

2023 BUSINESS PLAN



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GOAL 1 | PROTECTION AND CRIME PREVENTION

1.1 Downtown Safety Strategy

The Downtown Safety Strategy was developed in response to community needs downtown with a particular focus on the Sports, Hospitality, and Entertainment District (SHED) and surrounding area. Police and cadets provide a visible, proactive presence through foot patrols and build relationships through engagement with the community. Innovative and cooperative partnerships with businesses and organizations operating downtown will further enable the goal to reduce crime and disorder, and increase the sense of safety in the community. In collaboration with the Downtown Community Safety Partnership, the Service will explore enhanced use of technology to improve the response to safety issues in the downtown, and ensure individuals are connected to the appropriate supports.

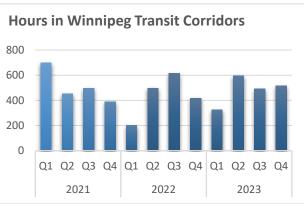
ACTIONS

- Proactive foot patrol presence in the Foot Patrol Zone.
- Attention to special events in the downtown/SHED.
- Police and cadet presence in the downtown Winnipeg Transit corridors.
- Collaborate with safety and outreach partners operating in the downtown.
- In conjunction with downtown outreach partners, connect individuals to appropriate supports in the community.
- Explore enhanced use of technology to improve deployment of resources.
- Work with downtown safety partners to focus on Downtown Priority Offenders (DPO).

	Q1	Q2	Q3	Q4	Total
Number of foot patrol hours in the downtown Foot Patrol Zone.	1835	2372	2624*	3139	9970
Number of special events attended in the downtown/SHED.	61	77	82	93	313
Number of hours deployed in the downtown Winnipeg Transit corridors.	323	596	492*	514	1925
Number of arrests in the downtown Foot Patrol Zone.	159	206	217	188	770
Number of individuals diverted to social supports.	11	14	7	10	42
Number of Downtown Priority Offender arrests.	11	14	7	13	45
Number of Intensive Case Assessment Process (ICAP) Crown contacts.	3	6	8	5	22

^{*}Figures restated due to data correction.





GOAL 1 | PROTECTION AND CRIME PREVENTION

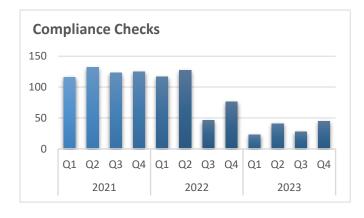
1.2 Gang and Gun Suppression Strategy

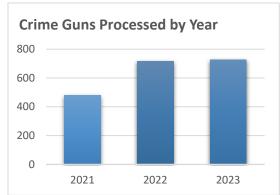
The Gang and Gun Suppression Strategy involves specialized tools and skilled teams positioned to address firearm and drug offences, and gang related violence. The Strategy emphasizes enforcement, prevention, intervention, and education programs. The Service, along with external enforcement partners, is committed to interrupt and address gang activity.

ACTIONS

- Conduct short and long-term investigations, focusing on known gangs and gang members, and illegal activities.
- Monitor gang members' compliance with bail or parole conditions.
- Continue collaboration with gang outreach partners to refer gang members and at-risk individuals.

	Q1	Q2	Q3	Q4	Total
Number of disruptions to gang operations.	8	9	6	9	32
Number of gang members and associates arrested.	11	16	15	15	57
Number of compliance checks.	23	41	28	45	137
Number of social program referrals.	3	9	4	8	24
Number of dispatched events involving firearms.	455	680	783	633	2551
Number of dispatched events involving firearm discharges.	35	35	39	35	144
Number of guns seized.	318	285	431	328	1362
Number of crime guns processed through Firearms Investigative Analysis Section (FIAS).	184	101	227	216	728
Number of ballistic tests completed.	159	111	98	91	459
Number of leads through use of Canadian Integrated Ballistics Identification Network (CIBIN).	22	7	13	14	56





1.3 Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU)

Tackling the increase in violent crime in Winnipeg, and across the province, demands a cooperative response. The new Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU) is a collaborative effort of the Winnipeg Police Service (WPS) and RCMP D Division that is focused on individuals who are responsible for committing violent and serious offences. This integrated unit will identify, locate and apprehend violent offenders in Manitoba. MIVOAU will also be deployed to assist investigative units from the RCMP and WPS.

ACTIONS

- Launch Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU).
- Apprehend violent offenders.
- Provide assistance to investigative units.
- Assist other law enforcement agencies or other partners to locate and apprehend violent offenders.

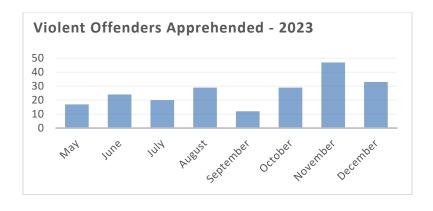
MEASURES

	Q1	Q2 ¹	Q3 ²	Q4	Total
Number of violent offenders apprehended by MIVOAU.	N/A	41	61	109	211
Number of times MIVOAU assisted WPS or RCMP investigative units.	N/A	6	8	15	29
Number of initiatives with external partners or other law enforcement agencies.	N/A	32	5	4	41

Since launching in May 2023, the MIVOAU has made significant strides in combating violent crime by successfully utilizing investigative techniques.

During Q4:

- 90% of violent offenders arrested involved individuals either on bail, probation or parole.
- 27% of violent offenders arrested by MIVOAU were known to police as a gang member or associate.



¹ Q2 measures contain data from May 8 – June 30.

² RCMP complement began arriving during September.

GOAL 1 | PROTECTION AND CRIME PREVENTION

1.4 Traffic Safety Strategy

The Traffic Safety Strategy supports the Manitoba Road Safety Plan to achieve safer driving practices. The overall goal of the strategy is accomplished by promoting responsible driving through enforcement and education with a focus on speeding, impaired driving and distracted driving. Road safety education and enforcement programs are led by the members of the Traffic Division, in partnership with members in all divisions. Road safety is also supported through inspections of commercial and light vehicles to ensure compliance with national Safety Code requirements, Commercial Vehicle Safety Alliance (CVSA) standards, relevant provincial legislation and municipal bylaws.

ACTIONS

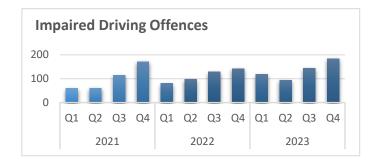
- Coordinate and conduct enforcement and education activities with a focus on speeding, impaired driving and distracted driving.
- Investigate serious collisions with injuries and/or fatalities.
- Conduct commercial and light vehicle inspections.

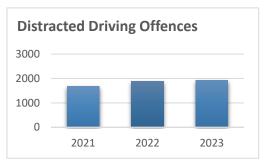
MEASURES

	Q1	Q2	Q3	Q4	Total
Number of officer-enforced speeding offences.	1918	2881	2972	2634	10,405
Number of mobile photo radar/laser photo enforcement tickets issued.	11,582	22,712	27,057	19,073	80,424
Number of intersection safety camera offences.	6722	11,244	12,056	8443	38,465
Number of impaired driving offences.	118	94	144	184	540
Number of distracted driving offences.	141	624	592	567	1924
Number of serious collisions with injuries/fatalities investigated.	1	1	4	3	9
Number of vehicle inspections completed.	420	556	404*	258	1638
Percent of inspections classified as fail and taken out of service.	36%	42%	35%	60%	42%

*Figure restated due to data correction.

Number of Education and Awareness Campaigns and Media Views	Q1	Q2	Q3	Q4	Total
Tweets	4	13	9	10	36
Retweets	9	107	80	100	296
Impressions	34,684	257,116	222,756	159,903	674,459
Likes	63	577	342	700	1682





GOAL 2 | COMMUNITY PARTNERSHIP

2.1 Indigenous Women and Girls Safety Strategy

The Service continues to develop proactive strategies that reduce the victimization of Indigenous women and girls by working with and supporting Indigenous-led community organizations and community partners. Enforcement efforts also focus on individuals and groups involved in the exploitation and trafficking of Indigenous women and girls. The Service is committed to enhancing collaboration with external agencies and community groups regarding at-risk missing person files to harness their community knowledge, networking and active engagement at the grassroots level.

ACTIONS

- Investigate cases involving the exploitation of Indigenous women and girls, and human trafficking.
- Support the work of the Winnipeg Outreach Network and the Sexually Exploited Youth Community Coalition.
- Partner with the Family Support and Resource Advocate.
- Collaborate with community organizations on missing person investigations.

MEASURES

	Q1	Q2	Q3	Q4	Year % /Total
Percent of homicides involving Indigenous women and girl victims.	22%	NA*	10%	25%	16%
Clearance rate of homicides involving Indigenous women and girl victims.	100%	NA*	100%	100%	100%
Percent of counter exploitation investigations involving Indigenous women and girls.	23%	36%	53%	34%	37%
Percent of interventions to community programming and services involving Indigenous women and girls. 1	16%*	31%	32%	30%	26%
Percent of total missing person reports involving youth in care.	69%	52%	45%	43%	59%
Activities with external agencies and community organizations on missing person investigations.	72	91	80	60	303

^{*}Figures restated due to data correction.

Family Support and Resource Advocate (FSRA) Highlights include (but not limited to):

- Supported families throughout a criminal court matter involving missing and murdered women, which also included connecting community Elders and Knowledge Keepers to police members who would be testifying to the matter. Also arranged ceremony for those involved police members.
- Continued engagement with community advocates and organizations who support families of MMIWG2S+ in order to create better communication practices when new incidents occur.
- Continued discussions with members of Division 41 to develop a referral process and communication protocol when investigations involve MMIWG2S+.

Activities with External Agencies and Community Organizations on Missing Person Highlights:

Continued collaboration with Child and Family Services has reduced the filing of missing person reports by emphasizing a process to be followed before involving the police. In Q4 the percentage for missing youths in care reached the lowest for the year at 43%. During this quarter, 50 missing person reports were shared with community organizations, resulting in the successful location of 74% of the missing and vulnerable individuals.

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¹ CEU interacts with many females whose race is not identified. This data represents only those individuals whose ethnicity has been confirmed.

GOAL 2 | COMMUNITY PARTNERSHIP

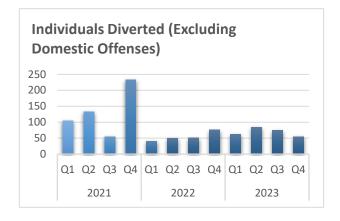
2.2 Restorative Justice Programs and Diversions

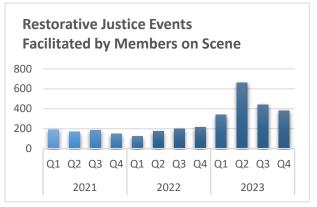
The Service is committed to supporting the goals of restorative justice by using discretion and a restorative justice approach to resolve appropriate events on scene, as well as diverting appropriate cases, including domestic disputes, from the criminal justice system to programming and services.

ACTIONS

- Implement and promote new restorative justice/diversion policy and current practices for diversion of non-domestic violence matters.
- Monitor and divert appropriate cases.
- Monitor and divert suitable domestic cases.
- Monitor restorative justice events facilitated by members on scene.
- Sponsor and enhance members' understanding of restorative justice.
- Continue partnership to facilitate the restorative justice process.

	Q1	Q2	Q3	Q4	Total
Number of individuals diverted (excluding domestic offences).	63	85	75	55	278
Number of individuals accused of domestic offences diverted.	42	41	32	30	145
Number of restorative justice events facilitated by members on scene.	339	661	442	381	1823
Number of restorative justice events facilitated by School Resource Officers on scene.	124	158	45	135	462
Number of activities to enhance memberawareness.	8	4	3	0	15





GOAL 2 | COMMUNITY PARTNERSHIP

2.3 Community Engagement

The Service is committed to community engagement, education and reconciliation. The Community Relations Division and Community Support Units continue to actively engage with citizens, providing meaningful support to individuals as well as connectivity with community groups and organizations. By actively partnering in community-based initiatives and/or consulting with diverse communities, the Service promotes community well-being, safety and crime prevention awareness.

ACTIONS

- Foster relationships in the community, with a focus on Indigenous, newcomer, diverse, and racialized communities.
- Collaborate with community organizations on crime prevention and education awareness initiatives.
- Engage and offer ongoing support to major community-based events throughout the city, excluding Police Liaison Team (PLT).

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of meetings and consultations with community groups.	119	122	66	377	684
Number of meetings and consultations with Indigenous, newcomer, diverse and racialized communities.	253	197	167	254	871
Number of collaborative crime prevention and education initiatives.	193	208	145	218	764
Number of public/social media engagements.	685	728	264	289	1966
Number of community-based events attended by the WPS members.	164	165	150	183	662



Public/Social Media Engagement	Q1	Q2	Q3	Q4	Total
Media releases	140	119	111	121	491
E-Watch	13	14	14	13	54
YouTube	7	27	7	22	63
Facebook	238	247	210	243	938
Instagram	38	69	40	33	180
X (formerly Twitter)	249	252	252*	249	1002

Navratri Mahotsav 2023

*Figure restated due to data correction.

Highlights

Several diverse and impactful activities underscored the dedication of the Community Relations Division to building trust, fostering inclusivity, and creating positive connections within the community.

In October, Community Relations members were honoured to participate in Navratri Mahotsav 2023, organized by the Gujarati Cultural Society of Manitoba, fostering diversity and cultural understanding.

The annual "Shopping with Cops" event brought joy to students and emphasized positive police-community interactions. The Cadets played an instrumental role in spreading holiday cheer by assembling hampers, with support from Kern Hill Furniture. The "Cram the Cruiser" event at Real Canadian Superstores promoted community engagement and donations to promote community wellbeing.

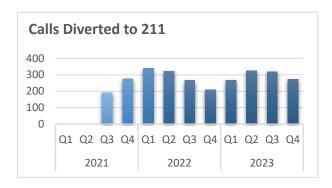
3.1 Next Generation 911 (NG911)

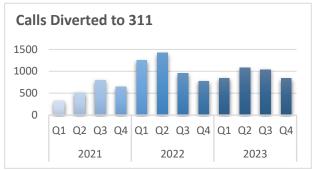
Canada-wide telecommunications network capabilities continue to evolve. While the current 911 system is mandated for decommission in 2025 by the Canadian Radio-television and Telecommunications Commission (CRTC), progress toward expanded service provision continues. With the transition to Next Generation 911 (NG911) network, emergency service provision will benefit from advancements that enable additional, non-voice information through multimedia (text, photo, video and audio). The WPS Communications Centre continues to prepare for the transition to more informed emergency response by enabling operational adjustments. Provision for funding is established in the capital budget.

ACTIONS

- Procure technology solutions and equipment.
- Design a robust quality assurance program ready for NG911.
- Amend and develop policies in context of the launch of NG911.
- Develop public education campaign.
- Continue to explore processes to connect callers to appropriate resources.
- Implement operational changes to enable NG911.

	Q1	Q2	Q3	Q4	Total
Procurement steps taken.	45%	66%	70%	75%	75%
Progress to achieve quality assurance program.	40%	40%	40%	40%	40%
Percent of policies amended and developed in context of the launch of NG911.	7%	7%	12%	12%	12%
Number of public education releases.	5	8	6	5	24
Number of calls redirected from WPS non-emergency line to 211.	267	326	319	274	1186
Number of calls redirected from WPS non-emergency line to 311.	841	1076	1040	837	3794





3.2 Alternative Response to Citizens in Crisis (ARCC)

Alternative Response to Citizens in Crisis (ARCC) is a joint undertaking between the Winnipeg Police Service (WPS) and Shared Health with the mandate to provide collaborative on-scene trauma-informed crisis intervention services to calls for police services involving individuals experiencing a state of mental health or addictions crisis. Through ARCC, crisis assessment and intervention services ensure appropriate care needs are identified and provided. The goal of the collaborative relationship approach is to reduce transfers to health facilities when appropriate, provide in-home mental health services, and connect those in need to the appropriate community supports.

ACTIONS

- Continue delivering crisis intervention services during the completion of the evaluation of the pilot project.
- Evaluate efficacy of collaborative response model.
- Evaluate and report pilot project findings.
- Explore opportunities to continue partnership with Shared Health to deliver the ARCC program.

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of shifts ARCC team deployed.	79	91	95	85	350
Number of calls ARCC team attended.	273	310	294	352	1229
Percent of ARCC clients remaining in community.	96%	97%	97%	98%	97%
Number of clients proactively supported.	20	18	18	18	74

ARCC Engagement

During Q4, ARCC hired two new clinicians and expanded coverage to seven days a week. ARCC teams continue to prioritize engagement with the public and collaboration with community-based service providers.

ARCC case management involves an individual who is currently the Service's highest user of service. The Program of Assertive Community Treatment (PACT) supported this individual in the community by providing daily assistance; however, the individual continued to require further support. Working collaboratively, PACT and the ARCC clinical specialist identified several challenges faced by the individual and established a process to ensure appropriate care.

This individual made 107 calls for assistance during Q4 alone, peaking at 17 calls on one date. From the total calls, 64 calls for service were generated. Of these, 61 calls (95%) were held for ARCC teams to handle, thereby eliminating the need for general patrol to attend.

In supporting this individual, collaboration with several parters resulted in a tailored plan that enables assistance to continue through ARCC. This illustrates how the work done by ARCC with our partners supports individuals and ensures that the proper resources are utilized, and improved service delivery is provided.



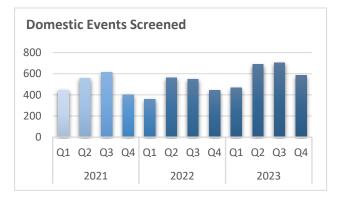
3.3 Domestic Violence Intervention

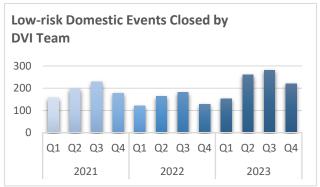
Following a successful two-year pilot project, the Winnipeg Police Service and Manitoba Justice Victim Services are committed to continuing the multidisciplinary approach to non-criminal domestic events. The integrated Domestic Violence Intervention (DVI) team is made up of WPS sworn members, Domestic Violence Support Service (DVSS) Victim Services Workers and a Family Guide-Domestic Violence Specialist. The DVI team assesses low risk domestic calls for police service and provides a comprehensive response to domestic and family-law related issues using a trauma-informed approach. The DVI teams help reduce the dispatch of police resources to events that are unrelated to criminal matters and provide callers with resources and supports to reduce the risk of domestic violence

ACTIONS

- Continue to improve the response to low risk domestic calls for service by providing early intervention.
- Further develop processes to assess and respond to calls for service.
- Offer virtual video response platform to enhance level of service to the community.

	Q1	Q2	Q3	Q4	Total
Number of domestic events screened.	467	688	705	584	2444
Number of low risk domestic events closed by the DVI team.	153	260	281	221	915
Projected hours saved for General Patrol units to respond to non-criminal domestic events.	339	562	578	444	1923
Number of repeat callers supported.	8	21	18	12	59
Number of child custody dispute calls managed by Family Guide – Domestic Violence (FG-DV) Specialist.	21	31	36	39	127
Number of callers who spoke with DVSS and/or Family Guide – Domestic Violence (FG-DV) Specialist.	88	152	123	116	479
Number of callers who were offered assistance via the virtual video response platform.	56	6	0 ¹	0	62





¹ DVI team members advised that virtual video response was not offered to any callers as circumstances of the calls for service did not require an alternate platform for communication.

3.4 Special Events

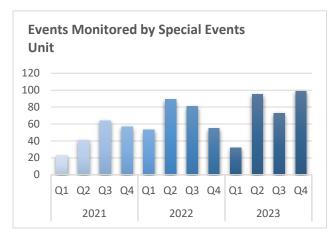
Mass assemblies, demonstrations and major events continue to be areas of concern and attention for the Service. Awareness of current and emerging events is maintained by the Service through social media. Liaising with event organizers continues to be an important activity to ensure that events remain peaceful and safe, along with ongoing outreach to establish paths to communicate, educate and de-escalate issues. The Special Events Unit works closely with the Police Liaison Teams (PLT) to maintain public order.

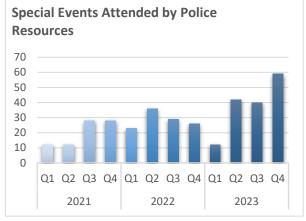
ACTIONS

- Monitor social media to maintain awareness of upcoming events.
- Liaise with organizers of mass assemblies, demonstrations and major events to educate and deescalate situations to ensure peaceful and safe events.
- Coordinate activities with Police Liaison Teams to establish and sustain relationships throughout events.

	Q1	Q2	Q3	Q4	Total
Number of events monitored by Special Events Unit.	32*	95*	73	99	299
Number of pre-event engagements conducted by Special Events Unit to liaise and educate.	12	49*	49*	64	174
Number of special events attended by police resources.	12	42*	40*	59	153
Number of pre-event engagements conducted by Police Liaison Teams to liaise and educate.	29	22	10	42	103
Number of special events attended by Police Liaison Teams.	4	7	13	39	63

^{*}Figures restated due to data correction.





3.5 Connected Officer Program

In 2021, the Service launched the Connected Officer Pilot Project to evaluate mobile device applications that enhance service delivery and effectiveness. The initial testing phase was concluded with meaningful efficiencies with respect to police response, report processing times and evidence gathering clearly demonstrated. Based on lessons learned from the proof of concept pilot, the Service will implement a second phase of the Connected Officer Project by further leveraging digital technology.

ACTIONS

- Implement Connected Officer Program.
- Track usage of mobile applications and tools.

MEASURES

	Q1	Q2	Q3	Q4
Number of officers assigned to Connected Officer Program.	N/A	N/A	N/A	60
Number of digital notes produced.	N/A	N/A	N/A	539
Number of audio statements produced.	N/A	N/A	N/A	107
Number of narratives produced.	N/A	N/A	N/A	NA
Quantity of digital evidence collected on mobile application.	N/A	N/A	N/A	420

Connected Officer Program Status

The deployment of Connected Officer Program devices commenced in Division 11 (Central Division Uniform Operations) and Division 31 (Report Cars).

In total, 60 members were trained and equipped with devices. Trained members include Foot Patrol, Community Support Unit, General Patrol and Report Cars.

Supervisors in Divisions 11 and 31 also received specialized training specific to the management of the program.

3.6 Service Enhancement Project

The Winnipeg Police Service strives to be a trusted resource and leader in community safety. In looking to provide citizens with an exceptional customer service experience, a re-envisioning of non-urgent crime report submission options is being undertaken. The two main goals are simple: improve the customer experience and ease the ever-growing demand for front-line police resources. These goals will be accomplished by leveraging new and improved technological solutions, re-alignment of existing physical and human resources, and better routing of non-urgent calls for service, thereby putting citizens onto the right resource in a timely and efficient manner.

ACTIONS

- Identify and implement process and service improvements for event management.
- Implement public self-service and electronic evidence submission methods.
- Streamline access to services at Police Headquarters and enhance self-service options.
- Expand direct referrals to investigative and Community Support Units (CSU).
- Create public education/awareness campaign.

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of improved service delivery initiatives at Headquarters and district stations.	N/A	5	0	0	5
Number of direct referrals to investigative units and CSU.	N/A	107	353	298	758
Number of online report submissions.	9841*	12,205	12,231	11,735	46,012
Number of multi-media public education/awareness releases.	N/A	2	0	1	3

^{*}Figure restated due to data correction.

Service Enhancement Project Status

Introduced during Q4 as part of the project's public education and awareness strategy, Winnipeg Police Service cruiser cars now feature decals that highlight the option for citizens to "Save Time, Report Online." The visibility of the messaging will further promote citizen awareness for the option of non-emergency reporting, available 24/7.

Decals, as below, will be affixed to all marked vehicles through the yearly maintenance schedule.



GOAL 4 | HEALTHY ORGANIZATION

4.1 Training and Professionalism

The Service remains current with policies, training and education initiatives as policing continues to evolve. Maintaining Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation assures that best practices in policing are upheld and independently verified. The Training Division provides diversified training from both internal and external community-based experts, including online courses provided by the Canadian Police Knowledge Network (CPKN). The Service continues to recruit and hire candidates from varied backgrounds. In 2022, the Human Resources Division launched the Talent Acquisition Unit consisting of Indigenous or racialized police members who, beyond their regular duties, mentor diverse sworn and civilian applicants through the process.

ACTIONS

- Maintain recertification of sworn members.
- Deliver training and education to support the development of essential skills and competencies.
- Develop and implement new course content to sustain trends in modern policing.
- Track lifesaving first aid interventions using tourniquets and chest seals.
- Continue to build the Talent Acquisition Unit to mentor Indigenous and racialized applicants through the application process.

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of mandatory recertification courses delivered.	46	91	94	116	347
Number of courses and training sessions with a leadership development component.	5	2	1	2	10
Number of sworn members completing equity and diversity training.	495	175	126	540	1336
Number of CPKN online courses members completed.	4778	1272	1049	2364	9463
Number of new employees identifying as Indigenous, racialized, or female. ¹	13	8	43	12	76
Number of lifesaving first aid interventions using tourniquets and chest seals. ²	TBD	TBD	189	153	342

Highlights from the Talent Acquisition Unit (TAU):

TAU continues to provide mentorship throughout the recruitment process for Police, Cadets, and Central Processing Officers.

During Q4, the Service hired several applicants who were mentored through the TAU program:

- Recruits: 21 (13 males and 8 females)
- Cadets: 3 (2 males and 1 female)

The TAU is currently mentoring 28 (19 males, 9 females) applicants in the recruitment process.



¹ Individuals may declare in more than one employment equity category.

² Interventions using tourniquets and Narcan deployment. Use of chest seals is not represented.

GOAL 4 | HEALTHY ORGANIZATION

4.2 Workplace Safety and Wellness

The Human Resources Division, Training Division, and Behavioural Health Unit focus attention and resources to support the physical and mental health of members and their families. In 2022, the Service established focus groups to address matters identified in the 2021 Mental Health & Workplace Culture Survey. The focus group feedback resulted in 50 recommendations for the Service to implement. The Service's senior leaders are actively engaged to identify and implement actions to achieve these recommendations.

ACTIONS

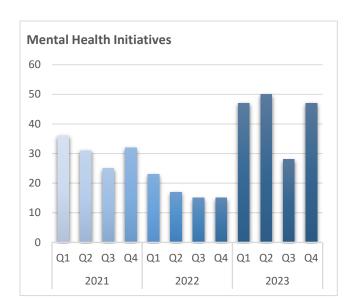
- Continue behavioural health programming to support mental health of members.
- Continue health programming to support the physical health of members.
- Continue to identify and implement actions to improve workplace culture and member wellness.
- Develop initiatives and programs that strengthen skills contributing to employee wellness, including respectful workplace campaign, trauma informed leadership training and attendance management policy.

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of mental health training/awareness initiatives provided.	47	50	28	47	172
Number of Behavioural Health Unit contacts with members.	2344	2686	2393	2557	9980
Number of health assessments/awareness initiatives provided.	41	41	114	82	278
Number of recommendations implemented. ¹	25	35	37	41	41
Number of action items identified for implementation. ²	162	204	229	254	254

Highlights of Employee Wellness Initiatives:

- The 8-week Tactical Athlete Pilot was completed and evaluated as successful.
 Based on the tremendous response, additional programming will be offered in 2024.
- The noon hour Bootcamp program continued to see an increase in attendance;
 Q4 saw the delivery of 49 sessions.
- On October 18, the Occupational Health & Safety Unit coordinated the third annual Wellness Fair, which included 17 vendors who promoted health and wellness initiatives for Service members.



^{1, 2} Total since the launch in August 2022.