



WINNIPEG POLICE SERVICE

A CULTURE OF SAFETY FOR ALL

2025 BUSINESS PLAN

Q4

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Strategic Plan Overview



GOALS AND STRATEGIES

The Winnipeg Police Board has set the following goals and strategies for 2025:

1. Protection and Crime Prevention

- Promote road safety and driver responsibility
- Promote safety of downtown and other at-risk neighbourhoods
- Prevent and disrupt gang and illicit drug activity

2. Community Partnerships

- Promote communication, transparency, and accountability
- Foster relationships, partnerships, understanding, and trust to build confidence in police
- Provide referrals to restorative justice and diversion programming

3. Effective and Efficient Service

- Collaborate to reduce the demand for police response
- Explore innovative technologies
- Instill a culture of continuous improvement

4. Healthy Organization

- Enhance training and professionalism in the Service
- Focus on employee safety, health, and wellness

Goal 1 – Protection and Crime Prevention

OBJECTIVE 1.1 - Downtown Safety Strategy

The Downtown Safety Strategy was developed in response to community needs, 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. Collaboration with downtown businesses, the City of Winnipeg’s Community Safety Team, the Downtown BIZ Patrol, and the Downtown Community Safety Partnership (DCSP) is key to achieving the goals of reducing crime and disorder and enhancing overall community safety. The DCSP’s Beacon Program will link a network of security cameras throughout the downtown in order to provide real-time remote monitoring that will improve responses to well-being and safety concerns. The continued expansion of the WPS Foot Patrol Unit will further boost community safety and provide a greater presence to deter crime.

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
- Coordinate with downtown safety partners

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of foot patrol hours in the downtown Foot Patrol Zone	3,521	4,546	5,500	6,228	19,795
Number of special events attended in the downtown/SHED	78	180	134	159	551
Number of hours deployed in the downtown Winnipeg Transit corridors	352	397	191*	192	1,132
Number of individuals diverted to social supports	63	62	70	98	293

*The decrease in Q3 is attributed to the closure of Graham Avenue as a major transit corridor.

Highlights of Foot Patrol and Downtown Safety Partnerships

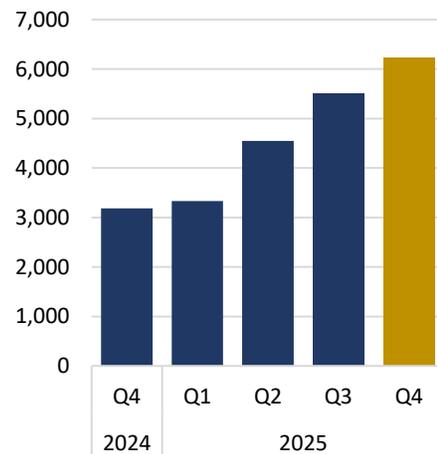
Foot Patrol members continued to engage with the local community in Q4 by organizing a Halloween event at the Osborne Village Splash Early Learning Centre.

The Community Support Unit received a letter of thanks after supporting a local business in the Exchange District by helping to address safety issues such as trespassing, loitering, and drug use around the premises.

Community Support Unit members responded to a trespassing event and located an unconscious male with no discernable heartbeat. Members performed CPR until a pulse was found, and the male was transported by ambulance to hospital.

Presentations focusing on personal safety tips were provided to employees of Manitoba Hydro and Sport Manitoba.

Number of Foot Patrol Hours in the Downtown/SHED



Goal 1 – Protection and Crime Prevention

OBJECTIVE 1.2 - Gang and Gun Suppression Strategy

The WPS is committed to suppressing and disrupting gang activity. Through the use of skilled teams and specialized tools, the Gang and Gun Suppression Strategy aims to address crimes involving firearms, the trafficking of illicit drugs, and gang-related violence. The Strategy emphasizes enforcement, prevention, intervention, and education programs. The WPS will continue to collaborate with other law enforcement partners across the province to increase capacity in these areas, including through expansion of the Firearms Investigative Analysis Section (FIAS).

ACTIONS

- Conduct investigations focusing on known gangs and gang members, and illegal activities
- Monitor gang members’ compliance with bail, parole, and probation conditions
- Continue community engagement and collaboration with gang outreach partners to refer gang members and at-risk individuals, including the #GangLifelsNoLife gang-prevention campaign
- Support firearm investigations of partner law enforcement agencies through expanded use of FIAS

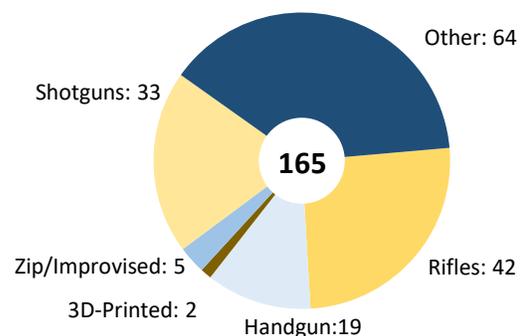
MEASURES	Q1	Q2	Q3	Q4	Total
Number of disruptions to gang operations	11	10	21	8	50
Number of gang members & associates arrested	9	25	3*	3	40
Number of compliance checks	76	110	120*	98	404
Number of community engagements and social program referrals	401/201	457/221	306*/296	460/248	1624/966
Number of dispatched events involving firearms	454	644	642	492	2232
Number of dispatched events involving firearm discharges	34	11*	15*	25	85
Number of guns seized	223	197	166	165	751
Number of crime guns processed through the FIAS	97	90	84	165	436
Number of leads through use of the Canadian Integrated Ballistics Identification Network	4	7	7	9	27

*Updated from Q3 Report.

Highlights of Gang Intervention Activities

In Q4, Gang Prevention Coordinators attended Milner Ridge Correctional Centre, the Headingley Correctional Centre, and the Manitoba Youth Centre for tattoo removal and supports. The team also hosted a large Christmas Gathering for approximately 60 guests from various rehabilitation centers and youths from the Manitoba Youth Center. Following a successful presentation in October to females at the North Star Healing Lodge, the Gang Prevention Coordinators have received a number of successful referrals.

Number of Guns Seized by Type



Goal 1 – Protection and Crime Prevention

OBJECTIVE 1.3 - Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU)

The Manitoba Integrated Violent Offender Apprehension Unit (MIVOAU) is a collaborative effort of the Winnipeg Police Service (WPS) and RCMP D Division. The integrated unit was launched in 2023, in response to the increase in violent crime throughout the province. MIVOAU is focused on identifying, locating, and apprehending violent and prolific offenders, including suspects in serious and violent crimes and persons with outstanding arrest warrants. The unit maintains the Manitoba’s Most Wanted website and assists investigative units from the RCMP and WPS, as well as external law enforcement partners.

ACTIONS

- Apprehend violent offenders
- Assist investigative units
- Assist other law enforcement agencies and other partners to locate and apprehend violent offenders

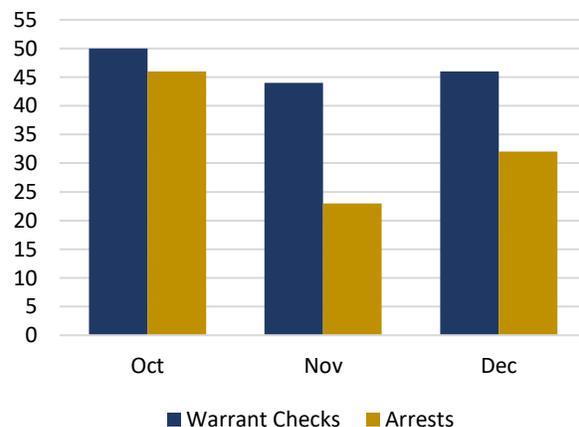
MEASURES

	Q1	Q2	Q3	Q4	Total
Number of violent offenders apprehended by MIVOAU	88	96	100	101	385
Percentage of arrests involving a gang member or associate	14%	28%	30%	24%	24%
Percentage of offenders apprehended while on bail, parole, or probation	85%	73%	80%	83%	80%
Number of times MIVOAU assisted WPS or RCMP investigative units	4	3	13	18	38
Number of initiatives with external partners or other law enforcement agencies	2	6	6	6	20

Highlights of MIVOAU

MBMostwanted.ca continued to attract attention in Q4, registering 20,691 visits. In addition to supporting the WPS Major Crimes, Organized Crimes, Property Crimes, and Homicide Units in Q4, MIVOAU also assisted multiple RCMP detachments, the Manitoba First Nations Police Service, the Calgary Police Service, the Toronto Police Fugitive Squad, and the U.S. Marshals Service. To successfully locate and apprehend the 101 violent offenders arrested in Q4, MIVOAU members attended multiple locations a total of 374 times. Six of the arrest warrants executed by MIVOAU in Q4 were for murder, manslaughter, or accessory after the fact to murder.

MIVOAU Warrant Checks and Arrests by Month



Goal 1 – Protection and Crime Prevention

OBJECTIVE 1.4 - Traffic Safety Strategy

The Traffic Safety Strategy promotes 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 Traffic Division members, in partnership with members of all divisions. Road safety is also supported through various external agency partnerships, provincial legislation and municipal bylaws, and commercial and light vehicle inspections that ensure compliance with relevant safety standards.

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	2,544	3,815	4,326	2,509	13,194
Number of speeding offences captured by mobile photo enforcement	13,534	23,570	19,336	17,880	74,320
Number of speeding and red-light offences captured by intersection safety cameras	5,363	9,103	8,838	6,800	30,104
Number of drug impaired driving offences*	107	12	9	13	141
Number of alcohol impaired driving offences*	101	148	169	208	626
Number of distracted driving offences	796	895	788	1,107	3,586
Number of fatal collisions investigated	2	3	6	3	14
Number of vehicle inspections completed	293	470	496	274	1,533
Percentage of inspections failed (resulting in vehicles being taken out of service)	15%	26%	18%	29%	22%

*Incidents involving drivers who are impaired by both drugs and alcohol are included in both measures.

Highlights of Education, Enforcement, and Awareness Campaigns

WPS members checked a total of 2,785 vehicles during this year's Holiday Checkstop Program, identifying 102 drivers operating under the influence of alcohol or cannabis. Enforcement action included 15 criminal impaired driving charges for alcohol-related impairment, 77 immediate roadside prohibitions, and 146 traffic offence tickets issued. The impaired drivers ranged in age from 22 to 53 years, with the highest blood alcohol content recorded at 280 mg%, more than three times the legal limit. These incidents highlight the ongoing risk impaired driving poses to public safety and reinforce the need for continued enforcement and public education. The program was delivered with the valued support of the Manitoba Liquor and Lotteries Corporation.



Goal 2 – Community Partnership

OBJECTIVE 2.1 - Indigenous Women and Girls Safety Strategy

The WPS continues to develop proactive strategies to 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 WPS is committed to enhancing collaboration with external agencies and community groups regarding at-risk persons 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 other community organizations providing support to MMIWG
- Collaborate with Indigenous and community organizations on missing person investigations

MEASURES

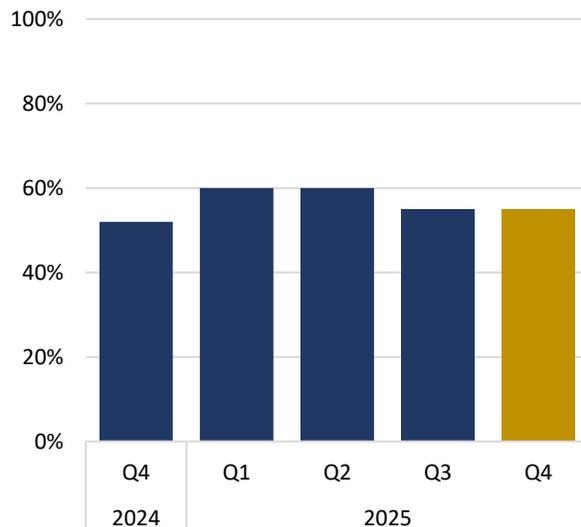
	Q1	Q2	Q3	Q4	Total
Percent of homicides involving Indigenous women and girl victims	25%	29%	0%	0%	18%
Clearance rate of homicides involving Indigenous women and girl victims	100%	100%	N/A	N/A	100%
Percent of counter-exploitation investigations involving Indigenous women and girls	58%	41%	29%	34%	41%
Percent of street level and on-line interventions involving Indigenous women or girls at risk of exploitation	40%	48%	40%	27%	39%
Percent of total missing person reports involving youth in care (in Winnipeg)	60%	60%	55%	55%	58%

Highlights of Activities to Advance the Indigenous Women and Girls Safety Strategy

WPS members participated in a joint project with the RCMP Human Trafficking Unit - Project Interception. In the lead-up to this operation, members contacted the management of 75 separate hotels in Winnipeg and the surrounding area, providing education for their employees on how to recognize and report human trafficking.

The Counter Exploitation Unit participated in an interprovincial investigation into the trafficking of an Indigenous victim. The accused in this case has agreed to enter into a plea bargain with a 14-year sentence for human trafficking charges.

Percentage of Total Missing Persons Reports in Winnipeg Involving Youth in Care



Goal 2 – Community Partnership

OBJECTIVE 2.2 - Restorative Justice Programs and Diversions

Restorative Justice provides the opportunity for both victims and offenders to be active participants in justice and accountability. The WPS is committed to supporting the goals of restorative justice by using discretion and a restorative justice approach to divert appropriate cases, including domestic disputes, from the criminal justice system to other programs and services.

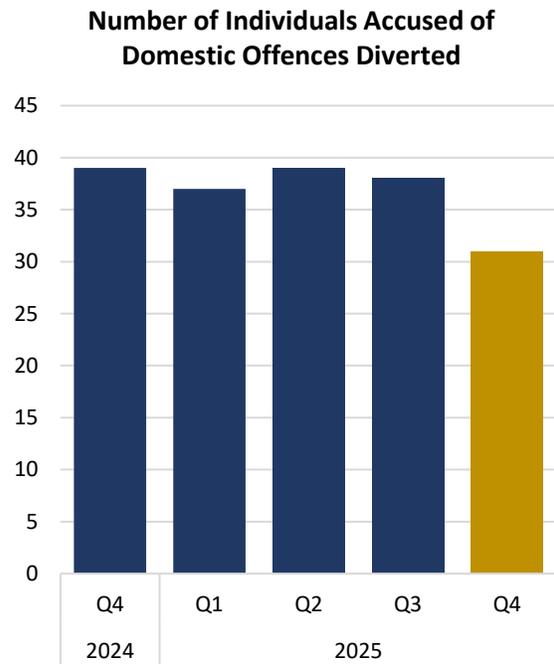
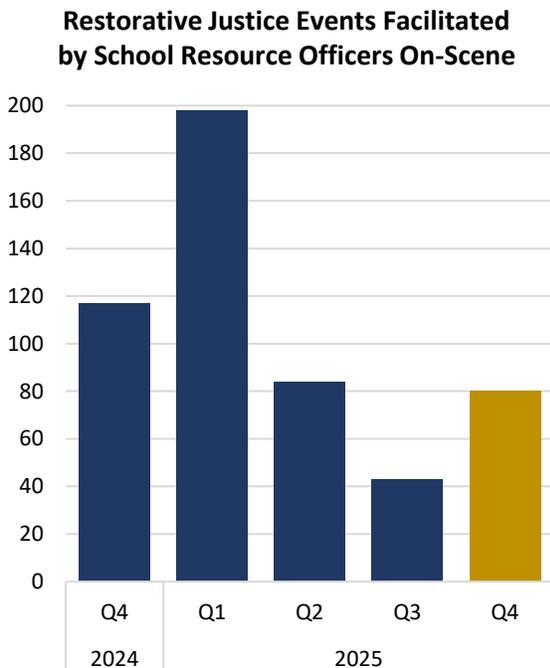
ACTIONS

- Monitor and divert appropriate cases
- Monitor and divert suitable domestic cases
- Enhance members’ understanding of restorative justice and current practices
- Continue partnerships to facilitate the restorative justice process

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of individuals diverted (excluding domestic offences)	68	57	69	100	294
Number of individuals accused of domestic offences diverted	37	39	38	31	145
Number of restorative justice events facilitated by School Resource Officers on scene	198	84	54*	80	416

*Figures updated from Q3 Report.



Goal 2 – Community Partnership

OBJECTIVE 2.3 - Community Engagement

By actively encouraging community mobilization, partnering in community-based initiatives and consulting with diverse communities, the WPS remains committed to building and maintaining the positive relationships that are essential to promote community well-being, reconciliation and safety. The Community Relations Division and Community Support Units actively engage with citizens, community groups and organizations by supporting community-based events, providing crime prevention and education initiatives, and responding in a timely manner to community safety trends.

ACTIONS

- Foster relationships in the community, with a focus on Indigenous, newcomer, diverse, and racialized communities
- Collaborate with community partners and organizations on crime prevention and education initiatives
- Provide information and support to victims of crime
- Support community-based events and initiatives throughout the city

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of engagements with community groups, including Indigenous, newcomer, diverse, and racialized communities	214	274	1,555*	2,220	4,263
Number of collaborative crime prevention and education initiatives	296	129	217	263	905
Number of community-based events attended by WPS members	196	205	178	169	748
Number of WPS Victim Services engagements with victims of crime	1,664	1,764	1,808	1,550	6,786
Number of public/social media engagements	565	542	574	510	2,191

*In Q3, the Community Relations Division adopted a new tracking mechanism that has enabled more fulsome and accurate reporting of community engagement activities.

Highlights of Community Engagement

In Q4, the WPS supported numerous police- and community-led events. Members participated in several ceremonies recognizing Indigenous Veterans Day and Remembrance Day. The WPS also welcomed Grade 9 students to HQ for Take Our Kids to Work Day

Over the holiday season, the WPS joined with partners to support 60 children through the Shopping with a Cop program at St. Vital Shopping Centre and contributed a float to the MB Hydro Santa Claus Parade.



Goal 2 – Community Partnership

OBJECTIVE 2.4 - Manitoba Integrated Missing Persons Coordination Centre (MIMPCC)

When someone is reported as missing, locating the missing person quickly and ensuring they are safe and well are of the utmost importance. The Manitoba Integrated Missing Persons Coordination Centre (MIMPCC) will improve collaboration among police agencies and standardize missing person reporting within Manitoba. As work continues to launch the MIMPCC, ongoing consultation and engagement with Indigenous organizations, and partnerships with government and community agencies will help inform the policies and practices that will guide this important work. The MIMPCC addresses recommendations in *The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*.

ACTIONS

- Continue to consult and engage with Indigenous organizations, government, and community agencies to help inform the policies and practices of the MIMPCC
- Coordinate with Manitoba police agencies and their communication centres on the MIMPCC procedures
- Support the families of missing persons through the Child and Family Services liaisons and Family Support and Resource Advocate (FSRA)
- Launch the Manitoba Integrated Missing Persons Coordination Centre

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of missing persons incidents reported	990	1,261	1,257	1,263	4,771
Number of missing persons reports referred to Child and Family Services liaisons	94	97	46	127	364
Number of support interactions provided by the FSRA	82	35	38	96	251

Highlights of the MIMPCC

In an effort to support multiple individuals who had recently requested assistance in having their missing loved ones declared deceased, members of the MIMPCC reached out to the Legal Help Centre of Winnipeg, a local non-profit organization that provides free legal information, assistance, and referrals to underserved people in Winnipeg who are trying to solve legal problems.

The Legal Help Centre was able to support this request by initiating a new project to assign lawyers and assist families with the application process. Legal Help Centre staff are also helping Indigenous families with estate matters, and the WPS Family Support and Resource Advocate is providing support and contributing to the collaboration.

Goal 3 – Effective and Efficient Service

OBJECTIVE 3.1 - Alternative Response to Citizens in Crisis (ARCC)

The Alternative Response to Citizens in Crisis (ARCC) is a collaborative partnership between the WPS and Shared Health’s Crisis Response Centre (CRC) through which plainclothes police officers and mental health clinicians are partnered to respond to non-criminal, low-risk crisis calls for police services. The combined experience, skills, and expertise of the ARCC team enable them to respond safely to calls, perform mental health assessments, develop care plans, and connect individuals and their families to supports within their communities and the healthcare system. In addition to providing services to individuals in crisis, ARCC teams work collaboratively with agencies to provide wrap-around services for coordinated continued support. ARCC’s proactive approach to assessing and responding to calls ensures the right assets are deployed at the right time, and reduces the demand on other frontline police resources.

ACTIONS

- Redirect and assign calls for service awaiting dispatch to ARCC team to improve the outcomes for non-violent individuals experiencing mental health-related crises
- Work collaboratively with other WPS units to respond to referrals and provide mental health services
- Work collaboratively with agencies to provide wrap-around services and connect individuals and their families to supports within the community
- Explore opportunities to expand ARCC services

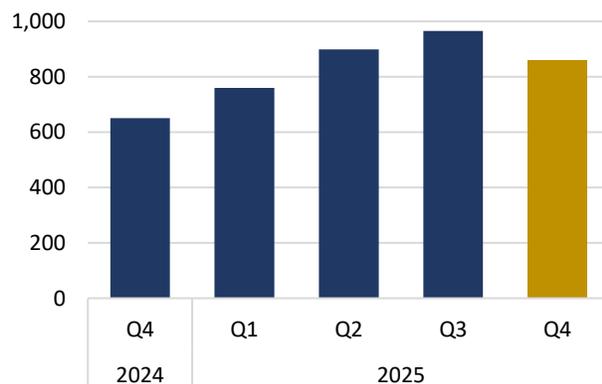
MEASURES

	Q1	Q2	Q3	Q4	Total
Total number of ARCC events	760	899	965	859	3,483
Number of events awaiting dispatch assessed by ARCC and approved for ARCC response	250	292	363	341	1,246
Number of events ARCC attended on scene to take over or assist	62	53	44	69	228
Percentage of clients remaining in the community	64%	73%	61%	86%	71%
Number of clients proactively supported by ARCC	34	29	31	29	123

Highlights of ARCC Activities

In addition to the existing partnership with the WRHA Mobile Crisis Service, ARCC has engaged with the Downtown Community Safety Partnership’s new mental health navigators to refer ‘check wellbeing’ calls for service that are appropriate for a non-police response.

Total number of ARCC events



Goal 3 – Effective and Efficient Service

OBJECTIVE 3.2 - Special Events

The Special Events Unit (SEU) is responsible for planning the police response to major public events, including mass assemblies, demonstrations, and protests. Together with Police Liaison Teams (PLT), the SEU monitors current and emerging public order events and proactively communicates, educates, and de-escalates where required. This engagement with event organizers is essential to encourage gatherings that are peaceful, lawful, and safe.

ACTIONS

- Maintain awareness of upcoming special events
- Engage with event organizers to identify and manage risks, and ensure events are peaceful, lawful, and safe
- Coordinate police resources for response to major public events, including mass assemblies, demonstrations, and protests
- Continue to increase the number of officers with training in special event management

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of events monitored by the SEU	84	154	148	83	469
Number of event engagements by the PLT	26	8	11	5	50
Number of special events attended by police resources	36	78	58	24	196
Number of hours of assigned police resources for special events	3,374	5,522	3,070	3,846	15,812

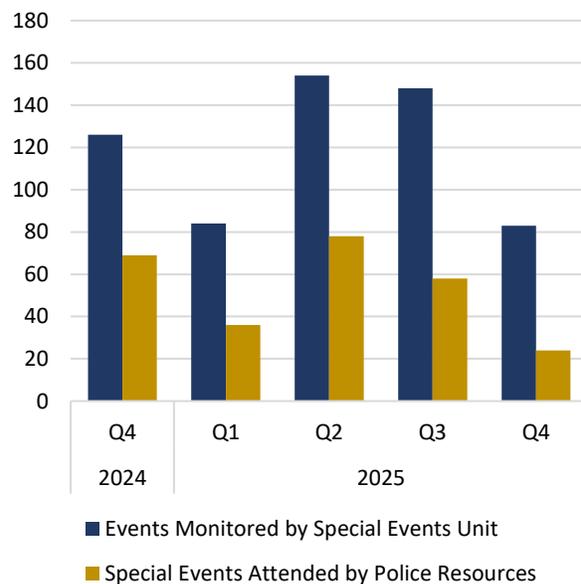
Highlights of Special Events

WPS resources were deployed to a flag raising event on November 15th at the Manitoba Legislature to help ensure the safety of all attendees.

Led by the SEU and involving a substantial effort by units from across the Service, Winnipeg was successfully showcased as the host city for the 112th Grey Cup.

Following the December 14th terror attack at Bondi Beach, Australia, the WPS increased its presence around cultural centers, schools, and places of worship.

Special Events Monitored and Attended by WPS



Goal 3 – Effective and Efficient Service

OBJECTIVE 3.3 - Planned Response and Service Enhancement

The WPS continues to research and deploy alternate response models to improve service for non-urgent calls, allowing General Patrol to focus their attention on those events that require a response from frontline units. Opportunities to improve customer service include expanding the use of technology, re-aligning resources, maintaining effective partnerships, and exploring innovative solutions to meet the demand for service. This year, the WPS will pilot an AI-based call routing solution in the Communication Centre to assist with non-emergency calls.

ACTIONS

- Research and identify process and service improvements
- Redirect callers from the Communication Centre to appropriate resources
- Redirect and assign calls for service awaiting dispatch to resources or police units other than General Patrol
- Continue to assess non-criminal domestic violence and non-violent mental health calls for service for alternate response
- Pilot AI-based call routing solution in the Communication Centre

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of crime reports submitted online	11,293	12,790	14,282	12,865	51,230
Number of events assigned by Planned Response and responded to by units other than General Patrol					
Traffic Division	17	23	75	25	140
Telephone Response Unit	393	524	679	320	1,916
Virtual Police Response	174	238	350	146	908
Division 31 Reporting (Report Cars)	314	697	554	325	1,890
Community Support Unit	118	286	415	293	1,112
ARCC	223	220	301	308	1,052
Non-Criminal Domestic Events Awaiting Dispatch Closed by the Domestic Violence Intervention Team	189	206	214	216	825

Highlights of Customer Service Improvements

The Telephone Response Unit, Virtual Police Response, and Central Report Cars were fully transitioned back to the general patrol divisions as of November 2025. This move is one step toward improved customer service to the citizens of Winnipeg. The number of online reports taken in 2025 increased by six percent compared to 2024. The types of crimes that can be reported online were expanded in 2025 – police reports involving hate motivated graffiti can now be made online at winnipegpolice.ca. Front counter service for criminal record checks remained roughly the same, with 2,535 people attending Police Headquarters in 2024 and 2,474 people attending in 2025.

Goal 3 – Effective and Efficient Service

OBJECTIVE 3.4 – Technological Advancements

The WPS will continue to leverage digital technology to increase efficiency, promote community safety, and support victims of crime. Through the Connected Officer Program, frontline officers equipped with smartphones, police applications, and mobile access to police databases have improved the efficiency of report processing, evidence gathering, and overall police response. Further implementation of the Connected Officer Program will continue in 2025. Other planned improvements include service-wide implementation of the digital evidence management system (DEMS) and upgrades to the video recording system used in police interview rooms.

ACTIONS

- Implement DEMS
- Continue implementation of the Connected Officer Program to equip frontline officers in General Patrol divisions with digital technologies
- Track usage of mobile applications and tools

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of officers assigned to Connected Officer Program*					
Smart Squad	512	652	717	749	749
DEMS	N/A	91	91	91	91
Number of officers assigned as DEMS desktop users	N/A	77	1,294	1,294	1,294
Number of audio statements produced					
Smart Squad	1,492	1,688	1,757	1,859	6,796
DEMS	N/A	27	31	35	93
Number of photographs collected through mobile applications					
Smart Squad	5,059	6,571	7,555	7,511	26,696
DEMS	N/A	314	698	909	1,921
Number of digital notes produced	18,812	23,879	26,401	30,969	100,061
Quantity of digital evidence collected through DEMS	N/A	5,660	12,195	21,115	38,970

*Cumulative total since COP training began in October 2023

Highlights of DEMS Implementation

DEMS training for frontline members was completed at the end of October. Successful completion of Smart Squad version upgrades positioned the Traffic Division to lead the rollout of the E-ticketing function, further expanding the Service's use of the Smart Squad application. The Service also completed its assessment of the Axon Interview application, a tool that assists police with capturing and managing interview records.

Goal 4 – Healthy Organization

OBJECTIVE 4.1 - Training and Professionalism

The Training Division develops, maintains, and delivers courses for the initial instruction of Recruits, Cadets, and Central Processing Officers. The Division also offers more advanced courses for police officers and civilian members, and provides mandatory recertification training in key areas such as use of force, police vehicle operations, firearms, mental health, and first aid. The Training Division places a high priority on leadership training and maintains its commitment to diversity education. The Division is responsible for ensuring that course content reflects best practices in modern policing and addresses the current needs of the WPS and the community. Certain training is subject to the Commission on Accreditation for Law Enforcement Agencies (CALEA) standards, which ensure best practices are implemented and independently assessed. The Talent Acquisition Unit (TAU) continues to play a key role by mentoring applicants from a wide range of communities who may contribute to the WPS’s overall diversity.

ACTIONS

- Maintain recertifications of members
- Deliver training and education that supports leadership development at all levels
- Track lifesaving interventions using tourniquets, chest seals, and Naloxone
- Review course content on a regular basis to ensure training addresses current needs and reflects best practices in policing
- Continue recruiting efforts, including the Talent Acquisition Unit’s work in mentoring Indigenous, racialized and female applicants through the application process

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of mandatory recertification courses delivered	N/A*	64	58	86	208
Number of training sessions with a leadership component	1	3	2	1	7
Number of members who have completed a course with a leadership component	26	89	26	0	141
Percentage of new employees identifying as Indigenous, racialized, or female	65%	63%	59%	86%	63%
Number of tourniquets and chest seals applied	19	49	22	14	104
Number of Naloxone kits administered	12	45	52	74	183

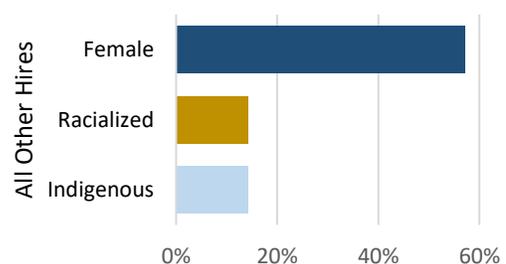
*The WPS implemented a new Learning Management System in Q1, temporarily limiting the availability of this data.

Highlights of Recruiting Efforts

In Q4, the TAU attended the career development days at Southeast Collegiate, a local First Nations high school intended for Indigenous Youth from Northern Manitoba to pursue their Grade 12 Diploma.

Members of the unit also visited the First Nations University of Canada in Regina for career networking.

New Employee Self-Declared Equity Group Representation



Goal 4 – Healthy Organization

OBJECTIVE 4.2 - Workplace Safety and Wellness

The Human Resources Division, Training Division, and Behavioural Health Unit (BHU) focus attention and resources to support the physical and mental health of members and their families. In response to the 2021 Mental Health & Workplace Culture Survey, the WPS worked with members to develop the Real Change, Real Difference Action Plan that was launched in August 2022. Since then, the WPS has completed 290 actions to achieve all 50 of the recommendations laid out in the plan. This work included the addition of a new Mental Health Clinician to increase the BHU's capacity. To measure these efforts, the WPS partnered again with the Winnipeg Police Association (WPA), Winnipeg Police Senior Officers' Association (WPSOA), and an external expert to conduct a second survey to assess the impact of the actions taken so far. Change has begun and we have realized progress in many areas. The goal is to continue building on the momentum to improve workplace culture and wellness.

ACTIONS

- Continue BHU services to support the mental health of members and their families
- Continue health programming to support the physical health of members
- Continue to identify and implement actions to improve workplace culture and member wellness
- Continue initiatives that strengthen skills contributing to employee wellness

MEASURES

	Q1	Q2	Q3	Q4	Total
Number of mental health training/awareness initiatives	42	52	23	38	155
Number of Behavioural Health Unit contacts with members	2,434	2,260	2,337	2,481	9,512
Number of health assessments/awareness initiatives	189	103	112	97	501

Highlights of Member Wellness Initiatives and Workplace Culture

In Q4, the C.A.R.E (Compassionate, Accountable, Respectful, Engaged) Committee sponsored a charity BBQ and a Filipino breakfast event, with proceeds going to KidSport Manitoba and Manitoba Harvest, respectively.

The Behavioural Health Unit welcomed three new Chaplains / Spiritual Care Providers to augment the existing team of six. This group is available to provide spiritual support to all WPS members. They are committed to respect, serve, and support individuals of all faith groups and spiritual beliefs, as well as those who have no faith affiliation.

The annual WPS Awards Day took place on October 1st, recognizing and celebrating the achievements of members throughout the Service. The WPS Wellness Fair took place on October 29th. The event was well attended and offered a wide range of information for members, as well as the annual flu shot clinic.

The Service received another letter of good standing to maintain its SafeWork Certification, continuing the commitment to maintaining and improving safety in the workplace.

