

Report to / Rapport au:

**OTTAWA POLICE SERVICES BOARD
LA COMMISSION DE SERVICES POLICIERS D'OTTAWA**

25 October 2021 / 25 octobre 2021

Submitted by / Soumis par:

Chief of Police, Ottawa Police Service / Chef de police, Service de police d'Ottawa

Contact Person / Personne ressource:

**Steve Bell, Deputy Chief Corporate Support/ Chef adjoint du soutien administratif
au commandement**

BellS@ottawapolice.ca

**SUBJECT: RESPONSE TO INQUIRY I-21-22: INCREASE IN WORKPLACE
INJURY, ILLNESS & INCIDENT REPORT FORMS, 2018 THROUGH
2021**

**OBJET: RÉPONSE À LA DEMANDE DE RENSEIGNEMENTS I-21-22: HAUSSE
DU NOMBRE DE RAPPORTS SUR LES ACCIDENTS DU TRAVAIL,
MALADIES PROFESSIONNELLES ET INCIDENTS SUR LE LIEU DE
TRAVAIL, DE 2018 À 2021**

REPORT RECOMMENDATIONS

That the Ottawa Police Services Board receive this report for information.

RECOMMANDATIONS DU RAPPORT

**Que la Commission de services policiers d'Ottawa prenne connaissance du
présent rapport à titre d'information.**

BACKGROUND

The Ottawa Police Services Board (Board) made an inquiry at the September 2021 Board meeting regarding the Q2 Workforce Management Report. The inquiry (I-21-22) was as follows: Can the OPS please provide an explanation for the significant increase in Workplace Injury, Illness & Incident Report Forms received between 2018 and 2021?

The Workforce Management Report demonstrates a steady increase without indicating the cause.

This report shall provide additional information regarding the inquiry in questions.

DISCUSSION

When a member becomes injured or ill due to a workplace event, or becomes aware of an incident that could have caused an injury or illness, the member is required to report the event to a supervisor. Supervisors are responsible for attempting to identify potential contributing factors related to incidents, and identifying potential corrective actions to help prevent similar incidents from occurring in the future. Supervisors must document these events by completing the *Workplace Injury, Illness & Incident Report Forms (WIIIRFs)*. WIIIRFs are submitted to the Abilities Management Unit (AMU). AMU processes the reports, follows up with Ottawa Police Service (OPS) stakeholders, and fulfils any third-party reporting requirements necessary for regulatory compliance.

The Abilities Management Sections reports quarterly and annually on workplace injury, illness and incident statistics. The annual report is provided to the Board to meet the Chief's requirements under the Occupational Health & Safety Policy (Policy CR-15). The policy states that:

“On an annual basis, the Chief of Police shall provide an Occupational Health and Safety Report to the Board that reports on the frequency and severity of injuries, and the effectiveness of the policy and programs in place.”

Year over year, and for the period of 2018 to present, physical injuries (mostly musculoskeletal) remain the category that captures most of the injury, illness and incident forms. Due to the physical nature of the work OPS officers are engaged in, this is not surprising. Most of these incidents involve sworn OPS members.

What is causing a significant increase in occurrences overall are the psychological injury, illness and incident occurrences that have been increasing since 2016 with the presumptive legislation regarding post traumatic stress disorder in first responders. While still a small percentage overall, there is an increase in these claims for the periods of 2018 to present when compared with prior to 2018 and even more so prior to 2016.

Q2 2021 saw a significant increase in incident, illness and injury claims when compared to other quarters. There were seven (7) traumatic events that occurred in Q2 where many members from the same Frontline platoons and/or Communication Centre Platoon submitted incident, injury or illness forms for these traumatic exposures. These

7 events led to 131 incident, illness and injury occurrences being submitted. Two of these incidents in particular each resulted in 35 and 25 submissions respectively.

Further, there were 54 occurrences that cited “exposures” which can include things like exposure to hazardous conditions like gas, dust, and communicable diseases. This is an unusually high number of these occurrences and is indicative of the work sworn members have been exposed to during the COVID-19 pandemic.

Preliminary data from Q3 demonstrates quarterly statistics that are more in line with what OPS has seen in other quarters in other years. It appears as though Q2 was an exception.

CONSULTATION

The Abilities Management Section continues to work with internal and external partners to facilitate the Workplace Safety and Insurance Board (WSIB) process. Particularly, with the Wellness and Safety Section to ensure prevention of future incidents and support to members who are experiencing these challenges in the workplace.

FINANCIAL IMPLICATIONS

N/A

SUPPORTING DOCUMENTATION

N/A

CONCLUSION

This report is intended to provide the Board with a more details regarding the WSIB statistics from the Q2 Workforce Management report.

Document 1

N/A