

Royal Canadian Mounted Police (RCMP) – Spring 2025 Update

The RCMP Pay Equity Committee continues to make steady progress on its pay equity plan. Over recent months, we have finalized the review of various compensation components, including the pension plan and insurance, and established the final list of inclusions and exclusions, in compliance with current legislation.

The committee also begun developing a standardized job evaluation plan and collecting data to conduct evaluations with the appointed consultant, Ernst and Young. This step is critical to achieving pay equity, as it will help identify male-dominated benchmark roles for comparison with female-dominated positions of equal value.

Ernst and Young presented an initial draft of the evaluation plan to the pay equity committee earlier this spring. After review and discussion, committee members provided feedback for improvements, and the consultant will submit a revised version shortly.

In parallel, Ernst and Young – with support from the pay equity committee – is designing the methodology for data collection and validation. This ensures job evaluations rely on accurate, up-to-date and verified information wherever possible. Members in the relevant roles will be invited to contribute, and their input will be vital to maintain evidence-based results.

To further validate information, CAPE has formed an advisory committee of civilian members who provide regular insights. These members help confirm daily job responsibilities, role-specific details, and other information less accessible to external pay equity committee members. Their contributions have proven invaluable. Lastly, CAPE is preparing a series of brief webinars to help members understand the pay equity process. The first sessions are expected to take place in June, followed by a second round in the fall. Stay tuned for updates!

For any pay equity-related questions, please email: equitesalariale-payequity@acep-cape.ca.