

EPS 2023-2024 Wellness Philosophy and Strategy

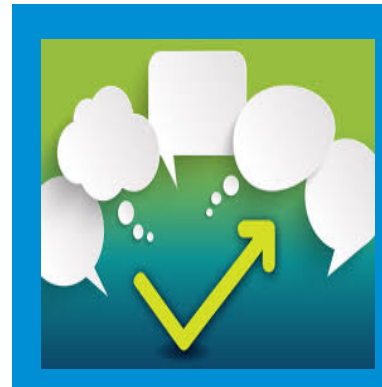
Presented for Information
Edmonton Police Commission

February 22, 2024
Donna Munro, Director



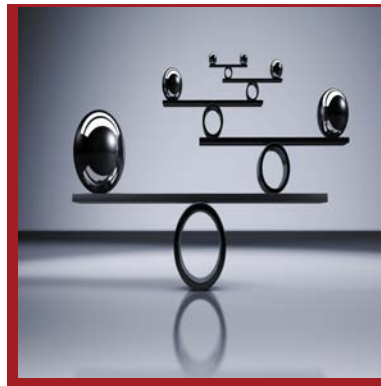
Current Environment

- Recruiting & Retention Trends
- Disability Management Statistics
- Changing Public Expectations and Perceptions on Policing
- Mental Health Stigma
- Access to Health Care



Lets build upon the positive....

- Fitness focus
- Team and peer support
- Recent Engagement Survey
- Industry leading interventions



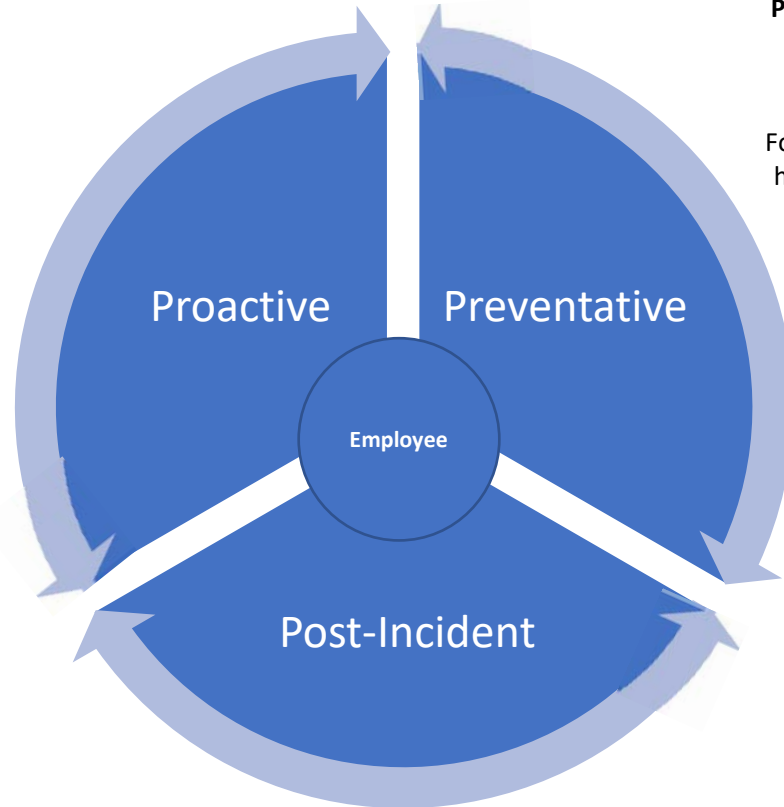
Objectives of the EPS Wellness Strategy

EPS has a healthy,
resilient, and
productive workforce

EPS is a recognized
leader in wellness
programming in the
law enforcement and
first responder
community

Wellness initiatives
contribute to EPS's
recognition as a Top
Employer attracting
and retaining talent

Model for an Overall Employee Health and Wellness Strategy



Programs and supports that promote individual and organizational capacity building

Focus: investments that arm employees with skills to take ownership of their overall health and wellbeing

Programs and supports for employees at the emergence of a potential or onset of a crisis or incident

Focus: Investments that are intended to help prevent the onset of a physical or psychological injury

Programs and supports that are in place post incident

Focus: Investments that are intended to engage employee in the recovery and reintegration post physical or psychological injury

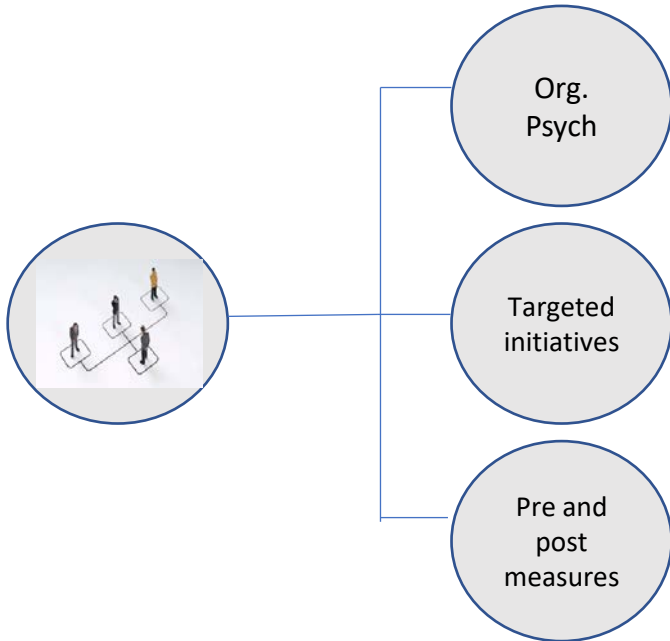
Building Individual Capacity

Focus on Individual Knowledge and Skill Building



Building Organizational Capacity

Focus on Organizational Influences



Wellness Survey and Focus Groups

Target Stigma of Mental Health

Structured peer support network

Enhance What We Have

Focus on Enhancing Supports



EFAS

Reintegration

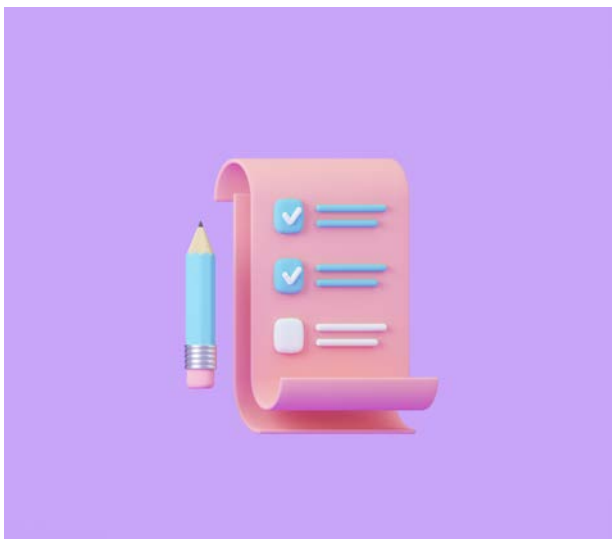
Member
support

Wounded Warriors

Psychologists on site

Secondments to member support and
reintegration

How do we recognize success



- ❑ Currently developing outcome measures with our Research and Development branch
- ❑ On an initiative focused level such as Enriched Academy and Homewood Health we have utilization data to monitor we will measure this throughout 2024
- ❑ On a program level, we can measure successful and sustainable return to work as an impact of reintegration for example we have a baseline and will see this impact by mid 2025
- ❑ On an organizational level we hope to impact the number of employees off work and decrease the time away from work, this is a long term outcome of 3 to 5 years