



**Ottawa Police Services Board  
Human Resources Committee  
Minutes**

**Meeting #:** 18  
**Date:** February 16, 2024  
**Time:** 2:30 pm  
**Location:** Electronic Participation

**Present:** Chair: Peter Henschel, Michael Doucet, Mayor Mark Sutcliffe

**Others:** Salim Fakirani, Chair; Councillor Marty Carr; K. Ferraro, Executive Director; R. Ben Guedria, Board Assistant; E. Stubbs, Chief; S. Bell, Deputy Chief; P. Burnett, Deputy Chief; T. Ferguson, Deputy Chief; L. Bianco, Chief Human Resources Officer; M. Anderson; D. Zackrias.

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1. Confirmation of Agenda

**That the Ottawa Police Services Board's Human Resources Committee confirm the agenda of the 16 February 2024 meeting.**

Carried

2. Confirmation of Minutes

2.1 Minutes #17 of 14 December 2023

**That the Ottawa Police Services Board's Human Resources Committee confirm Minutes #17 of the 14 December 2023 meeting.**

Carried

3. Declarations of Interest

No Declarations of Interest were filed.

4. Items of Business

4.1 Safe Workplace Program Update

Presentation & Chief's report

The Service made a presentation on this item.

To answer a question relating to the preliminary feedback from the SOA and the OPA on the changes to the Program, the Service said they met with both Associations and both are comfortable with the direction it is moving in. The program will be relaunched with an internal communication strategy.

While there may be some hesitation with the realignment under Human Resources, the Service feels the relaunch of the program will help. All the changes made to the program were done in consultation with the Associations and based on feedback from members.

It was clarified that in terms of the number of complaints, the Service is monitoring the rate closely and so far, while it has only been a couple of months, there does not appear to be any sort of 'chilling' effect. They will continue to encourage reporting.

With regards to the third-party resources, it was noted that the Service is mainly using lawyers and building a roster of investigators with different expertise, competencies, etc., who also have an understanding of the *Police Services Act*. The Associations are involved in this as well.

The Service's next update to the Board will be at the annual update in October. The OPS is looking to engage the Board more in the program, including through resuming the external advisory committee that was previously co-chaired by the Chair and Chief.

The Committee directed that this update be brought to the full Board for information.

**That the Ottawa Police Services Board's Human Resources Committee receive this report for information.**

**Received**

5. Consideration of Motion to Move In Camera

**That the Ottawa Police Services Board's Human Resources Committee adjourn the public portion of its meeting to move In Camera to discuss four labour relations matters.**

**Carried**

6. Other Business

7. Adjournment

The meeting adjourned at 3:15 pm

8. Next Meeting

Thursday, March 7, 2024 - 10:00 AM