

REPORT TO THE POLICE SERVICES BOARD



Author: Stan MacLellan
Subject: Influences on Staff Deployment

Date of Report: July 2, 2019
Information or Decision Report: Information

RECOMMENDATION(S)

“That the Board receives the following report for information”

Signed:



Chief of Police

Date: July 8, 2019

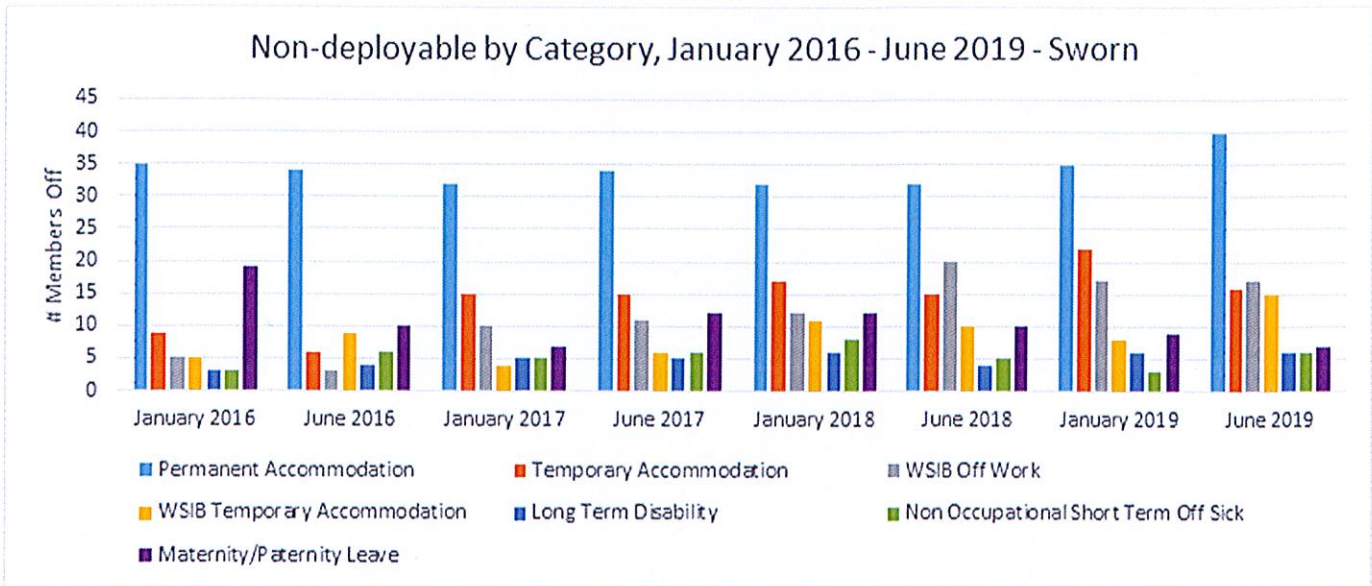
DISCUSSION

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

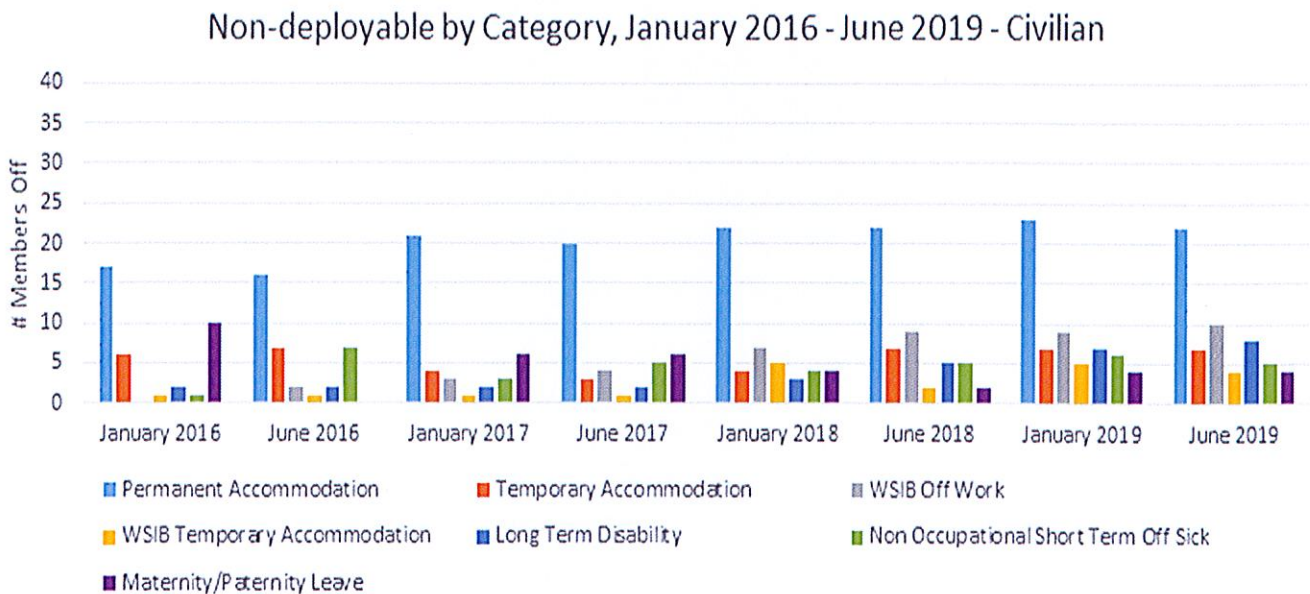
Contained within the graphs are the current actual headcount for both sworn and civilian positions (exclusive of recorded positions). Within the graph all members that are not fully-deployable or absent from work are identified in one of the nine categories. Those categories are:

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 112 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 112 sworn 41 are not at work, and of the 63 civilian staff 30 are not at work. The 112 and 63 staff represents 12.4% and 20.5% of the Service’s total sworn and civilian staff. These numbers have been increasing since 2016. In June 2016 the percentage of non-deployable were 8.8% and 11.8% of the Service’s total sworn and civilian staff.

The Service continues to offer a wide variety of mental health resources and supports as noted below. Most recently The Service has endorsed Durham Beyond The Blue, a peer-led, non-profit organization dedicated to

strengthening and supporting families of law enforcement officers in Durham¹. The Services' mental health supports and resources 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) Partnering new recruits with Peer Supporters upon hire
- 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

The Service continues to expand wellness opportunities as the well-being of our members is vital in providing exemplary service to our community.

¹ Durham Beyond The Blue; <https://www.durhambeyondtheblue.com/>