

REPORT TO THE POLICE SERVICES BOARD



Author: Stan MacLellan

Date of Report: January 25,
2017

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 January 23, 2015	Civilian January 23, 2015	Sworn June 24, 2015	Civilian June 24, 2015	Sworn January 25, 2016	Civilian January 25, 2016	Sworn June 24, 2016	Civilian June 24, 2016	Sworn January 25, 2017	Civilian January 25, 2017
Total Authorized Headcount	871	306	871	304	871	304	871	304	871	304
Total Actual Headcount	861	293	855	291	852	293	859	294	864	296
Permanent Accommodation	34	17	35	17	35	17	34	16	32	21
Temporary Accommodation	13	13	12	9	9	6	6	7	15	4
WSIB Off Work	2	0	5	0	5	0	3	2	10	3
WSIB Temporary Accommodation	4	1	6	3	5	1	9	1	4	1
Long Term Disability	6	3	2	2	3	2	4	2	5	2
Suspension	2	0	4	0	3	0	5	0	4	0
Paternity Leave	8	0	4	0	8	0	2	0	3	2
Maternity Leave	8	11	11	7	11	10	8	0	4	4
Non Occupational Short Term Off Sick	2	1	2	1	3	1	6	7	5	3
Unpaid Admin Leave	0	0	0	0	0	1	0	1	1	1
Total Staff Not Fully Deployable	79	46	81	39	81	38	77	36	83	41
Total Staff Fully Deployable	782	247	774	252	771	255	782	258	781	255

In total the DRPS currently has 83 sworn and 41 civilian staff not fully deployable. Of the 83 sworn 32 are not at work, and of the 41 civilian staff 15 are not at work. The 83 and 41 staff represents 9.6% and 13.9% of the Service's total sworn and civilian staff.