

## REPORT TO THE POLICE SERVICES BOARD

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Date of Report: January 30, 2020

Subject: Influences on Staff Deployment

Information or Decision Report Information

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### RECOMMENDATION(S)

“That the Board receives the following report for information”

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Chief of Police

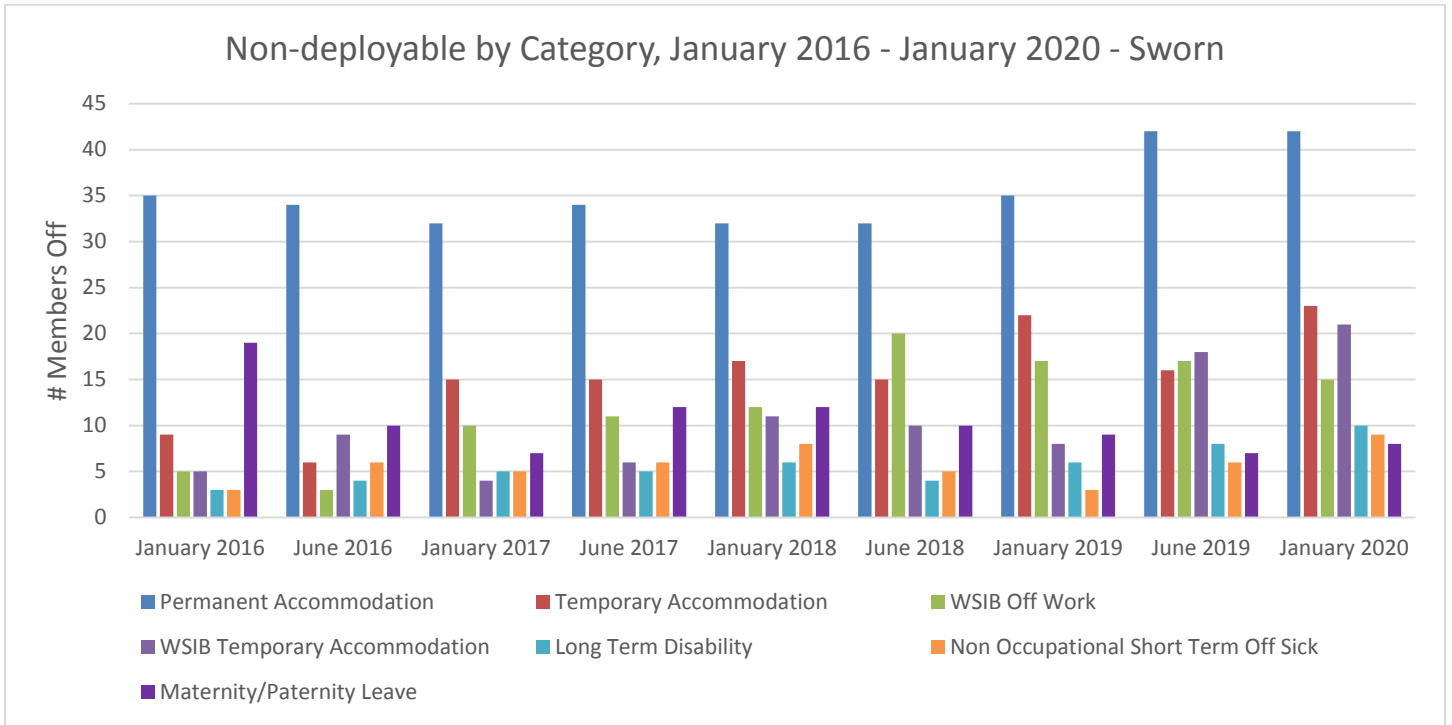
### DISCUSSION

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

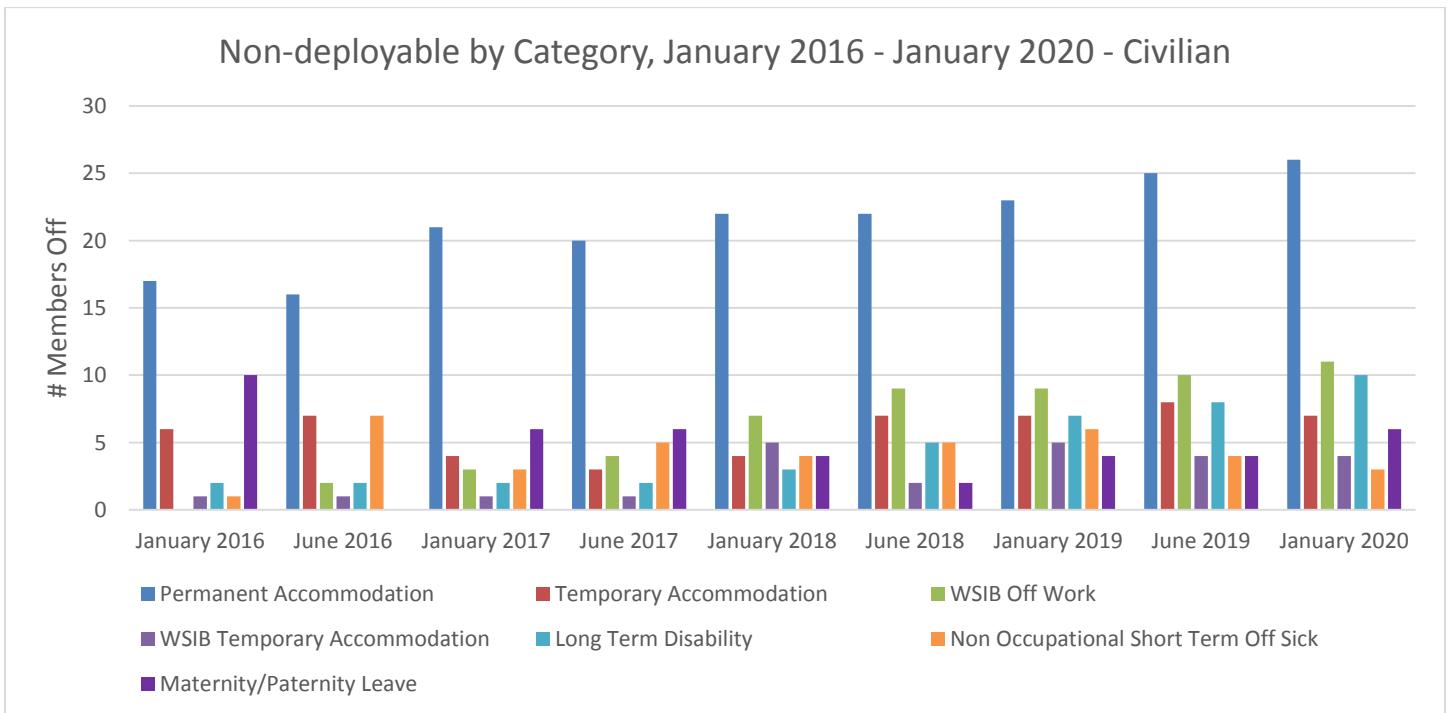
Contained within the graphs are the current actual headcount for both sworn and civilian positions (exclusive of seconded positions). Within the graph all members that are not fully-deployable or absent from work are identified in one of the nine categories. Those categories are:

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 128 sworn and 67 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 128 sworn 42 are not

at work, and of the 67 civilian staff 30 are not at work. The 128 and 67 staff represents 14.4% and 23.3% 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 added the role of Wellness Officer (PC) to provide proactive and reactive support for member in regards to mental health and physical wellbeing, while providing educational and training programs to build resiliency. The Wellness Officer will be responsible for the R2MR training.

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 that has been expanded to include psychotherapist, social worker, and occupational therapists when related to mental health support and treatment
- 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
- 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
- 21) Durham Beyond The Blue, a peer-led, non-profit organization dedicated to strengthening and supporting families of law enforcement officers in Durham<sup>1</sup>.
- 22) 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.

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

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