



## EDMONTON POLICE SERVICE

### REPORT TO THE EDMONTON POLICE COMMISSION

**DATE:** January 20, 2022

**SUBJECT:** Early Intervention Unit (Presentation to the EPC)

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#### RECOMMENDATION(S):

That this report be received for information and the Committee approve the full presentation to proceed to the Committee on March 17<sup>th</sup>, 2022.

#### BACKGROUND:

The Early Intervention Unit (EIU) was developed within the EPS in 2003, for years, it was led by one full time Sergeant. Over the last 10 years, the EI program has grown with the addition of two full time non-sworn members and the most recent addition of a Constable position. Currently, the EIU is led by Sgt. Brad YANICK and the rest of the EIU team consisting of Cst. Steve LIBBEY, Shelley CORNFIELD (Methods Analyst and Sandra FISH (Admin/data processing Clerk).

The EIU is a non-disciplinary program designed to be proactive to identify patterns of behaviors in members, which may require an intervention/assistance. The EI program is available to all sworn members within EPS. The main goal is to assist supervisors in coaching, guiding and mentoring their members in order to head off potential issues before they escalate. The EI work is totally separate from any form of disciplinary process.

In Q1 of 2021, The Early Intervention Unit was moved under the Wellness Branch and attached to the Employee Family Assistance Section (EFAS). The EI unit makes up one of the three pillars to EFAS, along side Reintegration Unit and Member Support Unit.

As requested by Deputy Chief MURPHY, EIU was requested to prepare a presentation for the Edmonton Police Commission (EPC) to be presented on March 17, 2022.

Sgt. Brad YANICK and the EIU team have completed the presentation which provides an excellent overview of the program along with statistics that highlight the success of the program. The presentation would be for education and information purposes highlighting the benefits of the program for the EPS membership.

In consultation with Staff Sergeant Glen KLOSE, it is highly recommended that this information be presented to the EPC during the portion of the meeting that is closed to the public. Based on the content and the wellness aspects of our role in the organization the sensitivity of the information could be impactful to our EPS members and our organization as whole.

**ATTACHMENTS:**

Attachment 1– Tracking Sheet – 12957 (1 page)

Attachment 2 - Power Point Presentation – Hard Copy (8 info pages)

Written by: **Sergeant Brad YANICK**  
**Early Intervention Unit - Employee Family Assistance Section**



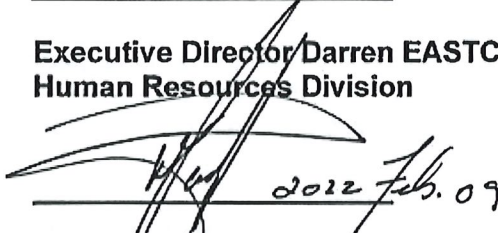
Reviewed by: **Staff Sergeant Glen KLOSE**  
**Employee Family Assistance Section**



Reviewed by: **Director Donna MUNRO**  
**Employee & Organization Wellness Branch**

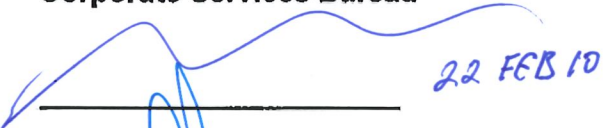


Reviewed by: **Executive Director Darren EASTCOTT**  
**Human Resources Division**



2012 Feb. 09

Approved by: **Deputy Chief Alan MURPHY**  
**Corporate Services Bureau**



22 FEB 10

Chief of Police: **Dale MCFEE**



Date: 22 Feb -10

# EARLY INTERVENTION UNIT

Presented for Information to the  
Edmonton Police Commission

Sergeant Brad Yanick  
Early Intervention Unit

March 17, 2022



# EARLY INTERVENTION UNIT

## The Early Intervention Program is:

- **Completely Voluntary**
- **Non-punitive, and separate from any disciplinary process**
- **Supports Sworn Members and Supervisors**
- **Trend analysis to identify patterns of behaviour**
- **Risk management for members and the organization**
- **Performance Development**



# EARLY INTERVENTION UNIT

## Access to Early Intervention:

- Automated Database Analysis
- Self Generated
- Peer Generated
- Supervisor Initiated
- Working Relationships





# EARLY INTERVENTION UNIT

## How We Help:

- **Proactive Trend Analysis:**
  - Identify patterns
  - Report Analysis
- **Supplemental Training:**
  - Internal and External
- **Coaching and Mentoring:**
  - Members and Supervisors
  - Subject Matter Experts
  - On-going Follow up Support
- **Referrals to Wellness:**
  - Member Support Unit
  - Reintegration Unit
  - External Professionals

# EARLY INTERVENTION UNIT

## Critical Incident Assistance:

- **Operational highlights are reviewed on a daily basis**
- **Critical Incidents are identified**
  - High intensity or especially emotionally difficult calls
- **Shared with Member Support Unit**
  - Critical Incident Stress Management trained officers reach out to members
- **Database Analysis Referrals**
  - In 2021 we referred 1327 Critical Incidents to Member Support
  - Bi-weekly summary referrals



# EARLY INTERVENTION UNIT

## Key Achievements

- **2021 Member Contacts have risen 83% from 2020 (up 194% since 2019).**
  - Education / Awareness
  - Building working relationships with other units
  - Proactive approach
- **Database Analysis:**
  - In 2021 analysis was completed on approximately 2000 alerts
  - 90% of those alerts were closed without needing any intervention.
- **Five year (2016-2021) review analysis showed:**
  - 83% of the members did not have to be contacted again for the same indicator.
  - Of the 17% that generated contact again, the average timespan was 387 days apart.
- **Proactive member contacts have increased from 18% in 2016 to 46% in 2021.**



# EARLY INTERVENTION UNIT

## Developing Self and Others

- **Continually assessing best practices:**
  - Maintaining and developing partnerships
  - Staying up to date with the latest technology and resources
- **Several outside Police agencies have contacted our Early Intervention Unit with the hopes of duplicating our success:**
  - New Zealand
  - Calgary
  - Lethbridge
  - Ottawa
  - Peel Regional
  - Surrey
  - Saskatoon
  - Medicine Hat
  - Winnipeg
  - Tasmania, Australia



# THANK YOU

## Questions?

### Early Intervention Unit

Sergeant Brad Yanick  
Constable Steve Libbey  
Shelley Cornfield – Analyst  
Sandra Fish – Data Processing Clerk

