

OTTAWA POLICE SERVICES BOARD  
**HUMAN RESOURCES COMMITTEE MEETING**

MINUTES 7

20 March 2017, 11:00 a.m.

Honeywell Room, 2<sup>nd</sup> floor, Ottawa City Hall

**Present:** Chair: E. El-Chantiry  
Members: A. Hubley, S. Valiquet  
Others: Police Chief C. Bordeleau, Deputy Chief S. Bell,  
Superintendent M. Ford, J. Steinbachs, P. Mills, A. Slobodian, A.  
Cohn, Executive Director K. Ferraro

CONFIRMATION OF AGENDA

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**That the Human Resources Committee confirm the Agenda of the 20 March 2017 meeting.**

CARRIED

CONFIRMATION OF MINUTES

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**That the Human Resources Committee confirm the Minutes from the 28 November and 9 December 2016 meetings.**

CARRIED

ITEMS OF BUSINESS

1. WELLNESS UPDATE

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The Committee received a presentation on the Ottawa Police Service Wellness Strategy (available online). The strategy provides a backdrop for the Post Traumatic Stress Disorder Prevention Plan. A full report on the Wellness Strategy is expected to be brought to the Board in April.

**That the Human Resources Committee receive this presentation for information.**

RECEIVED

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### 2. PTSD PREVENTION PLAN

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The Committee received a presentation on the Ottawa Police Service PTSD Prevention Plan (available online). All employers of first responders covered under the province's *Supporting Ontario's First Responders Act (Act)* have been directed to develop and submit PTSD prevention plans to the Ministry of Labour by April 23, 2017.

The OPS plan is for five years but will be regularly reviewed and revised. The focus is on mitigating the effects of PTSD through early intervention, awareness, and knowledge. The plan has 3 components – environment, individual, and culture – and consists of different phases, some of which will take longer than others, i.e. culture change.

Discussion on the plan covered the following:

- The use of the word 'prevention' in the title of the plan: PTSD cannot be prevented among police officers due to the nature of the work they do however the effects can be mitigated. Employing the term 'prevention' can be misleading however this is the terminology employed by the Ministry.
- The reach of the plan: While part of the plan includes raising awareness around signs and symptoms among supervisors from a WSIB process perspective, all members will be receiving mandatory Road to Mental Readiness (R2MR) training. The end goal is to create a culture change. The OPS is also looking to extend the reach of the plan to members' families.
- Evaluation and ongoing monitoring of the plan: It is expected that as awareness increases, the number of claims will increase. For example, since the *Act* has been in place, PTSD claims rose from 4 in 2015 to 20 in 2016. It is also expected that the duration of claims could shorten. The OPS has baseline data such as claims for long term disability, sick leave, etc. Academics have also been engaged to assist with the plan and there will be an evaluation. The Ministry did not require an evaluation in their direction.
- What is implied by a culture change: The OPS is looking to create a culture of acceptance where members feel open about talking about mental health without fear of reprisal. There has already been a shift with

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some members talking publicly about their experiences.

- How the OPS's efforts compare to the rest of the province: There is lots of sharing occurring within the province in terms of wellness strategies. OPS is leading the way in some areas such as the hiring of two, full-time resources – a peer and a resiliency coordinator. The OPS is also taking the approach of considering the whole person – physically, socially, and their family structure. The Real You Program is ongoing and has in fact doubled the number of participants.

The OPS was congratulated on the job they are doing with respect to wellness.

**That the Human Resources Committee endorse the PTSD Prevention Plan set out in this presentation and recommend its approval to the Ottawa Police Services Board.**

CARRIED

### NEXT MEETING

August 14, 2017, at 10:00 a.m.

### ADJOURNMENT

The meeting adjourned at 11:53 a.m.