

RCMP



ROYAL CANADIAN MOUNTED POLICE



2004-2005

ANNUAL REVIEW ON OFFICIAL LANGUAGES



Royal Canadian Mounted Police Gendarmerie royale du Canada

Canada

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I am pleased to submit the 2004-2005 Annual Review on Official Languages on behalf of the RCMP. Each year as we prepare this report, it is an opportunity to reflect on our achievements in promoting Canada's official languages throughout our organization. As Canada's national police force, providing services in the official language chosen by both the public and our employees is critical to achieving our goal to ensure safe homes and safe communities for all Canadians.

This year, I have challenged all employees to lead by understanding what is required of policing in the 21st century and how to build in order to deliver it. One of the best ways is by continuing to excel in serving the public. Serving the public in the latter's preferred official language is key to improving the responsiveness of our service and truly integrating and strengthening our partnerships with the people we aim to protect.

As an organization providing services in both French and English, we are committed to ensuring recognition of the status of the official language and complying with the spirit and intent of the Official Languages Act in our every day affairs. This is accomplished by ensuring equality of status and equal rights and privileges as to the use of English and French in the RCMP. Internally, the RCMP continuously promotes the use of French and English and is committed to helping its employees acquire the skills needed to perform their duties in both official languages where required.

I am very proud of the services we provide and feel certain we will all continue to exercise leadership with respect to official languages.

Giuliano Zaccardelli
Commissioner
Royal Canadian Mounted Police

Over the past fiscal year, the RCMP has continued its efforts to further advance and promote Canada's official languages throughout the organization. Our goal is nothing less than providing exemplary public service in the area of official languages. Attaining this requires a steadfast commitment to better serve Canadians in the language of their choice and to create a workplace conducive to the use of both official languages. This commitment must also be taken up and put into practice by each employee in performing his or her duties.

I am very proud of the activities undertaken by our organization in the fiscal year 2004-05 to honour and respect the principles of the Official Languages Act. Over the past year, the RCMP took action in key areas such as: improving the bilingual capacity of offices serving the public; improving the bilingual capacity of supervisors; regularizing the status of executives who did not meet the language requirements of their positions; and ensuring all RCMP Web sites comply with Treasury Board policy. Our progress in these areas is highlighted in parts of this report.

I applaud the leadership employed by all areas and employees of the RCMP who participated in the various activities to ensure the RCMP fulfills its language obligations to Canadians and employees. Some of the highlights of the past year included an improvement in the bilingual capacity of employees serving the public by 6 % in both "J" (New Brunswick) and "L" (P.E.I.) Divisions, which now stands at 86 % and 95 % respectively. Our "A" (National Capital Region) Division also increased its already excellent bilingual capacity from 91 % in 2003-04 to 95 % last year.

Our commitment to renewing our Official Languages Program does not stop here. We will work to anchor official languages into the core values of our organization. Only then can we provide exemplary public service in the area of official languages.

*Barbara George, Assistant Commissioner
Chief Human Resources Officer
Royal Canadian Mounted Police*



1. Atlantic Region's Initiatives

The Atlantic Region Deputy Commissioner, senior managers, and the Regional Official Languages Officer (ROLO) are to be commended for their leadership and initiatives taken to implement the RCMP Action Plan on Official Languages. The bilingual capacity of members and employees serving the public improved by 6% in both "J" (New Brunswick) and "L" Divisions (P.E.I.), and now stands at 86% and 95% respectively. In 2004-05, this region gave priority for language training to those with supervisory responsibilities and provided language training to 59 supervisors. This resulted in "J" Division achieving the high level of 87% of its supervisors now being bilingual. Other major initiatives undertaken were:

1. The four Commanding Officers (COs) appointed a liaison officer in each division or province to consult with representatives of the Francophone communities in order to better understand their needs, to enhance communication with these groups, and to improve services to minority language communities where required. The "B" Division CO met personally with the Newfoundland and Labrador Francophone Federation.
2. The "H" Division CO (Nova Scotia) appointed an Officer and an NCO to act as OL Division Champions.
3. The "L" Division CO (P.E.I.) had already ensured that French-speaking members were assigned to deliver programs to students in French schools. The District Commander of Prince District had previously established a community consultative committee with the local Francophone community there. Given the success of this latter committee, the CO is currently organizing consultation groups with the Francophone communities in the other two districts.
4. The ROLO and Regional OL Co-ordinator (ROLC) created a concise guide for regional managers in order to assist them in their decision-making on the language designation of positions and the linguistic profiles of bilingual positions. Presentations on this guide were conducted throughout the region.
5. The ROLO and ROLC sent out a questionnaire on active offer of service to detachment commanders of designated bilingual detachments to serve as a reminder of all the components of active offer and of the provision of quality two-language service to the public.

This region's senior managers remain committed to maintaining the progress and momentum achieved during the past year in order to continually improve their service to the public in both official languages and to ensure that members and employees in bilingual regions can be supervised in their preferred official language.

"A" Division Financial Commitment to Language Training

During fiscal year 2004-05, the Commanding Officer of "A" Division (National Capital Region) committed a sizeable amount of the division's budget to provide language training to its regular and civilian members. This significant expenditure resulted in "A" Division increasing by 4% its bilingual capacity to serve the public. The division improved its already excellent bilingual capacity from 91% in 2003-04 to 95% last year. This was the second year that the Commanding Officer made such an important financial contribution to official languages training and she is to be commended for her on-going high level of leadership and commitment to the official languages program in her division.

2.1 Service to the Public

Status

The RCMP provides contract policing services to all provinces except Ontario and Quebec, the three territories, more than 200 municipalities and 165 Aboriginal locations. About 27% of the RCMP's 748 offices and detachments are required to provide services in English and French to the public.

The overall bilingual capacity of regular members, civilian members and public servants in bilingual positions providing service to the public improved by 6% during the past year from 81% to 87%. Table 1 in Appendix II on page A5 entitled "Service to the Public" shows the linguistic status of incumbents of bilingual positions which provide service to the public broken down by region and by division. The Central and Atlantic Regions improved their linguistic capacity in this regard by 9% and 6% respectively. As of March, 2005, 90% of Central Region incumbents in bilingual positions serving the public meet their position's language requirements and 86% of Atlantic Region incumbents serving the public are bilingual.

87% of
employees
in bilingual
positions
serving the
public are
bilingual



Thirteen of the 20 divisions have excellent bilingual capacity as follows:

- "M" (Yukon), "P" (Pacific Region Headquarters), and "V" (Nunavut) with 100% bilingual capacity,
- "W" (Central Region Headquarters) with 96% bilingual capacity,
- "A" (National Capital Region) and "L" Division (P.E.I.) at 95% bilingual capacity,
- "C" (Quebec) and "H" Division (Nova Scotia) at 93% bilingual capacity,
- "R" (North West Region Headquarters) with 88% bilingual capacity,
- "J" (New Brunswick) and "T" (Depot in Regina) with 86% bilingual capacity,
- "N & S" (National Headquarters) at 85% bilingual capacity, and
- "O" (Ontario) at 84% bilingual capacity.

During the past year, seven of the above-mentioned divisions made significant increases in their bilingual capacity to serve the public: "P" Division by 100%, "O" Division by 17%, "C" Division by 13%, "J" and "L" Divisions by 6%, and "A" and "W" Divisions by 4%. "D" Division (Manitoba) will have to remain vigilant to at least maintain its current 81% bilingual capacity.

Improvements planned

The following six divisions will continue their efforts to increase the bilingual capacity of their incumbents providing service to the public to at least 80%:

- "B" (Newfoundland and Labrador) and "X" (Atlantic Region Headquarters),
- "F" (Saskatchewan), "K" (Alberta), and "G" (North West Territory), and
- "E" (British Columbia).

These divisions continue to face major challenges in fulfilling their mandate of providing effective and efficient community policing services to communities of all sizes while at the same time releasing members to pursue full-time language training for extended periods.

Good Practices

The Codiac detachment in New Brunswick made presentations on providing an active offer of service to approximately 100 members and 15 auxiliaries. In addition, as a pro-active measure, training on active offer was given to "B" (Newfoundland & Labrador) Operations Control Centre (OCC) employees.

Within RCMP Headquarters, the following five components have achieved an excellent bilingual capacity for serving their public:

Corporate Management and Comptrollership with 100% bilingual capacity. All 59 incumbents of its occupied bilingual positions serving the public meet their position language requirements.

Within the Protective Policing Directorate, both the Prime Minister's Protection Detail and Protective Operations have 100% bilingual capacity.

At the Canadian Police College, 97% of staff who deal with the public meet the language requirements of their position.

Within the Central Bureau of Criminal Intelligence Service Canada, 95% of incumbents of RCMP positions meet their position language requirements.

Information and Identification Services reports that 90% of employees providing service to the public are bilingual and this is continuously monitored.

2.2 Language of Work

Status

It should be noted that only about 10% or 79 of RCMP offices and detachments are located in regions which use both English and French as languages of work. Approximately 3% or 20 offices and detachments in the province of Quebec use French as the language of work.

As of April 2005, the percentage of EXs who meet the CBC linguistic profile increased by 6% over last year from 73% to 79%. Currently, 60 of the RCMP's 76 EXs are bilingual and are broken down as follows (see Tables in Appendix I):

28 (85%) of 33 Regular Members;

15 (83%) of 18 Civilian Members;

17 (68%) of 25 Public Servants.

Of the remaining 16 EXs not yet at the CBC level, 15 are already on or are scheduled to start language training in 2004 - 2005 (one EX has received an exclusion). In all cases, their superiors have ensured that administrative measures have been put in place to ensure that employees' language of work rights will be respected.

Table 2 of Appendix II indicates the following situation as of April, 2005:

During the past year, the overall percentage of supervisors who meet their position's language requirements increased by 4% and the percentage of employees providing internal (central and personal) services increased by 3%. Currently, 82% or 860 of the 1,053 incumbents of bilingual supervisory positions meet the language requirements of their positions. 83% or 2,878 of the 3,454 incumbents of bilingual positions providing internal services meet their position's language requirements.

Five of the seven divisions in bilingual language of work regions show excellent bilingual capacity of their supervisors as follows:

- "O" (Ontario) with 89% bilingual capacity (8 of 9 supervisors),
- "A" (National Capital Region) with 88% bilingual capacity (50 of 57 supervisors),
- "J" (New Brunswick) with 87% bilingual capacity (147 of 169 supervisors),
- "W" (Central Region Headquarters) with 84% bilingual capacity (72 of 86 supervisors),
- and "C" (Quebec) with 83% bilingual capacity (141 of 169 supervisors).

In addition, five divisions indicate similar excellent bilingual capacity for providing internal services to their employees as follows:

- "A" (National Capital Region) with 92% bilingual capacity (119 of 129 employees),
- "W" (Central Region Headquarters) with 89% bilingual capacity (483 of 550 employees),
- "J" (New Brunswick) with 86% bilingual capacity (503 of 583 employees),
- "N & S" (National Headquarters) with 84% bilingual capacity (1,233 of 1,472 employees), and
- "O" (Ontario) with 81% bilingual capacity (26 of 32 employees).

Improvements planned

The remaining divisions will continue their efforts to increase the bilingual capacity of their supervisors and employees providing internal services to at least 80%. While "N" and "S" Divisions of RCMP Headquarters are very close to this objective at 79%, "X" Division (Atlantic Region Headquarters) will need to carry on with their aforementioned priority to give language training to members with supervisory responsibilities.

Good Practices

As previously mentioned in the Leadership chapter, last year Atlantic Region gave priority for language training to those with supervisory responsibilities and provided language training to 59 supervisors. As a result of this initiative, "J" Division now has 87% of its supervisors in bilingual positions who meet their position's language requirements.

3.1 & 3.2 Public and Employee Satisfaction

In 2004-05, the number of complaints lodged by the public and RCMP staff with the Office of the Commissioner of Official Languages (OCOL) declined significantly from 26 in 2003-04 to 16. Eight complaints were from the public and eight from RCMP personnel broken down respectively as follows:

- 3 complaints dealt with advertisements being published only in English (two were found to be unfounded);
- 2 complaints concerned a lack of in-person service in French in Alberta and Nova Scotia;
- 1 complaint concerned lack of active offer from the store-front office in Lorette, Manitoba;
- 1 complaint related to errors in French on an RCMP Website and was quickly resolved;
- 1 complaint dealt with a Mounted Police Foundation tourist item;
- 4 complaints concerned the language requirements of positions being staffed within the National Capital Region (NCR);
- 2 complaints related to equal opportunities for advancement of Anglophones within the NCR;
- 1 complaint concerned language of work; and
- 1 complaint came from a Francophone recruit who was encouraged to take his cadet training in English, although his preferred language was French.

It should be noted that the eight internal complaints represent a decline of almost 50% from the 15 received in 2003-04. Those from the public were also down from last year's total of 11. The Force is still of the view that it is a positive indicator that in light of the approximate 15 million transactions conducted each year with the public, only eight complaints were received.

3.1.1 Results obtained from Surveys

As mentioned in last year's Annual Review, the Strategic Policy and Planning Branch (SPPB) conducted a survey with the RCMP's "non-policing" partners, i.e., federal and provincial governments, non-profit associations, etc. This survey measured the level of satisfaction with the Force's ability to provide services in their preferred official language. Almost 80% of all respondents were in agreement with the following statement: "The RCMP provides service in my preferred language, English or French." In the province of Quebec, 86% of respondents agreed with this statement.

For 2005-06, the SPPB will be conducting a telephone survey with citizens across Canada. Within the regions where two-language services are provided, the Branch will follow through with its commitment to measure citizens' level of satisfaction with the Force's bilingual services.

3.3 Internal Audits

Following last year's successful pilot project within the RCMP Internal Audit and Evaluation Branch, this Branch's scanning and subsequent planning of audit projects did not reveal a need for official languages to be covered in 2004-05. The Branch will be auditing payments of the bilingualism bonus as part of a larger audit it is conducting in 2005-06 on compensation issues.

3.4 Follow-ups to the 2003-04 Annual Review – Measures Taken

In late October 2004, the Official Languages Branch of the Public Service Human Resources Management Agency of Canada (PSHRMAC) asked the RCMP to take action in the following areas:

1. Measures taken to improve the bilingual capacity of offices serving the public;
2. Administrative measures for exempted employees and those appointed on a non-imperative basis to their position;
3. Measures taken to ensure all RCMP Internet sites comply with Treasury Board policy;
4. Measures taken to improve the bilingual capacity of supervisors;
5. Measures to ensure that EXs who do not meet the language requirements of their position complete language training as soon as possible;
6. Linguistic data on public servants in the RCMP internal human resources management information system; and
7. Implementation of a system of reports on the bilingual capacity of staff in each designated bilingual service point.

1. Measures taken to improve the bilingual capacity of offices serving the public

The Official Languages Branch (OLB) of PSHRMAC asked the RCMP to specifically report on the measures taken to improve the bilingual capacity of headquarters and detachments where less than 70% of incumbents of bilingual positions providing service to the public met their position language requirements. The OLB noted that this was the case in six divisions and two regional headquarters. Both regional headquarters and three of the six divisions significantly improved their bilingual capacity as follows:

- "X" Division (Atlantic Region Headquarters) and "R" Division (North West Region Headquarters) improved by 13% and 19% respectively. As of April 2005, the latter shows an excellent bilingual capacity of 88% or 14 of 16 staff in bilingual positions serving the public who meet their position language requirements. Although "X" Division currently has 70% bilingual capacity or 23 of 33 staff, it intends to continue with similar improvements in 2005-06.

- “O” Division (Ontario) improved by 17% and reports an excellent bilingual capacity of 84% or 51 of 61 staff in bilingual positions serving the public who meet their position language requirements.
- “V” Division (Nunavut) has 100% bilingual capacity or 2 out of 2 members in bilingual positions serving the public who are bilingual.
- “G” Division (North West Territory) reports that 2 out of 3 members in bilingual positions serving the public meet their position language requirements. As previously mentioned in Chapter 2 entitled “Official Languages Program”, “G” is one of six divisions which will continue their efforts to increase the bilingual capacity of their incumbents providing service to the public to at least 80% in the next fiscal year.

2. Administrative measures for exempted employees and those appointed on a non-imperative basis to their position

Administrative measures have been put in place in those offices and detachments where there are exempted employees or where members have been appointed to bilingual positions on a Priority II or I S basis. Alternate managers or employees are designated to fulfill the bilingual requirements of the position while incumbents are taking language training.

3. Measures taken to ensure all RCMP Internet sites comply with Treasury Board policy

In 2003-04, the RCMP had 22 Web sites which could be accessed by the public. Of these, 14 had to be bilingual. Ten of these Web sites posted information in both official languages and four sites were not compliant with Treasury Board policy on electronic networks. As of June 30, 2005, the National Communications Services Directorate reported that with the creation of three new Web sites, the Force now has 25 Web sites accessible to the public. Of these, 17 sites must be bilingual and only two do not have complete information in both English and French. One of these new sites has been temporarily withdrawn while the French translation is being finalized. However, because the remaining site deals with missing women in Edmonton, the Force did not want to remove it from public access while preparing the French version.

4. Measures taken to improve the bilingual capacity of supervisors

In its analysis of the 2003-04 RCMP OL Annual Report, the Official Languages Branch of PSHRMAC indicated that it considered that “the RCMP is on its way to achieving the linguistic capacity required to carry out supervision and provide personal and central services to its employees in bilingual regions in the official language of their choice.” Through an oversight last year, the Force did not report on the linguistic capacity of supervisors by individual region. Table 2 of Appendix II provides this required breakdown. As mentioned in Chapter 2, the overall percentage of bilingual supervisors increased by 4% in 2004-05 and five of seven divisions in bilingual language of work regions have excellent bilingual capacity of supervi-

sors, ranging from 83% to 89%. Reference to Table 3 in Appendix I also reveals that the overall bilingual capacity of members with supervisory positions improved by 3% from 79% in 2003-04 to 82% in 2004-05.

5. Measures to ensure that EXs who do not meet the language requirements of their position complete language training as soon as possible

Reference to Chapter 2 also shows that the overall bilingual capacity of EXs increased by 6% this past year. The percentage of bilingual public servant EXs improved from 54% (15 of 28) in 2003-04 to 68% (17 of 25) in 2004-05. As previously mentioned, 15 of the 16 EXs who have not yet achieved the CBC level have commenced or are scheduled to start language training this year.

6. Linguistic data on public servants in the RCMP internal human resources management information system compared to the Position and Classification Information System (PCIS)

In its analysis of the 2003-04 RCMP OL Annual Report, the Official Languages Branch of PSHRMAC noted that although the RCMP internal human resources management information system (HRMIS) "is improving every year..., significant shortcomings still exist with the data that it receives from the PCIS." The example cited was that in April 2004, HRMIS reported 4,209 public service employees, while the PCIS reported 4,311 as of March 31, 2004, a difference of 102. The monitoring and correcting commenced by RCMP Regional Official Languages Co-ordinators in late 2003-04 has resulted in reducing this difference by almost 50%. As of April 2005, the difference between HRMIS & PCIS now stands at only 59.

7. Implementation of a system of reports on the bilingual capacity of staff in each designated bilingual service point

In its analysis of the 2003-04 RCMP OL Annual Report, the Official Languages Branch of PSHRMAC asked that the Burolis office codes accompany each public servant's file. The work begun last year on the large-scale project to implement a system for reporting on the bilingual capacity of members for each designated bilingual service point had to be temporarily put in abeyance because of a lack of resources which occurred within the Official Languages (OL) Directorate for the latter half of the fiscal year and of the ensuing challenge to continue to meet other high priorities within the OL program area. This project was incorporated into another Force-wide one to design & implement streamlined processes to capture & route information on the transfer & movement of regular & civilian members. It is the successful completion of this national project which will enable the RCMP to more accurately report on the bilingual capacity of all staff in designated bilingual service points. As part of this larger project, extra resources have been hired to ensure that Burolis office codes are added to the file of any employee working in a designated bilingual office. These

extra resources will also conduct other data clean-up or refinements which will help to refine and improve our reporting on bilingual resources.

3.5 Telephone Audit

According to the results of the telephone audit conducted by the Official Languages Branch of PSHRMAC, 354 telephone calls were made to RCMP bilingual offices and detachments. Of these, 295 were answered by an employee and 59 by an answering machine. The RCMP provided service in the second language for only 69% of calls and made an active offer of service for only 41% of calls, either in person or by machine. The Force recognizes the seriousness of these results.

As mentioned in Chapter 2, Atlantic Region provided training on active offer to “B” (Newfoundland & Labrador) Operations Control Centre (OCC) employees and will offer further similar training to the OCC employees in other divisions in the next fiscal year. In addition, the Codiac detachment in New Brunswick made presentations on providing an active offer of service to approximately 100 members and 15 auxiliaries. Because of a lack of resources which occurred within the OL Directorate, no further initiatives or improvements were made last year. However, the Force will take several measures to improve its track record in this regard in 2005-06.

4.1 Service to the Public and Language of Work

See tables in Appendices I and II and statements under “Improvements planned” in Chapter 2.

4.2 Equitable Participation

See tables in Appendix III.

Overall

For the eleventh consecutive year, the RCMP has maintained a highly stable level of participation of English-speaking and French-speaking Canadians. In March 2005, 19% of the workforce was French-speaking and 81% English-speaking (see Appendix 3, Table 1). Approximately 87% of RCMP detachments and offices are located in overwhelmingly English-speaking areas of Canada. The composition of the RCMP’s workforce continues to reflect its mandate, the public it serves, and the location of its offices and detachments in accordance with section 39 of the Official Languages Act.

“C” Division (Quebec)

The participation of English-speaking Canadians in “C” Division (province of Quebec) remains excellent at 12% (see Appendix 3, Table 17). Although this Division closed nine detachments, it actually increased its percentage of English-speaking members and employees by 1% over last year.

12%
Anglophone
participation
in Quebec
is excellent



5.1 Policy on Language of Work

5.1.2 Indicators

During the past year, there was a very significant decline in the number of complaints lodged concerning language of work. Only 2 were received in 2004-05, compared to 12 lodged in the previous fiscal year. The complaints concerned the following situations:

1. The first complaint came from a Francophone member in New Brunswick who questioned why training on the new "PROS" system was offered in French two months after that given in English;
2. The second complaint concerned a Francophone recruit who was encouraged to take his cadet training in English, although his preferred language was French.

As of the spring of 2005, these complaints are still under investigation. Both complaints appeared to result from delays in the translation of course material. With regard to the second complaint dealing with cadet training in French, the RCMP has ensured that a Francophone troop will be trained this fiscal year.

5.2 Directive on the Linguistic Identification of Positions or Functions

5.2.2 Indicators

The linguistic breakdown of all staffing actions involving public servants undertaken in the past year is as follows:

1. Bilingual	305
2. English essential	690
3. French essential	12
4. Either/or	7
Total	1,014

5.3 Directive on the Staffing of Bilingual Positions

5.3.1 Assessment Results

It should be noted that this directive applies only to the RCMP's 4,327 public servant positions. With regard to the RCMP's 16,509 regular & civilian member positions, the Force follows the Policy on Official Languages for Human Resources Management. In accordance with the coming into effect of this directive on April 1, 2004, no non-imperative appointments of public servants were made last year.

As mentioned in Chapter 2, eight of 25 EX public servants are not yet at the CBC level. Five of the eight had been appointed to their positions before this directive came into effect on April 1, 2004. In addition, three of 18 EX civilian members and five of 33 EX regular members have not yet achieved this linguistic profile. Of these 16 EXs not yet at the CBC level, 15 are already on or are scheduled to start language training in 2004 - 2005 and one EX has received an exclusion. In all cases, their superiors have ensured that administrative measures have been put in place to ensure that employees' language of work rights will be respected.

5.3.2 Indicators

During fiscal year 2004-05, the RCMP made 65 imperative appointments and 89 imperative deployments to bilingual positions, all of which were below the EX level. This combined total of 154 imperative appointments and deployments is less than the figure given above of 305 staffing actions of bilingual positions because the latter figure represents the complete total of all types of staffing actions such as renewals of term appointments, acting appointments, etc.

5.4 Policy on Official Languages for Human Resources Management

In those cases where there are exempted employees or where members have been appointed to bilingual positions on a Priority II or I S basis, administrative measures have been put in place to ensure that bilingual services either to the public or internally can still be provided. This is done by designating alternate managers or employees to fulfill the bilingual requirements of the position while incumbents are taking language training.

During the past fiscal year, 199 members and employees (appointed prior to April 1, 2004) were on full-time language training following their appointment to a bilingual position. In addition, 426 other members and employees undertook full-time language training for career development purposes.

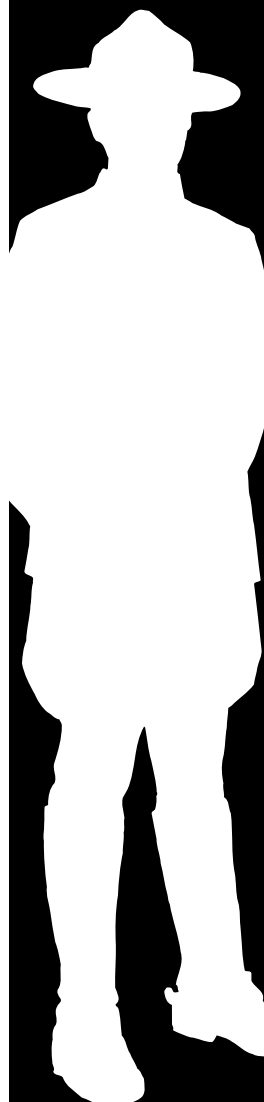


Table 1
Public Servants, Regular Members (RM) and Civilian Members (CM)

SERVICE TO THE PUBLIC

	NUMBER	PERCENTAGE
Meet the language requirements	3173	87%
Must meet	469	13%
TOTAL	3642	100%

SUPERVISORY FUNCTIONS¹

	NUMBER	PERCENTAGE
Meet the language requirements	828	81%
Must meet	189	19%
TOTAL	1017	100%

PERSONAL AND CENTRAL SERVICES¹

	NUMBER	PERCENTAGE
Meet the language requirements	2878	83%
Must meet	576	17%
TOTAL	3454	100%

EX POPULATION IN BILINGUAL REGIONS

	NUMBER	PERCENTAGE
Meet the language requirements	60	79%
Must meet	16	21%
TOTAL	76	100%

Incomplete records: 262
 Exempted PS: 14
 Exempted EX: 0
 Exempted RM/CM: 47

¹BILINGUAL REGIONS: Div A, N&S, W, C, O, X, J

Table 2
Public Servants

SERVICE TO THE PUBLIC

	NUMBER	PERCENTAGE
Meet the language requirements	720	90%
Must meet	84	10%
TOTAL	804	100%

SUPERVISORY FUNCTIONS ¹

	NUMBER	PERCENTAGE
Meet the language requirements	196	80%
Must meet	50	20%
TOTAL	246	100%

PERSONAL AND CENTRAL SERVICES ¹

	NUMBER	PERCENTAGE
Meet the language requirements	1217	82%
Must meet	270	18%
TOTAL	1487	100%

EX POPULATION IN BILINGUAL REGIONS

	NUMBER	PERCENTAGE
Meet the language requirements	17	68%
Must meet	8	32%
TOTAL	25	100%

Incomplete records: 262
Exempted PS: 14
Exempted EX: 0

¹BILINGUAL REGIONS: Div A, N&S, W, C, O, X, J

Table 3
Regular Members (RM) and Civilian Members (CM)

SERVICE TO THE PUBLIC

	NUMBER	PERCENTAGE
Meet the language requirements	2453	86%
Must meet	385	14%
TOTAL	2838	100%

SUPERVISORY FUNCTIONS¹

	NUMBER	PERCENTAGE
Meet the language requirements	632	82%
Must meet	139	18%
TOTAL	771	100%

PERSONAL AND CENTRAL SERVICES¹

	NUMBER	PERCENTAGE
Meet the language requirements	1661	84%
Must meet	306	16%
TOTAL	1967	100%

EX POPULATION IN BILINGUAL REGIONS

	RM	PERCENTAGE	CM	PERCENTAGE	NUMBER	PERCENTAGE
Meet the language requirements	28	85%	15	83%	43	84%
Must meet	5	15%	3	17%	8	16%
TOTAL	33	100%	18	100%	51	100%

Incomplete records: 262
Exempted RM: 28
Exempted CM: 19

¹BILINGUAL REGIONS: Div A, N&S, W, C, O, X, J

Table 1
SERVICE TO THE PUBLIC
Bilingual positions • linguistic status of incumbents

ATLANTIC	NFLD. B DIV	P.E.I. L DIV	N.S. H DIV	N.B. J DIV	HQ Atlantic X DIV	TOTAL
Position	9	19	56	604	33	721
Meet	6	18	52	518	23	617
Percentage	67%	95%	93%	86%	70%	86%

CENTRAL	QUE. C DIV	ONT. O DIV	NCR A DIV	HQ Central W DIV	National HQ N & S DIV	TOTAL
Position	868	61	219	292	1153	2593
Meet	809	51	207	279	980	2326
Percentage	93%	84%	95%	96%	85%	90%

NORTHWEST	MAN. D DIV	SASK. F DIV	ALTA. K DIV	N.W.T. G DIV	NUN. V DIV	DEPOT T DIV	HQ NorthWest R DIV	TOTAL
Position	53	30	68	3	2	57	16	229
Meet	43	16	35	2	2	49	14	161
Percentage	81%	53%	51%	67%	100%	86%	88%	70%

PACIFIC	B.C. E DIV	YUKON M DIV	HQ Pacific P DIV	TOTAL
Position	79	8	12	99
Meet	49	8	12	69
Percentage	62%	100%	100%	70%

	ATLANTIC	CENTRAL	NORTHWEST	PACIFIC	TOTAL
Position	721	2593	229	99	3642
Meet	617	2326	161	69	3173
Percentage	86%	90%	70%	70%	87%

PeopleSoft data – March 2005

Table 2
LANGUAGE OF WORK – Bilingual Positions
Linguistic Status of Incumbents

Tables L1 & L2
INTERNAL SERVICES TO EMPLOYEES

	N.B. J DIV		HQ ATL. X DIV		QUE. C DIV		ONT. O DIV		NATIONAL HQ N & S DIV		NCR A DIV		HQ CENTRE W DIV		TOTAL
Total	583		71		617		32		1472		129		550		3454
Meet	503	86%	46	65%	468	76%	26	81%	1233	84%	119	92%	483	89%	2878 83%

SUPERVISION

	N.B. J DIV		HQ ATL. X DIV		QUE. C DIV		ONT. O DIV		NATIONAL HQ N & S DIV		NCR A DIV		HQ CENTRE W DIV		TOTAL
Total	169		25		169		9		502		57		86		1017
Meet	147	87%	15	60%	141	83%	8	89%	395	79%	50	88%	72	84%	828 81%

PeopleSoft data – March 2005

Total Workforce (Occupied Positions)**TABLE 1 - EQUITABLE PARTICIPATION**

	English		French		Total	
Officers	355	81%	81	19%	436	2%
NCOs	3797	82%	824	18%	4621	22%
Constables	7413	83%	1530	17%	8943	43%
Civilian Members	1918	76%	591	24%	2509	12%
Public Servants	3351	77%	976	23%	4327	21%
TOTAL	16834	81%	4002	19%	20836	100%

TABLE 2 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential		Either Or		Bilingual		In revision*		Total	
Officers	256	59%	1		0		175	40%	4	1%	436	2%
NCOs	3657	79%	6		1		921	20%	36	1%	4621	22%
Constables	7369	82%	41		24		1391	16%	118	2%	8943	43%
Civilian Members	1725	69%	5		21	1%	746	30%	12		2509	12%
Public Servants	2967	69%	53	1%	64	1%	1151	27%	92	2%	4327	21%
TOTAL	15974	76%	106	1%	110	1%	4384	21%	262	1%	20836	100%

PeopleSoft Data - March 2005

*New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.

Atlantic Region

TABLE 3 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	47	85%	8	15%	55	2%
NCOs	523	82%	116	18%	639	23%
Constables	1049	73%	394	27%	1443	51%
Civilian Members	144	79%	39	21%	183	6%
Public Servants	424	83%	86	17%	510	18%
TOTAL	2187	77%	643	23%	2830	100%

TABLE 4 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	27	49%	0	0	26	47%	2	4%	55	2%
NCOs	429	67%	0	0	177	28%	33	5%	639	23%
Constables	957	66%	0	3	383	27%	100	7%	1443	51%
Civilian Members	112	61%	0	0	64	35%	7	4%	183	6%
Public Servants	374	73%	0	0	117	23%	19	4%	510	18%
TOTAL	1899	67%	0	3	767	27%	161	6%	2830	100%

PeopleSoft Data - March 2005

*New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.

B Division - Newfoundland

TABLE 5 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	9	100%	0		9	1%
NCOs	138	98%	3	2%	141	25%
Constables	250	97%	9	3%	259	46%
Civilian Members	44	100%	0		44	8%
Public Servants	111	100%	0		111	20%
TOTAL	552	98%	12	2%	564	100%

TABLE 6 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	8	89%	0	0	1	11%	0		9	1%
NCOs	135	96%	0	0	1	1%	5	3%	141	25%
Constables	250	97%	0	0	7	2%	2	1%	259	46%
Civilian Members	44	100%	0	0	0		0		44	8%
Public Servants	107	96%	0	0	0		4	4%	111	20%
TOTAL	544	96%	0	0	9	2%	11	2%	564	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

H Division - Nova-Scotia

TABLE 7 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	17	94%	1	6%	18	2%
NCOs	229	97%	6	3%	235	23%
Constables	492	90%	56	10%	548	54%
Civilian Members	46	92%	4	8%	50	5%
Public Servants	152	94%	10	6%	162	16%
TOTAL	936	92%	77	8%	1013	100%

TABLE 8 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	16	88%	0	0	1	6%	1	6%	18	2%
NCOs	210	89%	0	0	3	2%	22	9%	235	23%
Constables	431	79%	0	0	39	7%	78	14%	548	54%
Civilian Members	43	86%	0	0	5	10%	2	4%	50	5%
Public Servants	149	92%	0	0	8	5%	5	3%	162	16%
TOTAL	849	84%	0	0	56	5%	108	11%	1013	100%

PeopleSoft Data - March 2005

*New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.

J Division - New-Brunswick

TABLE 9 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	10	67%	5	33%	15	1%
NCOs	115	55%	94	45%	209	22%
Constables	236	43%	318	57%	554	58%
Civilian Members	24	44%	31	56%	55	6%
Public Servants	64	51%	61	49%	125	13%
TOTAL	449	47%	509	53%	958	100%

TABLE 10 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	1	7%	0	0	14	93%	0		15	1%
NCOs	41	20%	0	0	164	78%	4	2%	209	22%
Constables	208	38%	0	3	324	58%	19	3%	554	58%
Civilian Members	7	13%	0	0	48	87%	0		55	6%
Public Servants	45	36%	0	0	79	63%	1	1%	125	13%
TOTAL	302	32%	0	3	629	66%	24	2%	958	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

L Division - Prince Edward Island

TABLE 11 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	2	100%	0		2	1%
NCOs	31	86%	5	14%	36	23%
Constables	68	86%	11	14%	79	51%
Civilian Members	14	88%	2	12%	16	10%
Public Servants	19	83%	4	17%	23	15%
TOTAL	134	86%	22	14%	156	100%

TABLE 12 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	2	100%	0	0	0		0		2	1%
NCOs	34	94%	0	0	1	3%	1	3%	36	23%
Constables	66	84%	0	0	12	15%	1	1%	79	51%
Civilian Members	11	69%	0	0	3	19%	2	12%	16	10%
Public Servants	19	82%	0	0	2	9%	2	9%	23	15%
TOTAL	132	85%	0	0	18	11%	6	4%	156	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

X Atlantic Region - Headquarters

TABLE 13 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	9	82%	2	18%	11	8%
NCOs	10	56%	8	44%	18	13%
Constables	3	100%	0		3	2%
Civilian Members	16	89%	2	11%	18	13%
Public Servants	78	88%	11	12%	89	64%
TOTAL	116	83%	23	17%	139	100%

TABLE 14 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	0		0	0	10	91%	1	9%	11	8%
NCOs	9	50%	0	0	8	44%	1	6%	18	13%
Constables	2	67%	0	0	1	33%	0		3	2%
Civilian Members	7	39%	0	0	8	44%	3	17%	18	13%
Public Servants	54	61%	0	0	28	31%	7	8%	89	64%
TOTAL	72	52%	0	0	55	39%	12	9%	139	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

Central Region

TABLE 15 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	45	57%	34	43%	79	2%
NCOs	439	55%	363	45%	802	28%
Constables	561	51%	530	49%	1091	38%
Civilian Members	111	40%	168	60%	279	10%
Public Servants	268	43%	350	57%	618	22%
TOTAL	1424	50%	1445	50%	2869	100%

TABLE 16 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential		Either Or	Bilingual		In revision*		Total	
Officers	30	38%	1	1%	0	46	58%	2	3%	79	2%
NCOs	392	49%	6	1%	0	403	50%	1		802	28%
Constables	498	46%	41	4%	0	544	50%	8		1091	38%
Civilian Members	84	30%	4	2%	0	191	68%	0		279	10%
Public Servants	232	38%	53	9%	3	318	51%	12	2%	618	22%
TOTAL	1236	43%	105	4%	3	1502	52%	23	1%	2869	100%

PeopleSoft Data - March 2005

*New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.

C Division - Québec

TABLE 17 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	6	24%	19	76%	25	2%
NCOs	39	14%	248	86%	287	28%
Constables	59	12%	414	88%	473	45%
Civilian Members	10	11%	83	89%	93	9%
Public Servants	7	4%	155	96%	162	16%
TOTAL	121	12%	919	88%	1040	100%

TABLE 18 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential		Either Or	Bilingual		In revision*		Total	
Officers	0		1	4%	0	23	92%	1	4%	25	2%
NCOs	4	1%	6	2%	0	277	97%	0		287	28%
Constables	6	1%	41	9%	0	426	90%	0		473	45%
Civilian Members	0		1	1%	0	92	99%	0		93	9%
Public Servants	4	2%	35	22%	0	122	75%	1	1%	162	16%
TOTAL	14	1%	84	8%	0	940	91%	2		1040	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

A Division - National Capital Region

TABLE 19 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	7	58%	5	42%	12	5%
NCOs	22	29%	53	71%	75	29%
Constables	17	21%	63	79%	80	31%
Civilian Members	6	13%	39	87%	45	17%
Public Servants	17	35%	31	65%	48	18%
TOTAL	69	27%	191	73%	260	100%

TABLE 20 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*	Total	
Officers	1	8%	0	0	11	92%	0	12	5%
NCOs	1	1%	0	0	74	99%	0	75	29%
Constables	4	5%	0	0	76	95%	0	80	31%
Civilian Members	0		0	0	45	100%	0	45	17%
Public Servants	10	21%	0	0	38	79%	0	48	18%
TOTAL	16	6%	0	0	244	94%	0	260	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

O Division - Ontario

TABLE 21 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	30	94%	2	6%	32	3%
NCOs	354	92%	29	8%	383	34%
Constables	480	91%	49	9%	529	46%
Civilian Members	64	94%	4	6%	68	6%
Public Servants	122	97%	4	3%	126	11%
TOTAL	1050	92%	88	8%	1138	100%

TABLE 22 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	29	91%	0	0	2	6%	1	3%	32	3%
NCOs	366	96%	0	0	16	4%	1		383	34%
Constables	485	92%	0	0	36	7%	8	1%	529	46%
Civilian Members	60	88%	0	0	8	12%	0		68	6%
Public Servants	123	98%	0	0	3	2%	0		126	11%
TOTAL	1063	93%	0	0	65	6%	10	1%	1138	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

W Central Region - Headquarters

TABLE 23 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	2	20%	8	80%	10	2%
NCOs	24	42%	33	58%	57	13%
Constables	5	56%	4	44%	9	2%
Civilian Members	31	42%	42	58%	73	17%
Public Servants	122	43%	160	57%	282	66%
TOTAL	184	43%	247	57%	431	100%

TABLE 24 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential		Either Or		Bilingual		In revision*		Total	
Officers	0		0		0		10	100%	0		10	2%
NCOs	21	37%	0		0		36	63%	0		57	13%
Constables	3	33%	0		0		6	67%	0		9	2%
Civilian Members	24	33%	3	4%	0		46	63%	0		73	17%
Public Servants	95	34%	18	6%	3	1%	155	55%	11	4%	282	66%
TOTAL	143	33%	21	5%	3	1%	253	59%	11	2%	431	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

North West Region

TABLE 25 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	83	98%	2	2%	85	1%
NCOs	1261	96%	56	4%	1317	23%
Constables	2608	93%	201	7%	2809	49%
Civilian Members	410	98%	8	2%	418	7%
Public Servants	1125	99%	15	1%	1140	20%
TOTAL	5487	95%	282	5%	5769	100%

TABLE 26 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	82	96%	0	0	3	4%	0		85	1%
NCOs	1276	97%	0	0	40	3%	1		1317	23%
Constables	2656	95%	0	0	143	4%	10	1%	2809	49%
Civilian Members	397	95%	0	0	20	4%	1	1%	418	7%
Public Servants	1092	96%	0	0	39	3%	9	1%	1140	20%
TOTAL	5503	95%	0	0	245	4%	21	1%	5769	100%

PeopleSoft Data - March 2005

*New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.

D Division - Manitoba

TABLE 27 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	13	93%	1	7%	14	1%
NCOs	231	94%	14	6%	245	23%
Constables	508	91%	49	9%	557	53%
Civilian Members	77	97%	2	3%	79	8%
Public Servants	149	96%	6	4%	155	15%
TOTAL	978	93%	72	7%	1050	100%

TABLE 28 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*	Total	
Officers	14	100%	0	0	0	0	0	14	1%
NCOs	237	97%	0	0	8	3%	0	245	23%
Constables	528	95%	0	0	29	5%	0	557	53%
Civilian Members	74	94%	0	0	5	6%	0	79	8%
Public Servants	145	94%	0	0	10	6%	0	155	15%
TOTAL	998	95%	0	0	52	5%	0	1050	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

F Division - Saskatchewan

TABLE 29 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	11	100%	0		11	1%
NCOs	305	98%	7	2%	312	25%
Constables	693	96%	27	4%	720	56%
Civilian Members	81	100%	0		81	6%
Public Servants	153	100%	0		153	12%
TOTAL	1243	97%	34	3%	1277	100%

TABLE 30 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*	Total	
Officers	11	100%	0	0	0		0	11	1%
NCOs	310	99%	0	0	2	1%	0	312	25%
Constables	696	97%	0	0	24	3%	0	720	56%
Civilian Members	78	96%	0	0	3	4%	0	81	6%
Public Servants	152	99%	0	0	1	1%	0	153	12%
TOTAL	1247	98%	0	0	30	2%	0	1277	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

T Division - Depot-Regina

TABLE 31 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	4	80%	1	20%	5	2%
NCOs	52	83%	11	17%	63	22%
Constables	34	61%	22	39%	56	20%
Civilian Members	15	79%	4	21%	19	7%
Public Servants	135	98%	3	2%	138	49%
TOTAL	240	85%	41	15%	281	100%

TABLE 32 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	3	60%	0	0	2	40%	0		5	2%
NCOs	42	67%	0	0	21	33%	0		63	22%
Constables	28	50%	0	0	28	50%	0		56	20%
Civilian Members	14	74%	0	0	5	26%	0		19	7%
Public Servants	121	88%	0	0	14	10%	3	2%	138	49%
TOTAL	208	74%	0	0	70	25%	3	1%	281	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

K Division - Alberta

TABLE 33 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	32	100%	0		32	2%
NCOs	516	98%	13	2%	529	23%
Constables	1228	93%	87	7%	1315	57%
Civilian Members	168	99%	1	1%	169	7%
Public Servants	261	99%	1	1%	262	11%
TOTAL	2205	96%	102	4%	2307	100%

TABLE 34 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	32	100%	0	0	0		0		32	2%
NCOs	527	98%	0	0	1	1%	1	1%	529	23%
Constables	1247	95%	0	0	58	4%	10	1%	1315	57%
Civilian Members	162	96%	0	0	7	4%	0		169	7%
Public Servants	257	98%	0	0	2	1%	3	1%	262	11%
TOTAL	2225	96%	0	0	68	3%	14	1%	2307	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

G Division - Northwest Territories

TABLE 35 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	3	100%	0		3	1%
NCOs	49	96%	2	4%	51	26%
Constables	88	93%	7	7%	95	48%
Civilian Members	25	100%	0		25	12%
Public Servants	26	100%	0		26	13%
TOTAL	191	95%	9	5%	200	100%

TABLE 36 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	3	100%	0	0	0		0		3	1%
NCOs	50	98%	0	0	1	2%	0		51	26%
Constables	93	98%	0	0	2	2%	0		95	48%
Civilian Members	24	96%	0	0	0		1	4%	25	12%
Public Servants	26	100%	0	0	0		0		26	13%
TOTAL	196	98%	0	0	3	1%	1	1%	200	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

V Division - Nunavut

TABLE 37 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	3	100%	0		3	3%
NCOs	31	86%	5	14%	36	31%
Constables	54	86%	9	14%	63	54%
Civilian Members	8	100%	0		8	7%
Public Servants	6	100%	0		6	5%
TOTAL	102	88%	14	12%	116	100%

TABLE 38 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*	Total	
Officers	3	100%	0	0	0		0	3	3%
NCOs	36	100%	0	0	0		0	36	31%
Constables	61	97%	0	0	2	3%	0	63	54%
Civilian Members	8	100%	0	0	0		0	8	7%
Public Servants	6	100%	0	0	0		0	6	5%
TOTAL	114	98%	0	0	2	2%	0	116	100%

PeopleSoft Data - March 2005

*New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.

R North-West Region - Headquarters

TABLE 39 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	17	100%	0		17	3%
NCOs	77	95%	4	5%	81	15%
Constables	3	100%	0		3	1%
Civilian Members	36	97%	1	3%	37	7%
Public Servants	395	99%	5	1%	400	74%
TOTAL	528	98%	10	2%	538	100%

TABLE 40 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*		Total	
Officers	16	94%	0	0	1	6%	0		17	3%
NCOs	74	91%	0	0	7	9%	0		81	15%
Constables	3	100%	0	0	0		0		3	1%
Civilian Members	37	100%	0	0	0		0		37	7%
Public Servants	385	96%	0	0	12	3%	3	1%	400	74%
TOTAL	515	96%	0	0	20	3%	3	1%	538	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

Pacific Region

TABLE 41 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	103	98%	2	2%	105	2%
NCOs	1338	95%	67	5%	1405	24%
Constables	3045	94%	196	6%	3241	54%
Civilian Members	377	99%	5	1%	382	6%
Public Servants	803	99%	5	1%	808	14%
TOTAL	5666	95%	275	5%	5941	100%

TABLE 42 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*	Total	
Officers	105	100%	0	0	0	0	0	105	2%
NCOs	1392	99%	0	0	13	1%	0	1405	24%
Constables	3170	98%	0	0	71	2%	0	3241	54%
Civilian Members	379	99%	0	0	3	1%	0	382	6%
Public Servants	807	99%	0	0	1	1%	0	808	14%
TOTAL	5853	99%	0	0	88	1%	0	5941	100%

PeopleSoft Data - March 2005

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E Division - British Columbia

TABLE 43 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	98	98%	2	2%	100	2%
NCOs	1303	95%	65	5%	1368	24%
Constables	2982	94%	191	6%	3173	55%
Civilian Members	354	99%	1	1%	355	6%
Public Servants	758	99%	4	1%	762	13%
TOTAL	5495	95%	263	5%	5758	100%

TABLE 44 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*	Total	
Officers	100	100%	0	0	0	0	0	100	2%
NCOs	1356	99%	0	0	12	1%	0	1368	24%
Constables	3107	98%	0	0	66	2%	0	3173	55%
Civilian Members	355	100%	0	0	0	0	0	355	6%
Public Servants	761	99%	0	0	1	1%	0	762	13%
TOTAL	5679	99%	0	0	79	1%	0	5758	100%

PeopleSoft Data - March 2005

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M Division - Yukon

TABLE 45 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	3	100%	0		3	2%
NCOs	35	95%	2	5%	37	23%
Constables	63	93%	5	7%	68	42%
Civilian Members	16	84%	3	16%	19	12%
Public Servants	32	97%	1	3%	33	21%
TOTAL	149	93%	11	7%	160	100%

TABLE 46 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or	Bilingual		In revision*	Total	
Officers	3	100%	0	0	0		0	3	2%
NCOs	36	97%	0	0	1	3%	0	37	23%
Constables	63	93%	0	0	5	7%	0	68	42%
Civilian Members	17	89%	0	0	2	11%	0	19	12%
Public Servants	33	100%	0	0	0		0	33	21%
TOTAL	152	95%	0	0	8	5%	0	160	100%

PeopleSoft Data - March 2005

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P Pacific Region - Headquarters

TABLE 47- EQUITABLE PARTICIPATION

	English		French		Total	
Officers	2	100%	0		2	9%
NCOs	0		0		0	
Constables	0		0		0	
Civilian Members	7	88%	1	12%	8	35%
Public Servants	13	100%	0		13	56%
TOTAL	22	96%	1	4%	23	100%

TABLE 48 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential		Either Or		Bilingual		In revision*		Total	
Officers	2	100%	0		0		0		0		2	9%
NCOs	0		0		0		0		0		0	
Constables	0		0		0		0		0		0	
Civilian Members	7	88%	0		0		1	12%	0		8	35%
Public Servants	13	100%	0		0		0		0		13	56%
TOTAL	22	96%	0		0		1	4%	0		23	100%

PeopleSoft Data - March 2005

**New measure undertaken in order to correct the situation further to the recommendations made by TBS and further to the new programming of data in PeopleSoft to better monitor the situation.*

NCR - National Headquarters

TABLE 49 - EQUITABLE PARTICIPATION

	English		French		Total	
Officers	77	69%	35	31%	112	3%
NCOs	236	52%	222	48%	458	13%
Constables	150	42%	209	58%	359	11%
Civilian Members	876	70%	371	30%	1247	36%
Public Servants	731	58%	520	42%	1251	37%
TOTAL	2070	60%	1357	40%	3427	100%

TABLE 50 - LANGUAGE REQUIREMENTS OF POSITIONS

	English Essential		French Essential	Either Or		Bilingual		In revision*		Total	
Officers	12	11%	0	0	100	89%	0	0	112	3%	
NCOs	168	37%	0	1	288	63%	1	1	458	13%	
Constables	88	24%	0	21	250	70%	0	0	359	11%	
Civilian Members	753	60%	1	21	468	38%	4	4	1247	36%	
Public Servants	462	37%	0	61	676	54%	52	4%	1251	37%	
Total	1483	43%	1	104	1782	52%	57	2%	3427	100%	

PeopleSoft Data - March 2005

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Appendix IV

PARTICIPATION BY PROVINCE - CIVILIAN AND REGULAR MEMBERS

PROVINCE/REGION	TOTAL NUMBER EMPLOYEES	ANGLOPHONE	PERCENTAGE ANGLOPHONE	FRANCOPHONE	PERCENTAGE FRANCOPHONE
British Columbia (E & P Divisions)	5006	4746	95%	260	5%
Alberta (K Division)	2045	1944	95%	101	5%
Saskatchewan (F, T & R Divisions)	1405	1328	95%	77	5%
Manitoba (D Division)	895	829	93%	66	7%
Ontario (O Division)	1012	928	92%	84	8%
National Capital Region (A, N, S & W Divisions)	2537	1453	57%	1084	43%
Quebec (C Division)	878	114	13%	764	87%
New Brunswick (J Division)	833	385	46%	448	54%
Prince Edward Island (L Division)	133	115	86%	18	14%
Nova Scotia (H Division)	851	784	92%	67	8%
Newfoundland (B & X Divisions)	503	479	95%	24	5%
Yukon (M Division)	127	117	92%	10	8%
Northwest Territories (G Division)	174	165	95%	9	5%
Nunavut (V Division)	110	96	87%	14	13%
Outside Canada	0	0	0	0	0
TOTAL	16509	13483	82%	3026	18%

PARTICIPATION BY OCCUPATIONAL CATEGORY AND RANK

CIVILIAN MEMBERS

OCCUPATIONAL CATEGORY AND GRADE	TOTAL NUMBER MEMBERS	ANGLOPHONE	PERCENTAGE ANGLOPHONE	FRANCOPHONE	PERCENTAGE FRANCOPHONE
Management	28	17	61%	11	39%
Professionals	106	70	66%	36	34%
Specialists and Technicians	2343	1816	78%	527	22%
Administrative Support	20	9	45%	11	55%
Operational	12	6	50%	6	50%
TOTAL	2509	1918	76%	591	24%

REGULAR MEMBERS

RANK	TOTAL NUMBER MEMBERS	ANGLOPHONE	PERCENTAGE ANGLOPHONE	FRANCOPHONE	PERCENTAGE FRANCOPHONE
Officers	436	355	81%	81	19%
Non-commissioned officers	4621	3797	82%	824	18%
Constables	8943	7413	83%	1530	17%
TOTAL	14000	11565	83%	2435	17%

OVERALL PARTICIPATION	TOTAL NUMBER EMPLOYEES	ANGLOPHONE	PERCENTAGE ANGLOPHONE	FRANCOPHONE	PERCENTAGE FRANCOPHONE
TOTAL	16509	13483	82%	3026	18%

PeopleSoft data – March 2005

