



**VANCOUVER POLICE DEPARTMENT** | *Beyond the Call*

September 10, 2025

**IPU Reference: 25-1059A**

**VIA EMAIL**

[Redacted]

Dear [Redacted]

**Re: Records Access Request**

We are replying to your request for information that was received in our office on July 28, 2025. In that request, you sought access to “the results of all employee surveys conducted since 2010”.

Attached please find the requested information.

Under s. 52 of the Act, you may ask the Office of the Information and Privacy Commissioner to review our response to your request. You have thirty (30) days from the receipt of this letter to request a review by writing to:

Office of the Information and Privacy Commissioner  
P.O. Box 9038, Stn Prov Govt  
Victoria, B.C. V8W 9A4  
Telephone (250)387-5629 Fax (250)387-1696

If you request a review, please provide the Commissioner's office with a copy of this letter and a copy of your original request to the Vancouver Police Department.

Before requesting a review, you may wish to contact our office regarding the information you have received. If you have questions or require clarification, please feel free to contact the Information and Privacy Unit at (604) 717-3071 or email [foi@vpd.ca](mailto:foi@vpd.ca).

Yours truly,

Civilian Analyst (VA9426)  
Information and Privacy Unit  
/sw

# VPD Employee Satisfaction Survey Results

PNTS: Prefer not to say.

Year	Question	Sworn	Civilian Professional	Sp. Cst	PNTS
2010	Are you a sworn police officer, a civilian employee or special constable?	69%	31%		<1%
2011	Are you a police officer, a civilian employee or special constable?	72%	23%	5%	<1%
2012	Are you a police officer, a civilian employee or special constable?	69%	28%	3%	-
2014	Are you a police officer, a civilian employee, or a Special Constable/Jail Guard/Community Safety Officer/Traffic Authority member?	68%	27%	2%	3%
2016	Are you a police officer, a civilian employee, or a Special Constable/Jail Guard/Community Safety Personnel/Traffic Authority member?	65%	31%	2%	2%
		Sworn	Civilian Professional	SMC	PNTS
2018	Are you a police officer, a civilian employee, or a Special Municipal Constable?	63%	31%	4%	2%
2021	Are you a police officer, a civilian professional, or a Special Municipal Constable?	70%	24%	3%	3%

Year	Question	Male	Female	Other	PNTS
2010	What is your gender?	61%	39%	-	<1%
2011	What is your gender?	63%	36%	-	1%
2012	What is your gender?	63%	37%	-	-
2014	What is your gender?	58%	33%	-	8%
2016	What is your gender?	52%	41%	-	6%
2018	What gender do you identify with?	56%	38%	1%	5%
		Male	Female	Gender Diverse	PNTS
2021	What gender do you identify with?	58%	36%	0%	6%

Year	Question	Practitioner	Supervisor	Member of SMT	PNTS
2011	What is your current role within the VPD?	53%	16%	3%	28%
2012	What is your current role within the VPD?	75%	19%	6%	-
2014	What is your current role within the VPD?	69%	18%	6%	8%
2016	What is your current role within the VPD?	73%	17%	6%	4%
2018	What is your current role within the VPD?	71%	18%	5%	5%
2021	What is your current role within the VPD?	75%	15%	3%	7%

Year	Question	CC Office/ Seconded	Supp Serv	Invest Div	Ops Div	PNTS
2010	Within which area do you work?	4%	29%	25%	41%	1%
2011	Within which area do you work?	5%	27%	28%	38%	2%
2012	Within which area do you work?	4%	28%	26%	42%	-
2014	Within which area do you work?	3%	24%	20%	38%	15%
		<b>CC Office</b>	<b>Supp Serv/ Seconded</b>	<b>Invest Div</b>	<b>Ops Div</b>	<b>PNTS</b>
2016	Within which organizational area do you work?	4%	30%	24%	35%	8%
2018	Within which organizational area do you work?	4%	27%	24%	37%	8%
		<b>Supp Serv/ CC Office/ Seconded</b>		<b>Invest Div</b>	<b>Ops Div</b>	<b>PNTS</b>
2021	Within which organizational area do you work?	19%		21%	49%	10%

Year	Question	< 5 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20+ yrs		PNTS
2010	What is your current level of service with the VPD?	27%	22%	15%	10%	24%		1%
2011	What is your current level of service with the VPD?	20%	24%	18%	11%	25%		2%
2012	What is your current level of service with the VPD?	20%	22%	17%	12%	29%		-
2014	What is your current level of service with the VPD?	12%	22%	20%	14%	25%		8%
2016	What is your current level of service with the VPD?	12%	15%	27%	16%	24%		6%
2018	What is your current level of service with the VPD?	18%	11%	23%	20%	24%		4%
		< 5 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	>25 yrs	PNTS
2021	What is your current level of service with the VPD?	25%	12%	14%	23%	12%	10%	5%

Year	Question	High	Neutral	Low
2010	How would you rate your overall job satisfaction level?	67%	20%	12%
2011	How would you rate your overall job satisfaction level?	62%	22%	14%
2012	How would you rate your overall job satisfaction rate? (N=507)	64%	21%	15%
2014	How would you rate your overall job satisfaction rate? (N=588)	59%	22%	20%
2016	How would you rate your overall job satisfaction level? (N=501)	66%	20%	14%
2018	How would you rate your overall job satisfaction level? (N=519)	69%	18%	12%
2021	How would you rate your overall job satisfaction level? (N=943)	66%	18%	16%

Year	Question	Yes	No
2014	In the last two years, have you experienced workplace harassment at the VPD?	17%	83%
2016	In the last two years, have you been the subject of workplace harassment at the VPD?	12%	88%
2018	In the last two years, have you been the subject of workplace harassment at the VPD?	14%	86%
2021	In the last two years, have you been the subject of workplace harassment at the VPD?	14%	87%

Year	Question	%
	<b>What type of prohibited ground(s) was the harassment you experienced? (select all that apply)</b>	
2014	Race, colour, ancestry, place of origin	25%
	Political belief, religion	17%
	Marital status, family status	14%
	Physical or mental disability	22%
	Gender	43%
	Age	31%
	Sexual orientation	10%
	Sexual harassment	29%
2016	Race, colour, ancestry, country or place of origin	29%
	Political belief, religion	12%
	Marital status, family status	16%
	Physical or mental disability	12%
	Sex, gender, sexual orientation, gender identity, or gender expression	41%
	Age	29%
	Sexual harassment	14%
	A person has been convicted of a criminal offence that is unrelated to the employment or to the intended employment of that person	0%
2018	Race	29%
	Colour	14%
	Ancestry	27%
	Country	10%
	Place Of Origin	14%
	Political Belief	4%
	Religion	10%
	Marital Status	8%
	Family Status	10%
	Physical	8%
	Mental Disability	4%
	Sex	20%
	Gender	27%
	Sexual Orientation	12%

Year	Question	%	
	Gender Identity	2%	
	Gender Expression	4%	
	Age	16%	
	Sexual Harassment	24%	
	A Person Has Been Convicted of a criminal offence that is unrelated to the employment or to the intended employment of that person.	2%	
2021	Race	41%	
	Colour	20%	
	Ancestry	18%	
	Country	5%	
	Place Of Origin	16%	
	Political Belief	10%	
	Religion	10%	
	Marital Status	7%	
	Family Status	4%	
	Physical	6%	
	Mental Disability	5%	
	Sex	25%	
	Gender	36%	
	Sexual Orientation	12%	
	Gender Identity	6%	
	Gender Expression	2%	
	Age	18%	
	Sexual Harassment	16%	
	A Person Has Been Convicted of a criminal offence that is unrelated to the employment or to the intended employment of that person.	1%	
Year	Question	Yes	No
2014	Did you report the harassment?	28%	72%
2016	Did you report the harassment?	23%	77%
2018	Did you report the harassment?	21%	79%
2021	Did you report the harassment?	27%	73%

Year	Question	Improved a lot	Improved a little	No change	Worsened a little	Worsened a lot
2014	In your opinion, in the last two years, has there been a change to the VPD's workplace environment specific to workplace harassment?	6%	27%	58%	6%	3%
2016	In your opinion, in the last two years, has there been a change to the VPD's workplace environment specific to workplace harassment?	9%	31%	54%	4%	2%

<b>2018</b>	In your opinion, in the last two years, has there been a change to the VPD's workplace environment specific to workplace harassment?	11%	29%	55%	5%	2%
<b>2021</b>	In your opinion, in the last two years, has there been a change to the VPD's workplace environment specific to workplace harassment?	13%	31%	48%	5%	4%

Question	2014	2016	2018	2021
<b>When thinking about your job satisfaction, how would you rate the following?</b>	<b>Satisfied/Very Satisfied</b>			
Being able to make a difference in the community	54%	59%	61%	47%
Benefits	76%	74%	78%	62%
Communication	46%	54%	55%	46%
Co-worker relations	82%	81%	83%	81%
Equipment	62%	61%	63%	51%
Fleet	54%	50%	51%	43%
Flexibility	77%	80%	80%	79%
Job security	75%	86%	86%	86%
Lateral career opportunities	32%	34%	43%	40%
Learning and personal growth opportunities	53%	57%	60%	53%
Office and workplace facilities	56%	58%	57%	50%
Opportunity for advancement	38%	38%	49%	46%
Pension	86%	87%	82%	74%
Recognition for good work	50%	56%	56%	49%
Salary	82%	83%	78%	65%
Staffing	33%	35%	36%	31%
Supervisor/Manager feedback and support	61%	64%	65%	64%
Supervisor/Manager relations	67%	70%	75%	73%
Technology	54%	56%	57%	48%
The nature of the work	84%	85%	88%	81%
Training	55%	55%	61%	54%
Vacation time and other leaves	81%	85%	82%	74%
Work environment	68%	74%	73%	71%
Work schedule	86%	84%	88%	84%
Work-life balance	61%	60%	61%	55%
Workload	50%	53%	54%	51%