

# HALIFAX

## **Understaffing, Long-Term Absences and Mental Health Claims at Halifax Regional Police**

**An Overview of Issues and Recommendations for Improvement**

**Presentation by Melanie Gibson, HR & CC**

**March 9, 2023**

# Board of Police Commissioners Motion

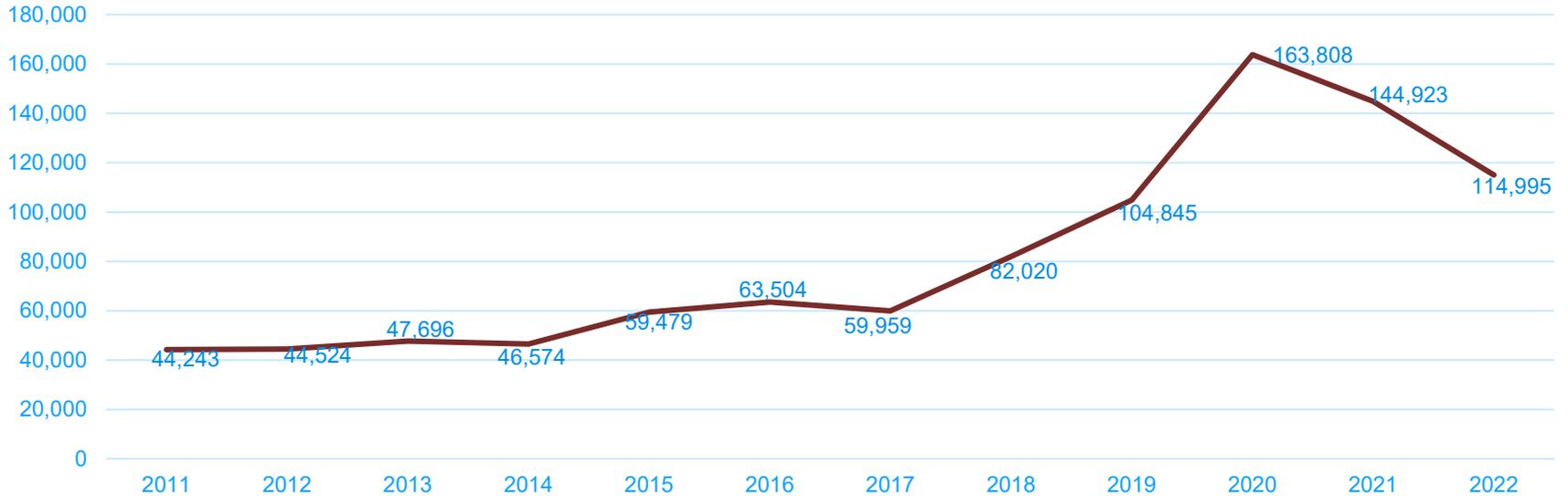
THAT the Board of Police Commissioners request that the Chief Administrative Officer in collaboration with the Chief Officer of the Halifax Regional Police to, in consultation with and with the approval of the Board of Police Commissioners, direct Human Resources & Corporate Communications to study the issues of understaffing, increased mental health claims, and increased long-term absences within the Halifax Regional Police. The objective of this study would be to present a report to the Board of Police Commission which would outline:

- a) the contributing factors giving rise to these issues; and
- b) recommendations for addressing these issues in the short, medium, and long term.

This report could then inform budget deliberations in future fiscal years.

# Long-Term Absences

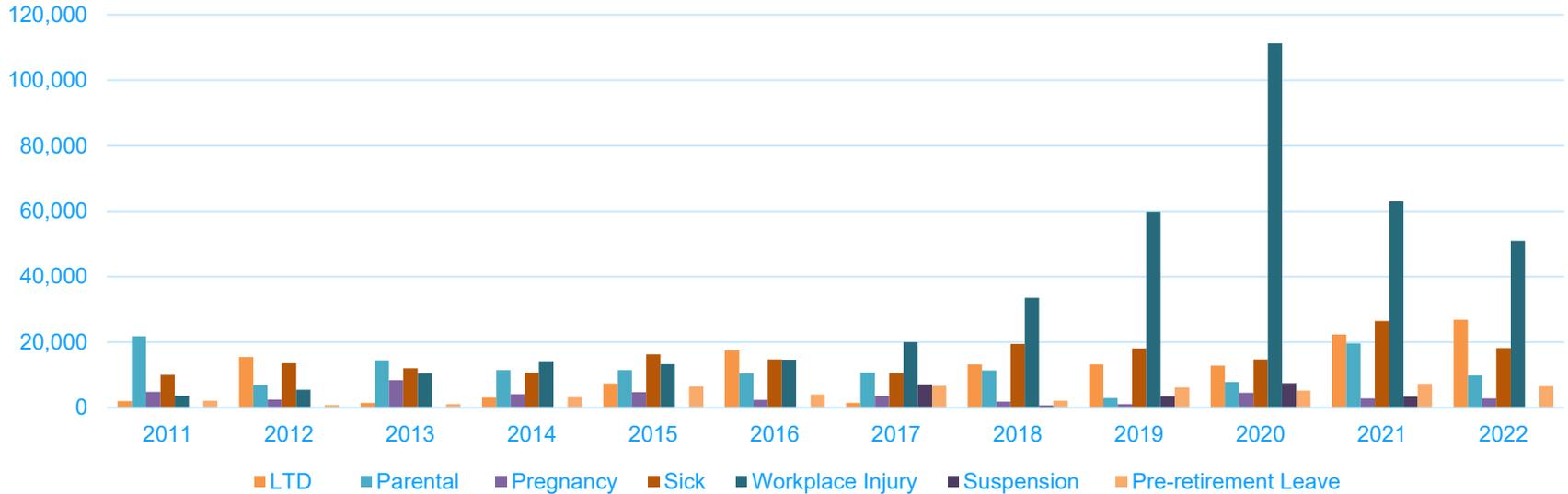
## Total Long-Term Absence Hours Annually



Source: HRM's SAP system, Worker's Compensation Board Claims Data and manually tracked data from Halifax Regional Police Health Specialists.

# Long-Term Absences Continued

## Long-Term Absence Hours Per Year



Source: HRM's SAP system, Worker's Compensation Board Claims Data and manually tracked data from Halifax Regional Police Health Specialists.

# Long-Term Absences: Workplace Injury Leave

WCB Time Lost Claims Analysis						
		YEAR				
		2019*	2020	2021	2022	Total
<b>All Claims</b>	Time Lost Claims	13	51	70	116	250
	Total Weeks	447	1916	777	443	3583
	Average Duration in Weeks	34	38	11	3.7	14
		2019	2020	2021	2022	Total
<b>Psychological Injury Claims</b>	Time Lost Claims					41
	Total Weeks	229	1469	245	210	2153
	Average Duration in Weeks	115	86	27	16	53
		2019	2020	2021	2022	Total
<b>Physical Injury Claims</b>	Time Lost Claims	11	31	57	27	126
	Total Weeks	218	439	527	151	1335
	Average Duration in Weeks	20	14	9	6	11
		2019	2020	2021	2022	Total
<b>COVID Claims</b>	Time Lost Claims					78
	Total Weeks					87
	Average Duration in Weeks					1.2

Source: Workers' Compensation Board of Nova Scotia, Claims Data Download, Date of Extraction Dec 28, 2022

\*September 1, 2019 - December 31, 2019

# Long-Term Absences: Workplace Injury Leave

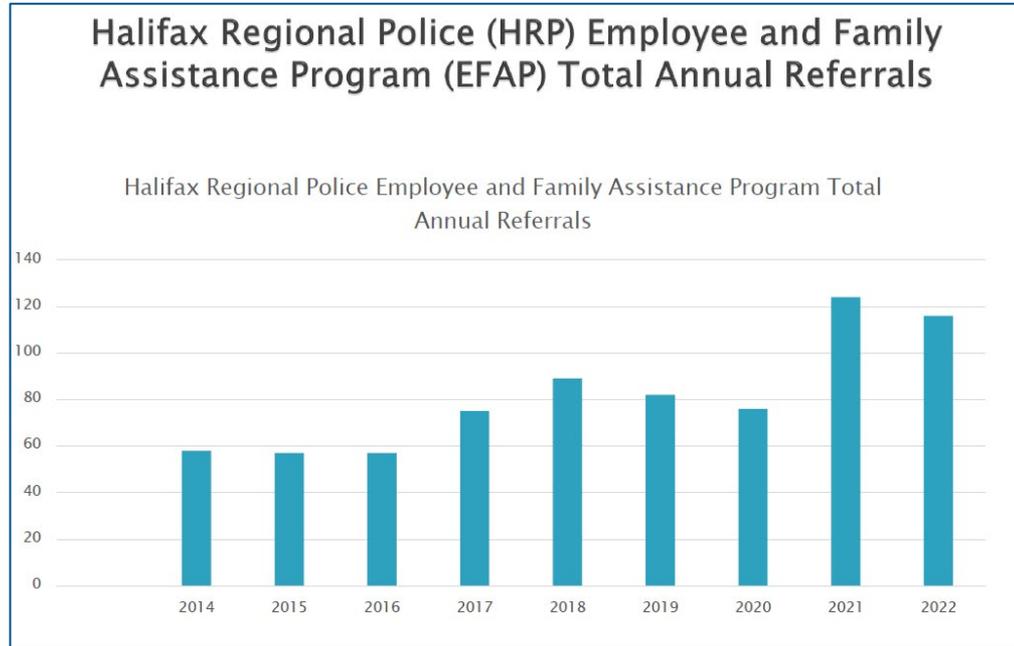
## Potential Contributing Factors and Considerations

- Presumptive legislation and PTSD
- Psychological injury – national trends
- Lengthy time away from work for psychological injury claims
- Difficulty in identifying return to work or accommodation options
- COVID-19

# Long-Term Absences: LTD and Sick Leave

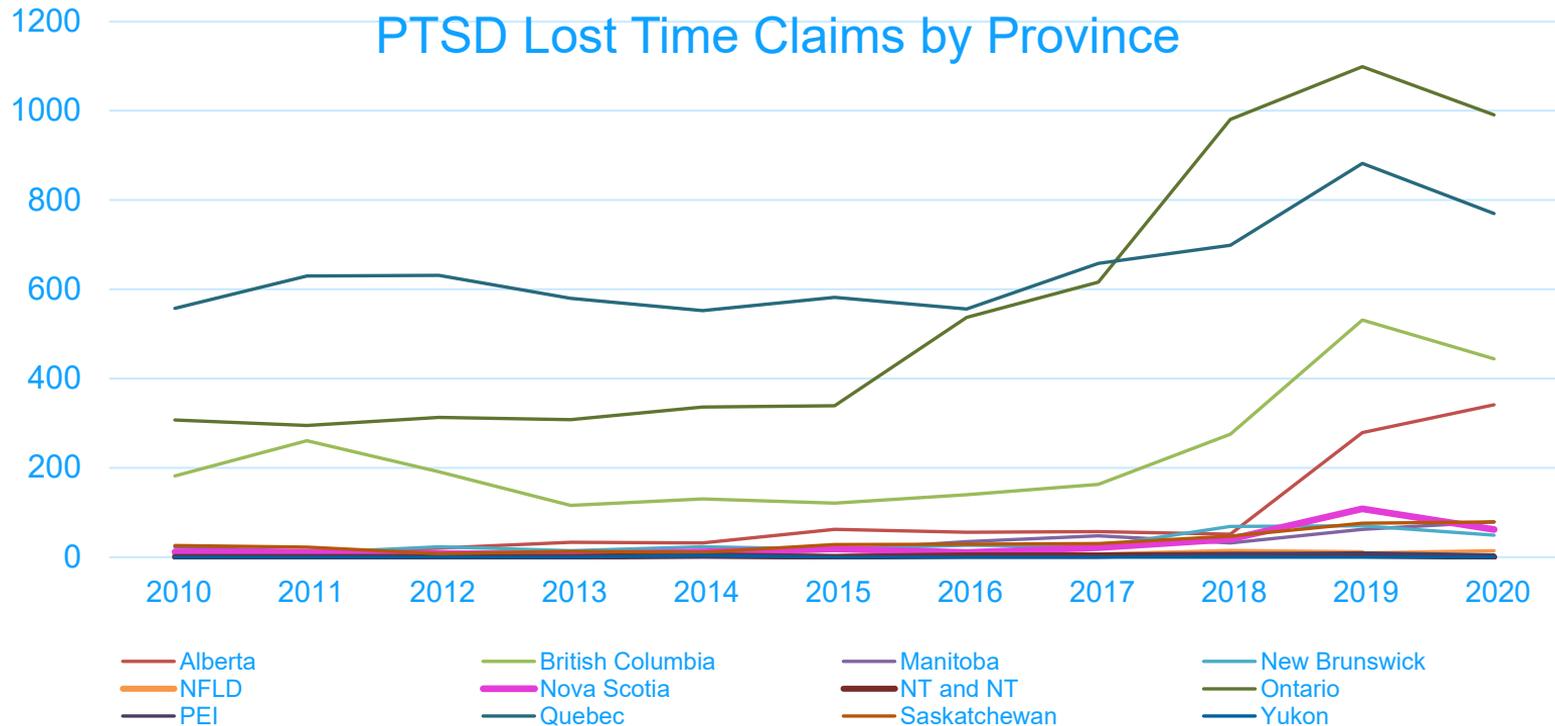
- Long-term disability
  - Number of LTD hours increasing
  - 26,786 hours in 2022
- Sick leave hours (for 30 days or more)
  - Number of hours are increasing
  - Partially tied to LTD due to waiting period

# Mental Health Claims: EFAP



Source: HRP Employee Family Assistance Program

# Mental Health Claims: WCB and PTSD



Source: Association of Workers' Compensation Boards of Canada (AWCBC), National Work Injury/Disease Statistics Program (NWISP), September 28, 2022.

# Mental Health Claims: Potential Factors

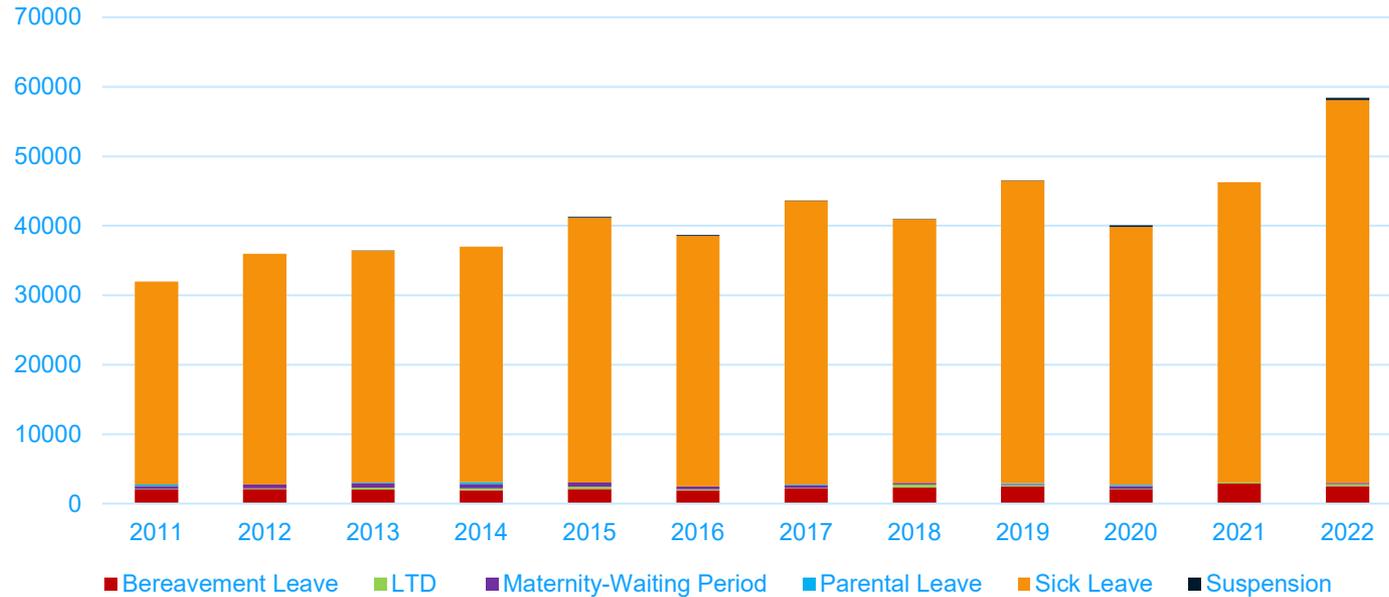
- Burnout
- Overworked Employees
- Job-related Stressors
- Lack of Early Detection
- Morale and Engagement

# Understaffing – Contributing Factors

- Long-Term Absences
- Short-Term Absences
- Vacancies created by Retirements and Resignations

# Understaffing: Short-Term Absences

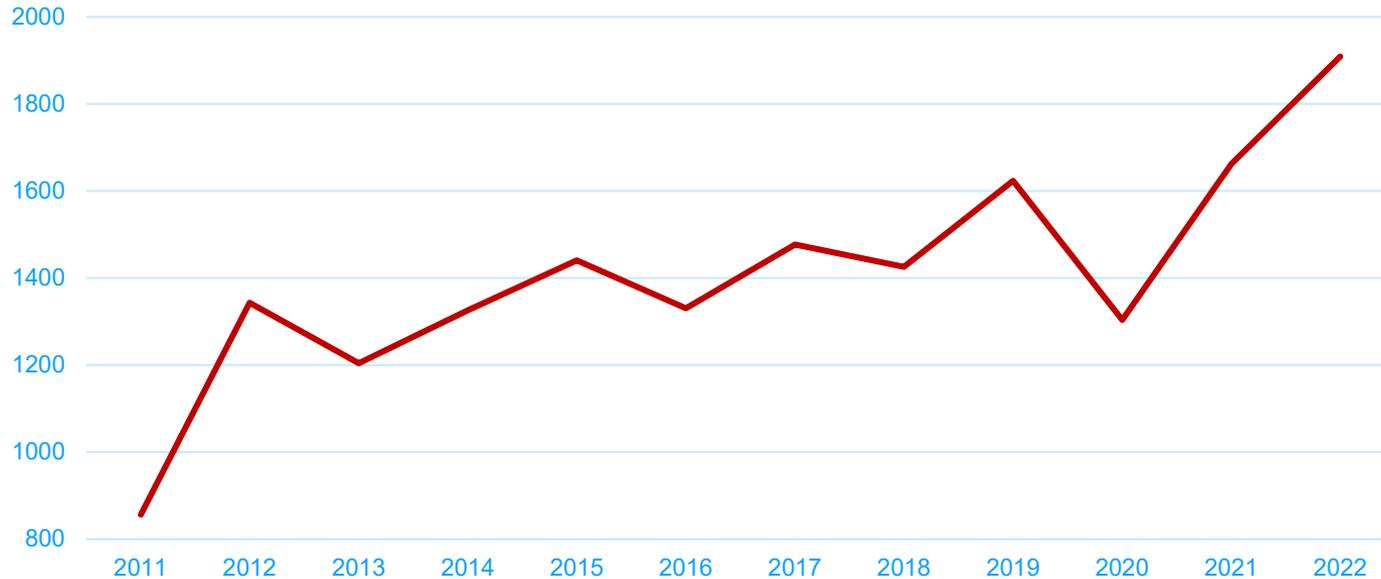
Short-term Absences by Hours



Source: HRM's SAP system, Data retrieved December 19, 2022.

# Understaffing: Sick Leave

Sick Leave (2 Days or Less)



Source: HRM's SAP system, Data retrieved December 19, 2022.

## Current Efforts

- Safeguarding Program
- Critical Incident Stress Management (CISM)
- Post Critical Incident Check-in
- Peer Support Program
- Return to Work
- Reintegration Program
- More Health Staff

## Recommendations: Short to Medium Term

- Data Collection
- Workforce Planning
- Reintegration Program
- Return to Work
- Assess Existing Data
- Feedback Mechanisms

# Recommendations: Medium to Long Term

- Prevention
- Examine Data
- Attendance Support

# Questions?