File #: BIR-27-003, **Version:** 1

BUDGET INFORMATION REQUEST (BIR) - Fire Services Leave Statistics
Requested by: Councillor Hughes
Date of Request: October 22, 2026
Date Response Due: October 28, 2026
Confidential: No

QUESTION
What are the statistics of the number of individuals in fire services who have taken full time stress or medical leave from 2020-2026, each year?

RESPONSE
The statistics below show two complementary views of full-time medical and psychological leave: new leaves that began in each calendar year, and the total active caseload in each year, including leaves carried over from prior years. These are counts of employees or claims, not days lost, and they exclude employees who remained at work on modified duties.

Year	New Psychological Claims -off work	Physical work Injury claims with time loss	New - Non work related (STD &LTD) Injury/Illness	Total new claims	% of new Psychological Claims
2020	1	19	6	26	**3.8**
2021	4	10	6	20	**20.0**
2022	6	33	12	51	**11.8**
2023	7	22	14	43	**16.3**
2024	6	29	17	52	**11.5**
2025	5	23	5	33	**15.2**
2026 YTD	5	24	11	40	**12.5**

Ongoing Psych claims from prev year - remain off work with case mgmt	Total New & ongoing Psychological case mgmt	Ongoing - Non work related (STD & LTD) Injury/Illness	Total New & Ongoing claims mgmt	% of claims that are Psychological Claim Mgmt
6	7	2	34	**20.59**
5	9	6	31	**29.03**
9	15	2	62	**24.19**
9	16	2	54	**29.63**
8	14	3	63	**22.22**
9	16	2	44	**36.36**
9	16	2	51	**31.37**

The table on the left shows new leaves that began in each calendar year. The psychological percentage is the share of those new leaves that were psychological in nature. This view describes the incidence of new leaves during the year; it does not include cases that began in an earlier year and remained active.

The table on the right identifies the carry-over of claims from a prior year plus new claims. This provides a clearer picture of total claims management and the percentage of injuries/medical absences that are psychological in nature.

The information includes both unionized and management employees in Fire and EMS Department.

The figures exclude employees who remained at work on modified duties because of an injury. This

exclusion understates the broader staffing impact: an employee on modified work may be present at work but unable to serve in an operational capacity or count toward minimum operational staffing.

This statistic also doesn't provide total leave days or duration. Some of these medical claims (absences) may be short in duration (under 30 days) and others span several months. Most of the City's actual claims expenses are psychological in nature even though this statistic shows psychological claims make up less than 36.36% (2025) of the total number of claims.

The figures also cannot show how many leaves or modified work arrangements may have been avoided through intervention by City staff and colleagues or through early access to treatment. Because avoided absences do not become recorded against claims, they are not visible in these statistics.

Report Date: October 27, 2026
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