



REPORT TO THE POLICE SERVICES BOARD

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Date of Report: June 22 2018


Subject: Influences on Staff Deployment

Information or
Decision Report Information

RECOMMENDATION(S)

“That the Board receives the following report for information”

Signed:


Chief of Police

Date:

JUNE 28, 2018

DISCUSSION

The following is intended to provide the Board with an overview of the current staffing pressures being addressed by the Service.

Contained within Table A are the current actual headcount for both sworn and civilian positions (exclusive of seconded positions). Within the table all members that are not fully-deployable or absent from work are identified in one of the nine categories. Those categories are:

1. Permanent Accommodations –members with medical (or other restrictions that are not expected to recover to the point of being fully deployable.
2. Temporary Accommodation – members with medical (or other) restrictions that are expected to recover and become fully deployable.
3. WSIB Off work- members off work with a work place injury.
4. WSIB Temp Accommodation – members temporarily accommodated as a result of a work place injury.
5. Long term disability – a member currently on long term disability, and counted within actual strength.
6. Suspension – members currently suspended with pay.
7. Paternity leave – members currently on paternity leave.
8. Maternity leave – members currently on maternity leave.
9. Non-occupational Short term off sick – members currently off sick as a result of an illness or injury that is non-work related.
10. Unpaid administrative leave – members currently off work for reasons other than medical

TABLE A

Category	Sworn 25-Jan- 16	Civilian 25-Jan- 16	Sworn 24-Jun- 16	Civilian 24-Jun- 16	Sworn 25-Jan- 17	Civilian 25-Jan- 17	Sworn 23-Jun- 17	Civilian 23-Jun- 17	Sworn 19-Jan- 18	Civilian 19-Jan- 18	Sworn 22-Jun- 18	Civilian 22-Jun- 18
Total Authorized Headcount	871	304	871	304	871	304	871	304	871	304	876	304
Total Actual Headcount	852	293	859	294	864	296	857	299	854	292.5	850.5	289.5
Permanent Accommodation	35	17	34	16	32	21	34	20	32	22	32	22
Temporary Accommodation	9	6	6	7	15	4	15	3	17	4	15	7
WSIB Off Work	5	0	3	2	10	3	11	4	12	7	20	9
WSIB Temporary Accommodation	5	1	9	1	4	1	6	1	11	5	10	2
Long Term Disability	3	2	4	2	5	2	5	2	6	3	4	5
Suspension	3	0	5	0	4	0	4	0	6	0	4	0
Paternity Leave	8	0	2	0	3	2	4	1	5	0	2	0
Maternity Leave	11	10	8	0	4	4	8	5	7	4	8	2
Non Occupational Short Term Off	3	1	6	7	5	3	6	5	8	4	5	5
Unpaid Admin Leave	0	1	0	1	1	1	0	1	0	1	1	2
Total Staff Not Fully Deployable	82	38	77	36	83	41	93	42	104	50	101	54
Total Staff Fully Deployable	770	255	782	258	781	255	764	257	750	242.5	749.5	235.5

In total the DRPS currently has 101 sworn and 54 civilian staff not fully deployable. Of the 101 sworn 44 are not at work, and of the civilian staff 23 are not at work. The 101 and 54 staff represents 11.5% and 17.8% of the Service's total sworn and civilian staff.