



REPORT TO THE POLICE SERVICES BOARD

Author: Holly Britton

Date of Report: 6/27/2022

Type of Report: Public

Title: Influences on Staff Deployment

RECOMMENDATION

“That the Board receives the following report for information”

EXECUTIVE SUMMARY

The Service has continued to take steps to address members mental and physical wellness. The Service continues to support a variety of programs and initiatives to benefit the health and wellness of the membership. This report provides current staffing numbers in respect to members fully deployable.

DISCUSSION

The following information is intended to provide the Board with an overview of the Service's current staffing pressures and recognize the steps the Service is taking to alleviate the pressure and provide meaningful and successful programs aimed to improve the membership's overall mental and physical wellbeing.

The People, Development and Learning Branch manages the staff deployment data and the Health and Wellness Unit provides accommodation information to complete the deployable numbers for the Service. Contained within the graphs and tables are the current actual headcount for both sworn and civilian positions (excluding seconded positions). Within the graphs and tables, all members who are not fully-deployable or absent from work are identified in one of the six categories. These categories are defined within Appendix A. Within Graph and Table A and B, most of the categories demonstrated a reasonable level of consistency over the past 6 ½ years in growth in the number of members unable to perform their full duties for which they were hired to do.

There are 117 sworn members and 56 civilian members who are not fully deployable. The total number of non-deployable sworn and civilian members is fairly consistent overall with January numbers as demonstrated in Graph and Table A and B. Of those two categories, 59% of the

sworn members (69) and 59% of the civilian members (33) are performing work in some capacity allowing more members to return to work. The Service has continued to provide meaningful and productive work to members safely, adhering to the individual member's restrictions and limitations. Since January, the Service was able to return 57 members to work in some capacity who had been off work.

If WSIB costs continue to increase as they have in the first 6 months of 2022, the projected total costs for the year will be \$8 million, an increase of \$1 million from 2021. WSIB absences and costs have been the most impactful, demonstrated in Table C. Approximately 80% of the sworn members and 61% of the civilian members who are not actively at work are receiving WSIB benefits. Presumptive Post Traumatic Stress Disorder continues to have a significant impact on members and their ability to be deployable. The Service has made significant effort as demonstrated in Table E.

The psychological group benefit cost since January is \$1.1 million which is consistent from last year. WSIB and LTD costs combined since January of 2022 are \$4.6 million, as shown in Table C and D, which is an increase from June 2021, a combined cost of \$4 million. The Service has been able to rehabilitate 9 members with occupational stress claims since January to meaningful and productive work.

Recognizing the importance for proactive mental health strategies the Health and Wellness team has secured "Before Operational Stress" training provided by Wayfound and Wounded Warriors, through government grant funding, for all members of the Service.¹ This training program has been specifically designed to provide public safety personnel with the tools to enhance their resiliency and mental health throughout their career.

The Peer Support Program is actively being revitalized and the new Committee has initiated the recruiting for new team members with their training starting in the fall. The Peer Support training is an additional program that is being funded by the government grant through Wayfound and Wounded Warriors.

The Health and Wellness Unit continues to partner with outside agencies to bring the best resources and practices for members wellbeing to DRPS. Currently, the team is engaged in a research program. It is a nutritional bar that is designed to improve cognitive function specifically during stressful times. Due to the partnership with the Institute for Work & Health study on return to work in policing the Health and Wellness Unit has initiated a Return to Work training program for supervisors to be completed in 2022. The Health and Wellness unit recently expanded Psychological Services Support within Divisions from one division/unit to five with continued expansion for the Fall.

The Health and Wellness staff continue to adapt and flex to the needs of the Service, assisting the EOC or recruiting/promotional priorities as needed. The Health and Wellness staff have been able to combat COVID's multitude of challenges successfully with a minimal impact on the staffing numbers. Positions are currently being filled to expand capacity in the Unit as the Service has approved the People, Development and Learning pilot program, recognizing the staffing needs and challenges facing the Unit.

¹ <https://woundedwarriors.ca/our-programs/before-operational-stress/>

Graph A
Sworn Data

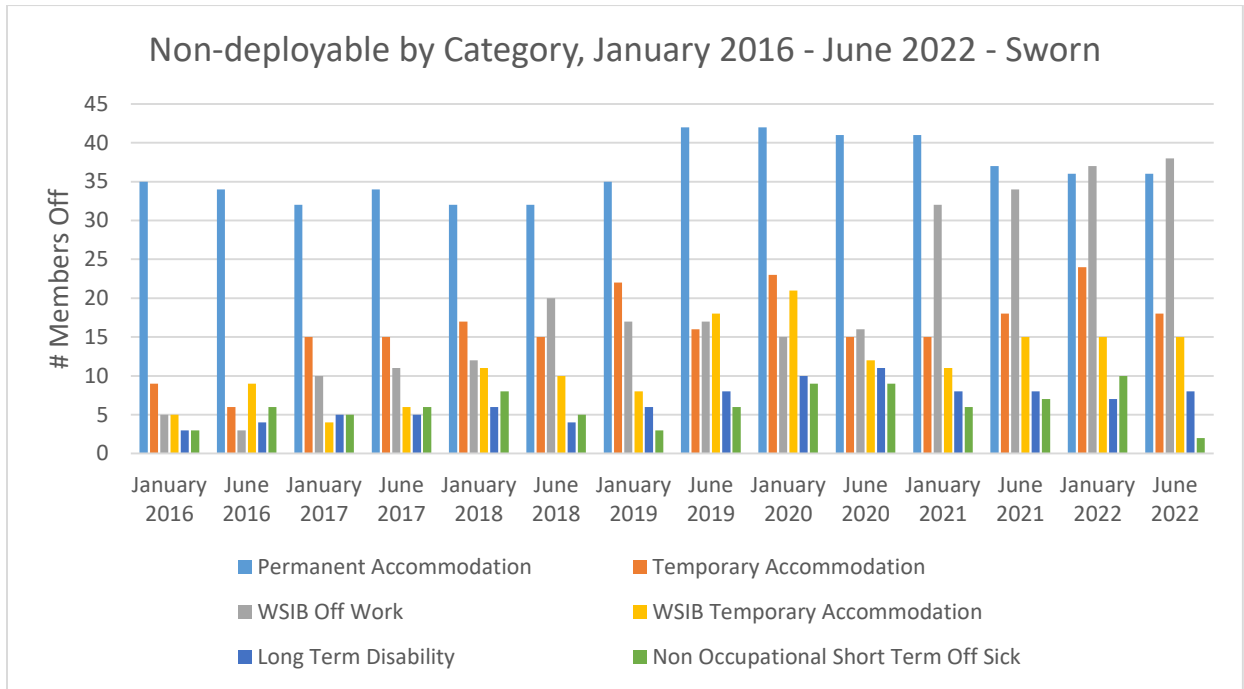


Table A (1)
Number of Sworn Members Non-Full Duties/Not at Work - By Category

Year	2016		2017		2018		2019		2020		2021		2022	
Period	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun
Permanent Accommodation	35	34	32	34	32	32	35	42	42	41	41	37	36	36
Temporary Accommodation	9	6	15	15	17	15	22	16	23	15	15	18	24	18
WSIB Off Work	5	3	10	11	12	20	17	17	15	16	32	34	37	38
WSIB Temporary Accommodation	5	9	4	6	11	10	8	18	21	12	11	15	15	15
Long Term Disability	3	4	5	5	6	4	6	8	10	11	8	8	7	8
Non-Occupational Short Term Off Sick	3	6	5	6	8	5	3	6	9	9	6	7	10	2

Please Note: the categories “Maternity/Paternity” and “Suspension” have been removed from the number of members non-deployable.

Graph B
Civilian Data

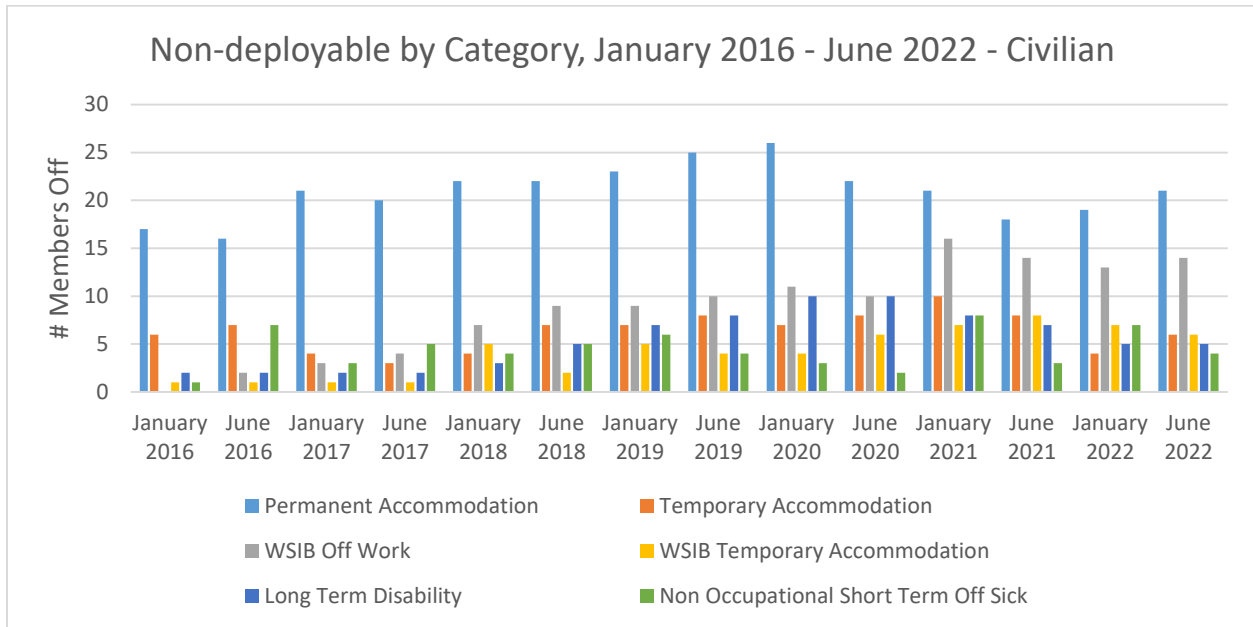


Table B
Number of Civilian Members Off by Category

Year	2016		2017		2018		2019		2020		2021		2022	
Period	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun
Permanent Accommodation	17	16	21	20	22	22	23	25	26	22	21	18	19	21
Temporary Accommodation	6	7	4	3	4	7	7	8	7	8	10	8	4	6
WSIB Off Work	0	2	3	4	7	9	9	10	11	10	16	14	13	14
WSIB Temporary Accommodation	1	1	1	1	5	2	5	4	4	6	7	8	7	6
Long Term Disability	2	2	2	2	3	5	7	8	10	10	8	7	5	5
Non-Occupational Short Term Off Sick	1	7	3	5	4	5	6	4	3	2	8	3	7	4

Please Note: the categories “Maternity/Paternity” and “Suspension” have been removed from the number of members non-deployable.

Table C

Time Period	WSIB Other Costs*	WSIB Salary Cost** (including Top Up)	Total Cost Paid by Service
June 2022	\$1,263,770.71	\$2,891,923.50	\$4,155,694.21
2021	\$2,102,202.45	\$4,638,192.59	\$6,740,395.04
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

***WSIB Other Costs** include costs associated with vocational rehab, health care, compensation, pension, physician fees, and administration fees.

****WSIB Salary Costs** includes the cost of the members' salaries who are off work due to a WSIB approved claim.

Table D

Time Period	Long Term Disability Premium Cost
January 1 to May 2022	\$538,930
January 1 to December 31, 2021	\$2,335,338
January 1 to December 31, 2020	\$1,609,303
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**

		Users/Attendees		
		2020	2021	Jan-Jun 2022
1)	DRPS Mental Health App (relaunch September 2021)	Launched January 28, 2021	Relaunched December 6, 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	Ongoing support and resiliency training (paused during pandemic)	
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	1809 consults *74% of members are enrolled in Maple	2228 consults *75% of member are enrolled in Maple
5)	Mental Health Awareness Program for New Recruits	49	49	20
6)	Critical Incident Stress Support Team and dog for critical calls/incidents	Duty Inspector initiated		
7)	Peer Support Program, relaunched as DRPSupport Peer Supporters	20 peer supporters	19 peer supporters	19 peer supporters (currently recruiting)
8)	Safeguard Program	Ice and E-crimes units		
9)	Healthy Apples Self Care Program	303 members registered	481 members registered	455 members registered
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	\$2.2 million	\$1.1 million
12)	Employee Family and Assistance Program, available 24 hours, 7 days a week to all members	70 cases	32 cases	15 cases
13)	Participation in Provincial Operational Stress Injury Working Group (OSIWG)	Quarterly meetings		
14)	Partnering new recruits with Peer Supporters or previous new recruits upon hire to provide support	49	49	20
15)	Partnership with Wounded Warriors Canada	Member and Service driven		

16)	Fitness Pin Testing	45	63	71
17)	Internal Health and Wellness website	Available 24/7		
18)	Durham Beyond The Blue, a peer-led, non-profit organization dedicated to strengthening and supporting families of law enforcement officers in Durham ² .	Shared event information for support		
19)	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		
20)	Psychological Services Support within Divisions (Partnership with psychologist)	Direct support to three separate units	Expanding program currently	

² Durham Beyond The Blue; <https://www.durhambeyondtheblue.com/>

Appendix A

Graph 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. Non-occupational Short term off sick – members currently off sick as a result of an illness or injury that is non-work related.

Report Approval Details

Document Title:	Influences on Staff Deployment.docx
Attachments:	
Final Approval Date:	Jul 6, 2022

This report and all of its attachments were approved and signed as outlined below:

Stan MacLellan

A handwritten signature in black ink, appearing to be 'Stan MacLellan', with a stylized, somewhat abstract script.

Todd Rollauer