

This information is collected under the authority of the *Statistics Act*, Revised Statutes of Canada, 1985, Chapter S-19. COMPLETION OF THIS QUESTIONNAIRE IS A LEGAL REQUIREMENT UNDER THIS ACT.

## Introduction

### Why do we conduct this survey?

The purpose of the Police Administration Survey (PAS) is to collect statistics on public policing personnel and expenditures from municipal, provincial, and federal police services in Canada. The information collected is widely used by federal and provincial policy makers, individual police services as well as officials responsible for policing budgets. The data are also widely disseminated by the media for the purposes of providing policing information to the general public.

The information may also be used by Statistics Canada for other statistical and research purposes.

### Security of emails and faxes

Statistics Canada advises you that there could be a risk of disclosure during facsimile or email. However upon receipt, Statistics Canada will provide the guaranteed level of protection afforded all information collected under the authority of the *Statistics Act*.

**Note:** Our online questionnaires are secure, there is no risk of data interception when responding to Statistics Canada online surveys.

### Confidentiality

The *Statistics Act* protects the confidentiality of information collected by Statistics Canada.

### Data-sharing agreements

To reduce respondent burden, Statistics Canada has entered into data-sharing agreements with provincial and territorial statistical agencies and other government organizations, which have agreed to keep the data confidential and use them only for statistical purposes.

Information on confidentiality, data-sharing agreements and record linkages can be found on the last page of this questionnaire.

## Business or organization and contact information

1. **Verify or provide** the business or organization's **legal and operating name** and correct where needed.

**Note:** Legal name modifications should only be done to correct a spelling error or typo.

Legal name

Operating name (if applicable)

2. **Verify or provide the contact information** of the designated business or organization **contact person** for this questionnaire and correct where needed.

**Note:** The designated contact person is the person who should receive this questionnaire. The designated contact person may not always be the one who actually completes the questionnaire.

First name

Last name

Title

Preferred language of communication

English

French

Mailing address (number and street)

City

Province, territory or state

Postal code or ZIP code

Example: A9A 9A9 or 12345-1234

Country

Email address

Example: user@example.gov.ca

Telephone number (including area code)

Example: 123-123-1234

Extension number  
(if applicable)

Fax number (including area code)

Example: 123-123-1234

3. **Verify or provide the current operational status** of the business or organization identified by the legal and operating name above.

B00323

1  Operational → **Go to question 4**

2  Not currently operational

e.g., temporarily or permanently closed, change of ownership

Why is this business or organization not currently operational?

B00309

2  Seasonal operations → **Go to question 3a**

3  Ceased operations → **Go to question 3b**

4  Sold operations → **Go to question 3c**

5  Amalgamated with other businesses or organizations → **Go to question 3d**

6  Temporarily inactive but will re-open → **Go to question 3e**

7  No longer operating due to other reasons → **Go to question 3f**

### 3a. Seasonal operations

When did this business or organization close for the season?

Date B00217

YYYY	MM	DD
<input type="text"/>	<input type="text"/>	<input type="text"/>

When does this business or organization expect to resume operations?

Date B00218

YYYY	MM	DD
<input type="text"/>	<input type="text"/>	<input type="text"/>

 → **Go to question 4**

### 3b. Ceased operations

When did this business or organization cease operations?

Date B00211

YYYY	MM	DD
<input type="text"/>	<input type="text"/>	<input type="text"/>

Why did this business or organization cease operations?

B00311

1  Bankruptcy

2  Liquidation

3  Dissolution

4  Other  
Specify the other reasons why the operations ceased

B00312

→ **Go to question 4**

3c. Sold operations

When was this business or organization sold?

YYYY MM DD  
B00212

What is the legal name of the buyer?

B00406

→ Go to question 4

3d. Amalgamated with other businesses or organizations

When did this business or organization amalgamate?

YYYY MM DD  
B00213

What is the legal name of the resulting or continuing business or organization?

B00407

What are the legal names of the other amalgamated businesses or organizations?

B00408

→ Go to question 4

3e. Temporarily inactive but will re-open

When did this business or organization become temporarily inactive?

YYYY MM DD  
B00214

When does this business or organization expect to resume operations?

YYYY MM DD  
B00215

Why is this business or organization temporarily inactive?

B00313

→ Go to question 4

3f. No longer operating due to other reasons

When did this business or organization cease operations?

YYYY MM DD  
B00216

Why did this business or organization cease operations?

B00314

## What will you need to complete this questionnaire

Information on:

- Personnel demographics
- Human resources
- Expenditure and revenue amounts
- Calls for service
- COVID-19 pandemic

## Reporting instructions

- Report full-time equivalent (FTE) **using two decimals e.g., 37.25.**
- Report headcount as **actual number counts of personnel.**
- Report dollar amounts **rounded to the nearest dollar.**
- When precise figures are not available, please provide your best estimates.
- Enter **'0'** if there is no value to report.

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## Police officer ranks

1. **Indicate** which police officer ranks exist within your police service on **May 15, 2022**.  
**Include** police officer ranks that exist regardless of whether the position is currently filled.

Select all that apply.

### Commissioned police officers

i.e., senior officers

POR\_001

1 POR\_T010\_0010\_A010

Commissioners, Director General

2 POR\_T010\_0010\_A011

Chief

3 POR\_T010\_0010\_A012

Assistant Commissioner

4 POR\_T010\_0010\_A013

Deputy Commissioners

5 POR\_T010\_0010\_A014

Deputy Chiefs

6 POR\_T010\_0010\_A015

Captains

7 POR\_T010\_0010\_A016

Staff Superintendents

### Non-commissioned police officers

**Exclude** Constables.

15 POR\_T010\_0010\_A024

Non-commissioned Lieutenants

16 POR\_T010\_0010\_A025

Corporal Sergeant Majors

17 POR\_T010\_0010\_A026

Sergeant Majors

18 POR\_T010\_0010\_A027

Staff Sergeant Majors

### Constables (1<sup>st</sup> to 4<sup>th</sup> class)

**Exclude** recruits, i.e., police officers in training/5<sup>th</sup> class constables, and special constables.

23 POR\_T010\_0010\_A032

Constables (1<sup>st</sup> to 4<sup>th</sup> class)

8 POR\_T010\_0010\_A017

Chief Superintendents

9 POR\_T010\_0010\_A018

Superintendents

10 POR\_T010\_0010\_A019

Staff Inspectors

11 POR\_T010\_0010\_A020

Inspectors

12 POR\_T010\_0010\_A021

Senior Constables, Senior Officers

13 POR\_T010\_0010\_A022

Commissioned Lieutenants

14 POR\_T010\_0010\_A023

Other commissioned police officer ranks

19 POR\_T010\_0010\_A028

Staff Sergeants

20 POR\_T010\_0010\_A029

Sergeants, Detectives

21 POR\_T010\_0010\_A030

Corporals

22 POR\_T010\_0010\_A031

Other non-commissioned police officer ranks

## Permanent full-time equivalent (FTE) personnel

The next set of questions asks you to report the number of **permanent** full-time equivalent (**FTE**) personnel employed by your police service on **May 15, 2022** for the following personnel types:

- police officers, **i.e.**, fully-sworn commissioned, non-commissioned, and Constables
- civilian personnel
- special constables.

**Recruits, i.e.**, police officers in training, are included in this section, but you are not asked to report the number of recruits by Full time equivalent (**FTE**).

Convert all **permanent part-time personnel** (include personnel in job-share arrangements) paid from your police service budget to an **FTE**.

**Full time equivalent (FTE):** the number of hours used to calculate an **FTE** varies depending on the individual police service. Please convert **part-time** personnel (include personnel in job-share arrangements) to an **FTE** based on the number of hours your police service uses to define full-time personnel.

**Examples** for converting part-time personnel to an **FTE**:

- 1) If your police service defines full-time employment as working 40 hours per week
  - **2 part-time** employees who **each** work 25 hours per week would be calculated as  $2 \times (25/40) = 1.25$  **FTEs**.
- 2) If your police service defines full-time employment as working 37.5 hours per week
  - **2 full-time** employees, and **3 part-time** employees who **each** work 15 hours per week, would be calculated as  $2 + 3 \times (15/37.5) = 3.2$  **FTEs**.

## Permanent police personnel

2. **Report** the number of **permanent** full-time equivalent (**FTE**) **police officers** employed by your police service on **May 15, 2022**.

Convert all permanent part-time personnel (including personnel in job-share arrangements) paid from your police service budget to an FTE.

**Include** permanent personnel who are:

- paid from your police service budget
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- actively back-filling a position for someone on leave if paid from your police service budget.

**Exclude** personnel who are:

- not employed on a permanent basis, **e.g.**, contract, casual, or temporary personnel
- not paid from your police service budget, **e.g.**, unpaid personnel, personnel paid from the municipality, or another agency or police service
- civilians, special constables, and recruits — information on these types of personnel is collected in other questions.

	Male	Female	Gender diverse	Total
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### Commissioned police officers

*i.e.*, senior officers

	PPP_Q02_AA	PPP_Q02_AB	PPP_Q02_AD	PPP_Q02_AC
a. Commissioner, Director General .....				
	PPP_Q02_BA	PPP_Q02_BB	PPP_Q02_BD	PPP_Q02_BC
b. Chief .....				
	PPP_Q02_CA	PPP_Q02_CB	PPP_Q02_CD	PPP_Q02_CC
c. Assistant Commissioner .....				
	PPP_Q02_DA	PPP_Q02_DB	PPP_Q02_DD	PPP_Q02_DC
d. Deputy Commissioners .....				
	PPP_Q02_EA	PPP_Q02_EB	PPP_Q02_ED	PPP_Q02_EC
e. Deputy Chiefs .....				
	PPP_Q02_FA	PPP_Q02_FB	PPP_Q02_FD	PPP_Q02_FC
f. Captains .....				
	PPP_Q02_GA	PPP_Q02_GB	PPP_Q02_GD	PPP_Q02_GC
g. Staff Superintendents .....				
	PPP_Q02_HA	PPP_Q02_HB	PPP_Q02_HD	PPP_Q02_HC
h. Chief Superintendents .....				

...continued on next page

**Permanent police personnel (continued)**

...continues from previous page

	Male	Female	Gender diverse	Total
	PPP_Q02_IA	PPP_Q02_IB	PPP_Q02_ID	PPP_Q02_IC
i. Superintendents .....	PPP_Q02_JA	PPP_Q02_JB	PPP_Q02_JD	PPP_Q02_JC
j. Staff Inspectors .....	PPP_Q02_KA	PPP_Q02_KB	PPP_Q02_KD	PPP_Q02_KC
k. Inspectors .....	PPP_Q02_LA	PPP_Q02_LB	PPP_Q02_LD	PPP_Q02_LC
l. Senior Constables, Senior Officers .....	PPP_Q02_MA	PPP_Q02_MB	PPP_Q02_MD	PPP_Q02_MC
m. Commissioned Lieutenants ...	PPP_Q02_NA	PPP_Q02_NB	PPP_Q02_ND	PPP_Q02_NC
n. Other commissioned police officer ranks .....	PPP_Q02_OA	PPP_Q02_OB	PPP_Q02_OD	PPP_Q02_OC
<b>Total commissioned police officers</b>				

**Non-commissioned police officers**

**Exclude** Constables.

a. Non-commissioned Lieutenants .....	PPP_Q02_PA	PPP_Q02_PB	PPP_Q02_PD	PPP_Q02_PC
	PPP_Q02_QA	PPP_Q02_QB	PPP_Q02_QD	PPP_Q02_QC
b. Corporal Sergeant Majors ...	PPP_Q02_RA	PPP_Q02_RB	PPP_Q02_RD	PPP_Q02_RC
c. Sergeant Majors .....	PPP_Q02_SA	PPP_Q02_SB	PPP_Q02_SD	PPP_Q02_SC
d. Staff Sergeant Majors .....	PPP_Q02_TA	PPP_Q02_TB	PPP_Q02_TD	PPP_Q02_TC
e. Staff Sergeants .....	PPP_Q02_UA	PPP_Q02_UB	PPP_Q02_UD	PPP_Q02_UC
f. Sergeants, Detectives .....	PPP_Q02_VA	PPP_Q02_VB	PPP_Q02_VD	PPP_Q02_VC
g. Corporals .....	PPP_Q02_WA	PPP_Q02_WB	PPP_Q02_WD	PPP_Q02_WC
h. Other non-commissioned police officer ranks .....	PPP_Q02_XA	PPP_Q02_XB	PPP_Q02_XD	PPP_Q02_XC
<b>Total non-commissioned police officers</b>				

**Constables**

**Exclude** recruits and special constables.

a. Constables .....	PPP_Q02_YA	PPP_Q02_YB	PPP_Q02_YD	PPP_Q02_YC
	PPP_Q02_ZA	PPP_Q02_ZB	PPP_Q02_ZD	PPP_Q02_ZC
<b>Total full-time equivalent (FTE) police personnel</b>				

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## Permanent civilian personnel

3. Report the number of permanent full-time equivalent (FTE) civilian personnel employed by your police service on May 15, 2022.

Convert all permanent part-time personnel (including personnel in job-share arrangements) paid from your police service budget to an FTE. Please count civilian personnel in only one category listed below. In cases where personnel performs multiple duties use their primary duties and functions.

Include permanent personnel who are:

- paid from your police service budget
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- actively back-filling a position for someone on leave if paid from your police service budget.

Exclude personnel who are:

- not employed on a permanent basis, e.g., contract, casual, or temporary personnel
- not paid from your police service budget, e.g., unpaid personnel, personnel paid from the municipality, or another agency or police service
- police officers, special constables, and recruits — information on these types of personnel is collected in other questions.

Male	Female	Gender diverse	Total
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### Civilian personnel primary duties and function

Exclude special constables.

	PCP_Q03_AA	PCP_Q03_AB	PCP_Q03_AD	PCP_Q03_AC
a. Reception and front desk services				
	PCP_Q03_BA	PCP_Q03_BB	PCP_Q03_BD	PCP_Q03_BC
b. Financial services				
	PCP_Q03_CA	PCP_Q03_CB	PCP_Q03_CD	PCP_Q03_CC
c. Human resources and training				
	PCP_Q03_DA	PCP_Q03_DB	PCP_Q03_DD	PCP_Q03_DC
d. Public and media relations services				
	PCP_Q03_EA	PCP_Q03_EB	PCP_Q03_ED	PCP_Q03_EC
e. Court services				
	PCP_Q03_FA	PCP_Q03_FB	PCP_Q03_FD	PCP_Q03_FC
f. Legal services				
	PCP_Q03_GA	PCP_Q03_GB	PCP_Q03_GD	PCP_Q03_GC
g. Custody and detention services				
	PCP_Q03_HA	PCP_Q03_HB	PCP_Q03_HD	PCP_Q03_HC
h. Information technology services				
	PCP_Q03_IA	PCP_Q03_IB	PCP_Q03_ID	PCP_Q03_IC
i. Vehicle and facility services				
	PCP_Q03_JA	PCP_Q03_JB	PCP_Q03_JD	PCP_Q03_JC
j. Research and analysis				
	PCP_Q03_KA	PCP_Q03_KB	PCP_Q03_KD	PCP_Q03_KC
k. Forensics and identification				
	PCP_Q03_LA	PCP_Q03_LB	PCP_Q03_LD	PCP_Q03_LC
l. Clerical support				
	PCP_Q03_MA	PCP_Q03_MB	PCP_Q03_MD	PCP_Q03_MC
m. Operational communications e.g., dispatch, call takers				
	PCP_Q03_NA	PCP_Q03_NB	PCP_Q03_ND	PCP_Q03_NC
n. All other civilian personnel				
	PCP_Q03_OA	PCP_Q03_OB	PCP_Q03_OD	PCP_Q03_OC
<b>Total civilian personnel</b>				

## Permanent special constable personnel

4. **Report** the number of **permanent** full-time equivalent (**FTE**) **special constables** employed by your police service on **May 15, 2022**.

Convert all permanent part-time personnel (including personnel in job-share arrangements) paid from your police service budget to an **FTE**. Please count special constable personnel in only one category listed below. In cases where special constable personnel performs multiple duties, use their primary duties and functions.

**Include** permanent personnel who are:

- civilians who have been appointed with special constable status
- paid from your police service budget
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- actively back-filling a position for someone on leave if paid from your police service budget.

**Exclude** personnel who are:

- not employed on a permanent basis, **e.g.**, contract, casual, or temporary personnel
- not paid from your police service budget, **e.g.**, unpaid personnel, personnel paid from the municipality, or another agency or police service
- police officers, civilians who have not been appointed with special constable status, and recruits — information on these types of personnel is collected in other questions.

	Male	Female	Gender diverse	Total
<b>Special constables primary duties and functions</b>				
	PSCP_Q05_AA	PSCP_Q05_AB	PSCP_Q05_AD	PSCP_Q05_AC
a. Court services . . . . .				
	PSCP_Q05_BA	PSCP_Q05_BB	PSCP_Q05_BD	PSCP_Q05_BC
b. Reception services . . . . .				
	PSCP_Q05_CA	PSCP_Q05_CB	PSCP_Q05_CD	PSCP_Q05_CC
c. Custody and detention services . . . . .				
	PSCP_Q05_DA	PSCP_Q05_DB	PSCP_Q05_DD	PSCP_Q05_DC
d. Transit services . . . . .				
	PSCP_Q05_EA	PSCP_Q05_EB	PSCP_Q05_ED	PSCP_Q05_EC
e. All other special constable services . . . . .				
	PSCP_Q05_FA	PSCP_Q05_FB	PSCP_Q05_FD	PSCP_Q05_FC
<b>Total special constables</b>				

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## Recruits

5. **Report** the number of **recruits** engaged in a training program to become a fully-sworn police officer in your police service on **May 15, 2022**.

**Recruits, i.e., police officers in training:** for the purposes of this survey, recruits are personnel engaged in police officer training programs intended to enable them to achieve the status of a fully-sworn police officer.

Recruits **should not** be calculated into your **authorized strength** or included in the **rate of police officers** per population.

**Include** personnel:

- engaged in police officer training programs whether they are being paid or not
- engaged in police officer training programs whether they are sworn-in at the beginning or end of their training.

**Exclude** personnel who have successfully graduated from the police officer training program and have full police officer responsibilities.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
	REC_Q06_A	REC_Q06_B	REC_Q06_D	REC_Q06_C
a. Recruits i.e., police officers in training . . . . .				

## Summary table

6. This is a summary of the number of **permanent** full-time equivalent (FTE) personnel and recruits employed by your police service on **May 15, 2022**.

Please review the values, and if changes are needed, return to that specific question.

**Note:** You cannot make changes to this page.

**Note:** Recruits are **not** reported as full-time equivalents (FTEs).

	Male	Female	Gender diverse	Total
	__PPP_Q02_OA	__PPP_Q02_OB	__PPP_Q02_OD	__PPP_Q02_OC
a. Commissioned police officers i.e., senior officers . . . . .				
b. Non-commissioned police officers Exclude Constables. . . . .	__PPP_Q02_XA	__PPP_Q02_XB	__PPP_Q02_XD	__PPP_Q02_XC
	__PPP_Q02_YA	__PPP_Q02_YB	__PPP_Q02_YD	__PPP_Q02_YC
c. Constables . . . . .				
	__SUM_Q07_AA	__SUM_Q07_AB	__SUM_Q07_AD	__SUM_Q07_AC
<b>Total police officers</b>				
	__PCP_Q03_OA	__PCP_Q03_OB	__PCP_Q03_OD	__PCP_Q03_OC
d. Civilian personnel Exclude special constables. . . . .				
	__PSCP_Q05_FA	__PSCP_Q05_FB	__PSCP_Q05_FD	__PSCP_Q05_FC
e. Special constables . . . . .				
	__REC_Q06_A	__REC_Q06_B	__REC_Q06_D	__REC_Q06_C
f. Recruits i.e., police officers in training . . . . .				
	__SUM_Q07_A	__SUM_Q07_B	__SUM_Q07_D	__SUM_Q07_C
<b>Total personnel</b>				

## Actual number of personnel

The next set of questions asks you to report the **actual** number, **i.e.**, headcount, of personnel employed by your police service on **May 15, 2022** for the following types of personnel:

- permanent full-time personnel
- permanent part-time personnel, **including** job-share arrangements
- non-permanent paid personnel, **e.g.**, contract, casual, or temporary personnel
- unpaid personnel.

## Permanent full-time personnel

7. **Report the actual** number, **i.e.**, headcount, of **permanent full-time** personnel employed by your police service on **May 15, 2022**.

**Include** permanent personnel who are:

- full-time personnel paid from your police service budget
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- actively back-filling a position for someone on leave if paid from your police service budget.

**Exclude** personnel who are:

- not employed on a permanent basis, **e.g.**, contract, casual, or temporary personnel
- not paid from your police service budget, **e.g.**, unpaid personnel, personnel paid from the municipality, or another agency or police service
- recruits, **i.e.**, police officers in training.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
a. Police officers (commissioned, non-commissioned, and Constables) <b>Exclude</b> recruits. . . . .	PFTP_Q08_AA	PFTP_Q08_AB	PFTP_Q08_AD	PFTP_Q08_AC
b. Civilian personnel <b>Exclude</b> special constables. . . . .	PFTP_Q08_BA	PFTP_Q08_BB	PFTP_Q08_BD	PFTP_Q08_BC
c. Special constables . . . . .	PFTP_Q08_CA	PFTP_Q08_CB	PFTP_Q08_CD	PFTP_Q08_CC
<b>Total permanent full-time personnel</b>	PFTP_Q08_DA	PFTP_Q08_DB	PFTP_Q08_DD	PFTP_Q08_DC

## Permanent part-time personnel

8. **Report the actual** number, **i.e.**, headcount, of **permanent part-time** personnel employed by your police service on **May 15, 2022**.

**Include** permanent personnel who are:

- part-time personnel paid from your police service budget
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- actively back-filling a position for someone on leave if paid from your police service budget.

**Exclude** personnel who are:

- not employed on a permanent basis, **e.g.**, contract, casual, or temporary personnel
- not paid from your police service budget, **e.g.**, unpaid personnel, personnel paid from the municipality, or another agency or police service
- recruits, **i.e.**, police officers in training.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
a. Police officers <b>Exclude</b> recruits. . . . .	PPTP_Q09_AA	PPTP_Q09_AB	PPTP_Q09_AD	PPTP_Q09_AC
b. Civilian personnel <b>Exclude</b> special constables. . . . .	PPTP_Q09_BA	PPTP_Q09_BB	PPTP_Q09_BD	PPTP_Q09_BC
c. Special constables . . . . .	PPTP_Q09_CA	PPTP_Q09_CB	PPTP_Q09_CD	PPTP_Q09_CC
<b>Total permanent part-time personnel</b>	PPTP_Q09_DA	PPTP_Q09_DB	PPTP_Q09_DD	PPTP_Q09_DC

## Non-permanent paid personnel

9. Report the **actual** number, **i.e.**, headcount, of **non-permanent** paid personnel, **i.e.**, contract, casual, or temporary, employed by your police service on **May 15, 2022**.

**Include** personnel who are:

- contract, casual, or temporary personnel or any other non-permanent personnel **paid** from your police service budget
- working either full-time or part-time
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- actively back-filling a position for someone if paid from your police service budget.

**Exclude** personnel who are:

- employed on a permanent basis
- not paid from your police service budget, **e.g.**, unpaid personnel, personnel paid from the municipality, or another agency or police service
- recruits, **i.e.**, police officers in training.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
a. Police officers	NPPP_Q10_AA	NPPP_Q10_AB	NPPP_Q10_AD	NPPP_Q10_AC
<b>Exclude</b> recruits. . . . .				
b. Civilian personnel	NPPP_Q10_BA	NPPP_Q10_BB	NPPP_Q10_BD	NPPP_Q10_BC
<b>Exclude</b> special constables. . . . .				
c. Special constables . . . . .	NPPP_Q10_CA	NPPP_Q10_CB	NPPP_Q10_CD	NPPP_Q10_CC
d. Auxiliary or reserve constables	NPPP_Q10_DA	NPPP_Q10_DB	NPPP_Q10_DD	NPPP_Q10_DC
<b>Include</b> paid personnel only. . . . .				
e. Students	NPPP_Q10_EA	NPPP_Q10_EB	NPPP_Q10_ED	NPPP_Q10_EC
<b>Include</b> paid personnel only. . . . .				
f. Other non-permanent paid personnel . . . . .	NPPP_Q10_FA	NPPP_Q10_FB	NPPP_Q10_FD	NPPP_Q10_FC
<b>Total non-permanent paid personnel</b>	NPPP_Q10_GA	NPPP_Q10_GB	NPPP_Q10_GD	NPPP_Q10_GC

FOR INFORMATION ONLY

## Summary table

10. This is a summary table on the **actual** number, **i.e.**, headcount, of personnel employed by your police service on **May 15, 2022**. Please review the values, and if changes are needed, return to that specific question.

**Note:** You cannot make changes to this page.

**Note:** The values reported here will be used in our system to compare headcount in our age questions, indigenous identity and visible minority. Please refer to this summary table when filing out these questions.

	Male	Female	Gender diverse	Total
<b>Police officers</b>				
	__PFTP_Q08_AA	__PFTP_Q08_AB	__PFTP_Q08_AD	__PFTP_Q08_AC
a. Permanent full-time paid . . . . .				
	__PPTP_Q09_AA	__PPTP_Q09_AB	__PPTP_Q09_AD	__PPTP_Q09_AC
b. Permanent part-time paid . . . . .				
	__NPPP_Q10_AA	__NPPP_Q10_AB	__NPPP_Q10_AD	__NPPP_Q10_AC
c. Non-permanent paid . . . . .				
	__SUM_POL_AA	__SUM_POL_AB	__SUM_POL_AD	__SUM_POL_AC
<b>Total actual number of police officers</b>				
<b>Civilian personnel</b>				
	__PFTP_Q08_BA	__PFTP_Q08_BB	__PFTP_Q08_BD	__PFTP_Q08_BC
a. Permanent full-time paid . . . . .				
	__PPTP_Q09_BA	__PPTP_Q09_BB	__PPTP_Q09_BD	__PPTP_Q09_BC
b. Permanent part-time paid . . . . .				
	__NPPP_Q10_BA	__NPPP_Q10_BB	__NPPP_Q10_BD	__NPPP_Q10_BC
c. Non-permanent paid . . . . .				
	__SUM_CIV_BA	__SUM_CIV_BB	__SUM_CIV_BD	__SUM_CIV_BC
<b>Total actual number of civilian personnel</b>				
<b>Special constables</b>				
	__PFTP_Q08_CA	__PFTP_Q08_CB	__PFTP_Q08_CD	__PFTP_Q08_CC
a. Permanent full-time paid . . . . .				
	__PPTP_Q09_CA	__PPTP_Q09_CB	__PPTP_Q09_CD	__PPTP_Q09_CC
b. Permanent part-time paid . . . . .				
	__NPPP_Q10_CA	__NPPP_Q10_CB	__NPPP_Q10_CD	__NPPP_Q10_CC
c. Non-permanent paid . . . . .				
	__SUM_SP_CA	__SUM_SP_CB	__SUM_SP_CD	__SUM_SP_CC
<b>Total actual number of special constables</b>				

FOR INFORMATION ONLY

## Unpaid personnel

11. Report the **actual** number, i.e., headcount, of **unpaid** personnel under the responsibility of your police service on **May 15, 2022**.

**Include** personnel who are:

- unpaid by your police service budget that supplement the police service core functions
- non-permanent and unpaid by your police service budget
- working either full-time or part-time.

**Exclude** personnel who are:

- not under the responsibility of the police service, i.e., service contract workers
- not paid from your police service budget because they are on unpaid leave.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
	UPP_Q11_AA	UPP_Q11_AB	UPP_Q11_AD	UPP_Q11_AC
a. Police service volunteers . . . . .				
	UPP_Q11_BA	UPP_Q11_BB	UPP_Q11_BD	UPP_Q11_BC
b. Auxiliary or reserve constables <b>Include</b> unpaid personnel only. . . . .				
	UPP_Q11_CA	UPP_Q11_CB	UPP_Q11_CD	UPP_Q11_CC
c. Students <b>Include</b> unpaid personnel only. . . . .				
	UPP_Q11_DA	UPP_Q11_DB	UPP_Q11_DD	UPP_Q11_DC
d. Other unpaid personnel . . . . .				
	UPP_Q11_EA	UPP_Q11_EB	UPP_Q11_ED	UPP_Q11_EC
<b>Total unpaid personnel</b>				

## Authorized police officer strength

12. Report the number of fully-sworn police officers your police service is **authorized** to have **on strength** on **May 15, 2022**.

Fully-sworn police officers **include**:

- commissioned officers
- non-commissioned officers
- constables.

**Exclude:** recruits

**Note:** This question will not accept decimals. Round to the nearest whole number.

Authorized police officer strength

APOS\_Q12

## Age groups — police officers

13. Report the **actual** number, i.e., headcount, of **police officers**, by age group and gender, employed by your police service, on **May 15, 2022**.

**Include** personnel who are:

- permanent and non-permanent fully-sworn police officers paid from your police service budget
- working full-time or part-time
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- actively back-filling a position for someone on leave if paid from your police service budget.

**Exclude** personnel who are:

- unpaid personnel, i.e., volunteers, reserve or auxiliary constables
- are paid from the municipality or another agency or police service
- recruits, i.e., police officers in training.

**Note:** The total number of police officers in this question should match exactly to the sum of permanent full-time police officers (question 7); permanent part-time police officers (question 8) and non-permanent paid police officers (question 9).

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
	AGPO_013_AA	AGPO_013_AB	AGPO_013_AD	AGPO_013_AC
a. Less than 20 years of age . . . .				
	AGPO_013_BA	AGPO_013_BB	AGPO_013_BD	AGPO_013_BC
b. 20 to less than 25 years of age . . . . .				
	AGPO_013_CA	AGPO_013_CB	AGPO_013_CD	AGPO_013_CC
c. 25 to less than 30 years of age . . . . .				
	AGPO_013_DA	AGPO_013_DB	AGPO_013_DD	AGPO_013_DC
d. 30 to less than 35 years of age . . . . .				
	AGPO_013_EA	AGPO_013_EB	AGPO_013_ED	AGPO_013_EC
e. 35 to less than 40 years of age . . . . .				
	AGPO_013_FA	AGPO_013_FB	AGPO_013_FD	AGPO_013_FC
f. 40 to less than 45 years of age . . . . .				
	AGPO_013_GA	AGPO_013_GB	AGPO_013_GD	AGPO_013_GC
g. 45 to less than 50 years of age . . . . .				
	AGPO_013_HA	AGPO_013_HB	AGPO_013_HD	AGPO_013_HC
h. 50 to less than 55 years of age . . . . .				
	AGPO_013_IA	AGPO_013_IB	AGPO_013_ID	AGPO_013_IC
i. 55 to less than 60 years of age . . . . .				
	AGPO_013_JA	AGPO_013_JB	AGPO_013_JD	AGPO_013_JC
j. 60 years of age and over . . . . .				
	AGPO_013_KA	AGPO_013_KB	AGPO_013_KD	AGPO_013_KC
<b>Total police officers</b>				



## Age groups — civilian personnel

14. Report the **actual** number, i.e., headcount, of **civilian personnel**, by age group and gender, employed by your police service, on **May 15, 2022**.

**Include** personnel who are:

- permanent and non-permanent civilian personnel paid from your police service budget
- working full-time or part-time
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- actively back-filling a position for someone on leave if paid from your police service budget.

**Exclude** personnel who are:

- unpaid personnel, i.e., volunteers, reserve or auxiliary constables
- paid from the municipality or another agency or police service
- special constables
- recruits, i.e., police officers in training.

**Note:** The total number of civilian personnel in this question should match exactly to the sum of permanent full-time civilian personnel (question 7); permanent part-time civilian personnel (question 8) and non-permanent paid civilian personnel (question 9).

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
	AGCP_Q14_AA	AGCP_Q14_AB	AGCP_Q14_AD	AGCP_Q14_AC
a. Less than 20 years of age . . . . .				
	AGCP_Q14_BA	AGCP_Q14_BB	AGCP_Q14_BD	AGCP_Q14_BC
b. 20 to less than 25 years of age . . . . .				
	AGCP_Q14_CA	AGCP_Q14_CB	AGCP_Q14_CD	AGCP_Q14_CC
c. 25 to less than 30 years of age . . . . .				
	AGCP_Q14_DA	AGCP_Q14_DB	AGCP_Q14_DD	AGCP_Q14_DC
d. 30 to less than 35 years of age . . . . .				
	AGCP_Q14_EA	AGCP_Q14_EB	AGCP_Q14_ED	AGCP_Q14_EC
e. 35 to less than 40 years of age . . . . .				
	AGCP_Q14_FA	AGCP_Q14_FB	AGCP_Q14_FD	AGCP_Q14_FC
f. 40 to less than 45 years of age . . . . .				
	AGCP_Q14_GA	AGCP_Q14_GB	AGCP_Q14_GD	AGCP_Q14_GC
g. 45 to less than 50 years of age . . . . .				
	AGCP_Q14_HA	AGCP_Q14_HB	AGCP_Q14_HD	AGCP_Q14_HC
h. 50 to less than 55 years of age . . . . .				
	AGCP_Q14_IA	AGCP_Q14_IB	AGCP_Q14_ID	AGCP_Q14_IC
i. 55 to less than 60 years of age . . . . .				
	AGCP_Q14_JA	AGCP_Q14_JB	AGCP_Q14_JD	AGCP_Q14_JC
j. 60 years of age and over . . . . .				
	AGCP_Q14_KA	AGCP_Q14_KB	AGCP_Q14_KD	AGCP_Q14_KC
<b>Total civilian personnel</b>				

## Age groups — special constables

15. Report the **actual** number, i.e., headcount, of **special constables**, by age group and gender, employed by your police service, on **May 15, 2022**.

**Include** personnel who are:

- permanent and non-permanent special constables paid from your police service budget
- working full-time or part-time
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- actively back-filling a position for someone on leave if paid from your police service budget.

**Exclude** personnel who are:

- unpaid personnel, i.e., volunteers, reserve or auxiliary constables
- paid from the municipality or another agency or police service.

**Note:** The total number of special constables in this question should match exactly to the sum of permanent full-time special constables (question 7); permanent part-time special constables (question 8) and non-permanent paid special constables (question 9).

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
	AGSC_Q15_AA	AGSC_Q15_AB	AGSC_Q15_AD	AGSC_Q15_AC
a. Less than 20 years of age . . . . .				
	AGSC_Q15_BA	AGSC_Q15_BB	AGSC_Q15_BD	AGSC_Q15_BC
b. 20 to less than 25 years of age . . . . .				
	AGSC_Q15_CA	AGSC_Q15_CB	AGSC_Q15_CD	AGSC_Q15_CC
c. 25 to less than 30 years of age . . . . .				
	AGSC_Q15_DA	AGSC_Q15_DB	AGSC_Q15_DD	AGSC_Q15_DC
d. 30 to less than 35 years of age . . . . .				
	AGSC_Q15_EA	AGSC_Q15_EB	AGSC_Q15_ED	AGSC_Q15_EC
e. 35 to less than 40 years of age . . . . .				
	AGSC_Q15_FA	AGSC_Q15_FB	AGSC_Q15_FD	AGSC_Q15_FC
f. 40 to less than 45 years of age . . . . .				
	AGSC_Q15_GA	AGSC_Q15_GB	AGSC_Q15_GD	AGSC_Q15_GC
g. 45 to less than 50 years of age . . . . .				
	AGSC_Q15_HA	AGSC_Q15_HB	AGSC_Q15_HD	AGSC_Q15_HC
h. 50 to less than 55 years of age . . . . .				
	AGSC_Q15_IA	AGSC_Q15_IB	AGSC_Q15_ID	AGSC_Q15_IC
i. 55 to less than 60 years of age . . . . .				
	AGSC_Q15_JA	AGSC_Q15_JB	AGSC_Q15_JD	AGSC_Q15_JC
j. 60 years of age and over . . . . .				
	AGSC_Q15_KA	AGSC_Q15_KB	AGSC_Q15_KD	AGSC_Q15_KC
<b>Total special constables</b>				

**Age groups – recruits**

16. **Report** the **actual** number, **i.e.**, headcount, of **recruits**, by age group and gender, engaged in a training program to become a fully-sworn police officer in your police service on **May 15, 2022**.

**Recruits, i.e., police officers in training:** for the purposes of this survey, recruits are personnel engaged in police officer training programs intended to enable them to achieve the status of a fully-sworn police officer.

**Include** personnel:

- engaged in police officer training programs whether they are being paid or not
- engaged in police officer training programs whether they get sworn-in at the beginning or end of their training.

**Exclude** personnel who have successfully graduated from the police officer training program and have full police officer responsibilities.

**Note:** The total number of recruits in this question should match exactly to the sum of recruits in question 5.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
	AGR_Q16_AA	AGR_Q16_AB	AGR_Q16_AD	AGR_Q16_AC
a. Less than 20 years of age . . . .				
	AGR_Q16_BA	AGR_Q16_BB	AGR_Q16_BD	AGR_Q16_BC
b. 20 to less than 25 years of age . . . . .				
	AGR_Q16_CA	AGR_Q16_CB	AGR_Q16_CD	AGR_Q16_CC
c. 25 to less than 30 years of age . . . . .				
	AGR_Q16_DA	AGR_Q16_DB	AGR_Q16_DD	AGR_Q16_DC
d. 30 to less than 35 years of age . . . . .				
	AGR_Q16_EA	AGR_Q16_EB	AGR_Q16_ED	AGR_Q16_EC
e. 35 to less than 40 years of age . . . . .				
	AGR_Q16_FA	AGR_Q16_FB	AGR_Q16_FD	AGR_Q16_FC
f. 40 to less than 45 years of age . . . . .				
	AGR_Q16_GA	AGR_Q16_GB	AGR_Q16_GD	AGR_Q16_GC
g. 45 to less than 50 years of age . . . . .				
	AGR_Q16_HA	AGR_Q16_HB	AGR_Q16_HD	AGR_Q16_HC
h. 50 to less than 55 years of age . . . . .				
	AGR_Q16_IA	AGR_Q16_IB	AGR_Q16_ID	AGR_Q16_IC
i. 55 to less than 60 years of age . . . . .				
	AGR_Q16_JA	AGR_Q16_JB	AGR_Q16_JD	AGR_Q16_JC
j. 60 years of age and over . . . . .				
	AGR_Q16_KA	AGR_Q16_KB	AGR_Q16_KD	AGR_Q16_KC
<b>Total recruits</b>				

FOR INFORMATION ONLY

## Leave for 12 weeks or more

17. Report the **actual** number, i.e., headcount, of **permanent** personnel on leave for 12 weeks or more on **May 15, 2022**.

**Leave for 12 weeks or more:** an authorized leave that is continuous in nature for an expected duration of 12 weeks or more. It can be either paid or unpaid depending on the agreement between the employee and the employer.

**Include** permanent personnel who are:

- working full-time or part-time
- paid from your police service budget
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts.

**Exclude** personnel who are:

- not employed on a permanent basis, e.g., contract, casual, or temporary personnel
- recruits, i.e., police officers in training.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
--	------	--------	----------------	-------

### Police officers

Exclude recruits.

#### a. Medical leave

**Exclude** injury on duty.

**e.g.,** long-term disability, mental health leave

POL_Q17_AA	POL_Q17_AB	POL_Q17_AD	POL_Q17_AC
POL_Q17_BA	POL_Q17_BB	POL_Q17_BD	POL_Q17_BC

#### b. Injured while on duty

#### c. Parental leave

**e.g.,** maternity, paternity, adoption

POL_Q17_CA	POL_Q17_CB	POL_Q17_CD	POL_Q17_CC

#### d. Other types of leave

**e.g.,** education, military leave, vacation, suspension

POL_Q17_DA	POL_Q17_DB	POL_Q17_DD	POL_Q17_DC
POL_Q17_EA	POL_Q17_EB	POL_Q17_ED	POL_Q17_EC

### Total police officers

### Civilian personnel

Exclude special constables.

#### a. Medical leave

**Exclude** injury on duty.

**e.g.,** long-term disability, mental health leave

POL_Q17_FA	POL_Q17_FB	POL_Q17_FD	POL_Q17_FC
POL_Q17_GA	POL_Q17_GB	POL_Q17_GD	POL_Q17_GC

#### b. Injured while on duty

#### c. Parental leave

**e.g.,** maternity, paternity, adoption

POL_Q17_HA	POL_Q17_HB	POL_Q17_HD	POL_Q17_HC

#### d. Other types of leave

**e.g.,** education, military leave, vacation, suspension

POL_Q17_IA	POL_Q17_IB	POL_Q17_ID	POL_Q17_IC
POL_Q17_JA	POL_Q17_JB	POL_Q17_JD	POL_Q17_JC

### Total civilian personnel

...continued on next page

**Leave for 12 weeks or more**

...continues from previous page

	Male	Female	Gender diverse	Total
<b>Special constables</b>				
a. Medical leave				
<b>Exclude</b> injury on duty.	POL_Q17_KA	POL_Q17_KB	POL_Q17_KD	POL_Q17_KC
<b>e.g.</b> , long-term disability, mental health leave . . . . .				
	POL_Q17_LA	POL_Q17_LB	POL_Q17_LD	POL_Q17_LC
b. Injured while on duty . . . . .				
c. Parental leave	POL_Q17_MA	POL_Q17_MB	POL_Q17_MD	POL_Q17_MC
<b>e.g.</b> , maternity, paternity, adoption . . . . .				
d. Other types of leave	POL_Q17_NA	POL_Q17_NB	POL_Q17_ND	POL_Q17_NC
<b>e.g.</b> , education, military leave, vacation, suspension . . . . .				
	POL_Q17_OA	POL_Q17_OB	POL_Q17_OD	POL_Q17_OC
<b>Total special constables</b>				
	POL_Q17_PA	POL_Q17_PB	POL_Q17_PD	POL_Q17_PC
<b>Total permanent personnel on leave for 12 weeks or more</b>				

FOR INFORMATION ONLY

## Indigenous identity of personnel

18. Report the **actual** number, i.e., headcount, of personnel who are identified as an **Indigenous person**, employed by your police service on **May 15, 2022**.

**Note:** If personnel identify as **both** Indigenous **and** a visible minority, **include** them with those identified as Indigenous, as well as a visible minority in the next question. If personnel identify as Caucasian **and** as Indigenous, **include** them with those who are identified as Indigenous.

**Note:** If Indigenous identity information for your police service is collected through self-identification by personnel and some have not self-identified as Indigenous, **include** them within the category **Indigenous identity unknown**.

**Indigenous person:** refers to First Nations (North American Indian), Métis or Inuk (Inuit) and/or persons who reported Registered or Treaty Indian status, that is registered under the *Indian Act of Canada*, and/or persons who reported membership in a First Nation or Indian band.

**Non-Indigenous person:** includes persons who are not First Nations (North American Indian), Métis, or Inuk (Inuit), or who did not have Registered or Treaty Indian status or Membership in a First Nation or Indian band, e.g., persons who are Caucasian in race or white in colour or who are visible minority, regardless of place of birth.

**Note:** The total number in this question for police officers, civilian personnel, and special constables should match exactly to the sum of those categories for permanent full-time (question 7); permanent part-time (question 8) and non-permanent paid (question 9). The total number of recruits in this question should match exactly to the sum of recruits in question 5.

**Note:** This question will not accept decimals.

### Police officers

Exclude recruits.

- a. Indigenous identity .....
- b. Non-Indigenous identity .....
- c. Indigenous identity unknown .....
- d. Information not collected by police service .....

### Total police officers

### Civilian personnel

Exclude special constables.

- a. Indigenous identity .....
- b. Non-Indigenous identity .....
- c. Indigenous identity unknown .....
- d. Information not collected by police service .....

### Total civilian personnel

Total

AIP\_Q18\_A

AIP\_Q18\_B

AIP\_Q18\_C

AIP\_Q18\_D

AIP\_Q18\_E

AIP\_Q18\_F

AIP\_Q18\_G

AIP\_Q18\_H

AIP\_Q18\_I

AIP\_Q18\_J

...continued on next page

**Indigenous identity of personnel (continued)**

...continues from previous page

**Total**

**Special constables**

- a. Indigenous identity .....
- b. Non-Indigenous identity .....
- c. Indigenous identity unknown .....
- d. Information not collected by police service .....

AIP\_Q18\_K

AIP\_Q18\_L

AIP\_Q18\_M

AIP\_Q18\_N

AIP\_Q18\_O

**Total special constables**

**Recruits**

i.e., police officers in training

- a. Indigenous identity .....
- b. Non-Indigenous identity .....
- c. Indigenous identity unknown .....
- d. Information not collected by police service .....

AIP\_Q18\_P

AIP\_Q18\_Q

AIP\_Q18\_R

AIP\_Q18\_S

AIP\_Q18\_T

**Total recruits**

FOR INFORMATION ONLY

## Visible minority of personnel

19. Report the **actual** number, i.e., headcount, of personnel who are identified as a **visible minority person**, employed by your police service on **May 15, 2022**.

**Note:** If personnel identify as **both** Indigenous **and** a visible minority, **include** them with those identified as Indigenous in the previous question, as well as a visible minority. If personnel identify as Caucasian **and** a visible minority, **include** them with those who are a visible minority.

**Note:** If visible minority information for your police service is collected through self-identification by personnel and some have **not** self-identified as a visible minority, **include** them within the category **Do not know if they are a visible minority**.

**Visible minority: includes** persons who are non-Caucasian in race or non-white in colour. The visible minority population consists of many groups, **including** Chinese, South Asian, Black, Arab, West Asian, Filipino, Southeast Asian, Latin American, Japanese, and Korean.

**Include** persons with both single and multiple visible minorities.

**Exclude** persons who solely identify as Indigenous.

**Non-visible minority person: includes** Indigenous persons as well as persons not considered to be members of a visible minority group, regardless of place of birth, e.g., persons who are Caucasian in race or white in colour.

**Note:** The total number in this question for police officers, civilian personnel, and special constables should match exactly to the sum of those categories for permanent full-time (question 7); permanent part-time (question 8) and non-permanent paid (question 9). The total number of recruits in this question should match exactly to the sum of recruits in question 5.

**Note:** This question will not accept decimals.

### Police officers

**Exclude** recruits.

- a. Visible minority .....
- b. Non-visible minority .....
- c. Do not know if they are a visible minority .....
- d. Information not collected by police service .....

**Total**

VMP\_Q19\_A

VMP\_Q19\_B

VMP\_Q19\_C

VMP\_Q19\_D

VMP\_Q19\_E

### Total police officers

### Civilian personnel

**Exclude** special constables.

- a. Visible minority .....
- b. Non-visible minority .....
- c. Do not know if they are a visible minority .....
- d. Information not collected by police service .....

VMP\_Q19\_F

VMP\_Q19\_G

VMP\_Q19\_H

VMP\_Q19\_I

VMP\_Q19\_J

### Total civilian personnel

...continued on next page



**Visible minority of personnel (continued)**

...continues from previous page

**Total**

**Special constables**

a. Visible minority .....	VMP_Q19_K <input type="text"/>
b. Non-visible minority .....	VMP_Q19_L <input type="text"/>
c. Do not know if they are a visible minority .....	VMP_Q19_M <input type="text"/>
d. Information not collected by police service .....	VMP_Q19_N <input type="text"/>
<b>Total special constables</b>	VMP_Q19_O <input type="text"/>

**Recruits**

i.e., police officers in training

a. Visible minority .....	VMP_Q19_P <input type="text"/>
b. Non-visible minority .....	VMP_Q19_Q <input type="text"/>
c. Do not know if they are a visible minority .....	VMP_Q19_R <input type="text"/>
d. Information not collected by police service .....	VMP_Q19_S <input type="text"/>
<b>Total recruits</b>	VMP_Q19_T <input type="text"/>

FOR INFORMATION ONLY

## Human resource activities

The following human resource questions are based on the most **recently completed** calendar or fiscal year:

- personnel eligible to retire
- personnel hires
- personnel departures.

## Reporting period — human resource activities

20. **Indicate** which reporting period applies to your police service's human resource activities.

This reference period will apply for questions 21, 22, and 23.

RPHR\_Q20A

1

Calendar year

January 1, 2021 to December 31, 2021

2

Fiscal year

April 1, 2021 to March 31, 2022

3

Other fiscal year

Specify other fiscal year:

	YYYY	MM	DD		YYYY	MM	DD
From	<input type="text"/>	<input type="text"/>	<input type="text"/>	To	<input type="text"/>	<input type="text"/>	<input type="text"/>

## Personnel eligible to retire

21. **Report** the **actual** number, **i.e.**, headcount, of personnel who were **eligible to retire** from your police service for the **previous calendar or fiscal year**.

**Eligible to retire: include** personnel whose eligibility to retire with an unrestricted pension based on age or years of service was in effect for all, or a portion, of the period for the previous calendar or fiscal year. In some cases, the date of eligibility to retire may have come into effect before this period.

**Include** personnel who are:

- permanent and non-permanent paid from your police service budget
- working full-time or part-time
- eligible to retire while on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts.

**Exclude** personnel who are:

- unpaid, **i.e.**, volunteers, reserve or auxiliary constables
- paid from the municipality or another agency or police service.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
a. Police officers <b>Exclude</b> recruits. . . . .	PER_Q21_AA	PER_Q21_AB	PER_Q21_AD	PER_Q21_AC
b. Civilian personnel <b>Exclude</b> special constables. . . . .	PER_Q21_BA	PER_Q21_BB	PER_Q21_BD	PER_Q21_BC
c. Special constables . . . . .	PER_Q21_CA	PER_Q21_CB	PER_Q21_CD	PER_Q21_CC
<b>Total personnel eligible to retire</b>	PER_Q21_DA	PER_Q21_DB	PER_Q21_DD	PER_Q21_DC

## Personnel hired

22. Report the **actual** number, **i.e.**, headcount, of personnel **hired** by your police service for **the previous calendar or fiscal year**.

**Include** personnel who are:

- hired from outside the police service
- permanent and non-permanent paid from your police service budget
- working full-time or part-time
- on secondment or leave from another police service. If you have personnel in your police service that are there on secondment from another service, count them in your personnel counts. If your police service has personnel that are away on secondment or leave with another police service, do not include them in your personnel counts
- recruits directly hired from police officer training programs whether or not they have achieved status of a fully-sworn police officer prior to being hired or after. Recruits should include police officers hired with less than one year of experience as a fully sworn in police officer.

**Exclude** personnel who are:

- promoted internally
- unpaid, **i.e.**, volunteers, reserve or auxiliary constables
- paid from the municipality or another agency or police service
- returning from a secondment.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
a. Police officers <b>Exclude</b> recruits. . . . .	PH_Q22_AA	PH_Q22_AB	PH_Q22_AD	PH_Q22_AC
b. Civilian personnel <b>Exclude</b> special constables. . . . .	PH_Q22_BA	PH_Q22_BB	PH_Q22_BD	PH_Q22_BC
c. Special constables . . . . .	PH_Q22_CA	PH_Q22_CB	PH_Q22_CD	PH_Q22_CC
d. Recruits <b>i.e.</b> , police officers in training . . . . .	PH_Q22_DA	PH_Q22_DB	PH_Q22_DD	PH_Q22_DC
<b>Total personnel hired</b>	PH_Q22_EA	PH_Q22_EB	PH_Q22_ED	PH_Q22_EC

FOR INFORMATION ONLY

## Personnel departures

23. Report the **actual** number, i.e., headcount, of personnel who **departed** from your police service for **the previous calendar or fiscal year**.

**Include** personnel who are:

- permanent and non-permanent paid from your police service budget
- working full-time or part-time
- departed while on secondment or leave if paid from your police service budget.

**Exclude** personnel who are:

- unpaid, i.e., volunteers, reserve or auxiliary constables
- paid from the municipality or another agency or police service.

**Note:** This question will not accept decimals.

	Male	Female	Gender diverse	Total
<b>Departed due to retirement</b>				
a. Police officers	PD_Q23_AA	PD_Q23_AB	PD_Q23_AD	PD_Q23_AC
<b>Exclude</b> recruits. . . . .				
Civilian personnel	PD_Q23_BA	PD_Q23_BB	PD_Q23_BD	PD_Q23_BC
b. <b>Exclude</b> special constables. . . . .				
Special constables . . . . .	PD_Q23_CA	PD_Q23_CB	PD_Q23_CD	PD_Q23_CC
	PD_Q23_DA	PD_Q23_DB	PD_Q23_DD	PD_Q23_DC
<b>Total personnel departed due to retirement</b>				
<b>Departed due to all other reasons</b> e.g., resignation, termination, transfer to another police service				
a. Police officers	PD_Q23_EA	PD_Q23_EB	PD_Q23_ED	PD_Q23_EC
<b>Exclude</b> recruits. . . . .				
b. Civilian personnel	PD_Q23_FA	PD_Q23_FB	PD_Q23_FD	PD_Q23_FC
<b>Exclude</b> special constables. . . . .				
c. Special constables . . . . .	PD_Q23_GA	PD_Q23_GB	PD_Q23_GD	PD_Q23_GC
d. Recruits	PD_Q23_HA	PD_Q23_HB	PD_Q23_HD	PD_Q23_HC
i.e., police officers in training . . . . .				
	PD_Q23_IA	PD_Q23_IB	PD_Q23_ID	PD_Q23_IC
<b>Total personnel departed due to all other reasons</b>				
	PD_Q23_JA	PD_Q23_JB	PD_Q23_JD	PD_Q23_JC
<b>Total personnel departures</b>				

## Expenditures and revenue amounts

The following financial questions are based on your most **recently completed** calendar or fiscal year:

- salary, wage, and benefit expenditures
- non-salary operating expenditures
- capital expenditures
- expenditures for select information technology and other police equipment items
- funds and cost-recovery amounts received by funding source.

## Reporting period — expenditures and revenue amounts

24. **Indicate** which reporting period applies to your police service's expenditures and revenue amounts.

This reference period will apply for questions 25 to 31.

RPER\_Q24A

1

- Calendar year  
January 1, 2021 to December 31, 2021

2

- Fiscal year  
April 1, 2021 to March 31, 2022

3

- Other fiscal year  
↳ Specify other fiscal year

From RPER\_S24A    To RPER\_S24B

## Salaries, wages, and benefits

25. **Report** total **salaries, wages and benefits** for the **previous calendar or fiscal year**.

Round to the nearest **CAN\$**.

**Gross expenditures  
CAN\$**

### Police officers

**Exclude** recruits.

a. Salaries

**Include** regular pay, overtime pay, and other pay. . . . . \$  .00

b. Benefits

**e.g.**, employer's contributions to Canada Pension Plan (**CPP**), Employment Insurance (**EI**), dental plan, pension plan . . . . . \$  .00

**Total police officer salaries, wages, and benefits** \$  .00

### Civilian personnel

**Exclude** special constables.

a. Salaries

**Include** regular pay, overtime pay, and other pay. . . . . \$  .00

b. Benefits

**e.g.**, employer's contributions to Canada Pension Plan (**CPP**), Employment Insurance (**EI**), dental plan, pension plan . . . . . \$  .00

**Total civilian personnel salaries, wages, and benefits** \$  .00

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**Salaries, wages, and benefits (continued)**

...continues from previous page

**Gross expenditures  
CAN\$**

**Special constables**

a. Salaries		SWB_Q25_K	
<b>Include</b> regular pay, overtime pay, and other pay. ....	\$	<input type="text"/>	.00
b. Benefits		SWB_Q25_N	
<b>e.g.</b> , employer's contributions to Canada Pension Plan (CPP), Employment Insurance (EI), dental plan, pension plan .....	\$	<input type="text"/>	.00
<b>Total special constables salaries, wages, and benefits</b>		SWB_Q25_O	
		\$	<input type="text"/> .00

**Recruits**

a. Salaries		SWB_Q25_P	
<b>Include</b> regular pay, overtime pay, and other pay. ....	\$	<input type="text"/>	.00
b. Benefits		SWB_Q25_S	
<b>e.g.</b> , employer's contributions to Canada Pension Plan (CPP), Employment Insurance (EI), dental plan, pension plan .....	\$	<input type="text"/>	.00
<b>Total recruits salaries, wages, and benefits</b>		SWB_Q25_T	
		\$	<input type="text"/> .00
<b>Total gross salaries, wages, and benefits</b>		SWB_Q25_U	
		\$	<input type="text"/> .00

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## Non-salary operating expenditures

26. **Indicate** if the following **non-salary operational** expenditure items were paid by your police service for **the previous calendar or fiscal year**.

**Exclude:**

- salaries, wages, and benefits
- capital costs.

**Note:** Fully or partially paid by your police service may also mean paid by the municipal administration out of funds allocated to your police service.

		Fully or partially paid by police service	Not paid by police service	Information not available
a. Vehicle operating and maintenance costs <b>e.g.</b> , lease payments for all fleet <b>including</b> marine and aircraft	NSOE_Q26_A	1	2	3
b. Building operating and maintenance costs <b>Include</b> leasing of facilities, utilities. <b>Exclude</b> costs related to contracts for services.	NSOE_Q26_B	1	2	3
c. Training and professional development	NSOE_Q26_C	1	2	3
d. Information technology (IT) operations <b>Include</b> all hardware, software, maintenance and related infrastructure costs, storage fees, and monthly fees.	NSOE_Q26_D	1	2	3
e. Police equipment <b>e.g.</b> , firearms, tasers, cameras, robots	NSOE_Q26_E	1	2	3
f. Contracts for professional services <b>e.g.</b> , IT services, security, grounds maintenance	NSOE_Q26_F	1	2	3
g. All other non-salary operating expenditures <b>e.g.</b> , supplies, uniforms, ammunition, reserve fund contributions, relocation costs	NSOE_Q26_G	1	2	3

27. **Report non-salary operating** expenditure amounts for the following items you identified as being **fully or partially paid** by your police service for **the previous calendar or fiscal year**.

Round to the nearest **CAN\$**.

**Exclude:**

- salaries, wages, and benefits
- all capital costs.

	Gross expenditures paid by police service CAN\$
a. Vehicle operating and maintenance costs <b>e.g.</b> , lease payments for all fleet <b>including</b> marine and aircraft	NSOE2_Q27_A \$ <input type="text"/> .00
b. Building operating and maintenance costs <b>Include</b> leasing of facilities, utilities. <b>Exclude</b> costs related to contracts for services.	NSOE2_Q27_B \$ <input type="text"/> .00
c. Training and professional development	NSOE2_Q27_C \$ <input type="text"/> .00
d. Information technology (IT) operations <b>Include</b> all hardware, software, maintenance and related infrastructure costs, storage fees, and monthly fees.	NSOE2_Q27_D \$ <input type="text"/> .00
e. Police equipment <b>e.g.</b> , firearms, tasers, cameras, robots	NSOE2_Q27_E \$ <input type="text"/> .00

...continued on next page

## Non-salary operating expenditures (continued)

...continues from previous page

Gross expenditures paid by  
police service  
CAN\$

f. Contracts for professional services e.g., IT services, security, legal consultation, counselling services . . . . .		NSOE2_Q27_F	\$	[ ]	.00
g. All other non-salary operating expenditures e.g., supplies, uniforms, ammunition, reserve fund contributions, relocation costs . . . . .		NSOE2_Q27_G	\$	[ ]	.00
<b>Total non-salary operating expenditures</b>		NSOE2_Q27_H	\$	[ ]	.00

## Capital expenditures

28. **Indicate** if the following **capital** expenditure items were paid by your police service for **the previous calendar or fiscal year**.

**Exclude:**

- salaries, wages, and benefits
- all operating costs.

**Note:** Fully or partially paid by your police service may also mean paid by the municipal administration out of funds allocated to your police service.

		Fully or partially paid by police service	Not paid by police service	Information not available
a. Vehicle purchases <b>Include</b> all ground, marine, and aircraft vehicles. . . . .	CE_Q28_A	1	2	3
		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. New buildings and capital projects . . . . .	CE_Q28_B	1	2	3
		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Information technology (IT) operations . . . . .	CE_Q28_C	1	2	3
		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Police equipment not reported as operational expenditures e.g., firearms, tasers, cameras, robots . . . . .	CE_Q28_D	1	2	3
		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. All other capital expenditures e.g., contributions to reserve funds, funds earmarked for capital projects . . . . .	CE_Q28_E	1	2	3
		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

FOR INFORMATION ONLY



**Capital expenditures (continued)**

29. **Report capital expenditure** amounts for the following items that you identified as being **fully** or **partially paid** by your police service for **the previous calendar or fiscal year**.

**Capital projects:** report only the expenditure amount that was paid during the previous calendar or fiscal year.

Round to the nearest **CAN\$**.

**Gross expenditures paid by  
police service  
CAN\$**

<p>a. Vehicle purchases <b>Include</b> all ground, marine, and aircraft vehicles. ....</p>	\$	CE2_Q29_A <input type="text"/>	.00
<p>b. New buildings and capital projects .....</p>	\$	CE2_Q29_B <input type="text"/>	.00
<p>c. Information technology (IT) operations .....</p>	\$	CE2_Q29_C <input type="text"/>	.00
<p>d. Police equipment not reported as operational expenditures <b>e.g.</b>, firearms, tasers, cameras, robots .....</p>	\$	CE2_Q29_D <input type="text"/>	.00
<p>e. All other capital expenditures <b>e.g.</b>, contributions to reserve funds, funds earmarked for capital projects .....</p>	\$	CE2_Q29_E <input type="text"/>	.00
<b>Total capital expenditure amounts</b>	\$	CE2_Q29_F <input type="text"/>	.00

FOR INFORMATION ONLY

## Expenditures for select information technology and police equipment

30. **Report** total expenditure amounts for the following select information technology (IT) and police equipment items for **the previous calendar or fiscal year**.

**Include** total expenditure costs including operational, maintenance, and capital expenditures.

Round to the nearest **CAN\$**.

**Gross expenditures paid by  
police service  
CAN\$**

a. Radios .....	EXP_Q30_A	\$	<input type="text"/>	.00
b. Other telecommunication devices e.g., cellphones, <b>GPS</b> .....	EXP_Q30_B	\$	<input type="text"/>	.00
c. Computers and other hardware e.g., desktops, laptops, mobile data terminals, network and servers, printers, infra-red technology .....	EXP_Q30_C	\$	<input type="text"/>	.00
d. Software, applications, and systems e.g., business intelligence, licenses, e-ticketing, license plate recognition systems .....	EXP_Q30_D	\$	<input type="text"/>	.00
e. Storage fees e.g., storage, cloud services .....	EXP_Q30_E	\$	<input type="text"/>	.00
f. Body-worn and in-car cameras .....	EXP_Q30_F	\$	<input type="text"/>	.00
g. Other cameras and surveillance units e.g., closed circuit, security cameras, total stations .....	EXP_Q30_G	\$	<input type="text"/>	.00
h. Alcohol-impaired driving test equipment .....	EXP_Q30_I	\$	<input type="text"/>	.00
i. Unmanned aircraft systems ( <b>UAS</b> ) e.g., drones .....	EXP_Q30_J	\$	<input type="text"/>	.00

FOR INFORMATION ONLY

**Funds and cost-recovery amounts received by funding source**

31. Report all funds and cost-recovery amounts received from the following sources of funding for the previous calendar or fiscal year.

Include amounts for all types of funds received that are returned to your police service budget, i.e., re-spendable amounts.

Report capital and operational funds and cost-recovery amounts separately.

Round to the nearest CAN\$.

	Operational funds and cost-recovery amounts CAN\$	Capital funds and cost-recovery amounts CAN\$	Total funds and cost-recovery amounts CAN\$
	FUN_031_AA	FUN_031_AB	FUN_031_AC
a. Federal government .....	\$ [ ] .00	\$ [ ] .00	\$ [ ] .00
	FUN_031_BA	FUN_031_BB	FUN_031_BC
b. Provincial government .....	\$ [ ] .00	\$ [ ] .00	\$ [ ] .00
	FUN_031_CA	FUN_031_CB	FUN_031_CC
c. Municipal government .....	\$ [ ] .00	\$ [ ] .00	\$ [ ] .00
d. Fees for service e.g., record checks, paid duties, other reports .....	\$ [ ] .00	\$ [ ] .00	\$ [ ] .00
	FUN_031_DA	FUN_031_DB	FUN_031_DC
	FUN_031_GA	FUN_031_GB	FUN_031_GC
e. Secondments .....	\$ [ ] .00	\$ [ ] .00	\$ [ ] .00
	FUN_031_EA	FUN_031_EB	FUN_031_EC
f. Other sources e.g., auction proceeds .....	\$ [ ] .00	\$ [ ] .00	\$ [ ] .00
	FUN_031_FA	FUN_031_FB	FUN_031_FC
<b>Total funds and cost-recovery amounts received</b>	\$ [ ] .00	\$ [ ] .00	\$ [ ] .00

FOR INFORMATION ONLY

## Current and emerging issues

The following questions are special topic questions related to current and emerging issues:

- calls for service
- COVID-19 pandemic.

## Calls for service

32. **Report** the total number of **calls for service** your police service received from **the previous calendar or fiscal year**.

**Include** calls for service:

- that are citizen-generated, **i.e.**, received via emergency lines, non-emergency lines, internet reporting, alarms, contact with the public, or any other such means
- that are police officer initiated, **i.e.**, self-generated, on-view calls for service
- that required the tasking of police resources, **e.g.**, a police officer was dispatched.

**Exclude** calls for service:

- that were redirected to other agencies or did not require the tasking of police resources
- that represent officer initiated information gathering where no incident occurred, **i.e.**, street checks
- that represent proactive policing activities, including targeted interventions, strategic enforcement, and community engagement projects
- related to administrative or maintenance duties, **e.g.**, requests for documentation, criminal record checks, court attendance, prisoner transport, training, or maintenance.

**Note:** This question will not accept decimals.

- a. Citizen-generated calls for service .....
- b. Police officer initiated calls for service .....
- c. Call source unknown .....

Total	
CFS_Q32_A	<input type="text"/>
CFS_Q32_B	<input type="text"/>
CFS_Q32_C	<input type="text"/>
CFS_Q32_D	<input type="text"/>
<b>Total number of calls for service</b>	<input type="text"/>

## COVID-19 pandemic

33. **From April 1, 2021 to March 31, 2022**, what **proportion** of the personnel in your police service was absent for at least one day of work due to COVID-19?

**Include** all personnel, **i.e.** police officers, civilian personnel, special constables and recruits.

**Include** for personal circumstances related to COVID-19 (**e.g.** personal safety, own or household member's diagnosis, self-isolation, taking care of children due to school closure, caring for elder relative).

**Exclude** any personnel who were teleworking.

ABS\_Q39

- 01  0%
- 02  1% to less than 5%
- 03  5% to less than 10%
- 04  10% to less than 15%
- 05  15% to less than 20%
- 06  20% or more
- 07  Don't know
- 08  Information not available

## Authorization to release

Statistics Canada is seeking your permission to publish data from this survey for your police service. This permission must be provided by someone with the authority to provide consent on behalf of your organization.

1. On behalf of your organization, do you **provide consent** for Statistics Canada to publish the data provided in this survey for this police service?

Statistics Canada **will not release** data that could identify individual personnel.

Data may directly or indirectly identify your police service. It is understood that this permission may be rescinded at any time by telephoning the Canadian Centre for Justice and Community Safety Statistics and then confirming by letter.

WAI\_Q01

- 1  Yes, I provide authorization to disseminate data for this police service.
- 2  No, I do not provide authorization to disseminate data for this police service.

2. Please provide the contact information of the person providing this consent on behalf of your police service.

First name

WAI\_Q02A

Last name

WAI\_Q02B

Title

WAI\_Q02C

Email address (example: user@example.gov.ca)

WAI\_Q02D

Telephone number (including area code)

Example: 123-123-1234

WAI\_Q02E

Extension number  
(if applicable)

WAI\_Q02F

Fax number (including area code)

Example: 123-123-1234

WAI\_Q02G

## Feedback

1. How long did it take to complete this questionnaire?  
**Include** the time spent gathering the necessary information.

Hours  
B00013

Minutes  
B00014

2. We invite your comments about this questionnaire.

B00002

## General information

### Confidentiality

**Your answers are confidential.**

Statistics Canada is prohibited by law from releasing any information it collects which could identify any person, business, or organization, unless consent has been given by the respondent or as permitted by the *Statistics Act*.

Statistics Canada will use information from this survey for statistical purposes.

### Record linkages

To enhance the data from this survey and to minimize the reporting burden, Statistics Canada may combine it with information from other surveys or from administrative sources.

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**Thank you for completing this questionnaire.**

**Please retain a copy for your records.**

**Visit our website, [www.statcan.gc.ca](http://www.statcan.gc.ca)**