

REPORT TO THE POLICE SERVICES BOARD



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Date of Report: January 26,
2016

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: _____

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 January 24, 2014	Civilian January 24, 2014	Sworn January 23, 2015	Civilian January 23, 2015	Sworn June 24, 2015	Civilian June 24, 2015	Sworn January 25, 2016	Civilian January 25, 2016
Total Authorized Headcount	871	306	871	306	871	304	871	304
Total Actual Headcount	873	295	861	293	855	291	852	293
Permanent Accommodation	34	17	34	17	35	17	35	17
Temporary Accommodation	14	9	13	13	12	9	9	6
WSIB Off Work	2	0	2	0	5	0	5	0
WSIB Temporary Accommodation	6	1	4	1	6	3	5	1
Long Term Disability	2	1	6	3	2	2	3	2
Suspension	5	1	2	0	4	0	3	0
Paternity Leave	7	2	8	0	4	0	8	0
Maternity Leave	13	7	8	11	11	7	11	10
Non Occupational Short Term Off Sick	6	3	2	1	2	1	3	1
Unpaid Admin Leave	0	0	0	0	0	0	0	1
Total Staff Not Fully Deployable	89	41	79	46	81	39	81	38
Total Staff Fully Deployable	784	254	782	247	774	252	771	255

In total the DRPS currently has 81 sworn and 38 civilian staff not fully deployable. Of the 81 sworn 33 are not at work, and of the 38 civilian staff 14 are not at work. The 81 and 38 staff represents 9.5% and 12.9% of the Service's total sworn and civilian staff.