Royal Canadian Mounted Police

Demographics

❖ 69 responses – approximately 35% of FIs at RCMP filled out the survey (confidence rate of 95% +/- 10%; high response rate and statistical significance)

❖ 4 French responses (6%), 42 English responses (94%) (compared to 24%/76% French/English split for the entire survey response)

❖ Average 10-14 years in the public service, 10-14 years as an FI and 5-9 years as an FI with RCMP

❖ 53% female (vs 57% in the public service)

❖ Over 50% located in the NCR (vs 67% in the public service)

❖ 83% hold a bachelor's degree (vs 79% in the public service) and 81% hold a CPA designation or are in pursuit of one (vs 54% of PS)

Professional development

❖ Of the 21 reported language training requests at RCMP in the past 12 months, 15 (71%) were approved (vs 62% approval rate for FIs in the rest of the public service) with funding listed as a main reason for rejection

❖ 53% attended professional development initiatives in the past 12 months (vs 50% of FIs in the public service)

❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated RCMP's professional development opportunities at an average of 4.0 (vs 3.62 in the public service) and language training at 2.82 (vs 2.73 in the public service)

❖ Language training the most sought-after form of professional development at RCMP

Work/life balance

- ❖ FIs at RCMP average 10-19 overtime hours worked in the last 12 months yet average only 0-9 overtime hours claimed

- ❖ 28% of FIs worked 30 hours of overtime or more in the last 12 months, yet only a third (10%) claimed 30 hours of more

- ❖ 44% have requested flexible working arrangements in the last 5 years (vs 49% in the public service) and nearly all requests were for a compressed schedule or telework

- ❖ Of the 29 requests, 23 were approved (79% approval) (vs 73% approval in the public service)

- ❖ On a scale of 1 (very poor) to 5 (excellent), FIs rated RCMP's flexible work opportunities at 3.85 (vs 3.23 in the rest of the public service)

- ❖ FIs at RCMP have high opinions about work/life balance support (4.03 out of 5), have moderate stress levels (3.03 out of 5) and feel they can claim overtime hours somewhat easily (3.77 out of 5)

- ❖ FIs at RCMP have better feelings about their work/life balance than the rest of the public service

Leave

- ❖ 73% of FIs at RCMP have gone to work sick in the last 12 months (vs 80% in the public service), averaging 1-3 sick days worked a year

- ❖ 53% reported going to work sick due to heavy workload/deadlines (vs 65% in the public service)

- ❖ Only 2% used up all their earned sick leave credits in a calendar year over the last 5 years (vs 13% in the public service)

Job satisfaction / general

- ❖ FIs at RCMP generally enjoy their job, feel they have excellent relationships with their colleagues and supervisors and have generally positive feelings about their work environment (satisfaction of 3.81 out of 5) (3.28 for the rest of the public service)

- ❖ Work/life balance and a positive work environment rank as top priorities for FIs at RCMP

- ❖ 69% would leave the department for a higher salary (vs 65% of the public service)

- ❖ In the final comments section, comments mentioned the lack of job opportunities in the regions, but some FI comments mentioned how much they enjoy their department and its work environment

Overall Royal Canadian Mounted Police performance

❖ High-performing areas

- o Job satisfaction/work relationships
- o Flexible working arrangement
- o Positive work environment
- o Work/life balance

❖ Average-performing areas

- o Language training
- o Professional development

❖ Areas for improvement

- o Overtime worked & claimed