are adjusted (by inflation or deflation) to show changes in the purchasing power of the dollar. The Consumer Price Index (CPI) was used to calculate constant dollars over a base year of 2002 (2002=100). Note that historical constant dollar data are revised each year as the base year for calculation changes periodically. Data from the CPI used to calculate constant dollars are the most recent data available at the time this article was produced.
3. Total operating expenditures include salaries, wages, benefits, and other operating expenses that are paid from the police service budget, as well as benefits paid from other government sources. Revenues, recoveries, and those costs that fall under a police service's capital expenditures are excluded.
4. Per capita costs are calculated using population statistics based on preliminary postcensal estimates, Statistics Canada, Demography Division.
Note: While most Police Administration Survey data on police strength pertain to the snapshot date (May 15, 2017 for the most recent data), data on expenditures refer to either the calendar or fiscal year (2016 for the most recent data).
Source: Statistics Canada, Consumer Price Index and Canadian Centre for Justice Statistics, Police Administration Survey.