



Mental Health of Police Officers

Vancouver Police Department (VPD)

Survey

Presented for Information
Edmonton Police Commission

Thursday, February 18, 2016
Presenter: Acting Inspector Sean Anderson
Employee and Organizational Wellness Branch



Presentation Overview

- Introduction of survey
- Survey key findings
- Edmonton Police Service (EPS) data and resources
- Relevance of findings for EPS
- Summary



Vancouver Police Union Survey

- Sponsored by Vancouver Police Union (VPU)
- 70% participation (765 members)
- Valid survey tools for clinical and non-clinical questions
- Speaks to operational and organizational influencers of mental health of members



Key Findings of Survey on VPD Members

- 32% of officers fall in the range of diagnosable Post Traumatic Stress Disorder (PTSD)
- High number of officers are suffering from anxiety, depression, exhaustion and cynicism
- High percentage of the officers reported moderate to high exhaustion
- The officers felt that there was greater negative public stigma than negative self stigma
- Organizational and operational contributors to officer stress



EPS Information

Our data is different and includes sworn and civilian:

- 44% of our open Long Term Disability claims are for mental health reasons
- 40% to 50% of the Short Term Disability mental health cases we manage each year, are related to depression
- Workers Compensation Board (WCB) stats include:
 - In 2015 year to date we have 4 accepted PTSD cases and 1 pending
 - In 2014 we had 2 PTSD claims accepted
 - In 2013 we had 1 PTSD claim accepted
- Healthy utilization of mental health resources such as Member Support Unit (MSU) and Employee & Family Assistance Section (EFAS)



Presently at EPS

Creating physical and psychological resiliency through:

- Proactive programs
 - Annual Mandatory Wellness Evaluation (MWE)
 - Road to Mental Readiness (R2MR)
 - Fitness and lifestyle resources
 - Annual flu shots and immunizations
 - Spiritual resources
 - Safety programming such as Below 100
- Health information and education
 - Weight watchers
 - Blood pressure clinics
- Professional intervention and support
 - Employee and Family Assistance
 - Critical Incident Stress Management (CISM) peer support
 - Preferred psychologists and counsellors
 - Re-integration program post critical incident
 - Disability management program



Going Forward

- Continue the delivery of our programs that are considered innovative and at the forefront of law enforcement
- Fatigue management program review
- Repeat employee engagement survey to continue to assess the “pulse” of the organization



Questions?