

Overview: Pulse check survey key findings

October 2025

About the survey

- The pulse check survey was designed to get a better sense of which current issues are of most concern to the CAPE membership and, in turn, to help CAPE focus its advocacy and engagement efforts.
- The survey ran from August 20 to September 5, 2025. The invitation to participate and the survey link were sent to all CAPE members who consent to receive emails and for whom we have a valid email address.
- In total, 5,363 members responded. This includes:
 - 4,281 EC members
 - 176 TR members
 - 75 RCMP civilian members
 - 26 LOP members
 - 3 OPBO members
 - 802 members who did not indicate their bargaining unit
- CAPE asked members to rate their level of concern regarding current topics, from not at all concerned to severely concerned. The topics included were workforce adjustment; the return to offices; pensions; lack of career advancement; getting paid properly; surveillance of office presence; increased workload; artificial intelligence (AI); mental health at work; workplace accommodations; reversal of DEI policies; harassment and discrimination; health and safety; contracting out; surveillance of work; menstruation, fertility and menopause in the workplace; and the right to disconnect.

Overall results

- **Topics of concern** – Among the membership as a whole, mandatory office presence (return to offices) was the top priority, with 51% of respondents indicating that this was a major concern. Workforce adjustment was a major concern for 32%. At 28%, surveillance of in-office presence was the third major concern of respondents.
 - Among the survey topics, members expressed the least concern about workplace harassment and discrimination (44% not at all concerned), surveillance of their work (40%), and workplace health and safety (33%).
- **Ranked priorities** – The highest levels of concern were workforce adjustment (73%) and mandatory office presence (66%). Pensions (27%), lack of career advancement (19%), getting paid properly (17%) and surveillance of office presence (17%) rounded out the top priorities.

TR members

- **Topics of concern** – TR members show high levels of concern around artificial intelligence, far exceeding the level of concern in other CAPE groups.

- Compared to the membership as a whole, the TR group also shows a greater level of concern around the use of external contractors.
- There is less concern among the TR group regarding the return to office mandate and its enforcement
- **Ranked priorities** – Again, TR respondents were far more likely to note artificial intelligence (AI) as a key concern in the workplace compared to other respondents, ranking it just behind workforce adjustment and job losses. In the full dataset, AI is the eighth most common response, whereas for the TR group it is the second most common, just behind workforce adjustment.
 - Getting paid properly and increased workload were both ranked significantly higher for TR group respondents than for other respondents. In the full dataset, pensions and lack of career advancement outrank these priorities.

RCMP civilian members

- **Topics of concern** – Civilian members show high levels of concern around career advancement and mental health at work, two topics that have long been significant challenges for this group and which CMs have raised in their advocacy and at the bargaining table.
 - CMs are slightly more concerned than the membership as a whole when it comes to increasing workload. There is also significant concern about getting paid properly as the RCMP looks to transition to Dayforce, though members do not currently receive their pay through the Phoenix system.
 - There is less concern among the CM group regarding surveillance of their office presence and the return to office mandate.
- **Ranked priorities** – CM priorities did not differ significantly from those of the overall group, though their top priorities are more closely clustered. CMs ranked workforce adjustment and return to offices most highly, with pensions and lack of career advancement noted at a similar magnitude.

Comments - Key themes

A total of 3,719 comments were received. Half (52%) of these comments were surrounding topics we may have missed in the survey, and the other half were open comments where members were invited to add any additional comments they wished to share.

A simple coding of comments was done, with a maximum of two codes per comment logged.

- Top themes and comment categories:
 - **Remote work and the return to office** (356 comments), with many members noting the importance of remote work rights and others advocating to move on and address workforce adjustment and other pressing workplace issues.
 - **Working conditions** (209 comments), including the poor quality of office environments, a lack of phones available, disrespect from management, and a lack of morale.

- **Workforce adjustment** (185 comments), with members asking for more information and support, and expressing their concern regarding upcoming cuts.
- **CAPE services** (176 comments), including comments on what members need from CAPE (support, representation, bargaining), as well as the services provided by CAPE's elected leadership and their conduct.
- **Leave and benefits** (155 comments), specifically improvements members want to see to their benefits and paid leave as well as suggestions for bargaining priorities in this area.
- **Language** (147 comments), particularly members' concerns about the change to language requirements for senior positions, calling for better language training, and calling for more respect for francophones.
- **Wages** (142 comments), where comments were overwhelmingly calls to secure a larger wage increase.