

RCMP·GRC



ROYAL CANADIAN MOUNTED POLICE • GENDARMERIE ROYALE DU CANADA

2003 - 2004 Annual Review Official Languages

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As Canada's national police service, the Royal Canadian Mounted Police (RCMP) takes great pride in its more than 130-year history of providing Canadians with exemplary and professional service.

For more than a quarter-of-a-century, the RCMP has been strongly committed to the *Official Languages Act* and to serving our clients, communities and employees in the official language of their choice.

The 2003-2004 Official Languages Annual Review reflects on the many successes we have achieved as well as on-going challenges.

I commend the Internal Audit and Evaluation Branch for their successful pilot project of creating a workplace environment conducive to the use of both official languages. This example demonstrates leadership with respect to official languages and should be emulated by other areas within the RCMP undertaking to advance bilingualism in our workplace.

As an organization of excellence, the RCMP is committed to ensuring recognition of the status of each of the official languages and compliance with the spirit and intent of the *Official Languages Act*.

Although there is always more work to do, I am very proud of the progress we have made toward building a more bilingual workforce that reflects the cultural diversity of this great country.

Giuliano Zaccardelli
Commissioner



As the RCMP Chief Human Resources Officer, I would reiterate Commissioner Zaccardelli's reference to our successes and challenges in the area of official languages. After 34 years of the federal *Official Languages Act (OLA)*, the RCMP has indeed made considerable progress in integrating our official languages responsibilities into virtually all of our operations where required by law. I add my congratulations to the Internal Audit and Evaluation Branch for their successful pilot project of creating a more bilingual work place. This objective remains an on-going one for all our managers and supervisors in bilingual language of work regions.

Our successes are numerous. I commend all our members and employees serving the public, who have now achieved 81% bilingual capacity. In 2003 - 2004, the Force saw a 2/3 decline in the number of complaints concerning service to the public. "C" Division has maintained an 11% Anglophone participation rate, which is significantly higher than that in most other federal institutions in Quebec.

Challenges in achieving complete compliance with the *OLA* remain and the RCMP is fully committed to these important objectives. As noted in this Official Languages Annual Review, some divisions and detachments should improve their bilingual capacity and their active offer of two-language services by telephone. I remain confident that our collective commitment to the Official Languages Program will lead to even more success stories next year.

Barbara George
Chief Human Resources Officer

2003-2004
RCMP ANNUAL REVIEW ON OFFICIAL LANGUAGES
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Leadership

Successful Pilot Project in RCMP Internal Audit and Evaluation Branch

During fiscal year 2003-2004, the RCMP Internal Audit and Evaluation Branch pursued their pilot project to develop a conducive workplace environment which would permit the effective use of the two official languages. This project had been launched at the end of the previous fiscal year. They developed an action plan which focussed on the following:

Internal Audit and Evaluation Branch incorporates core values in successful pilot project.

1. the establishment of a work environment conducive to the use of both official languages for all internal activities,
2. the creation of a favourable climate to the use of both official languages in a sustainable way for all branch operations, and
3. the encouragement of employees to learn and/or improve their second official language.

During the course of this project, Branch management conducted a complete evaluation of the branch's linguistic capacities. They reviewed the linguistic profile of all bilingual positions to ensure that the language profiles were in line with the linguistic requirements of the positions.

The project also provided managers with a better knowledge and understanding of employees' attitudes and perceptions about the use of both official languages in their workplace. This allowed management to help employees develop ease and confidence in their more bilingual work environment. In addition, managers were able to verify if employees had a good understanding of all aspects related to their language of work rights such as the use of both languages during meetings, the availability of information systems in both languages, etc.

Both managers and employees noted that the development of a workplace environment conducive to the use of both official languages depended largely on notions of mutual respect, tolerance and open-mindedness.

Program Management

At the end of the fiscal year, RCMP Senior Management decided that the Official Languages (OL) Directorate, which is the national OL policy centre, should report to the Assistant Commissioner responsible for Employee-Management Relations. The latter was also named RCMP OL Champion. Pursuant to the change made a year ago which converted the OL Section to the OL Directorate, this decision will further raise the visibility and profile of the official languages program within the Force.

Linguistic Capacity of the RCMP

Service to the Public

Of the RCMP's 748 offices and detachments, just over 200 or about 27% of them are required to provide two-language services to the public according to the *Official Languages Act (OLA)* and *Official Languages Regulations (OLR)*. At the time of writing, the RCMP is still finalizing the compliance review of the *OLR* according to the guidelines of the Official Languages Branch of the Public Service Human Resources Management Agency of Canada (PSHRMAC). Because of errors detected in some of the original data and service areas of 43 detachments, the RCMP Official Languages Directorate had to re-verify all the information pertaining to these detachments. Approximately 14 detachments across Canada will no longer have the obligation to provide bilingual services after due consultations are held with the official language minorities concerned. Once this process is completed, the RCMP will then prepare an action plan for producing a reporting system on the bilingual capacity of employees in each service point designated bilingual under the *OLR*.

81% of employees serving the public are bilingual.

The overall bilingual capacity of Regular Members, Civilian Members and public servants providing service to the public is excellent at 81%. The Table in Appendix II on page A4 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, or province. The Central and Atlantic

Regions have the highest linguistic capacity in this regard with 81% and 80% respectively of their incumbents meeting their position's language requirements. The four divisions with the strongest bilingual capacity are as follows:

"M" Division (Yukon) with 100% bilingual capacity,
"H" Division (Nova Scotia) with 93% bilingual capacity, and
"A" Division (National Capital Region) and "D" Division (Manitoba) at 91% bilingual capacity.

The RCMP will redouble its efforts to increase the bilingual capacity of incumbents providing service to the public to acceptable levels, to ensure that in all divisions a minimum of 75% of these incumbents are bilingual. The new imperative staffing policy for all bilingual public service positions which took effect on April 1, 2004 should help to alleviate this problem. However, the Force continues to face major challenges in fulfilling its mandate of providing effective and efficient policing services to large and small communities and releasing members to pursue full-time language training for extended periods.

Language of Work

The language of work regime within the RCMP's 748 offices and detachments is broken down as follows:

10% or 79 offices and detachments use both English and French as languages of work.

87% or 648 offices and detachments have English as the language of work. These facilities are located outside the National Capital Region and the provinces of Quebec and New Brunswick.

3% or 21 offices and detachments use French as the language of work. All these detachments are in the province of Quebec.

As of April, 2004, 73% or 58 of the RCMP's 80 EXs met the CBC linguistic profile broken down as follows (see Table 1 of Appendix I on page A1):

30 (89%) of 34 Regular Members;

13 (72%) of 18 Civilian Members;

15 (54%) of 28 Public Servants.

Virtually all 22 EXs not yet at the CBC level are already on or are scheduled to start language training in 2004 - 2005 (one EX has applied for an exemption). Their superiors have ensured that administrative measures have been implemented to ensure that employees' language of work rights will be respected.

Table 1 of Appendix I on page A1 also indicates the following situation as of April, 2004:

78% or 758 of the 966 incumbents of supervisory positions met their position's language requirements; and

80% or 2,692 of the 3,346 incumbents of positions providing personal and central services met the language requirements of their positions.

Exemptions have been granted to 49 Regular and Civilian Members and 17 public servants. In 2004-2005, training plans will be finalized for those supervisors who do not meet the language requirements of their positions so that they can be released on language training over the next three years. In addition, administrative measures have been implemented to ensure that employees can be supervised and receive personal and central services in their preferred official language.

Equitable Participation

Overall

For the past ten years, the participation of English-speaking and French-speaking Canadians in the RCMP has remained stable. In April, 2004, 19% of the workforce was French-speaking and 81% English-speaking (see Table 14, page A30). The composition of the RCMP's workforce reflects its mandate, the public it serves, and the location of its offices and detachments in accordance with section 39 of the *Official Languages Act*. This long-term stability demonstrates clearly that the RCMP provides equal opportunities for employment and advancement to both official language groups.

RCMP Mandate, Public, and Location of Offices

The Force provides federal policing services across the country. In addition, through policing agreements with other levels of government, the RCMP provides police services to eight provinces, three territories and approximately 200 municipalities. Approximately 87% of RCMP detachments and offices are located in overwhelmingly English-speaking areas of Canada. Naturally, this factor has a direct impact on the participation rate of French-speaking Canadians in the RCMP.

"C" Division (Quebec)

The participation of English-speaking Canadians in "C" Division (province of Quebec) is excellent at 11% (see Table 17, page A13). This percentage is significantly higher than in most other federal institutions in Quebec.

11% Anglophone participation in Quebec is excellent

Satisfaction of the Public and Employees

Complaints

Between April 1, 2003 and March 31, 2004, the RCMP was the subject of 26 complaints lodged with the Office of the Commissioner of Official Languages (OCOL). Of these, 15 were from RCMP personnel and 11 from members of the public broken down respectively as follows:

3 complaints involved the language requirements of positions being staffed;
12 complaints concerned language of work.

1 concerned the RCMP's responsibilities to enhance the development of minority-language communities;

1 involved an allegation of discrimination because the complainant had lodged a previous complaint;

1 dealt with equitable participation of the two official language groups within the RCMP;

8 related to service to the public.

2/3 Decline in
complaints concerning
service to the public

The eight complaints concerning service to the public represent a two-thirds decline from the previous fiscal year when 21 complaints concerning service were received. It should be noted that RCMP members and employees conduct approximately 15 million transactions per year with members of the public. Therefore, the fact that the RCMP received only 11 complaints from the public would seem to indicate that the Force has successfully integrated its official languages obligations with its community policing principles and practices.

The RCMP takes all complaints seriously and co-operates fully with OCOL in the investigation and resolution of them.

The RCMP also has an internal complaints process. During fiscal year 2003-2004, 11 complaints were lodged internally and eight of these have been resolved.

Compliance Review and Surveys

Given the RCMP's mandate and the nature of a significant amount of contact with the public, it would be extremely difficult to conduct a global public satisfaction survey. During 2004, eight RCMP detachments will be conducting a survey for the compliance review of the Official Languages Regulations in order to measure demand for services in the minority official language.

In 2005, the RCMP will review this process to see if it could be utilized for a public satisfaction survey.

In 2004-05, the Strategic Policy and Planning Branch will be conducting a survey of RCMP stakeholders. The level of satisfaction with the RCMP's bilingual services will be measured in the Stakeholders Core survey, which is conducted periodically. Feed-back on same will also be sought from Canadian citizens and policing partners in the 2005 Core Survey.

Positive Results on Public Service Employee Survey

Early in 2003, the RCMP Summary Report on the Public Service Employee Survey was released. It contained the following positive results:

1. 92% of employees indicated that the material and tools provided for work, including software and other automated tools, are available in their official language of choice.
2. 90% of public servants agreed that they feel free to use their preferred official language when communicating with their supervisor.
3. 89% of employees agreed that when they prepare written materials, including electronic mail, they feel free to use the official language of their choice.
4. 86% of public servants feel free to use their preferred official language during meetings in their work units.
5. 79% of employees indicated that training offered by the RCMP is always or often available in their official language of choice.

Positive results concerning language of work in Public Service Employee Survey

Given these recent strong indicators of satisfaction by public servants, the RCMP sees no current need to conduct another survey in this area. However, the RCMP will endeavour to improve its training opportunities to public servants to ensure that more courses are consistently made available to them in their preferred official language.

Maintenance and Improvement: Service to the Public and Language of Work

Service to the Public - RCMP Internet Sites

In 2003-2004, the Official Languages and National Communications Services Directorates (NCSD) conducted follow-ups on the action plans for making RCMP Web sites on both the Internet and Intranet available in both official languages and of equal quality. Originally the RCMP had just under 100 Internet Web sites which the NCSD had to review and evaluate. Of the 22 Web sites now accessible to the public, 14 must be bilingual. The Official Languages Directorate and Regional Official Languages Co-ordinators continued to monitor these sites to verify their compliance with the *Official Languages Act (OLA)*. Currently 10 of these sites have complete information in both English and French and the NCSD is actively working to ensure that the 4 remaining sites are rendered bilingual as quickly as possible.

Language of Work - Intranet Sites

The RCMP has 19 Intranet sites, 7 of which must be bilingual. Recent monitoring of these sites revealed that all of them now post information in both official languages.

Information Systems

The RCMP's audit report on information systems in bilingual regions issued in April, 2003 contained four major recommendations. The Chief Information Officer (CIO) reports the following highlights on these recommendations:

Recommendation 1 - The Chief Information Officer take the necessary measures to ensure all regularly and widely-used information systems and applications are available in both official languages.

Their policy now requires that any new national system be introduced in both official languages. Recent examples which will be rolled out across Canada simultaneously in English and French in 2004 - 2005 are the new Police Records and Occurrence System (PROS), which will replace three existing systems and the Integrated Query Tool (IQT). The CIO Sector is also completing an assessment of which sections of its 41 national applications are available in both official languages.

Recommendation 2 - The Chief Information Officer ensure all informatics-related training is offered in both official languages in designated bilingual language-of-work regions.

It is CIO Sector Policy to offer training on any new national applications in both official languages and all training provided through the CIO Sector training coordinator is offered and available in both English and French. The delivery of training for regionally or divisionally developed applications is the responsibility of each region through the cooperative efforts of the Regional Informatics Officer and Regional/Divisional Training. However, the CIO is prepared to support the bilingual language-of-work regions in ensuring that users receive training in their preferred official language.

Recommendation 3 - The Chief Information Officer take into consideration the RCMP's duties with respect to designated bilingual language-of-work regions when entering into informatics-related service contracts requiring interaction with employees working in these regions.

Contracts entered into by the CIO Sector for service support or professional services contain the necessary clauses for the provision of bilingual documentation and services. In addition, the CIO will monitor service contracts requiring interaction with employees working in designated bilingual regions for language-of-work purposes to ensure that they respect the language of work provisions of the *Official Languages Act*.

Recommendation 4 - The Chief Information Officer, the Director of National Communication Services Directorate and the Director of Official Languages ensure that a progress report on the implementation of these recommendations is included in the RCMP 2003-04 Official Languages Annual Review and subsequent reviews, if necessary.

The CIO and Director of NCSD provided a detailed status report to the Director, Official Languages on the implementation of the above-mentioned recommendations. The CIO will also monitor their initiatives and activities through the Balanced Scorecard performance management tool.

Internal Communications

Lastly, the RCMP conducted a review of internal communications between the following:

1. National Headquarters and Central Region Headquarters, both of which are located in Ottawa,
2. Central Region Headquarters and “C” Division Headquarters in Montreal,
3. “C” Division Headquarters and the Ste. Foy, Québec detachment. Ste. Foy was chosen to represent a typical example of the 21 detachments in the unilingual French parts of Québec.

The review examined communications from the six major sectors or branches of Corporate Management and Comptrollership, Forensic Laboratory Services, Federal and International Operations, Human Resources, Public Affairs and Information, and National Communications Services. Generally speaking, written communications between the three aforementioned components were in compliance with the language of work provisions of the *OLA*. However, in some instances, the English version was sent out first, with the French version following a few days later. The reviewer recommended that some information sessions or tools be prepared for managers and employees to clarify official languages responsibilities and rights in this area.

Follow-ups and Monitoring

In late November, 2003, the Official Languages Branch (OLB) of the Public Service Human Resources Management Agency of Canada (PSHRMAC) asked the RCMP to pay special attention to the following areas:

- 1. Active offer of service in both official languages;**
- 2. Linguistic data on public servants in the RCMP internal human resources management information system;**
- 3. Implementation of a system of reports on the bilingual capacity of staff in each designated bilingual service point;**
- 4. Measures to ensure that EXs who do not meet the language requirements of their position complete language training as soon as possible;**
- 5. Measures to increase the percentage of supervisors who can perform their supervisory functions in both official languages;**
- 6. Administrative measures for exempted employees and those appointed on a non-imperative basis to their position.**

1. Active offer of service

The RCMP Official Languages Policy is being amended to strengthen the emphasis on making an active offer of service in all contacts with the public.

In early March, 2004 the RCMP received from the PSHRMAC their audit report on telephone services, which provided results on both service obtained and active offer made. The results of this audit indicated that the RCMP was below the national level for providing an active offer of service in the minority language. During fiscal year 2004-2005, the Force will be following up with the detachments which did not provide service in the minority language or which failed to make an active offer of service in both official languages.

- 2. Linguistic data on public servants in the RCMP internal human resources management information system and**
- 3. Implementation of a system of reports on the bilingual capacity of staff in each designated bilingual service point**

These two objectives are directly connected and thus are being pursued together. In the latter months of 2003-2004, RCMP Official Languages Officers and Co-ordinators began monitoring and correcting the linguistic data in the internal human resources management information system (HRMIS) in order to reduce and eventually eliminate the discrepancies therein with the Position

and Classification Information System (PCIS). This is an on-going project, but the RCMP expects that by the spring of 2005, the vast majority of the anomalies will be corrected.

In addition, in March, 2004, the RCMP Official Languages Directorate initiated discussions with the other key human resources directorates in order to improve the linguistic data in HRMIS. Here again, discussions and implementation of changes in procedures will continue throughout the current fiscal year so that in 2005, the RCMP will be able to start producing reports on the bilingual capacity of members and employees by designated bilingual service point.

- 1. Measures to ensure that EXs who do not meet the language requirements of their position complete language training as soon as possible and**
- 2. Measures to increase the percentage of supervisors who can perform their supervisory functions in both official languages**

As mentioned on page 5, all 22 EXs and their equivalents who are not at the CBC level are either already on or are scheduled to start language training in 2004-2005. Similarly, for the approximately 150 supervisors who do not meet the language requirements of their positions, the RCMP will finalize their language training plans so that they can be released on language training over the next three years. In several of these cases, the EXs and supervisors have experienced long waiting lists with the former Public Service Commission language training school. The RCMP is hopeful that the six language training centres of the newly-created Canada School of Public Service will be better able to accept in a more timely fashion its managers and supervisors in need of language training.

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

As indicated on page 5, administrative measures have been put in place to ensure that employees can be supervised and receive personal and central services in their preferred official language. This was done largely via managers naming themselves or alternate managers to fulfill the bilingual requirements of the position while the incumbent of the supervisory position is on language training.

Public Servants / Fonctionnaires
Regular Members (RM) and Civilian Members (CM)
Membres réguliers (MR) et membres civils (MC)

Number / Percentage /
Nombre Pourcentage

Service to the Public / Service au public		
Meet the Language Requirements Satisfont aux exigences linguistiques du poste	2935	81%
Must Meet / Doivent satisfaire	706	19%
Total	3641	

Supervisory Functions / Fonctions de surveillance		
Meet the Language Requirements Satisfont aux exigences linguistiques du poste	758	78%
Must Meet / Doivent satisfaire	208	22%
Total	966	

Personal and Central Services / Services personnels et centraux		
Meet the Language Requirements Satisfont aux exigences linguistiques du poste	2692	80%
Must Meet / Doivent satisfaire	654	20%
Total	3346	

EX Population in Bilingual Regions / Population des EX dans les régions bilingues		
Meet the Language Requirements Satisfont aux exigences linguistiques du poste	58	73%
Must Meet / Doivent satisfaire	22	27%
Total	80	

*Incomplete Records / Dossiers incomplets 573

**Exempted/Exemptés PS-Fonctionnaires 17

Exempted/Exemptés EX 1

Exempted\Exemptés RM\CM - MR/MC 49

PeopleSoft Data - April 2004

Données de PeopleSoft - avril 2004

PS / Fonctionnaires

Number / Percentage /
Nombre Pourcentage

Service to the Public / Service au public

Meet the Language Requirements Satisfont aux exigences linguistiques du poste	574	76%
Must Meet / Doivent satisfaire	186	24%
Total	760	

Supervisory Functions / Fonctions de surveillance

Meet the Language Requirements Satisfont aux exigences linguistiques du poste	187	76%
Must Meet / Doivent satisfaire	58	24%
Total	245	

Personal and Central Services / Services personnels et centraux

Meet the Language Requirements Satisfont aux exigences linguistiques du poste	1079	77%
Must Meet / Doivent satisfaire	331	23%
Total	1410	

EX Population in Bilingual Regions / Population des EX dans les régions bilingues

Meet the Language Requirements Satisfont aux exigences linguistiques du poste	15	54%
Must Meet / Doivent satisfaire	13	46%
Total	28	

*Incomplete Records / Dossiers incomplets 230

**Exempted/Exemptés PS-Fonctionnaires 17
Exempted/Exemptés EX 1

*Regular Members (RM) and Civilian Members (CM)
Membres réguliers (MR) et membres civils (MC)*

Service to the Public / Service au public Number / Percentage /
Nombre Pourcentage

Meet the Language Requirements Satisfont aux exigences linguistiques du poste	2361	82%
Must Meet / Doivent satisfaire	520	18%
Total	2881	

Supervisory Functions / Fonctions de surveillance

Meet the Language Requirements Satisfont aux exigences linguistiques du poste	571	79%
Must Meet / Doivent satisfaire	150	21%
Total	721	

Personal and Central Services / Services personnels et centraux

Meet the Language Requirements Satisfont aux exigences linguistiques du poste	1613	83%
Must Meet / Doivent satisfaire	323	17%
Total	1936	

EX Population in Bilingual Regions / Population des EX dans les régions bilingues

	RM	Percentage Pourcentage	CM	Percentage Pourcentage	Number Nombre	Percentage Pourcentage
Meet the Language Requirements Satisfont aux exigences linguistiques du poste	30	89%	13	72%	43	83%
Must Meet / Doivent satisfaire	4	11%	5	28%	9	17%
Total	34		18		52	

*Incomplete Records / Dossiers incomplets 343 ** Exempted/Exemptés RM/CM - MR/MC 49

Appendix II / Annexe II

Service to the public - Bilingual Positions, Linguistic Status of Incumbents

Service au public - Postes bilingues, Situation linguistique des titulaires

Atlantic Atlantique	Newfoundland Terre-Neuve (Div. B)	Prince Edward Island Île-du-Prince-Édouard (Div. L)	Nova Scotia Nouvelle-Écosse (Div. H)	New Brunswick Nouveau-Brunswick (Div. J)	HQ, Atlantic QG, Atlantique (Div. X)	Total
Position/Poste	9	18	58	584	24	693
Meet/Satisfont	6 67%	16 89%	54 93%	466 80%	13 54%	555 80%

Central Centre	Quebec Québec (Div. C)	Ontario (Div. O)	National Capital Region Région de la capitale nat'le (Div. A)	HQ, Central Region QG, Région du centre (Div. W)	National HQ QG National (Div. N&S)	Total
Position/Poste	875	90	248	307	1090	2610
Meet/Satisfont	703 80%	60 67%	226 91%	251 82%	881 81%	2121 81%

NorthWest Nord-Ouest	Manitoba (Div. D)	Saskatchewan (Div. F)	Alberta (Div. K)	NorthWest (Div. G)	Nunavut (Div. V)	Depot (Div. T)	HQ NorthWest (Div. R)	Total
Position/Poste	55	31	86	3	2	66	16	259
Meet/Satisfont	50 91%	20 65%	62 72%	1 33%	1 50%	57 86%	11 69%	202 78%

Pacific Pacifique	British Columbia Colombie-Britannique (Div. E)	Yukon (Div. M)	HQ, Pacific QG, Pacifique (Div. P)	Total
Position/Poste	71	8	0	79
Meet/Satisfont	49 69%	8 100%	0	57 72%

	Atlantic Atlantique	Central Centre	NorthWest Nord-Ouest	Pacific Pacifique	Total
Position/Poste	693	2610	259	79	3641
Meet/Satisfont	555 80%	2121 81%	202 78%	57 72%	2935 81%

Appendix III / Annexe III

Total Workforce (Occupied Positions)

Effectif global (postes occupés)

Table 1 - Equitable Participation

Tableau 1 - Participation Équitable

	English/Anglais		French/Français		Total	
Officers/ Officiers	353	82%	79	18%	432	2%
NCOs/ S-Officers	3700	82%	818	18%	4518	22%
Constables/ Gendarmes	7293	83%	1527	17%	8820	43%
Civilian Members/ Membres civils	1941	77%	584	23%	2525	12%
Public Servants/ Fonctionnaires	3256	77%	953	23%	4209	21%
Total	16543	81%	3961	19%	20504	

Table 2- Language Requirements of positions

Tableau 2- Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	246 57%	2	0	171 40%	13 3%	432 2%
NCOs/ S-Officers	3466 77%	8	1	943 21%	100 2%	4518 22%
Constables/ Gendarmes	7164 81%	64 1%	33	1356 15%	203 2%	8820 43%
C. Members/ Membres civils	1713 68%	5	23 1%	757 30%	27 1%	2525 12%
P.Servants/ Fonctionnaires	2766 66%	53 1%	71 2%	1089 26%	230 5%	4209 21%
Total	15355 75%	132 1%	128	4316 21%	573 3%	20504

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

*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 People Soft to better monitor the situation.

*Nouvelle mesure prise pour corriger la situation suite aux recommandations du SCT et suite à la nouvelle programmation des données du système PeopleSoft pour mieux surveiller la situation.

Atlantic Region

Région de l'Atlantique

Table 3- Equitable Participation

Tableau 3- Participation Équitable

	English/Anglais		French/Français		Total	
Officers/ Officiers	46	85%	8	15%	54	1%
NCOs/ S-Officiers	537	82%	115	18%	652	23%
Constables/ Gendarmes	1080	75%	355	25%	1435	51%
Civilian Members/ Membres civils	147	79%	39	21%	186	7%
Public Servants/ Fonctionnaires	426	83%	86	17%	512	18%
Total	2236	79%	603	21%	2839	

Table 4- Language Requirements of positions

Tableau 4- Exigences Linguistiques des postes

	English Essential Anglais Essentiel		French Essential / Français essentiel		Either Or / Réversibles		Bilingual / Bilingues		In revision* En révision*		Total	
Officers/ Officiers	27	50%	0		0		25	46%	2	4%	54	1%
NCOs/ S-Officiers	434	67%	0		0		173	26%	45	7%	652	23%
Constables/ Gendarmes	966	67%	0		3		369	26%	97	7%	1435	51%
C. Members/ Membres civils	112	60%	0		0		66	35%	8	5%	186	7%
P.Servants/ Fonctionnaires	330	65%	0		0		103	20%	79	15%	512	18%
Total	1869	66%	0		3		736	26%	231	8%	2839	

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

*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 People Soft to better monitor the situation.

*Nouvelle mesure prise pour corriger la situation suite aux recommandations du SCT et suite à la nouvelle programmation des données du système PeopleSoft pour mieux surveiller la situation.

“B” Division - Newfoundland

Division “B” - Terre-Neuve

Table 5- Equitable Participation

Tableau 5- Participation Équitable

	English/Anglais		French/Francais		Total	
Officers/ Officiers	9	100%	0		9	2%
NCOs/ S-Officers	143	98%	3	2%	146	25%
Constables/ Gendarmes	255	97%	8	3%	263	46%
Civilian Members/ Membres civils	43	100%	0		43	7%
Public Servants/ Fonctionnaires	113	100%	0		113	20%
Total	563	98%	11	2%	574	

Table 6- Language Requirements of positions

Tableau 6- Exigences Linguistiques des postes

	English Essential Anglais Essentiel		French Essential / Français essentiel		Either Or / Réversibles		Bilingual / Bilingues		In revision* En révision*		Total	
Officers/ Officiers	9	100%	0		0		0		0		9	2%
NCOs/ S-Officers	141	97%	0		0		1	1%	4	2%	146	25%
Constables/ Gendarmes	252	96%	0		0		8	3%	3	1%	263	46%
C. Members/ Membres civils	43	100%	0		0		0		0		43	7%
P.Servants/ Fonctionnaires	105	93%	0		0		0		8	7%	113	20%
Total	550	96%	0		0		9	2%	15	2%	574	

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“H” Division - Nova-Scotia

Division “H” - Nouvelle-Écosse

Table 7- Equitable Participation

Tableau 7- Participation Équitable

	English/Anglais	French/Francais	Total
Officers/ Officiers	14 93%	1 7%	15 2%
NCOs/ S-Officers	237 98%	4 2%	241 23%
Constables/ Gendarmes	506 91%	48 9%	554 54%
Civilian Members/ Membres civils	49 91%	5 9%	54 5%
Public Servants/ Fonctionnaires	153 94%	9 6%	162 16%
Total	959 93%	67 7%	1026

Table 8- Language Requirements of positions

Tableau 8 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	15 100%	0	0	0	0	15 2%
NCOs/ S-Officers	207 86%	0	0	3 1%	31 13%	241 23%
Constables/ Gendarmes	441 80%	0	0	39 7%	74 13%	554 54%
C. Members/ Membres civils	44 81%	0	0	7 13%	3 6%	54 5%
P.Servants/ Fonctionnaires	130 80%	0	0	8 5%	24 15%	162 16%
Total	837 82%	0	0	57 5%	132 13%	1026

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“J” Division - New-Brunswick

Division “J” - Nouveau-Brunswick

Table 9- Equitable Participation

Tableau 9- Participation Équitable

	English/Anglais	French/Francais	Total ↓
Officers/ Officiers	10 67%	5 33%	15 2%
NCOs/ S-Officers	115 54%	99 46%	214 22%
Constables/ Gendarmes	251 47%	287 53%	538 56%
Civilian Members/ Membres civils	26 46%	31 54%	57 6%
Public Servants/ Fonctionnaires	69 53%	62 47%	131 14%
Total	471 49%	484 51%	955

Table 10- Language Requirements of positions

Tableau 10 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	1 7%	0	0	14 93%	0	15 2%
NCOs/ S-Officers	46 22%	0	0	161 75%	7 3%	214 22%
Constables/ Gendarmes	206 38%	0	3 1%	310 57%	19 4%	538 56%
C. Members/ Membres civils	8 14%	0	0	49 86%	0	57 6%
P.Servants/ Fonctionnaires	45 34%	0	0	74 57%	12 9%	131 14%
Total	306 32%	0	3	608 64%	38 4%	955

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“L” Division - Prince Edward Island

Division “L” - Ile-du -Prince-Edward

Table 11 Equitable Participation

Tableau 11- Participation Équitable

	English/Anglais	French/Francais	Total
Officers/ Officiers	2 100%	0	2 2%
NCOs/ S-Officers	34 92%	3 8%	37 23%
Constables/ Gendarmes	68 85%	12 15%	80 51%
Civilian Members/ Membres Civils	13 87%	2 13%	15 9%
Public Servants/ Fonctionnaires	20 83%	4 17%	24 15%
Total	137 87%	21 13%	158

Table 12- Language Requirements of positions

Tableau 12 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	2 100%	0	0	0	0	2 2%
NCOs/ S-Officers	35 94%	0	0	1 3%	1 3%	37 23%
Constables/ Gendarmes	67 84%	0	0	12 15%	1 1%	80 51%
C. Members/ Membres civils	10 67%	0	0	3 20%	2 13%	15 9%
P.Servants/ Fonctionnaires	20 84%	0	0	2 8%	2 8%	24 15%
Total	134 85%	0	0	18 11%	6 4%	158

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“X” Atlantic Region - Headquarters

“X” Région de l’Atlantique - Quartier Général

Table 13- Equitable Participation

Tableau 13- Participation Équitable

	English/Anglais	French/Français	Total
Officers/ Officiers	11 85%	2 15%	13 10%
NCOs/ S-Officiers	8 57%	6 43%	14 11%
Constables/ Gendarmes	0	0	0
Civilian Members/ Membres Civils	16 94%	1 6%	17 14%
Public Servants/ Fonctionnaires	71 87%	11 13%	82 65%
Total	106 84%	20 16%	126

Table 14- Language Requirements of positions

Tableau 14 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	0	0	0	11 85%	2 15%	13 10%
NCOs/ S-Officiers	5 36%	0	0	7 50%	2 14%	14 11%
Constables/ Gendarmes	0	0	0	0	0	0
C. Members/ Membres civils	7 41%	0	0	7 41%	3 18%	17 14%
P.Servants/ Fonctionnaires	30 37%	0	0	19 23%	33 40%	82 65%
Total	42 33%	0	0	44 35%	40 32%	126

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

*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 People Soft to better monitor the situation.

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Central Region

Région du Centre

Table 15- Equitable Participation

Tableau 15- Participation Équitable

	English/Anglais		French/Français		Total	
Officers/ Officiers	44	56%	35	44%	79	3%
NCOs/ S-Officiers	412	51%	391	49%	803	26%
Constables/ Gendarmes	579	50%	580	50%	1159	37%
Civilian Members/ Membres Civils	111	34%	215	66%	326	10%
Public Servants/ Fonctionnaires	320	42%	439	58%	759	24%
Total	1466	47%	1660	53%	3126	

Table 16- Language Requirements of positions

Tableau 16 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel		French Essential / Français essentiel		Either Or / Réversibles		Bilingual / Bilingues		In revision* En révision*		Total	
Officers/ Officiers	24	30%	2	3%	0		44	56%	9	11%	79	3%
NCOs/ S-Officiers	296	37%	8	1%	0		445	55%	54	7%	803	26%
Constables/ Gendarmes	421	36%	64	6%	0		573	49%	101	9%	1159	37%
C. Members/ Membres civils	64	20%	4	1%	0		245	75%	13	4%	326	10%
P.Servants/ Fonctionnaires	236	31%	53	7%	28	4%	409	54%	33	4%	759	24%
Total	1041	33%	131	4%	28	1%	1716	55%	210	7%	3126	

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“C” Division - Québec

Division “C” - Québec

Table 17 - Equitable Participation

Tableau 17- Participation Équitable

	English/Anglais		French/Francais		Total	
Officers/ Officiers	4	17%	20	83%	24	2%
NCOs/ S-Officers	43	14%	271	86%	314	29%
Constables/ Gendarmes	62	12%	452	88%	514	47%
Civilian Members/ Membres civils	9	10%	81	90%	90	8%
Public Servants/ Fonctionnaires	7	4%	152	96%	159	14%
Total	125	11%	976	89%	1101	

Table 18- Language Requirements of positions

Tableau 18 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	0	2 8%	0	21 88%	1 4%	24 2%
NCOs/ S-Officers	1	8 3%	0	305 97%	0	314 29%
Constables/ Gendarmes	6 2%	64 12%	0	444 86%	0	514 47%
C. Members/ Membres civils	0	1 1%	0	89 99%	0	90 8%
P.Servants/ Fonctionnaires	3 2%	35 22%	0	119 75%	2 1%	159 14%
Total	10 1%	110 10%	0	978 89%	3	1101

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“A” Division - National Capital Region

Division “A” - Région de la Capitale Nationale

Table 19 - Equitable Participation

Tableau 19- Participation Équitable

	English/Anglais	French/Français	Total
Officers/ Officiers	6 46%	7 54%	13 5%
NCOs/ S-Officiers	24 34%	47 66%	71 28%
Constables/ Gendarmes	20 24%	63 76%	83 32%
Civilian Members/ Membres civils	6 14%	38 86%	44 17%
Public Servants/ Fonctionnaires	15 33%	31 67%	46 18%
Total	71 28%	186 72%	257

Table 20- Language Requirements of positions

Tableau 20 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	1 8%	0	0	11 84%	1 8%	13 5%
NCOs/ S-Officiers	1 1%	0	0	70 99%	0	71 28%
Constables/ Gendarmes	5 6%	0	0	78 94%	0	83 32%
C. Members/ Membres civils	0	0	0	44 100%	0	44 17%
P.Servants/ Fonctionnaires	8 18%	0	0	36 78%	2 4%	46 18%
Total	15 6%	0	0	239 93%	3 1%	257

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“O” Division - Ontario

Division “O” - Ontario

Table 21 - Equitable Participation

Tableau 21- Participation Équitable

	English/Anglais		French/Francais		Total	
Officers/ Officiers	32	100%	0		32	3%
NCOs/ S-Officiers	320	93%	24	7%	344	31%
Constables/ Gendarmes	492	90%	56	10%	548	50%
Civilian Members/ Membres civils	56	93%	4	7%	60	5%
Public Servants/ Fonctionnaires	112	97%	3	3%	115	11%
Total	1012	92%	87	8%	1099	

Table 22- Language Requirements of positions

Tableau 22 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel		French Essential / Français essentiel		Either Or / Réversibles		Bilingual / Bilingues		In revision* En révision*		Total	
Officers/ Officiers	23	72%	0		0		2	6%	7	22%	32	3%
NCOs/ S-Officiers	276	80%	0		0		14	4%	54	16%	344	31%
Constables/ Gendarmes	407	74%	0		0		40	7%	101	19%	548	50%
C. Members/ Membres civils	43	72%	0		0		9	15%	8	13%	60	5%
P.Servants/ Fonctionnaires	104	90%	0		0		2	2%	9	8%	115	11%
Total	853	78%	0		0		67	6%	179	16%	1099	

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“W” Central Region - Headquarters

“W” Région du Centre - Quartier Général

Table 23- Equitable Participation

Tableau 23- Participation Équitable

	English/Anglais	French/Français	Total
Officers/ Officiers	2 20%	8 80%	10 1%
NCOs/ S-Officers	25 34%	49 66%	74 11%
Constables/ Gendarmes	5 36%	9 64%	14 2%
Civilian Members/ Membres civils	40 30%	92 70%	132 20%
Public Servants/ Fonctionnaires	186 42%	253 58%	439 66%
Total	258 39%	411 61%	669

Table 24- Language Requirements of positions

Tableau 24 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	0	0	0	10 100%	0	10 1%
NCOs/ S-Officers	18 24%	0	0	56 76%	0	74 11%
Constables/ Gendarmes	3 21%	0	0	11 79%	0	14 2%
C. Members/ Membres civils	21 16%	3 2%	0	103 78%	5 4%	132 20%
P.Servants/ Fonctionnaires	121 28%	18 4%	28 6%	252 57%	20 5%	439 66%
Total	163 24%	21 3%	28 4%	432 65%	25 4%	669

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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North West Region

Région du Nord-Ouest

Table 25- Equitable Participation

Tableau 25- Participation Équitable

	English/Anglais	French/Français	Total
Officers/ Officiers	84 97%	3 3%	87 1%
NCOs/ S-Officiers	1219 95%	67 5%	1286 23%
Constables/ Gendarmes	2608 93%	194 7%	2802 49%
Civilian Members/ Membres Civils	407 98%	9 2%	416 7%
Public Servants/ Fonctionnaires	1109 99%	13 1%	1122 20%
Total	5427 95%	286 5%	5713

Table 26- Language Requirements of positions

Tableau 26 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	83 95%	0	0	4 5%	0	87 1%
NCOs/ S-Officiers	1229 96%	0	0	57 4%	0	1286 23%
Constables/ Gendarmes	2660 95%	0	0	138 5%	4	2802 49%
C. Members/ Membres civils	388 93%	0	0	27 7%	1	416 7%
P.Servants/ Fonctionnaires	1071 95%	0	0	42 4%	9 1%	1122 20%
Total	5431 95%	0	0	268 5%	14	5713

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“D” Division - Manitoba

Division “D” - Manitoba

Table 27 - Equitable Participation

Tableau 27- Participation Équitable

	English/Anglais	French/Francais	Total
Officers/ Officiers	11 85%	2 15%	13 2%
NCOs/ S-Officiers	223 94%	14 6%	237 22%
Constables/ Gendarmes	532 91%	51 9%	583 55%
Civilian Members/ Membres Civils	73 97%	2 3%	75 7%
Public Servants/ Fonctionnaires	145 97%	5 3%	150 14%
Total	984 93%	74 7%	1058

Table 28- Language Requirements of positions

Tableau 28 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	13 100%	0	0	0	0	13 2%
NCOs/ S-Officiers	230 97%	0	0	7 3%	0	237 22%
Constables/ Gendarmes	553 95%	0	0	30 5%	0	583 55%
C. Members/ Membres civils	71 95%	0	0	4 5%	0	75 7%
P.Servants/ Fonctionnaires	140 94%	0	0	10 6%	0	150 14%
Total	1007 95%	0	0	51 5%	0	1058

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

*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 People Soft to better monitor the situation.

*Nouvelle mesure prise pour corriger la situation suite aux recommandations du SCT et suite à la nouvelle programmation des données du système PeopleSoft pour mieux surveiller la situation.

“F” Division - Saskatchewan

Division “F” - Saskatchewan

Table 29 - Equitable Participation

Tableau 29- Participation Équitable

	English/Anglais	French/Français	Total
Officers/ Officiers	14 100%	0	14 1%
NCOs/ S-Officiers	279 97%	8 3%	287 23%
Constables/ Gendarmes	692 96%	26 4%	718 57%
Civilian Members/ Membres Civils	85 100%	0	85 7%
Public Servants/ Fonctionnaires	154 100%	0	154 12%
Total	1224 97%	34 3%	1258

Table 30- Language Requirements of positions

Tableau 30 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	14 100%	0	0	0	0	14 1%
NCOs/ S-Officiers	283 99%	0	0	4 1%	0	287 23%
Constables/ Gendarmes	692 96%	0	0	25 4%	1	718 57%
C. Members/ Membres civils	81 95%	0	0	4 5%	0	85 7%
P.Servants/ Fonctionnaires	153 99%	0	0	1 1%	0	154 12%
Total	1223 97%	0	0	34 3%	1	1258

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

*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 People Soft to better monitor the situation.

*Nouvelle mesure prise pour corriger la situation suite aux recommandations du SCT et suite à la nouvelle programmation des données du système PeopleSoft pour mieux surveiller la situation.

“T” Division - Depot-Regina

Division “T” - Dépôt-Regina

Table 31 - Equitable Participation

Tableau 31- Participation équitable

	English/Anglais	French/Francais	Total
Officers/ Officiers	5 83%	1 17%	6 2%
NCOs/ S-Officiers	72 77%	21 23%	93 33%
Constables/ Gendarmes	20 65%	11 35%	31 11%
Civilian Members/ Membres civils	17 81 %	4 19%	21 7%
Public Servants/ Fonctionnaires	134 99%	2 1 %	136 47%
Total	248 86%	39 14%	287

Table 32- Language Requirements of positions

Tableau 32 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	3 50%	0	0	3 50%	0	6 2%
NCOs/ S-Officiers	58 62%	0	0	35 38%	0	93 33%
Constables/ Gendarmes	18 58%	0	0	13 42%	0	31 11%
C. Members/ Membres civils	13 62%	0	0	8 38%	0	21 7%
P.Servants/ Fonctionnaires	122 90%	0	0	14 10%	0	136 47%
Total	214 75%	0	0	73 25%	0	287

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

*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 People Soft to better monitor the situation.

*Nouvelle mesure prise pour corriger la situation suite aux recommandations du SCT et suite à la nouvelle programmation des données du système PeopleSoft pour mieux surveiller la situation.

“K” Division - Alberta

Division “K” - Alberta

Table 33 - Equitable Participation

Tableau 33- Participation Équitable

	English/Anglais		French/Francais		Total	
Officers/ Officiers	28	100%	0		28	2%
NCOs/ S-Officers	495	98%	12	2%	507	22%
Constables/ Gendarmes	1220	93%	85	7%	1305	58%
Civilian Members/ Membres civils	168	99%	1	1%	169	7%
Public Servants/ Fonctionnaires	256	99%	1	1%	257	11%
Total	2167	96%	99	4%	2266	

Table 34- Language Requirements of positions

Tableau 34 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel		French Essential / Français essentiel		Either Or / Réversibles		Bilingual / Bilingues		In revision* En révision*		Total	
Officers/ Officiers	28	100%	0		0		0		0		28	2%
NCOs/ S-Officers	504	99%	0		0		3	1%	0		507	22%
Constables/ Gendarmes	1236	95%	0		0		66	5%	3		1305	58%
C. Members/ Membres civils	161	95%	0		0		8	5%	0		169	7%
P.Servants/ Fonctionnaires	253	98%	0		0		2	1%	2	1%	257	11%
Total	2182	96%	0		0		79	4%	5		2266	

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

*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 People Soft to better monitor the situation.

*Nouvelle mesure prise pour corriger la situation suite aux recommandations du SCT et suite à la nouvelle programmation des données du système PeopleSoft pour mieux surveiller la situation.

“G” Division - Northwest Territories

Division “G” - Territoires du Nord-Ouest

Table 35 - Equitable Participation

Tableau 35- Participation Équitable

	English/Anglais	French/Français	Total
Officers/ Officiers	3 100%	0	3 2%
NCOs/ S-Officers	45 96%	2 4%	47 25%
Constables/ Gendarmes	85 91%	8 9%	93 49%
Civilian Members/ Membres civils	22 100%	0	22 12%
Public Servants/ Fonctionnaires	23 100%	0	23 12%
Total	178 95%	10 5%	188

Table 36- Language Requirements of positions

Tableau 36 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	3 100%	0	0	0	0	3 2%
NCOs/ S-Officers	46 98%	0	0	1 2%	0	47 25%
Constables/ Gendarmes	91 98%	0	0	2 2%	0	93 49%
C. Members/ Membres civils	21 95%	0	0	0	1 5%	22 12%
P.Servants/ Fonctionnaires	23 100%	0	0	0	0	23 12%
Total	184 98%	0	0	3 2%	1	188

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“V” Division - Nunavut

Division “V” - Nunavut

Table 37 - Equitable Participation

Tableau 37- Participation Équitable

	English/Anglais	French/Francais	Total
Officers/ Officiers	3 100%	0	3 2%
NCOs/ S-Officers	33 87%	5 13%	38 31%
Constables/ Gendarmes	55 81%	13 19%	68 55%
Civilian Members/ Membres civils	8 100%	0	8 7%
Public Servants/ Fonctionnaires	6 100%	0	6 5%
Total	105 85%	18 15%	123

Table 38- Language Requirements of positions

Tableau 38 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	3 100%	0	0	0	0	3 2%
NCOs/ S-Officers	38 100%	0	0	0	0	38 31%
Constables/ Gendarmes	66 97%	0	0	2 3%	0	68 55%
C. Members/ Membres civils	8 100%	0	0	0	0	8 7%
P.Servants/ Fonctionnaires	6 100%	0	0	0	0	6 5%
Total	121 98%	0	0	2 2%	0	123

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“R” North-West Region - Headquarters

“R” Région du Nord-Ouest - Quartier Général

Table 39- Equitable Participation

Tableau 39- Participation Équitable

	English/Anglais		French/Francais		Total	
Officers/ Officiers	20	100%	0		20	4%
NCOs/ S-Officers	72	94%	5	6%	77	14%
Constables/ Gendarmes	4	100%	0		4	1%
Civilian Members/ Membres Civils	34	94%	2	6%	36	7%
Public Servants/ Fonctionnaires	391	99%	5	1%	396	74%
Total	521	98%	12	2%	533	

Table 40- Language Requirements of positions

Tableau 40 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel		French Essential / Français essentiel		Either Or / Réversibles		Bilingual / Bilingues		In revision* En révision*		Total	
Officers/ Officiers	19	95%	0		0		1	5%	0		20	4%
NCOs/ S-Officers	70	91%	0		0		7	9%	0		77	14%
Constables/ Gendarmes	4	100%	0		0		0		0		4	1%
C. Members/ Membres civils	33	92%	0		0		3	8%	0		36	7%
P.Servants/ Fonctionnaires	374	94%	0		0		15	4%	7	2%	396	74%
Total	500	94%	0		0		26	5%	7	1%	533	

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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Pacific Region

Région du Pacifique

Table 41- Equitable Participation

Tableau 41- Participation Équitable

	English/Anglais	French/Français	Total
Officers/ Officiers	101 98%	2 2%	103 2%
NCOs/ S-Officers	1294 96%	59 4%	1353 24%
Constables/ Gendarmes	2911 93%	210 7%	3121 54%
Civilian Members/ Membres Civils	392 99%	5 1%	397 7%
Public Servants/ Fonctionnaires	764 99%	5 1%	769 13%
Total	5462 95%	281 5%	5743

Table 42- Language Requirements of positions

Tableau 42 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	103 100%	0	0	0	0	103 2%
NCOs/ S-Officers	1342 99%	0	0	10 1%	1	1353 24%
Constables/ Gendarmes	3051 98%	0	0	69 2%	1	3121 54%
C. Members/ Membres civils	393 99%	0	0	4 1%	0	397 7%
P.Servants/ Fonctionnaires	762 99%	0	0	1	6 1%	769 13%
Total	5651 98%	0	0	84 2%	8	5743

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“E” Division - British Columbia

“E” Division - Colombie-Britannique

Table 43- Equitable Participation

Tableau 43- Participation Équitable

	English/Anglais	French/Français	Total
Officers/ Officiers	96 98%	2 2%	98 1%
NCOs/ S-Officers	1256 96%	58 4%	1314 24%
Constables/ Gendarmes	2848 93%	204 7%	3052 55%
Civilian Members/ Membres Civils	369 99%	1 1%	370 7%
Public Servants/ Fonctionnaires	722 99%	4 1%	726 13%
Total	5291 95%	269 5%	5560

Table 44- Language Requirements of positions

Tableau 44 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	98 100%	0	0	0	0	98 1%
NCOs/ S-Officers	1304 99%	0	0	9 1%	1	1314 24%
Constables/ Gendarmes	2987 98%	0	0	64 2%	1	3052 55%
C. Members/ Membres civils	370 100%	0	0	0	0	370 7%
P.Servants/ Fonctionnaires	719 99%	0	0	1	6 1%	726 13%
Total	5478 99%	0	0	74 1%	8	5560

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“M” Division - Yukon

“M” Division - Yukon

Table 45- Equitable Participation

Tableau 45- Participation Équitable

	English/Anglais		French/Français		Total	
Officers/ Officiers	3	100%	0		3	2%
NCOs/ S-Officers	36	97%	1	3%	37	23%
Constables/ Gendarmes	63	91%	6	9%	69	43%
Civilian Members/ Membres civils	16	84%	3	16%	19	12%
Public Servants/ Fonctionnaires	31	97%	1	3%	32	20%
Total	149	93%	11	7%	160	

Table 46- Language Requirements of positions

Tableau 46 - Exigences Linguistiques des postes

	English Essential / Anglais Essentiel	French Essential Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers / Officiers	3 100%	0	0	0	0	3 2%
NCOs / S.-Officers	36 97%	0	0	1 3%	0	37 23%
Constables/ Gendarmes	64 93%	0	0	5 7%	0	69 43%
Civilian Members/ Membres civils	16 84%	0	0	3 16%	0	19 12%
Public Servants/ Fonctionnaires	32 100%	0	0	0	0	32 20%
Total	151 94%	0	0	9 6%	0	160

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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“P” Pacific Region - Headquarters

“P” Région du Pacifique - Quartier Général

Table 47- Equitable Participation

Tableau 47- Participation Équitable

	English/Anglais	French/Français	Total
Officers/ Officiers	2 100%	0	2 9%
NCOs/ S-Officiers	2 100%	0	2 9%
Constables/ Gendarmes	0	0	0
Civilian Members/ Membres civils	7 88%	1 12%	8 34%
Public Servants/ Fonctionnaires	11 100%	0	11 48%
Total	22 96%	1 4%	23

Table 48- Language Requirements of positions

Tableau 48 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel	French Essential / Français essentiel	Either Or / Réversibles	Bilingual / Bilingues	In revision* En révision*	Total
Officers/ Officiers	2 100%	0	0	0	0	2 9%
NCOs/ S-Officiers	2 100%	0	0	0	0	2 9%
Constables/ Gendarmes	0	0	0	0	0	0
C. Members/ Membres civils	7 88%	0	0	1 12%	0	8 34%
P.Servants/ Fonctionnaires	11 100%	0	0	0	0	11 48%
Total	22 96%	0	0	1 4%	0	23

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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NCR - Headquarters

RCN - Quartier Général

Table 49- Equitable Participation

Tableau 49- Participation Équitable

	English/Anglais		French/Francais		Total	
Officers/ Officiers	78	72%	31	28%	109	3%
NCOs/ S-Officers	238	56%	186	44%	424	14%
Constables/ Gendarmes	115	38%	188	62%	303	10%
Civilian Members/ Membres civils	884	74%	316	26%	1200	39%
Public Servants/ Fonctionnaires	637	61%	410	39%	1047	34%
Total	1952	63%	1131	37%	3083	

Table 50- Language Requirements of positions

Tableau 50 - Exigences Linguistiques des postes

	English Essential Anglais Essentiel		French Essential / Français essentiel		Either Or / Réversibles		Bilingual / Bilingues		In revision* En révision*		Total	
Officers/ Officiers	9	8%	0		0		98	90%	2	2%	109	3%
NCOs/ S-Officers	165	39%	0		1		258	61%	0		424	14%
Constables/ Gendarmes	66	22%	0		30	10%	207	68%	0		303	10%
C. Members/ Membres civils	756	63%	1		23	2%	415	35%	5		1200	39%
P.Servants/ Fonctionnaires	367	35%	0		43	4%	534	51%	103	10%	1047	34%
Total	1363	44%	1		97	3%	1512	49%	110	4%	3083	

PeopleSoft Data - March 2004

Données de PeopleSoft - mars 2004

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Table 14 - Participation by Province - Civilian Members & Regular Members
Tableau 14 - Participation par province - Membres civils et membres réguliers

Institution : RCM

2004-03-31

Province / Region Province / Région	Total Number of Employees Nombre total d'employés	Anglophone	Ang.%	Francophone	Franco %.
British Columbia / Colombie-Britannique (Div. E & P)	4846	4580	95%	266	5%
Alberta (Div. K)	2009	1911	95%	98	5%
Saskatchewan (Div. F, T, & R))	1392	1314	94%	78	6%
Manitoba (Div. D)	908	839	92%	69	8%
Ontario (Div. O)	984	900	91%	84	9%
NRC / RCN (Div. A, N, S & W)	2477	1443	58%	1034	42%
Quebec / Québec (Div. C)	942	118	13%	824	87%
New Brunswick / Nouveau-Brunswick (Div. J)	824	402	49%	422	51%
PIE / ÎPE (Div. L)	134	117	87%	17	13%
Nova Scotia / Nouvelle-Écosse (Div. H)	864	806	93%	58	7%
Newfoundland / Terre-Neuve (Div. B & X))	505	485	96%	20	4%
Yukon (Div. M)	128	118	92%	10	8%
Northwest Territories / Territoire du Nord-Ouest (Div. G)	165	155	94%	10	6%
Nunavut (Div. V)	117	99	85%	18	15%
Outside Canada / Extérieur du Canada					
Total	16295	13287	82%	3008	18%

Table 15 - Participation by Occupational Category and Rank
Tableau 15 - Participation par catégorie professionnelle et par grade

Table RCM - Civilian Members / Membres civils

Occupational Category and Grade Catégorie professionnelle et par grade	Total Number of Employees Nombre total d'employés	Anglophone	Ang.%	Francophone	Franco %.
Managements / Gestion	32	21	66%	11	34%
Professionals / Professionnels	106	70	66%	36	34%
Specialists and Technicians / Spécialistes et techniciens	2355	1802	77%	553	23%
Administrative Support / Soutien administratif	23	10	43%	13	57%
Operational / Exploitation	9	5	56%	4	44%
Total	2525	1908	76%	617	24%

Table 15 B - Regular Members / Membres réguliers

Rank / Grade	Total Number of Employees Nombre total d'employés	Anglophone	Ang.%	Francophone	Franco %.
Officers / Officiers	432	353	82%	79	18%
Non-commissioned officers / Sous-officiers	4518	3700	82%	818	18%
Constables / Gendarmes	8820	7293	83%	1527	17%
Total	13770	11346	82%	2424	18%

Overall Participation / Participation globale

	Total Number of Employees Nombre total d'employés	Anglophone	Ang.%	Francophone	Franco %.
Total	16295	13254	81%	3041	19%