



New Brunswick Police Human Resources 2013 Survey Report

Crime Prevention and Policing Standards
Department of Public Safety
August 2013

Preface

Each year the New Brunswick Department of Public Safety requests the assistance of the municipal/regional police forces and the RCMP in completing a Human Resources Survey. The information gathered enables the Department to track demographic changes within the province's police sector. The results of the 2013 survey are presented within this report. Many thanks to the survey respondents for their continued cooperation.

New Brunswick Police Human Resources

2013 Survey Report

TABLE OF CONTENTS

	Page
NB Police Force Compositions	4
Number of Employees	4
Gender	5
Ethnicity	7
Age	8
Years of Service	8
Bilingualism	9
Recruitment and Retention	11
Number of police officers hired in NB	11
Police cadet training institutes from which 2012 hires graduated	14
Atlantic Police Academy Graduates	14
Number of police officers anticipated to leave	15
Number of police officers needed to fill new and vacant positions	16
Police Officer Salaries	17
Training	18

NB Police Force Compositions

Number of Employees

At the time of the survey (April 2013), 460 sworn police officers and 98 civilian staff were employed by the municipal/regional police forces in New Brunswick. The Royal Canadian Mounted Police (RCMP J Division) employed 898 regular members, 86 civilian members, and had 156.5 public service employee positions.

Five of the nine municipal/regional police forces and the RCMP had auxiliary police programs staffed by 175 volunteers. Auxiliary police constables are appointed as peace officers pursuant to New Brunswick's *Police Act*. They have the powers, authority, privileges, rights and immunities of a peace officer. Auxiliary police constables conduct patrol duties in police vehicles and on foot with regular police officers; participate in traffic enforcement initiatives and crime prevention programs; assist with crowd and traffic control at various community events; and assist with securing and protecting crime scenes, among other duties.

	Number of Sworn Police Officers			Number of Civilian Staff	Number of Auxiliary Members
	Full-Time	Part-Time	TOTAL		
Bathurst	27	3	30	14 ¹	0
BNPP	17	2	19	2	0
Edmundston	28	5	33	15 ²	0
Fredericton	113	0	113	20	16
Grand Falls	15	2	17	2	0
Miramichi	30	3	33	15	7
Rochesay	38	0	38	4.5	10
Saint John	162	0	162	23	26
Woodstock	14	1	15	2.5	6
NB M/R PFs	444	16	460	98	65
RCMP	898	0	898	242.5³	110
NB TOTAL	1,342	16	1,358	340.5	175

¹ This number includes 911 dispatchers and civilian staff of the Bathurst Police Force.

² This number includes both 911 dispatchers (11) and civilian staff (4) of the Edmundston Police Force.

³ This number reflects both Civilian Members (86) and Public Service Employees (156.5) within the RCMP in NB.

Gender

Since 1999, the percentage of women municipal police officers in New Brunswick has grown 7.5%, while the percentage of women RCMP members in the province has increased 5.6%. The greatest increases were in the Grand Falls (+11.7%) and Edmundston (+9.6%) Police Forces. In 2013, 18% of municipal police officers and 16% of RCMP members in NB were women. Fredericton Police Force and Rothesay Regional Police Force continued to have the greatest compositions of women officers in NB, at 22.1% and 21.1% respectively, in 2013.

	1999				2004				2013			
	Men	Women	Total	% of Women	Men	Women	Total	% of Women	Men	Women	Total	% of Women
BPF	29	3	32	9.4%	25	4	29	13.8%	25	5	30	16.7%
BNPP	14	1	15	6.7%	14	2	16	12.5%	18	1	19	5.3%
EPF	32	3	35	8.6%	31	4	35	11.4%	27	6	33	18.2%
FPF	81	15	96	15.6%	79	19	98	19.4%	88	25	113	22.1%
GFPP	16	1	17	5.9%	14	1	15	6.7%	14	3	17	17.6%
MPF	40	4	44	9.1%	37	3	40	7.5%	31	2	33	6.1%
RRPF	25	5	30	16.7%	26	5	31	16.1%	30	8	38	21.1%
SJPF	151	15	166	9.0%	142	18	160	11.3%	136	26	162	16.0%
WPF	12	1	13	7.7%	9	1	10	10.0%	14	1	15	6.7%
NB M/R	400	48	448	10.7%	377	57	434	13.1%	383	77	422	18.2%
NB RCMP	717	84	801	10.5%	760	102	862	11.8%	753	145	898	16.1%
NB TOTAL	1,117	132	1,249	10.6%	1,137	159	1,296	12.3%	1,136	222	1,320	16.8%

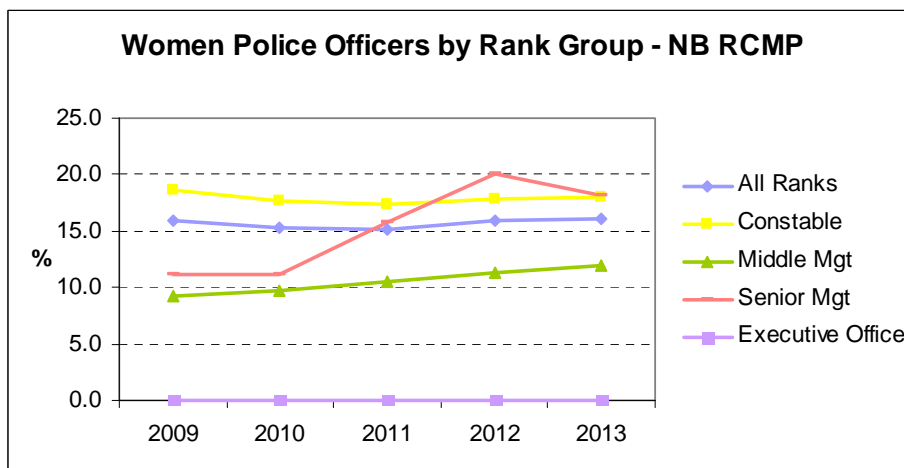
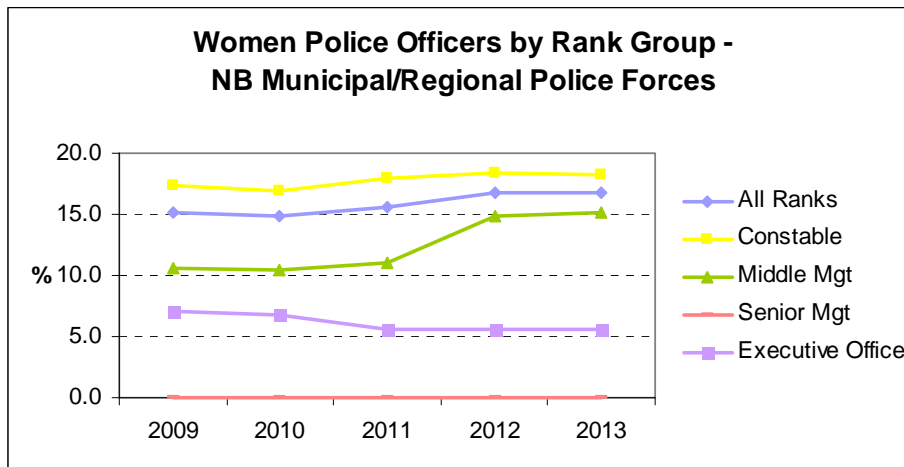
Only one woman officer held an executive management position⁴ within a New Brunswick police force in April 2013. At the time of the survey, she was the Acting Chief of Police for the Fredericton Police Force, but was named Chief in June 2013. Chief Leanne Fitch is Atlantic Canada’s first female police chief.

In April 2013, four women held senior management positions within the RCMP. This is an increase of 7% in the percentage of women in senior positions since 2010. No

⁴ For the purposes of the 2013 NB Police HR Survey, Executive Office included Chief and Deputy Chief in the municipal/regional police force environment, and Assistant Commissioner and Chief Superintendent in the RCMP. Senior management positions included Inspector and Superintendent while middle management positions included Staff Sergeant, Sergeant and Corporal. However, due to differences in how each police force, and their collective agreements distinguish between senior and middle management, these criteria may not have been applied consistently by survey respondents.

woman occupied a senior management position within a municipal police force. Between 2010 and 2013, however, the percentage of women in middle management positions within municipal policing increased 4.7%. Fifteen percent of all municipal officers within this rank group were women in 2013. The largest concentration of women in policing was found at the constable level at 18%.

RANK	NB M/R Police 2013		NB RCMP 2013		NB TOTAL 2013	
	# of women / total # of officers	% of women	# of women / total # of officers	% of women	# of women / total # of officers	% of women
All Ranks	77 / 460	16.7%	145 / 898	16.1%	222 / 1,358	16.3%
Constable	60 / 328	18.3%	108 / 600	18.0%	168 / 928	18.1%
Middle Mgt	16 / 105	15.2%	33 / 274	12.0%	49 / 379	12.9%
Senior Mgt	0 / 9	0.0%	4 / 22	18.2%	4 / 31	12.9%
Executive Office	1 / 18	5.6%	0 / 2	0.0%	1 / 20	5.0%



Ethnicity

At the time of the survey in 2013, 9.8% of RCMP members in NB identified as non-white. While 6.6% of RCMP officers in NB were Aboriginals⁵ in 2013, 3.2% were other visible minorities⁶.

Ethnicity data is unavailable for the two largest municipal police forces in New Brunswick. Only two of the 185 officers employed by the other seven forces (or 1.1%) were non-white in 2013. Both persons were Aboriginal.

	Caucasian	Aboriginal	Other Visible Minority	TOTAL	% of Non-White
Bathurst	30	0	0	30	0
BNPP	19	0	0	19	0
Edmundston	33	0	0	33	0
Fredericton⁷	-	-	-	-	-
Grand Falls	17	0	0	17	0
Miramichi	33	0	0	33	0
Rochesay	37	1	0	38	2.6%
Saint John⁸	-	-	-	-	-
Woodstock	14	1	0	15	6.7%
NB M/R Police	183	2	0	185	1.1%
NB RCMP	810	59	29	898	9.8%
NB TOTAL	993	61	29	1,083	8.3%

⁵ The Aboriginal identity population is composed of those identifying with at least one Aboriginal group, that is, North American Indian, Metis or Inuit, and/or those who are Treaty Indians or Registered Indians, as defined by the *Indian Act of Canada*, and/or those who are members of an Indian band or First Nation.

⁶ The *Employment Equity Act* defines visible minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.”

⁷ The Fredericton Police Force does not record ethnicity of members in their record system.

⁸ The Saint John Police Force does not record ethnicity of members in their record system.

Age

The average ages of municipal police officers in executive office, senior management and middle management positions in New Brunswick were 54, 50, and 48 years old, respectively, in May 2013. The average age of a constable in municipal policing was 35 years.

The average age of a RCMP member in executive office was 50 years old. A senior management RCMP member was, on average, 50 years old; a middle management member, 45 years; and a constable, 36 years in 2012.

	Average Age of Police Officers by Rank			
	Executive Office	Senior Mgt ⁹	Middle Mgt	Constable
Bathurst	55	-	49.5	37
BNPP	60	-	50	32
Edmundston	51	-	52	38.5
Fredericton	unavailable	51	47.5	38.5
Grand Falls	55	-	44	27.5
Miramichi¹⁰	49.5	47	48	-
Rothesay¹¹	-	-	-	-
Saint John	55	53	49	38.5
Woodstock	55	-	40.5	36
NB M/R Police	54.4	50.3	47.6	35.4
NB RCMP	49.8	50.0	44.9	36.8

Years of Service

By December 31, 2013, 88 of 460 municipal police officers (or 19.1%) will have accumulated 25 years of service within the province of New Brunswick¹². The BNPP Regional and Grand Falls Police Forces have the greatest proportions of officers with 25 or more years of service (at 52.6% and 35.3% respectively), while Fredericton (10.6%), Bathurst (13.3%) and Woodstock (13.3%) Police Forces have the smallest.

⁹ At the time of the survey, no one occupied a senior management position (Inspector or Superintendent) within the Bathurst, BNPP Regional, Edmundston, Grand Falls, and Woodstock Police Forces.

¹⁰ The average age of constable employed with the Miramichi Police Force is not known.

¹¹ The average age of police officers on the Rothesay Regional Police Force is unavailable for 2013.

¹² The number of RCMP members with 25 or more years of service is not available.

	Municipal Police Officers with 25 or more years of service	
	Ratio	Percentage
Bathurst	4 / 30	13.3%
BNPP	10 / 19	52.6%
Edmundston	6 / 33	18.2%
Fredericton	12 / 113	10.6%
Grand Falls	6 / 17	35.3%
Miramichi	9 / 33	27.3%
Rochesay	11 / 38	28.9%
Saint John	28 / 162	17.3%
Woodstock	2 / 15	13.3%
NB M/R Police	88 / 460	19.1%

Bilingualism

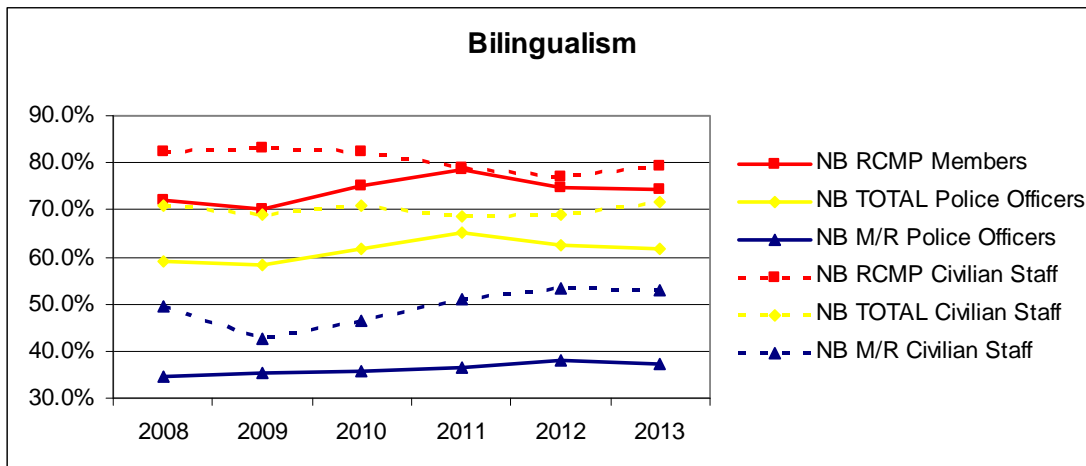
Approximately 37.2% of municipal police officers in New Brunswick identified as bilingual at the time of the survey (April 2013). Three-quarters of all RCMP members in the province were fluent in both official languages.

	Bilingual Police Officers							
	2013 Ratio	2013 Percentage	2012 Percentage	2011 Percentage	2010 Percentage	2009 Percentage	2008 Percentage	2002 Percentage
Bathurst	29 / 30	96.7%	96.9%	96.6%	87.9%	87.9%	91.4%	89.0%
BNPP	19 / 19	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Edmundston	33 / 33	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Fredericton	26 / 113	23.0%	26.1%	21.7%	23.9%	24.2%	24.1%	31.0%
Grand Falls	17 / 17	100.0%	100.0%	93.3%	100.0%	100.0%	100.0%	100.0%
Miramichi	10 / 33	30.3%	29.4%	29.4%	27.0%	29.7%	27.0%	15.0%
Rochesay	11 / 38	28.9%	28.9%	-	35.1%	33.3%	15.2%	3.0%
Saint John	26 / 162	16.0%	15.3%	15.1%	13.1%	13.1%	11.1%	6.0%
Woodstock	0 / 15	0.0%	0%	13.3%	13.3%	7.1%	7.7%	0.0%
NB M/R Police	171 / 460	37.2%	38.1%	36.6%	35.6%	35.5%	34.5%	-
NB RCMP	667 / 898	74.3%	74.9%	78.6%	75.1%	70.3%	72.2%	63.0% ¹³
NB TOTAL	838/1,358	61.7%	62.4%	65.3%	61.6%	58.3%	59.1%	-

More than half of all civilian staff members employed by municipal/regional police forces were capable of communicating in French and English in 2013. Almost 80% of civilian members and public service employees within the RCMP were proficient in French and English that same year.

¹³ This percentage includes both civilians and regular members of the RCMP who are bilingual.

	Bilingual Civilian Staff Members						
	2013 Ratio	2013 Percentage	2012 Percentage	2011 Percentage	2010 Percentage	2009 Percentage	2008 Percentage
Bathurst	14 / 14	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
BNPP	2 / 2	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Edmundston	15 / 15	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Fredericton	6 / 20	30.0%	27.3%	9.1%	9.1%	9.1%	15.8%
Grand Falls	2 / 2	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Miramichi	9 / 15	60.0%	60.0%	60.0%	60.0%	62.5%	66.7%
Rothsay	0 / 4.5	0.0%	0%	10.0%	12.5%	12.5%	20.0%
Saint John	3 / 23	13.0%	36.7%	43.1%	7.4%	7.4%	12.0%
Woodstock	1 / 2.5	40.0%	40.0%	40.0%	-	40.0%	100.0%
NB M/R Police	52 / 98	53.1%	53.5%	50.9%	46.6%	42.8%	49.5%
NB RCMP¹⁴	192 / 242.5	79.2%	76.9%	79.0%	82.2%	83.3%	82.4%
NB TOTAL	244 / 340.5	71.7%	68.8%	68.5%	70.8%	69.1%	70.8%



¹⁴ The percentages of bilingual civilian staff members within the RCMP for 2008-2013 include both civilian members and public service employees.

Recruitment and Retention

Number of police officers hired in NB

In 2012, NB municipal/regional police forces hired five officers (four men and one woman). This was the fewest number of new hires across the province since data collection began in 2007. All of the new hires are Caucasian; four are from New Brunswick; and one is bilingual. The average age of a police officer hired by a municipal/regional police force in 2012 was 28.6 years.

Even though 81.5% fewer municipal officers were hired in 2012 than in 2011, the total number of municipal police officers only dropped 2%. In 2013, the population of municipal police officers increased by 1% to 460 officers.

	2007	2008	2009	2010	2011	2012
Number of Municipal Officers Hired in NB	42	35	15 ¹⁵	14	27	5
By Gender						
Men	30 (71.4%)	30 (85.7%)	13 (86.7%)	11 (78.6%)	20 (74.1%)	4 (80.0%)
Women	12 (28.6%)	5 (14.3%)	2 (13.3%)	3 (21.4%)	7 (25.9%)	1 (20.0%)
By Ethnicity						
Caucasian	41 (97.6%)	33 (94.3%)	14 (93.3%)	14 (100%)	27 (100%)	5 (100%)
Aboriginal	0 (0.0%)	1 (2.9%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Visible Minority	1 (2.4%)	1 (2.9%)	1 (6.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Language Capacity						
Unilingual	28 (66.7%)	19 (54.3%)	9 (60.0%)	11 (78.6%)	20 (74.1%)	4 (80.0%)
Bilingual	14 (33.3%)	16 (45.7%)	6 (40.0%)	3 (21.4%)	7 (25.9%)	1 (20.0%)
University Degree Holders	6 (14.3%)	11 (31.4%)	1 (6.7%)	6 (42.9%)	12 (44.4%)	0 (0.0%)
Average Age of New Recruit	29.3 yrs.	28.5 yrs.	28 yrs.	25.7 yrs.	27.9 yrs.	28.6 yrs.
From New Brunswick ¹⁶	-	32 (91.4%)	11 (73.3%)	11 (78.6%)	20 (74.1%)	4 (80.0%)

¹⁵ This number does not include the Saint John Police Force, as it did not participate in the 2010 Survey; nor does it include BNPP Regional Police Force.

¹⁶ The number of new hires who had a residence listed in New Brunswick is unavailable for 2007, as the NB Police HR Survey only began asking this question in 2009.

In 2012, 12 male and six female regular members were hired by J Division upon graduating from RCMP Depot in Regina. Fifteen of the 18 new RCMP members are Caucasian; two are aboriginals; one is another visible minority; 15 are bilingual; and seven are from New Brunswick. The average age of a new RCMP recruit in 2012 was 29.6 years. It is not known how many of the members hired in 2012 hold a university degree.

Across Canada, 440 regular members were hired in 2012, 26 of whom were from New Brunswick (21 Caucasian males, one Aboriginal male, and four Caucasian females). In 2011, RCMP J Division's recruiting unit sent 40 New Brunswickers (23 males and 17 females) to Depot for training.

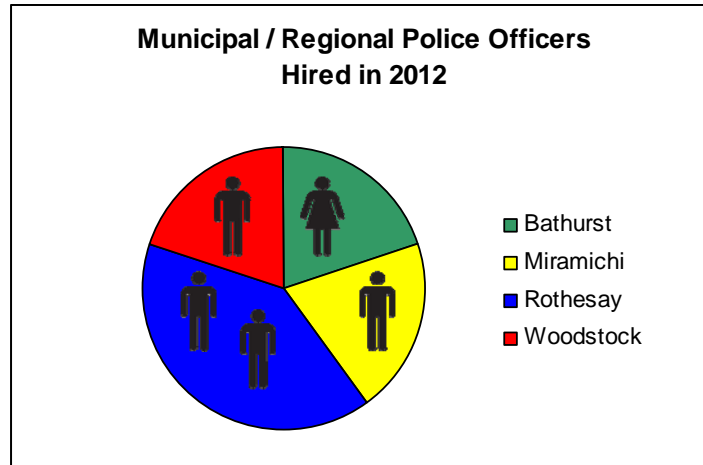
	2007	2008	2009	2010	2011	2012
Number of RCMP Members Hired in NB	90	66	92	15	15	18
By Gender						
Men	67 (74.4%)	52 (78.8%)	77 (83.7%)	10 (66.7%)	7 (46.7%)	12 (66.7%)
Women	23 (25.6%)	14 (21.2%)	15 (16.3%)	5 (33.3%)	8 (53.3%)	6 (33.3%)
By Ethnicity						
Caucasian	82 (91.1%)	61 (92.4%)	87 (94.6%)	15 (100%)	13 (86.7%)	15 (83.3%)
Aboriginal	1 (1.1%)	2 (3.0%)	4 (4.3%)	0 (0.0%)	0 (0.0%)	2 (11.1%)
Visible Minority	7 (7.8%)	3 (4.5%)	1 (1.1%)	0 (0.0%)	2 (13.3%)	1 (5.6%)
Language Capacity¹⁷						
Unilingual	22 (24.4%)	25 (37.9%)	18 (19.6%)	4 (26.7%)	-	3 (16.7%)
Bilingual	68 (75.6%)	41 (62.1%)	74 (80.4%)	11 (73.3%)	-	15 (83.3%)
University Degree Holders ¹⁸	68 (75.6%)	21 (31.8%)	19 (20.7%)	6 (40.0%)	-	-
Average Age of New Recruit ¹⁹	27 yrs.	26 yrs.	29 yrs.	33 yrs.	-	29.6 yrs.
From New Brunswick ²⁰	-	7 (10.6%)	19 (20.7%)	4 (26.7%)	6 (40.0%)	7 (38.9%)

¹⁷ The language capacity of the RCMP members hired and posted in NB in 2011 is not known.

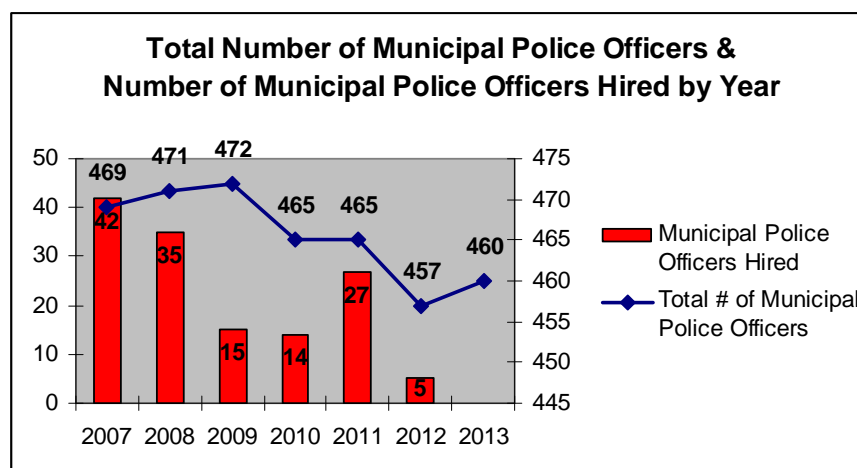
¹⁸ The number of RCMP members hired and posted in NB in 2011 and 2012 with a university degree is not known.

¹⁹ The average age of a RCMP member hired and posted in NB in 2011 is not known.

²⁰ The number of new hires who had a residence listed in New Brunswick is unavailable for 2007, as the NB Police HR Survey only began asking this question in 2009.



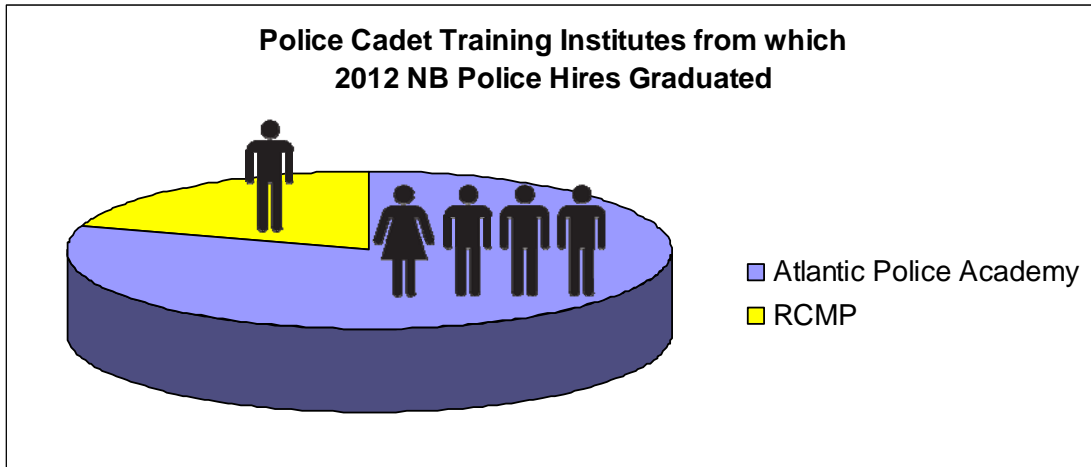
	Number of Police Officers Hired by Year in New Brunswick ²¹								
	2003	2004	2005	2007	2008	2009	2010	2011	2012
Bathurst	0	4	2	4	1	0	0	0	1
BNPP	3	0	1	2	1	1	1	1	0
Edmundston	2	1	2	2	1	1	1	0	0
Fredericton	4	8	8	12	10	4	3	5	0
Grand Falls	1	0	2	2	2	3	1	3	0
Miramichi	0	0	2	4	4	2	1	1	1
Rothesay	2	3	3	2	5	3	2	1	2
Saint John	4	12	8	12	10	-	5	15	0
Woodstock	0	1	1	2	1	1	0	1	1
NB M/R	16	29	29	42	35	15	14	27	5
NB RCMP	-	-	-	90	66	92	15	15	18
NB TOTAL	-	-	-	132	101	107	29	42	23



²¹ Hiring data is unavailable for all police forces in 2006 and for the Saint John Police Force in 2009.

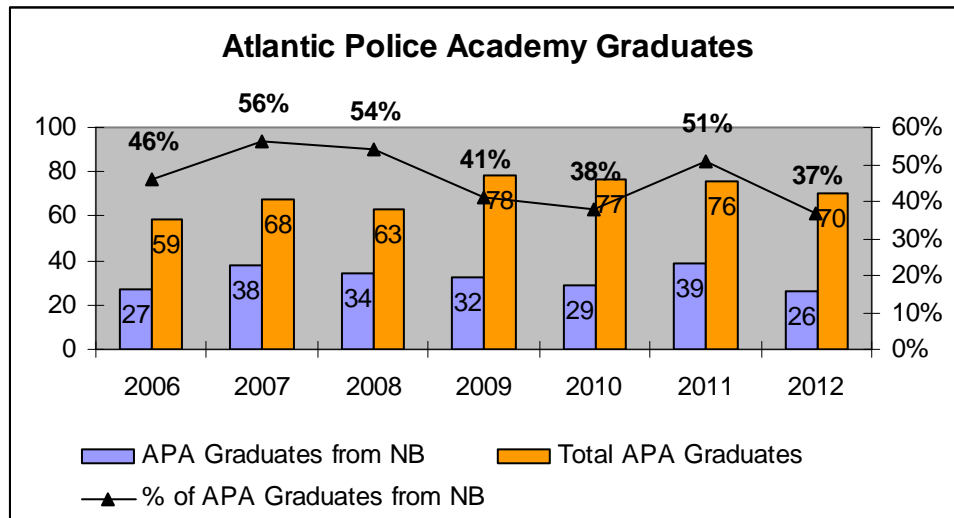
Police Cadet Training Institutes from which 2012 hires graduated

Four out of the five police officers hired by the municipal/regional police forces in 2012 graduated from the Atlantic Police Academy (APA) in Summerside, PE. One of the new officers graduated from the RCMP Training Academy (Depot) in Regina, SK.



Atlantic Police Academy Graduates

In 2012, 70 police cadets graduated from the Atlantic Police Academy, 26 (or 37%) of whom were New Brunswickers. Between 2006 and 2012, 483 police cadets graduated from the APA. Of that number, 225 (or 47%) had a residence listed in New Brunswick²².



²² The information reported in this section has been provided by the Atlantic Police Academy.

Number of Police Officers Anticipated to Leave

Over the next four years (2013-2016), approximately 61 municipal police officers are anticipated to leave their respective police forces. For the most part, these predictions are based on the number of individuals eligible for retirement.

Forty-one percent of the municipal officers anticipated to leave are currently in middle management positions, whereas 34% are at the constable rank and 7% are in senior management. Fifteen percent of those expected to leave are in executive office (i.e., Chief or Deputy Chief).

Approximately 130 RCMP members are anticipated to leave J Division over the same time period (2013-2016). These predictions are based on those who will turn 55 within a given year and thus, be eligible to retire.

Almost an equal number of constables as middle managers within the RCMP are expected to leave (48% and 47%, respectively). Three percent of the RCMP members anticipated to leave are currently in senior management positions, while 1.5% are in executive office.

	Number of Police Officers Anticipated to Leave																TOTAL
	2013				2014				2015				2016				
	EO	SM	MM	Cst.	EO	SM	MM	Cst.	EO	SM	MM	Cst.	EO	SM	MM	Cst.	
BPF					1								1		1		3
BNPP																	?
EPF			1										1		2		4
FPF²³	1	2	6	3			3	1			2		1	1	1		21
GFPP					1										1		2
MPF							1					2					3
RRPF									2		1					2	5
SJPF				5	2	1	2	2			2	3			2	3	22
WPF					1												1
NBMR	1	2	7	8	5	1	6	3	2	0	5	5	3	1	7	5	61
NB RCMP²⁴	1	1	16	18		1	15	15	1	1	15	15		1	15	15	130

²³ Numbers given are based on eligibility.

²⁴ RCMP members who will turn 55 within said year.

Number of Police Officers Needed to Fill New and Vacant Positions

Within the next four years (2013-2016), 63 police officers will be needed to fill positions within municipal/regional police forces in New Brunswick. Five of these positions will be new positions. The RCMP in NB requires approximately 185 members to replenish vacancies between now and 2016.

	New Positions				Vacant Positions				Totals
	2013	2014	2015	2016	2013	2014	2015	2016	
Bathurst					1	1			2
BNPP	-	-	-	-	-	-	-	-	-
Edmundston			1	1			1	1	4
Fredericton²⁵					12	4	4	3	23
Grand Falls		3				1		1	5
Miramichi						1	2	1	4
Rothesay					2		1		3
Saint John					5	5	5	5	20
Woodstock						1		1	2
NB M/R Police	0	3	1	1	20	13	13	12	63
NB RCMP	4				46	45	45	45	185

²⁵ Projected vacancies are dependent on an individual's choice to retire; these figures may change as they are solely based on the assumption that individuals with 25 years of service will choose to retire.

Police Officer Salaries

The table below indicates the starting salary and salary after four years in descending order for the municipal/regional police forces in New Brunswick and the RCMP. For municipal officers, the average starting salary was \$53,445 in 2013, while the average salary after four years of service was \$71,430. For RCMP, the starting salary was \$49,680 in 2013, and the salary after four years of service was \$80,498.

Police Force	Starting Salary
Miramichi	\$60,715
Edmundston	\$60,637 ²⁶
Rothesay Regional	\$59,320
Grand Falls	\$54,553
Saint John	\$52,909
Bathurst	\$51,688
BNPP	\$47,462
Woodstock	\$47,389
Fredericton	\$46,328 ²⁷
AVERAGE MUNICIPAL POLICE OFFICER SALARY	\$53,445
RCMP	\$49,680

Police Force	Salary after 4 yrs
Rothesay Regional	\$76,594
Saint John	\$74,527
Miramichi	\$74,526
Edmundston	\$73,852
Fredericton	\$72,317
BNPP	\$70,840
Bathurst	\$70,636
Woodstock	\$67,081
Grand Falls	\$62,500
AVERAGE MUNICIPAL POLICE OFFICER SALARY	\$71,430
RCMP	\$80,498

²⁶ Union contract expired.

²⁷ Contract expired June 30, 2011.

Training

The 2010 NB Police Human Resources Survey began asking police forces to report how many officers and RCMP members took an e-learning course in the previous year. The use of e-learning by municipal police forces has grown from an average of 158 courses per year in 2008 to 486 courses in 2012.

The most popular e-learning course in 2012 was *Preventing Officer Involved Collisions* with 145 participants from the Saint John Police, 36 from RCMP, and one from Fredericton Police Force.

Of the municipal/regional police forces, Rothesay Regional had the greatest participation in e-learning with 169 training seats in 15 different courses in 2012. That same year, the Fredericton Police Force had 133 training seats in eight different e-learning courses. RCMP members from J Division occupied 1,059 e-learning training seats in 45 different courses in 2012.

Number of police officers who participated in an e-learning course in 2012

	BNPP	EPF	FPF	MPF	RRPF	SJPF	WPF	NB RCMP
Aboriginal and First Nations Awareness								37
Above Ground Storage Tank Systems								2
Canadian Criminal Real Time Identification Services			104		34			26
Chemical, Biological, Radiological, Nuclear Basic Level Pre-Course								3
CID eLearning								5
Coach Officer Training			1					13
Conducted Energy Weapon Online (National)								30
Confined Space Awareness								11
Counterfeit Currency Analysis								13
Counterfeit Travel and Identity Documents								19
Courtroom Testimony for Intercept Monitors								10
CPIC Query/Narrative								22
Canada School of Public Service-ADT C132 Assessment								22
Canada School of Public Service-ADT Revalidation								22
Critical Incident Stress Management			1					6
Customs and Excise Basic								6
Data Master				6				
Deception Detection Techniques					20			
Domestic Violence Investigations								8
Emergency Medical Response - Part 1								4
Exempt Bank Awareness								22
Explosives Awareness								22
Firearms Verification					1			
Frontline Supervisor - Domestic Violence					1			
Frontline Supervisor - Leadership					3			
Frontline Supervisor - Organizational Skills					3			
Frontline Supervisor - Performance Management					3			
Frontline Supervisor - Self Managing Skills for Supervisors					3			
General Investigative Training - Part 1			1					
Generic Pre-Deployment								2
Harassment Awareness in the Workplace								125
Identifying Staged Collisions	1	1			32			
In-Car Camera Operator Training				1				
Incident Command System 100								46
Incident Command System 200								22
Incident Management/Intervention Model (IMIM) Introduction								23
Interac Fraud Prevention					28			
Interest Based Negotiation								20
Introduction to Disclosure							1	42
Introduction to Human Sources			5	1	1		4	34
Introduction to Human Trafficking								31
Introduction to Major Case Management			10		1		1	20
Introduction to Production Orders								20
Investigative Communications 1 - The Theory of Communication and Memory			1					31
Investigative Communications 2 - The Theory of Truth and Deception								26
Investigative Communications 3 - Interviewing					2			31
ISEP - Interviewing Victims and Witnesses					34			
ISEP - Risk Effective Decision Making			10					
LGBT (Lesbian, Gay, Bisexual, Transgender) Issues								13
Major Events Security								24
Managing Safely								38
National Sex Offender Registry	1							27
Occupational Health and Safety: Frontline Officer				1				
Offence-Related Property Fundamentals I								28
Offence-Related Property Fundamentals II								11
Offence-Related Property Fundamentals III								10
Overview of Intercepting Private Communications								33
Police Ethics and Accountability		17			3			
Police Information Portal								3
Preventing Officer Involved Collisions				1		145		36
Radar Refresher Training: Stationary/Moving				1				
Recognition of Emotionally Disturbed Persons				1				31
Search and Seizure: Warrantless Authorities							1	
Security Awareness								18
SIM-Emergency Vehicle Operator 101								18
Terrorism Pre-Incident Indicator								21
TOTAL	2	18	133	12	169	145	7	1,059