



2020 Wellness, Safety and Abilities Management Report

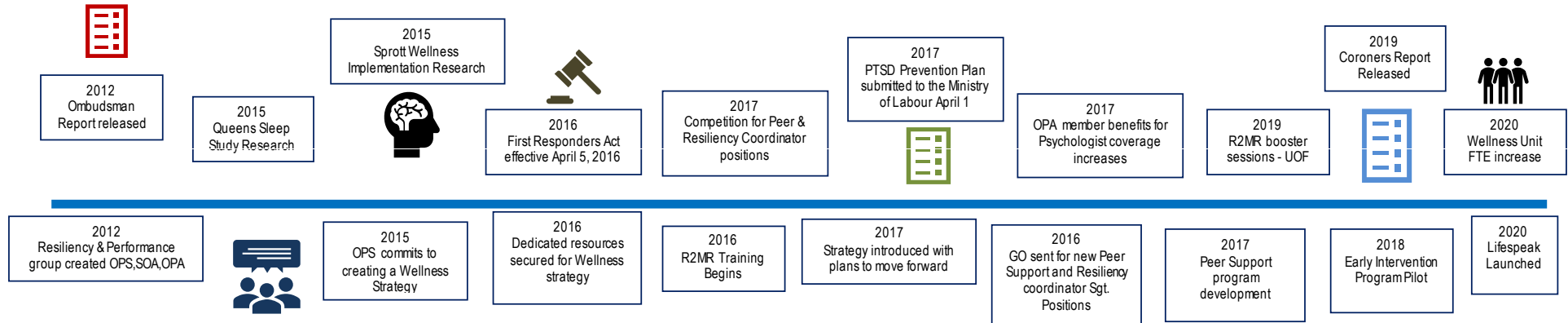
April 26, 2021

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OPS Member Wellness



§ Milestones



Duty of Care- Membership Considerations

Awareness of Mental Health Pressures

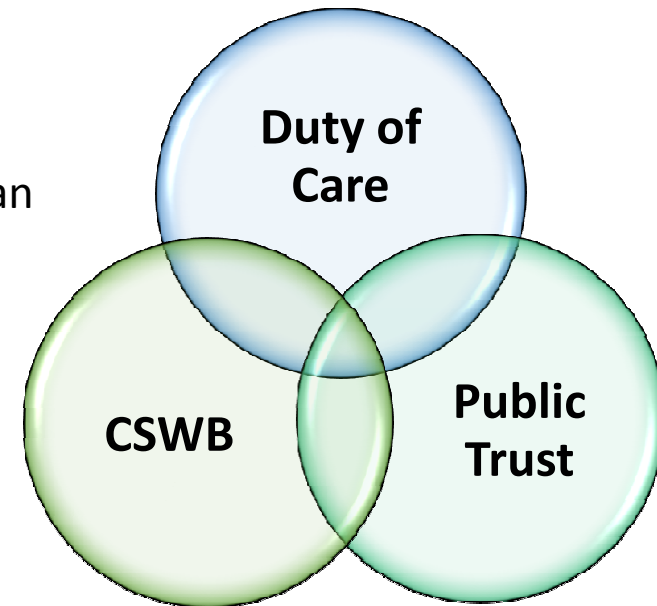
- Work can be both physically and mentally demanding
- Highly visible
- Unpredictable
- Requires a great deal of resilience of both our Sworn and Civilian members.

The needs of our members are continually changing

- Policing context
- Social media pressures
- COVID
- Changing workforce

Privacy

- Confidentiality and privacy are critical to our members and the success of any application
- Identification of type of services and patterns on a no name basis.



Abilities Management



Work-Related

Incident Severity Category	Description	Number of Incidents
Incident Only	An incident occurred that could have resulted in an injury or illness. These incidents are sometimes called “near misses” or “close calls”.	448
First Aid	An injury or illness occurred, and first aid was administered. No external health care was sought.	72
Health Care	An injury or illness occurred, and external health care was sought from a doctor, chiropractor, or physiotherapist, psychologist, or similar specialist. No time was lost from work beyond the date of injury or illness.	76
Lost Time	An injury or illness occurred, health care was sought, and time was lost from work beyond the date of injury or illness.	101
Total		697

Abilities Management



Work-Related

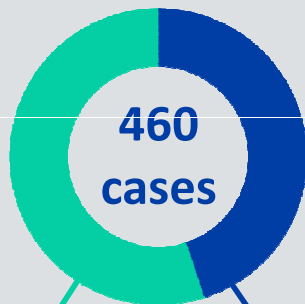
Injury/Illness Category	Description	Number of Incidents
Musculoskeletal	Includes sprains, strains, physical overexertion, soft tissue injuries, or repetitive strain injuries	44
Slips Trips Falls	Occurs when a member slips, trips or falls	23
Contact	Occurs when a member strikes a person or object, (or when a member is struck by), cut, scratched or pinched by an object	25
Psychological	Occurs when a member is exposed to a psychological stressor(s)	27
Exposure	Occurs when a member is exposed to a known or suspected biological, chemical, or physical agent	25
Motor Vehicle Incident	Occurs as a result of a motor vehicle accident	5
Assault	Occurs when a member is physically assaulted by another person	17
Other	Not covered by any other defined category	11
Total		177

Abilities Management



END of Q4 2020

Managed by
4 disability managers



253 cases

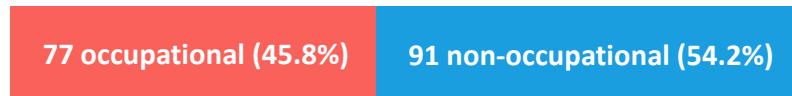
involved formal medical accommodations

207 cases

involved absences from work

2020 - Cases managed by HSU

168 cases closed

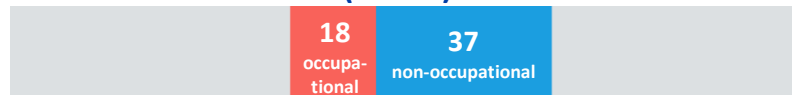


77 of the 168 cases closed (45.8%)



returned to pre-injury status and/or substantive duty without any accommodation requirement

55 of the 168 closures (32.7%)



returned to pre-injury status and/or substantive duty with some form of modified duty placement beginning in 2020



not included in the 168 closures for 2020



occupational non-occupational

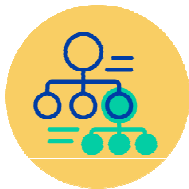
started modified duty in 2020 and have since returned in 2021

Wellness Team Demands

Increasing Pressure On Demand for Wellness Unit



The Media &
Social Media



Organizational
Needs



Current
Events



De-Stigmatization



Work Life
Balance



Education/
Awareness



Digital
Transformation



Connecting with
Member –
Enablement of
Collaboration

Organizational Changes



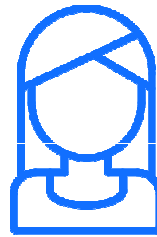
Permanent Wellness Resource Enhancement 2020



1
Wellness
Sergeant



1
Wellness
Resource
Liaison



1
WSIB
Coordinator



1
Director
of Wellness
and Safety



1
Wellness
Analyst
(temporary)

Enhancing Our Approach

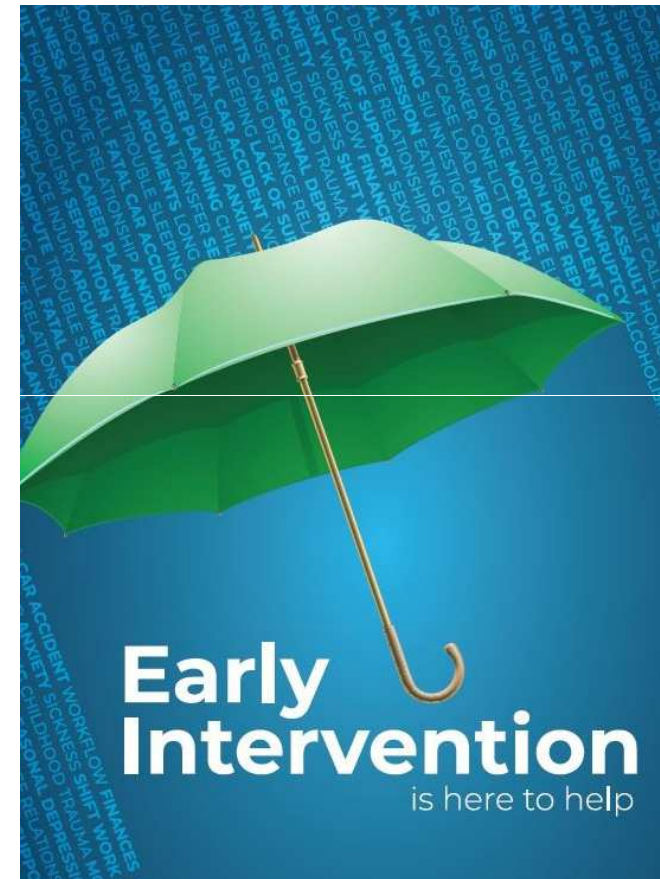


Early Intervention

The purpose of the Ottawa Police Early Intervention Program (EIP) is to identify members who may be in need of support and to provide resources to assist the member at the earliest stages of an issue.

EIP is:

- a confidential process to identify members using specific criteria and offer assistance;
- only one of the methods available by which members are identified as possibly needing assistance; and,
- intended to serve as a data driven systematic approach to highlighting members that might need assistance that might otherwise have been missed.



Enhancing Our Approach

Peer Support

Peer support is connecting with another person who has lived experience of their own and can relate to what you are going through—this could be a divorce, a sick child, a difficult call, the list goes on.

Social support is the proven foundation for success for people to find their path to health and wellness. However, Peer Support is *not a replacement* for professional medical or clinical care.



Peer Support

Enhancing Our Approach



Return to Work/Reintegration

Assisting our members with return to work/reintegration by:

- Supporting exposure to triggering stimuli
- Supporting training
- Identifying suitable work
- Supporting with communication with treatment providers
- Enhancing communication with treatment providers, through the members



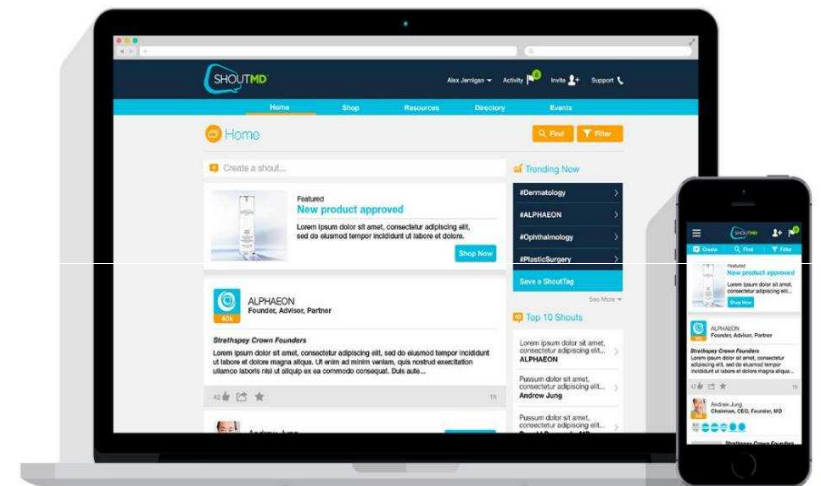
Wellness Portal

What is a Wellness Portal?

- A secure web based platform used to organize and administer the OPS Wellness program offerings.
- Self service availability
- Accessible by members, families and retirees

Expand the reach of Wellness

- Increased accessibility – any computer, phone etc.
- Education and Awareness
- Localized access to tools and programs
- Mental Health promotion
- Encourage Social support



Moving Forward



OPS is committed to continuing to respond to what our current experience is and will look to innovate to respond to the changing needs for our members. We will do this by:

- Delivering Accident Investigation training to our members
- Reviewing our response to members requiring formal medical accommodations
- Changing our process response to disability management
- Redesigning how we provide access to our members, families and retirees.

Thank you

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Questions?