



REPORT TO THE POLICE SERVICES BOARD

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Date of Report: January 25, 2021

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:

February 3/21

EXECUTIVE SUMMARY

For the past decade and a half, the DRPS has taken a proactive and member-focused approach to support member wellness, physical and mental. These efforts resulted in many major health indicators demonstrating positive results, including less lost time and improved participation in programs. Starting in 2016, there have been sizable changes in the direction of some of the indicators. The Service's WSIB costs have increased by over 250% since 2016. The Services continues to take steps to provide leading supports, including Maple Care throughout the pandemic; however, the experience regarding absences from work and related costs continue a relatively consistently upward trend despite these efforts. The Service will continue its work to identify supports to assist members and improve these trends.

DISCUSSION

The following information provided is intended to provide the Board with an overview of the Service's current staffing pressures.

Contained within the graphs and tables are the current actual staffing for both sworn and civilian positions (exclusive of seconded positions). Within the graphs and tables, all members who are not fully-deployable or absent from work are identified in nine categories. These categories are defined within Appendix A. Within Graph and Table A, most of the categories demonstrated a reasonable level of consistency. That said, the WSIB metrics have demonstrated a consistent increase over the last five years. In 2020, the increase within this category has been significant. The Service is working to ensure a strong understanding of the rationale for this increase and will continue to work to add opportunities to address various health challenges and provide supports for members.

Over the past 5 years, the number of members unable to perform the full duties for which they were hired has increased. There are 128 sworn members and 77 civilian members who are not fully deployable. Of those two categories, 52% of the sworn members (67) and 49% of the civilian members (37) are performing work in some capacity. The ability to engage these 104 members has been a result of the Service being able to provide these members with modified work that achieves work required by the Service that meets the member's medical restrictions.

Overall the rate of growth in the number of sworn and civilian members off work has been increasing. For sworn members, the rate has been most significant within the WSIB category.

The rate of increase for civilian members has also been most significant within the WSIB category.

As shown in Table C and D, WSIB and Long Term Disability absences have a significant financial impact with a total cost of close to \$7 million. In both these situations, these programs are managed by third party companies. The Service not only pays the salary cost but additional fees as well. The WSIB or occupational costs and the Long Term Disability costs are demonstrated in Tables C and D. The category “WSIB Other Costs” include the costs associated with vocational rehab, health care, compensation, pension, physician fees, and administration charges. The category “WSIB Salary Cost” includes the cost of the members’ salaries who are off work due to a WSIB approved claim.

The most impactful increase has been seen with WSIB related absences in both sworn and civilian members. The increase in the WSIB costs has been enormous. It has resulted in an over 250% increase in the last five years, despite the efforts of the Service to provide various services and supports included in Table E. Important to note is that the Service provides unlimited psychological services and provided over 1.1 million dollars of support in 2020. Also important to note is that the large increase in the WSIB costs has mainly resulted from several presumptive Post Traumatic Stress Disorder claims.

CONCLUSION

As can be seen within the report, the Service has experienced significant increases in the number of members unable to complete the duties of the position they had been hired for and costs associated with various benefits. The Service continues to work hard on developing programs and partnerships to support members to assist with the different health situations that can occur. This includes partnerships with Ontario Shores, Wounded Warriors, and the Operational Stress Injury Working Group (OSIWG). Efforts will continue to provide proactive programs and partnerships to provide members with the best supports the Service can provide given the reality of our situation.

Graph A
Sworn Data

Non-deployable by Category, January 2016 - January 2021 - Sworn

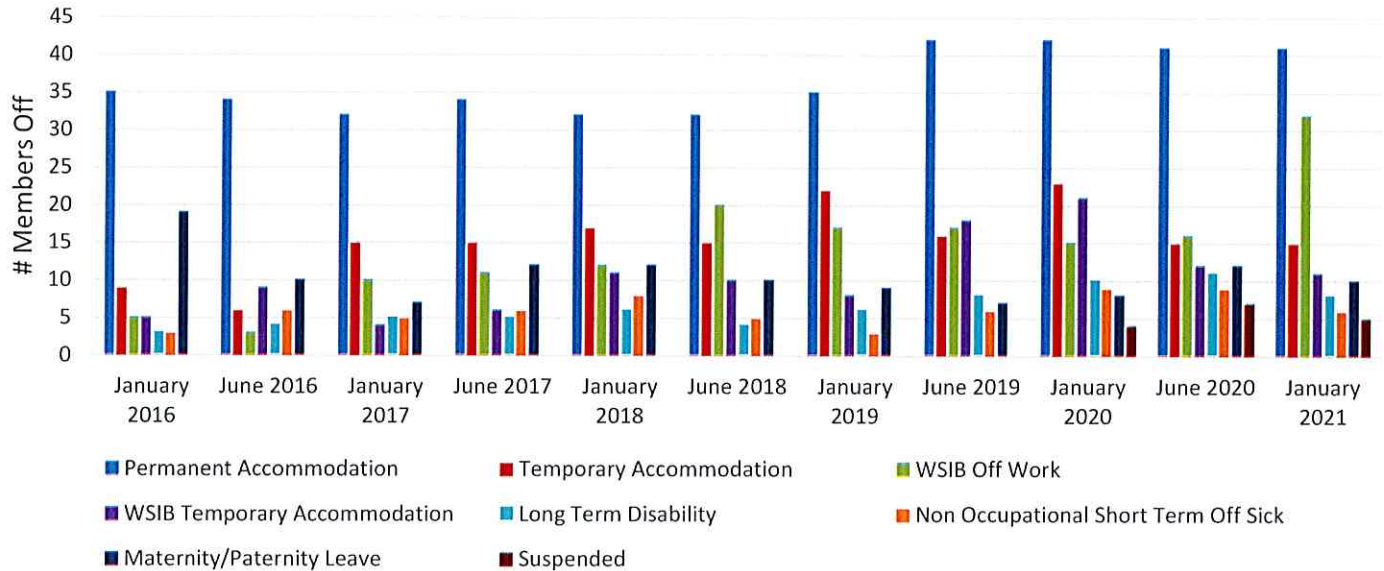


Table A
Number of Sworn Members Non-Full Duties/Not at Work - By Category

Year	2016		2017		2018		2019		2020		2021
Period	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan
Permanent Accommodation	35	34	32	34	32	32	35	42	42	41	41
Temporary Accommodation	9	6	15	15	17	15	22	16	23	15	15
WSIB Off Work	5	3	10	11	12	20	17	17	15	16	32
WSIB Temporary Accommodation	5	9	4	6	11	10	8	18	21	12	11
Long Term Disability	3	4	5	5	6	4	6	8	10	11	8
Non-Occupational Short Term Off Sick	3	6	5	6	8	5	3	6	9	9	6
Maternity/Paternity Leave	19	10	7	12	12	10	9	7	8	12	10
Suspended	4	4	6	6	5	5	4	4	4	7	5

Graph B
Civilian Data

Non-deployable by Category, January 2016 - January 2021 - Civilian

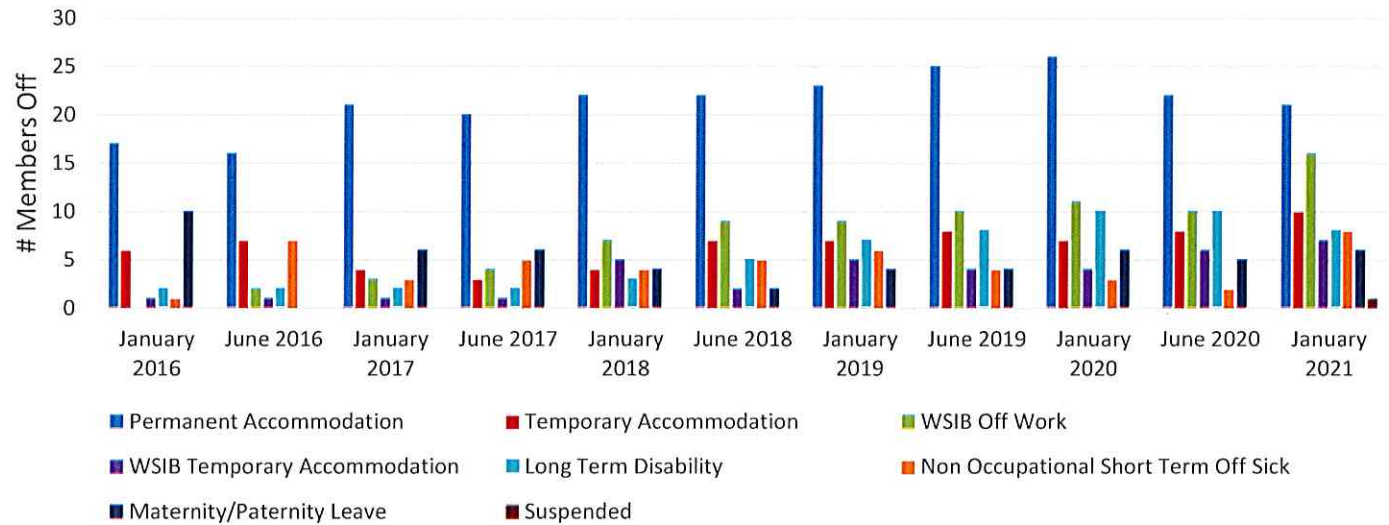


Table B
Number of Civilian Members Off by Category

Year	2016		2017		2018		2019		2020		2021
Period	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan
Permanent Accommodation	17	16	21	20	22	22	23	25	26	22	21
Temporary Accommodation	6	7	4	3	4	7	7	8	7	8	10
WSIB Off Work	0	2	3	4	7	9	9	10	11	10	16
WSIB Temporary Accommodation	1	1	1	1	5	2	5	4	4	6	7
Long Term Disability	2	2	2	2	3	5	7	8	10	10	8
Non-Occupational Short Term Off Sick	1	7	3	5	4	5	6	4	3	2	8
Maternity/Paternity Leave	10	0	6	6	4	2	4	4	6	5	6

Table C

Time Period	WSIB Other Costs	WSIB Salary Cost (including Top Up)	Total Cost Paid by Service
2020	\$1,968,966.84	\$3,500,677.29	\$5,469,644.13
2019	\$1,828,508.29	\$2,757,281.53	\$4,585,789.82
2018	\$1,739,757.73	\$2,537,828.44	\$4,277,586.17
2017	\$1,006,687.46	\$1,573,834.58	\$2,580,522.04
2016	\$729,933.59	\$804,334.53	\$1,534,268.13

Table D

Time Period	Long Term Disability Premium Cost
August 2020 – December 2020	\$663,222
August 2019 – July 2020	\$1,526,095
August 2018 – July 2019	\$1,695,453
August 2017 – July 2018	\$1,763,433
August 2016 – July 2017	\$2,474,418
August 2015 – July 2016	\$1,360,165

Table E
DRPS Health Programs and Initiatives for Members

	Programs	Users/Attendees
1)	DRPS Mental Health App	Launched January 28, 2021
2)	Road to Mental Readiness (R2MR) Training; an evidence-based program designed to reduce mental health stigma, as well as to address and promote mental health and resiliency.	98 Comms members trained
3)	On Site fitness facilities	5 sites
4)	Maple Benefit Program that allows members to connect with Canadian doctors for online medical care from a smartphone, tablet or computer 24 hours a day, 7 days a week.	617 consults in 7 months
5)	Mental Health Awareness Program for New Recruits	49
6)	Critical Incident Stress Support Team and dog for critical calls/incidents	Duty Inspector initiated
7)	Peer Support Program, PILLAR	20 peer supporters
8)	Safeguard Program	Ice and E-crimes units
9)	Healthy Apples Self Care Program	303 members in 2020
10)	Fulsome psychological process for hiring	Each candidate tested and interviewed
11)	Unlimited psychological services through Canada Life benefits that has been expanded to include psychotherapist, social worker, and occupational therapists when related to mental health support and treatment	\$1.1 million
12)	Employee Family and Assistance Program, available 24 hours, 7 days a week	70 cases
13)	Partnership with Ontario Shores for internal programming	On-going partnership
14)	Participation in Provincial Operational Stress Injury Working Group (OSIWG)	Quarterly meetings
15)	Partnering new recruits with Peer Supporters upon hire	49
16)	Partnership with Wounded Warriors Canada	Member and Service driven

17)	Fitness Pin Testing	45
18)	Internal Health and Wellness website	Available 24/7
19)	Durham Beyond The Blue, a peer-led, non-profit organization dedicated to strengthening and supporting families of law enforcement officers in Durham ¹ .	Shared event information for support
20)	Family Recruit Night where new members and their families are introduced to the various health and wellness programs available to members and their families	Three times a year
21)	Psychological Services Support within Divisions (Partnership with psychologist)	Direct support to three separate units

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

Appendix A

Table Definitions

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