



REPORT TO THE POLICE SERVICES BOARD

Author: Stan MacLellan

Date of Report: 24JUN13

Subject: Treatment of Members – Supplemental Report

Information or Decision Report INFORMATION

RECOMMENDATION(S)

Signed: _____ Date: _____
Chief of Police

EXECUTIVE SUMMARY

This report provides background information as requested by the Board during the public session of their June 2013 meeting; namely, a breakdown of the compliance rate for performance appraisals and the list of the top 10 categories of exposures for occupational injuries in 2012.

DISCUSSION

2012 Occupational Injuries

As reported in June's 2013 *Monitoring Report: Treatment of Members*, there were 249 occupational injuries reported to the Service in 2012. The report included occurrence rates for the top three incident types for 2012 as follows: Struck Against/Contact With; Slip/Trip/Fall; and, Over Exertion. The table below details all 10 categories of exposures for occupational injuries reported in 2012 and 2013 to date.

Category	2012	2013 (as of May 31)
Slip Trip or Fall	42 (16.87%)	26 (28.26%)
Over Exertion	39 (15.66%)	17 (18.48%)
Exposure	27 (10.84%)	12 (13.04%)
Struck By	33 (13.25%)	11 (11.96%)
Struck Against or Contact With	43 (17.27%)	8 (8.70%)
Training	36 (14.46%)	7 (7.61%)
Motor Vehicle Collision	18 (7.23%)	5 (5.43%)
Caught in Under or Between	7 (2.81%)	2 (2.17%)
No Injury	0	2 (2.17%)
Repetitive Strain	4 (1.61%)	2 (2.17%)
Total Incidents Reported	249	92

Legend

- **Struck Against or Contact with** includes being struck by an accused with an object; struck against walls, desks, doors etc, or contact with substances, sharp objects/ dog bites
- **Struck By** includes altercation with accused (i.e. a direct hit by accused)
- **Caught in, Under or Between** includes caught in doors, fences, handcuffs
- **Exposure** includes loud noise, fumes, blood contaminations, smoke inhalation, stress
- **No Injury** means Non-WSIB compensable
- **Training** includes PLC, OPC, work outs in on site gym

2012 Performance Appraisals

As reported in June 2013's *Monitoring Report: Treatment of Members*, Service wide compliance for performance and development reviews (PDRs) conducted in 2012 and received in 2013 was 58%. It has been Human Resources' practice to record receipt of the prior year's appraisals up until June 30th of the reporting year. As of the date of this report Service wide compliance has increased to 68%, broken down by rank and unit as follows:

Rank	Completed Reviews	Compliance Rate
Cst and DCst	488 / 693	70 %
Sgt and Det	86 / 153	56 %
S/Sgt and D/Sgt	20 / 40	50 %
SOA Uniform	0 / 22	0 %
SOA Civilian	7 / 13	54 %
Civilian	300 / 405	74 %
Command	3 / 4	75 %
Service Total	904 / 1330	68 %

Unit	Completed Reviews	Compliance Rate
Executive Branch	5 / 16	31 %
Operational Support	305 / 483	63 %
Major Crime	21 / 87	24 %
Intelligence	64 / 68	94 %
In Lawful Access	1 / 38	3%
Case Mgmt	25 / 27	93 %
Crime Admin	20 / 24	83 %
Support (K9, Tac)	15 / 29	52 %
Communications	71 / 95	75%
Court Services	77 / 82	94 %
Info Technology	10 / 19	53 %
Professional Stds	1 / 9	11%
Corp Comms	0 / 5	0 %
Admin Support	160 / 191	84 %
Property	6 / 7	86 %
Legal Services	1 / 1	100 %
Human Resources	19 / 20	95 %
HR AOSP	14 / 18	78 %
HR Secondments	18 / 18	100 %
Records	56 / 56	100 %
Business Services	30 / 30	100 %
Strat Planning, Crime Analysis	2 / 18	11 %
PEIC	14 / 23	61 %
Policing Operations	434 / 640	68 %
North Division	51 / 66	77 %
East Division	4 / 64	6 %
Central East Division	152 / 189	80 %
Central West Division	61 / 129	47 %
West Division	140 / 154	91 %
Reg Reporting Centre	26 / 34	76 %
Regional Duty Office	0 / 4	0%