



REPORT TO THE POLICE SERVICES BOARD

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Date of Report: 2/1/2023

Type of Report: Public

Title: Influences on Staff Deployment

RECOMMENDATION

“That the Board receives the following report for information”

EXECUTIVE SUMMARY

This report is provide bi-annually to the Board to provide current staffing numbers in respect to members fully deployable. The Service continues to support a variety of programs and initiatives to benefit the health and wellness of the membership.

DISCUSSION

The following information intends 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 A and C and Table B and D, most of the categories demonstrated an overall consistent increase in the number of members unable to perform their full duties for the position they were hired for.

There are 143 sworn members and 63 civilian members who are not fully deployable as demonstrated in Graph A and C and Table B and D. Of those not fully deployable, 57% of the sworn members (81) and 56% of the civilian members (35) are performing work in some capacity. This is due to the Service's continued efforts to provide meaningful and productive work to members safely, adhering to the individual member's restrictions and limitations. In 2022, the Service was able to return 60 members to work.

The 2022 cost for WSIB increased by \$2.7 million from 2021 to a total of \$9.4 million in 2022. Table E demonstrates the year over year increasing cost of WSIB absences and the impact of the Presumptive Post Traumatic Stress Disorder legislation. Approximately 69% of the sworn members and 61% of the civilian members who are not actively at work are receiving WSIB benefits.

WELLNESS PROGRAMMING

The Health, Wellness and Safety unit under the guidance of the Service provides programming that span both mental and physical aspects of wellness to support members. Table I outlines the Health Programs and Initiatives for members.

The psychological group benefit cost for 2022 was \$2.4 million, demonstrating a slight increase in utilization in comparison to the past two years. WSIB and LTD costs combined since January of 2022 are \$10.8 million, as shown in Table E and F, which is an increase from 2021, a combined cost of \$9 million. The Service has been able to rehabilitate 16 members with occupational stress claims in 2022 to meaningful and productive work.

The Health and Wellness Unit is constantly evaluating and refreshing programs to meet the ever-changing needs of members. Health and Wellness Unit has employed a more comprehensive methodology to assess the efficacy of our programming with the support of the Strategic Research and Organizational Performance (SROP) unit. Most recently, our Peer Support Program was revitalized in November 2022 with the acknowledgment of the importance of data and experience to evaluate performance. Infograph G demonstrates the information gathered from Peer Supporters and includes how peer supporters in a one-month period provided 22 members with support for a total of 29 hours regarding themes surrounding workplace stress, trauma and other stressors.

Furthermore, the Health, Wellness and Unit has applied a similar research and data collection approach with the Psychological Services in the Divisions Program. Infograph H demonstrates that the two clinicians have already provided direct support to 25 members and 1 family member since the start of data collection in mid-November. The data shows that the clinicians have also participated in 12 parade visits, providing support to an entire platoon at a division at each visit.

2023 PROGRAMMING

The Service continues to provide meaningful programs aimed to improve the membership's overall mental and physical wellbeing. As such, three programs to highlight that are being added in 2023.

LifeSupport 24/7 Mental Health Check Up

The LifeSupport 24/7 program provides members a comprehensive online assessment of an individual's current mental and emotional health through an accessible and secure online platform. Once a member has completed their assessment, the program streamlines their referral to a mental health provider, reducing wait times, and ensuring a member has the support they

require. Other Police Services in Ontario have already utilized this program, for example, London Police Service, Peterborough Police Service, and York Regional Police Service. Life Support has over 300-licensed mental health professionals that work with their program who are registered to practice in Ontario. The program allows members to receive a timely assessment and support from a registered professional.

Expansion of Safeguard

The Forensic Identification Services Unit and the Internet Child Exploitation Unit are currently participating in the Safeguard program. The Safeguard program consists of mandatory semi-annual psychological assessments and interview sessions with an approved psychologist to determine if they can continue to carry out their duties as investigators. The Health and Wellness Unit will be working to evaluate and expand the current Safeguarding program to other Units on a priority basis.

WSIB Claim Management

The Health and Wellness Unit has contracted a third-party consultant in late 2022 to support WSIB claims management. The third party consultant review claims, determine recommendations and next steps taken to progress members' claims and their potential return to work, cost recovery, or any action as appropriate in consultation with the Health and Wellness Unit.

SUMMARY

The Health and Wellness unit recognizes the importance for proactive mental health strategies and continues to work with the Strategic Research and Organizational Performance unit on new methods and options to evaluate the impacts on wellness programs. The Health, Wellness and Safety Unit is currently recruiting two additional members to support the workload. However, the unit will be supporting the Talent Acquisition unit with promotional processes in 2023, creating a delay with the activities in the unit.

Graph A
Sworn Data

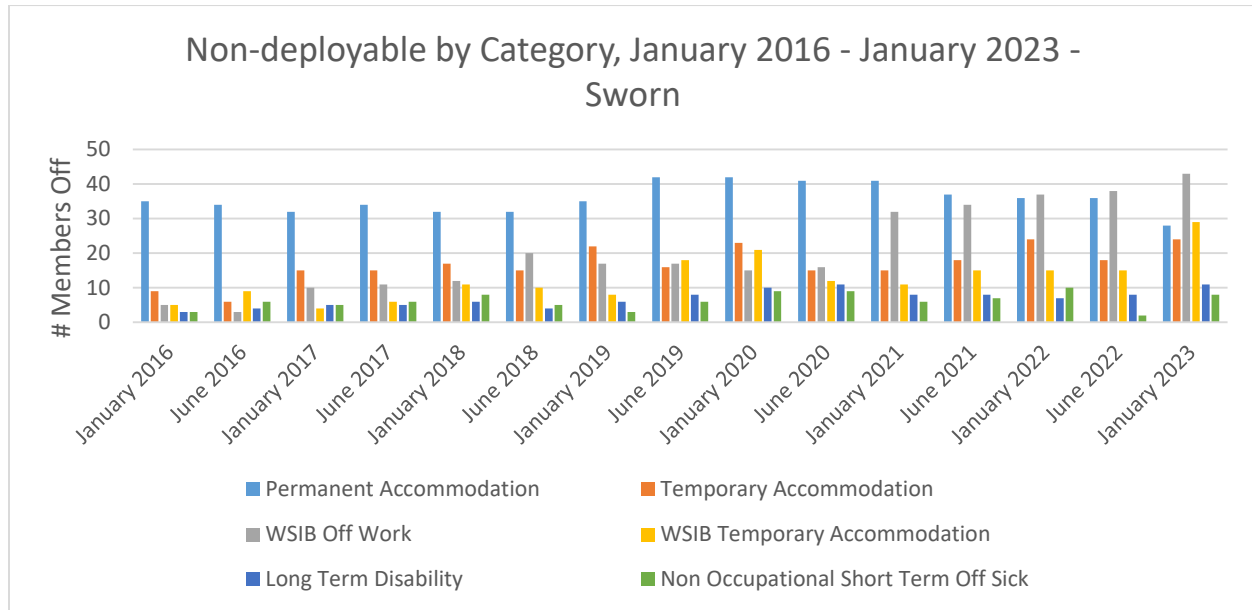


Table B
Number of Sworn Members Non-Full Duties/Not at Work - By Category

Year	2016		2017		2018		2019		2020		2021		2022		2023
Period	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan
Permanent Accommodation	35	34	32	34	32	32	35	42	42	41	41	37	36	36	28
Temporary Accommodation	9	6	15	15	17	15	22	16	23	15	15	18	24	18	24
WSIB Off Work	5	3	10	11	12	20	17	17	15	16	32	34	37	38	43
WSIB Temporary Accommodation	5	9	4	6	11	10	8	18	21	12	11	15	15	15	29
Long Term Disability	3	4	5	5	6	4	6	8	10	11	8	8	7	8	11
Non-Occupational Short Term Off Sick	3	6	5	6	8	5	3	6	9	9	6	7	10	2	8

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

Graph C
Civilian Data

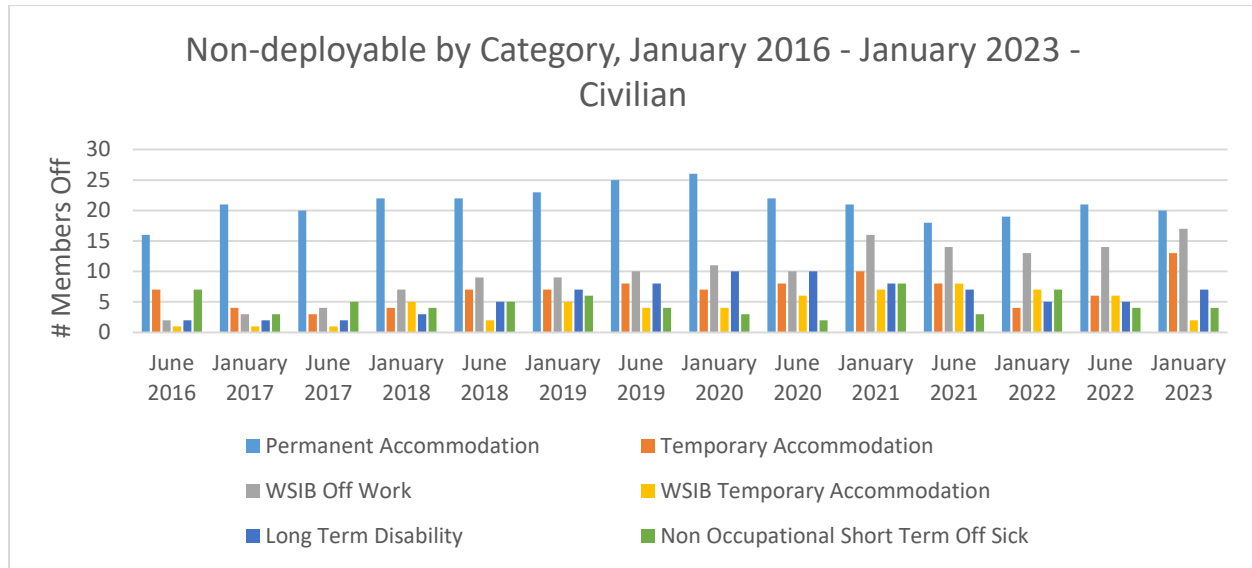


Table D
Number of Civilian Members Off by Category

Year	2016		2017		2018		2019		2020		2021		2022		2023
Period	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan	Jun	Jan
Permanent Accommodation	17	16	21	20	22	22	23	25	26	22	21	18	19	21	20
Temporary Accommodation	6	7	4	3	4	7	7	8	7	8	10	8	4	6	13
WSIB Off Work	0	2	3	4	7	9	9	10	11	10	16	14	13	14	17
WSIB Temporary Accommodation	1	1	1	1	5	2	5	4	4	6	7	8	7	6	2
Long Term Disability	2	2	2	2	3	5	7	8	10	10	8	7	5	5	7
Non-Occupational Short Term Off Sick	1	7	3	5	4	5	6	4	3	2	8	3	7	4	4

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

Table E
WSIB Costs

Time Period	WSIB Other Costs*	WSIB Salary Cost** (including Top Up)	Total Cost Paid by Service
2022	\$2,546,816.45	\$5,916,373.26	\$9,459,255.72
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

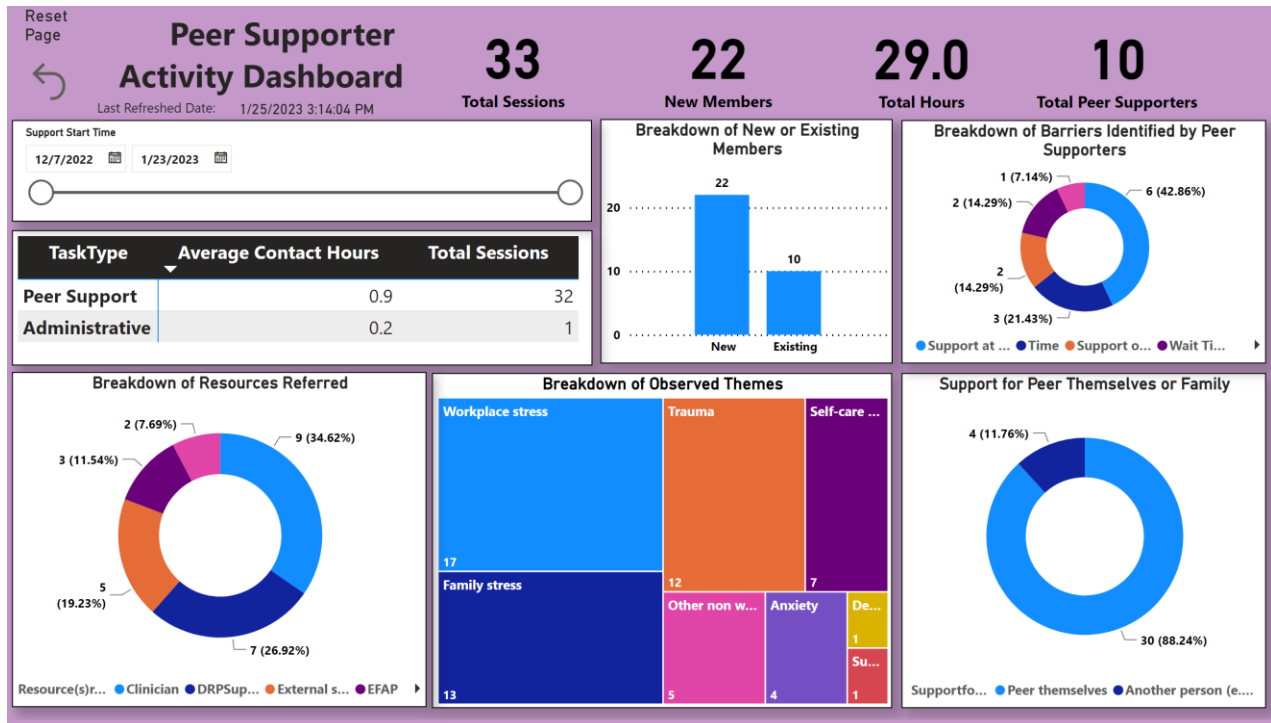
***WSIB Other Costs** include costs associated with vocational rehab, health care, compensation, pension, physician fees, and administration fees.

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

Table F
LTD Costs

Time Period	Long Term Disability Premium Cost
January 1 to December 31, 2022	\$1,372,857
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

Infograph G Peer Supporter Activity – December 2022 – January 2023



Infograph H Psychological Support Program – November 8, 2022 – January 27, 2023

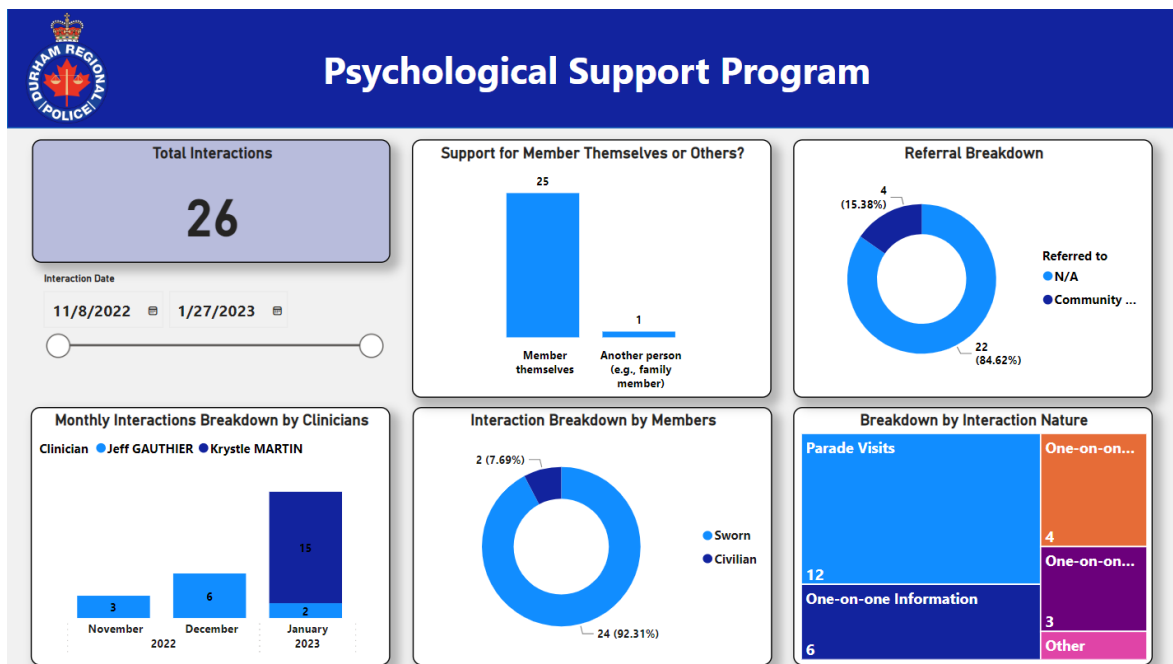


Table I
DRPS Health Programs and Initiatives for Members

#	Programs and Initiatives	Users / Attendees		
		2020	2021	2022
1	DRPSupport Mental Health App	Launched January 2021	Relaunched December 2021	Updated App December 2022
2	Before Operational Stress Training provided by Wayfound and paid by a government grant program offered through the Canadian Institute for Public Safety Research and Treatment			243 currently completing; offered to all members
3	On site fitness facilities	5		
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	3297 consults *76% of members are enrolled
5	Mental Health Awareness Program for New Recruits	49	49	62
6	DRPSupport Peer Support Program, formerly, PILLAR Peer Support	19 peer supporters	19 peer supporters	50 peer supporters
7	Safeguard Program	ICE and E-Crimes Units		
8	Healthy Apples Self-Care Program	303 registered	481 registered	519 registered
9	Fulsome psychological process for hiring	Each candidate tested and interviewed		
10	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	\$2.4 million
11	Participation in Provincial Operational Stress Injury Working Group (OSIWG)	Quarterly Meetings		
12	Partnering new recruits with Peer Supporters or previous new recruits upon hire to provide support	49	49	62
13	Partnership with Wounded Warriors Canada	Member and Service driven		
14	Fitness Pin Testing	45	63	177
15	Internal Health and Wellness website	Available 24/7		

16	Durham Beyond The Blue, a peer-led, non-profit organization dedicated to strengthening and supporting families of law enforcement officers in Durham	Shared event information for support		
17	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		
18	Psychological Services Support within Divisions (Partnership with mental health professionals)		Direct support to 3 Units	Expanded program; hired additional consultant
19	Participation in SOLGEN - First Anti-Stigma Advisory Table		Attending and participating in ongoing meetings	
20	Participation in SOLGEN – Team Ontario Reintegration Program		Attending and participating in ongoing meetings	

Appendix 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:	Staffing Influences .docx
Final Approval Date:	Feb 9, 2023

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 form.

Todd Rollauer