

REPORT TO THE POLICE SERVICES BOARD



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Date of Report: January 22
2018

Subject: Influences on Staff Deployment

Information or
Decision Report Information

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 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 with work for reasons other than medical

TABLE A

Category	Sworn 24-Jun- 15	Civilian 24-Jun- 15	Sworn 25-Jan- 16	Civilian 25-Jan- 16	Sworn 24-Jun- 16	Civilian 24-Jun- 16	Sworn 25-Jan- 17	Civilian 25-Jan- 17	Sworn 23-Jun- 17	Civilian 23-Jun- 17	Sworn 19-Jan- 18	Civilian 19-Jan- 18
Total Authorized Headcount	871	304	871	304	871	304	871	304	871	304	871	304
Total Actual Headcount	855	291	852	293	859	294	864	296	857	299	854	292.5
Permanent Accommodation	35	17	35	17	34	16	32	21	34	20	32	22
Temporary Accommodation	12	9	9	6	6	7	15	4	15	3	17	4
WSIB Off Work	5	0	5	0	3	2	10	3	11	4	12	7
WSIB Temporary Accommodation	6	3	5	1	9	1	4	1	6	1	11	5
Long Term Disability	2	2	3	2	4	2	5	2	5	2	6	3
Suspension	4	0	3	0	5	0	4	0	4	0	6	0
Paternity Leave	4	0	8	0	2	0	3	2	4	1	5	0
Maternity Leave	11	7	11	10	8	0	4	4	8	5	7	4
Non Occupational Short Term Off Sick	2	1	3	1	6	7	5	3	6	5	8	4
Unpaid Admin Leave	0	0	0	1	0	1	1	1	0	1	0	1
Total Staff Not Fully Deployable	81	39	82	38	77	36	83	41	93	42	104	50
Total Staff Fully Deployable	774	252	770	255	782	258	781	255	764	257	750	242.5

In total the DRPS currently has 104 sworn and 50 civilian staff not fully deployable. Of the 104 sworn 44 are not at work, and of the civilian staff 19 are not at work. The 104 and 50 staff represents 12.5% and 17% of the Service's total sworn and civilian staff.