

REPORT TO THE POLICE SERVICES BOARD



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Date of Report: February 11,
2019

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: 15 FEB 19

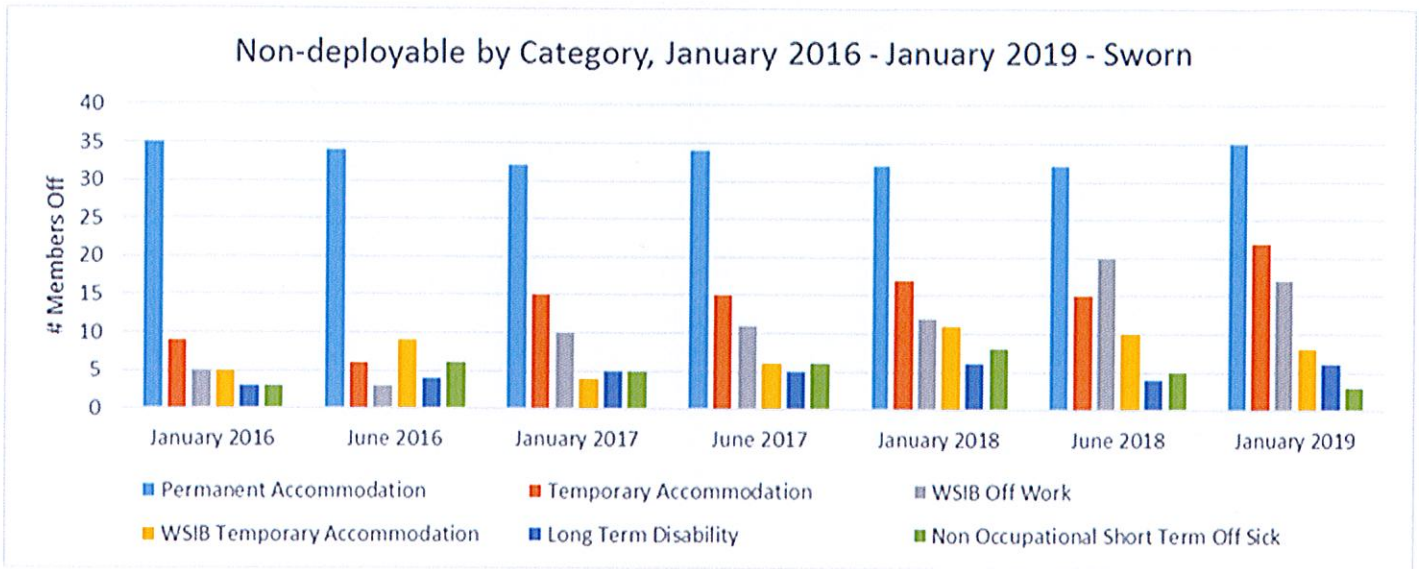
DISCUSSION

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

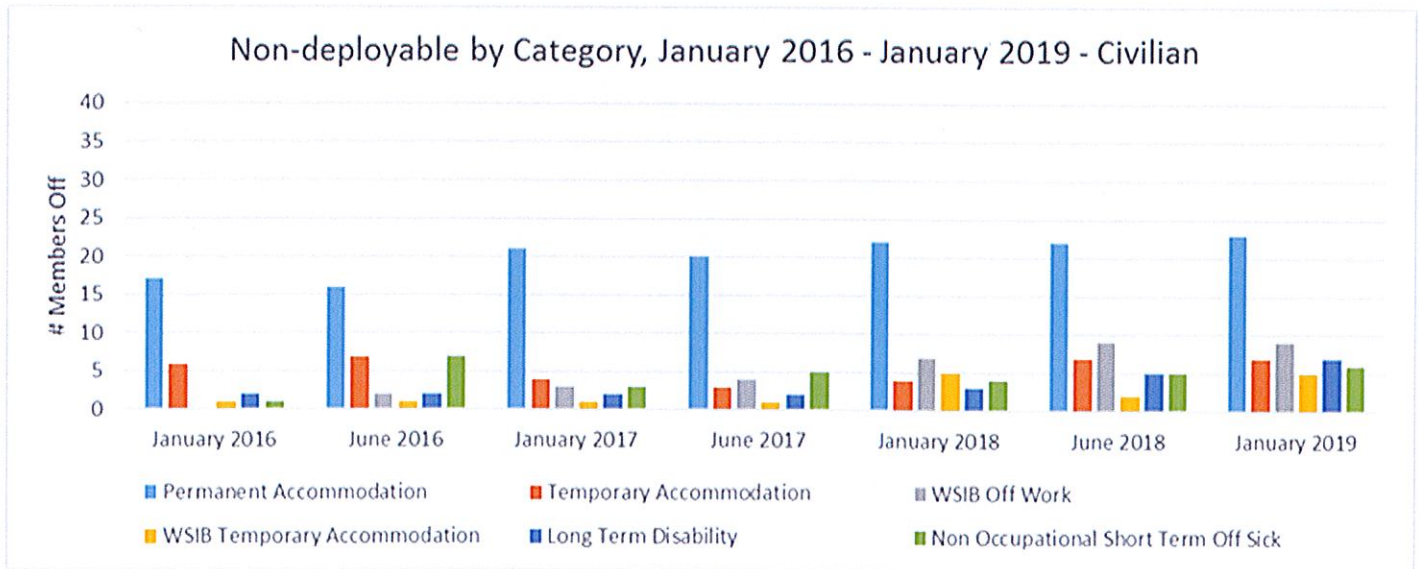
Contained within the graphs are the current actual headcount for both sworn and civilian positions (exclusive of seconded positions). Within the graph all members that are not fully-deployable or absent from work are identified in one of the nine categories. Those categories are:

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 with work for reasons other than medical

Sworn Data



Civilian Data



In total the DRPS currently has 106 sworn and 63 civilian staff not fully deployable. Not fully deployable means they are either absent or not able to perform the full functions of their roles. Of the 106 sworn 41 are not at work, and of the 63 civilian staff 28 are not at work. The 106 and 63 staff represents 12.4% and 21.7% of the Service’s total sworn and civilian staff. These numbers have been increasing since 2015. In January 2015 the percentage of non-deployable were 10% and 13.8% of the Service’s total sworn and civilian staff.

The Service offers a wide variety of mental health resources and supports as noted in the December 2018 Health and Wellness board report. These include:

- 1) Mental Health for Leaders, a Morneau Shepell facilitated and Queen's University Certified course
- 2) Mental Health Awareness Program for New Recruits
- 3) Critical Incident Stress Support Team for critical calls/incidents
- 4) Critical Incident Stress Support Team dog for critical calls/incidents
- 5) Peer Support Program, PILLAR
- 6) Safeguard Program
- 7) Healthy Apples Self Care Program
- 8) Fulsome psychological process for hiring
- 9) Unlimited psychological services through Great West Life benefits
- 10) Employee Family and Assistance Program, available 24 hours, 7 days a week
- 11) Partnership with Ontario Shores for internal programming
- 12) Participation in Provincial Operational Stress Injury Working Group (OSIWG)
- 13) Partnership with Ontario Shores and Canadian Institute for Public Safety Research and Treatment (CIPSRT) through a grant from the Ministry of Labour (MOL) to develop an app that will support member's psychological well-being
- 14) Partnership with Wounded Warriors Canada
- 15) Fitness Pin Testing
- 16) Internal Health and Wellness website
- 17) Mental Health First Aid training
- 18) Mental Health Symposiums
- 19) On Site fitness facilities

Notably, the Service is only one of three police services that offer unlimited psychology benefits for members. In 2018, \$956,000 was spent on members for psychology services. This equals approximately 6300 visits for members. The rise in mental health claims is of great importance to the Service and may be a topic of consideration to the Board during the spring off site.