



BUREAU OF PEOPLE & ORGANIZATIONAL DEVELOPMENT

Pandemic Impacts on HR

Date

2022-01-25

Purpose

In preparation for the January 2022 CPC meeting (as per Supt. Joe Brar and Deputy Chief Raj Gill) this document outlines the pandemic impacts on HR. The information below was provided by the BPOD Executive Directors and the COVID Incident Management Team (IMT).

Summary of Impacts/Challenges

- ❖ **COVID-19 Vaccination Policy and Omicron Variant:** The CPS Employee COVID-19 Vaccination Policy and the recent Omicron COVID-19 variant have required the Service to continue pivoting and redeploying operational and support staff as required. The Bureau has led extensive consultation with members, unions/associations and subject matter experts as they navigate policy and practice related to the pandemic. It is anticipated that monitoring compliance to the mandatory vaccination requirements, spread of the Omicron variant, as well as COVID-19 health measures will continue to significantly impact the BPOD resources in the coming months as we work to manage impacts to sworn and civilian staffing.
- ❖ **MEMBER WELLNESS:** BPOD members are working hard to provide support to work areas experiencing the effects of COVID, while also experiencing those same effects. This is leading to COVID fatigue, as other non-COVID work remains to be prioritized. Human Resources has seen movement within their workforce due to job demands and pressures related to the performance of duties.
- ❖ **TRAINING:** The current COVID restrictions affect both Recruit and In-Service training due to a limited number classrooms available to hold the required amount personnel. The Chief Crowfoot Learning Centre remains agile in their approach the training delivery based on the COVID impact within the Recruit classes. At times individuals and whole classes have been taking part in virtual learning from home; to date this hasn't had a detrimental impact on timelines or training, however this is constantly being reassessed based on the COVID situation and the learning objectives required.
- ❖ **RECRUITMENT:** The Recruiting & Selection Unit continues to navigate the challenges that impact outreach and applicant testing scheduling, however we remain very confident that we can achieve our 2022 goals.
- ❖ **PANDEMIC PATROL ASSISTANCE TEAMS (PPAT) REDEPLOYMENT** (as of January 25, 2022): On average, over the month of January, there have been 14 members redeployed per day from other work areas to Patrol due to positive cases. We have redeployed members to fill 317 shifts since the inception of PPAT.

COVID Incident Management Team (IMT) COVID-19 Statistics



In September 2021, COVID IMT was re-mobilized due to the high demand of planning and resourcing provided to our front-line and specialty areas within the CPS.

**CPS Vaccination Rates (as of January 25, 2022):**

- 93.75% of CPS members (sworn and civilian) are fully vaccinated
- 93.79% of Sworn members are fully vaccinated
- 93.63% of Civilian members are fully vaccinated

**CPS COVID-Positive cases (as of January 25, 2022):**

- So far in January there have been 321 COVID-positive cases.
- 94% of positive cases in January are fully vaccinated members.
- There are currently 70 “active” positive cases.
- There have been 647 positive cases to date.