



Employee & Organizational Wellness Branch

Presented for Information
Edmonton Police Commission

Thursday, October 22, 2015

Presenters: Donna Munro, Director & Andy Simpson, Manager



Employee & Organizational Wellness Branch

- **Director i/c Employee & Organizational Wellness**
- **Manager i/c Health, Safety & Disability Management**
- **Staff Sergeant i/c Employee & Family Assistance**
- **Chaplain**
- **Coordinator Fitness & Active Lifestyle Unit**
- **Acting Organizational Psychologist**



Presentation Overview

- **Health, Safety & Disability Team**
- **Role within EPS**
- **Occupational Health and Safety (OHS) within EPS**
- **2015 Internal OHS Audit Results**



Health, Safety & Disability Management Structure

Health, Safety & Disability Team:

- **Manager**
- **2 Disability Management Consultants**
- **Occupational Health Nurse; Health Nurse**
- **Occupational Health & Safety Consultant**



Disability Management

- **Provide disability claims management services for short-term disability claims.**
- **Provide disability claims management services in partnership with Great West Life for long-term disability claims.**
- **Provide Workers Compensation Board return to work coordination.**
- **Facilitate gradual and/or modified return to work planning.**
- **Provide support to members on disability management issues and processes.**
- **Educate supervisors and management on Disability Management Consultant processes (return to work, modified duties) and their roles within these processes.**



Nursing

- **Provide 24/7 infection control advice and management to frontline members including immediate and urgent needs of members.**
- **Annual recruit and specialized area medicals.**
- **Coordinate first aid program services within EPS including first aid response within Police Headquarters.**
- **Manage confidential medical information related to program activities.**
- **Provide and promote health programs within EPS, including required medical monitoring and wellness programs.**



Occupational Health & Safety

- **Develop OHS strategic vision including performance measures for EPS.**
- **Assists management with implementation of EPS occupational health & safety program.**
- **Investigates serious incidents involving EPS employees.**
- **Facilitates occupational health & safety training and auditing.**
- **Designs and implements programs based on statistics and trends.**
- **Perform OHS orientations for civilian staff.**



Occupational Health & Safety

- **Occupational, Health & Safety Program in place.**
- **Measured through Annual Safety Audit.**
- **Action Plans developed to address auditor recommendations.**



Certificate of Recognition (CoR)

- Recognition by Alberta Government and WCB to employers for implementing an OHS Management System.
- Must participate in and pass Annual Safety Audit.
- EPS achieved and has maintained Certificate of Recognition for last 5 years.

Benefits:

- Reduction in injuries.
- Decreased WCB Premiums.



2015 Safety Audit

- **Passed audit with an overall score of 91%.**
- **Final Report presented to Chief's Committee.**



Audit Findings (General)

Overall Strengths:

- **The Executive Leadership Committee understands the importance of OHS and how it relates to EPS core values.**
- **Excellent OHS Orientation and Training Program in place for sworn members.**
- **Excellent Emergency Response Plans in place for EPS facilities.**



Audit Findings (General)

Suggestions for Improvement:

- An Audit Action Plan has been developed that includes strategies on how to:
 - Increase OHS support to front-line supervisors.
 - Evolve the Workplace Inspection Program to increase employee engagement and understanding.
 - Improve Incident Investigative Training for all supervisors.



Next Steps

- **Implementation of Action Plan commencing Fall 2015 to address audit findings.**
- **Utilize EPS Joint Bureau OHS Committee to support OHS program implementation.**



QUESTIONS?