

UPDATE ON ACCOMMODATIONS

An Overview for the OPSB

April 23, 2018



OTTAWA POLICE SERVICE
SERVICE DE POLICE D'OTTAWA

A Trusted Partner in Community Safety
Un partenaire fiable de la sécurité communautaire

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BACKGROUND: ABSENCES VS ACCOMMODATIONS



■ Absences

▫ Members are away from work

- § Sick Leave
- § Long Term Disability
- § WSIB-related

■ Accommodations

▫ All accommodated members are at work

▫ Two types

- § Temporary
- § Permanent

THE DUTY TO ACCOMMODATE



- *Ontario Human Rights Code* identifies protected grounds:
 - Disability
 - Gender
 - Family Status
 - Sex (including pregnancy)
 - Race
 - Others
- "Undue hardship" as defined by *OHRC* is threshold OPS must meet prior to denying accommodation

FORMAL MEDICAL ACCOMMODATION NUMBERS



Category	Duration	Number of Cases				Change from Q4 2017 to Q1 2018
		Q2 2017	Q3 2017	Q4 2017	Q1 2018	
Sworn	Temporary	101	113	115	100	↓ 13%
	Permanent	45	42	51	50	↓ 2%
Sworn Subtotal		146	155	166	150	↓ 10%
Civilian	Temporary	10	17	12	11	↓ 8%
	Permanent	16	18	22	25	↑ 14%
Civilian Subtotal		26	35	34	36	↑ 6%
Overall Total		172	190	200	186	↓ 7%

SWORN FORMAL MEDICAL ACCOMMODATIONS BY DIRECTORATE



Directorate	% of Accommodated Employees by Directorate	Breakdown of Positions Held by Accommodated Members		Overall % of Members Accommodated Outside Substantive Positions
		Accommodated Within Substantive Position	Accommodated Outside Substantive Position	
Frontline	95/820 = 12%	52/95 = 55%	43/95 = 45%	43/820 = 5%
Support Services	30/84 = 36%	24/30 = 80%	6/30 = 20%	6/84 = 7%
Criminal Investigations	16/381 = 4%	13/16 = 81%	3/16 = 19%	3/381 = 1%
Resourcing & Development	5/58 = 9%	4/5 = 80%	1/5 = 20%	1/58 = 2%
Corporate Support, Office of the Chief & Executive Services	4/26 = 15%	3/4 = 75%	1/4 = 25%	1/26 = 4%
OPS Totals	150/1369 = 11%	96/150 = 64%	54/150 = 36%	54/1369 = 4%

OTHER TYPES OF ACCOMMODATIONS



- Family Status
 - 2016: 1
 - 2017: 4
 - 2018: 5
- Sex (including pregnancy)
 - Separate reporting as of Q4 2017
 - Average of 6 accommodations per quarters

UNDERSTANDING THE DATA



- New trends in accommodations
 - Mental health related, non-physical injuries and illnesses
 - Family status accommodations
 - Accommodations related to other protected grounds
- Impacts on organization
 - Staffing pressure
 - Limits access to career opportunities/career planning

RECENT STRATEGIC INITIATIVES



- The Wellness Project
 - Educating OPS to help proactively promote member health
 - Imparting OPS-wide resiliency to help reduce accommodation impact
- Gender Equality Project
 - Equitable Work Environment Policy will provide a foundation for increased understanding of accommodation needs and obligations of the employer
 - Equity, Diversity and Inclusion Office

ENSURING CREDIBILITY IN THE SYSTEM



- Changing environment and new legislation
 - Process review to ensure management practices align with new legislative framework
 - Rigor in accommodation process
- Individual willingness to access services
 - Removal of barriers
- Ensure the organization, management, OPSB and the community understand and trust in the system to achieve our goals
 - Support employees with the help they need

FIRST STEP IN GO FORWARD STRATEGY



- *Bona Fide* Occupational Requirement Review (BFOR) of all Sworn job descriptions
 - Identify options on how we deploy members
 - First step to better measure our threshold for operational capacity to accommodate in each section of the organization
 - Balance impact on career development and work options for all members
 - Frontline members to be engaged in process

CONCLUSION



- Important HR issue that we are focused on and tracking
- Assessing our process to ensure it is rigorous and in-line with case law
- Ensure we are deploying all resources as effectively as possible.
- Recognize the impact on all members
- Engage them in the solutions

Next Steps:

- § Update on accommodations data in Quarterly Workforce Management Report
- § Update on BFOR review upon completion