REPORTS

Item No. 22 Fitness for Duty

EXECUTIVE POLICY COMMITTEE DECISION:

The Executive Policy Committee referred the recommendation of the City Centre Community Committee to the Chief Administrative Officer for review and consideration with respect to the ongoing review of the Employee Code of Conduct.

DECISION MAKING HISTORY:

Moved by Councillor Browaty,

That the recommendation of the City Centre Community Committee be referred to the Chief Administrative Officer for review and consideration with respect to the ongoing review of the Employee Code of Conduct.

Carried

COMMUNITY COMMITTEE RECOMMENDATION:

On September 4, 2026, the City Centre Community Committee passed the following motion:

WHEREAS members of the Winnipeg Fire Paramedic Service and other City of Winnipeg employees are entrusted with significant authority and responsibility, and when wearing a City uniform, are understood by the public to be acting as representatives of the City and in a position of public trust.

AND WHEREAS the public should be able to have confidence that those representing the City of Winnipeg in uniform are able to safely and appropriately perform the duties entrusted to them.

AND WHEREAS recent circumstances involving a Winnipeg Fire Paramedic Service employee who, following a court finding related to stalking, was subject to a protection order and electronic monitoring, and was subsequently arrested for an alleged violation of that order while in uniform, gave rise to serious questions about the City's ability to identify and appropriately respond to circumstances that may affect public safety, workplace safety, fitness for duty and public confidence.

AND WHEREAS the City of Winnipeg should have adequate processes to ensure that relevant court orders, legal restrictions or other circumstances that may affect an employee's ability to perform their duties are appropriately identified and assessed;

AND WHEREAS the responsibilities associated with emergency response and other positions of public trust require the City of Winnipeg to have appropriate safeguards while respecting privacy rights, collective agreements, employment law and procedural fairness;

THEREFORE BE IT RESOLVED THAT the Executive Policy Committee be requested to direct the Winnipeg Public Service to report back on:

1. Options to strengthen the City's processes for ensuring that employees representing the City in positions of public trust are appropriately assessed for fitness for duty and that relevant legal restrictions or circumstances affecting their duties are identified, including:

DECISION MAKING HISTORY (continued):

COMMUNITY COMMITTEE RECOMMENDATION (continued):

A. An assessment of existing policies and procedures governing circumstances in which criminal findings, protection orders, court-imposed conditions, electronic monitoring or other legal restrictions may affect an employee's duties or ability to represent the City in uniform;

B. What information the City can lawfully require, receive or consider when such circumstances may reasonably affect an employee's fitness for duty, workplace safety, public safety or ability to perform specific responsibilities in uniform;

C. Whether additional disclosure, risk-assessment or fitness-for-duty processes are appropriate for employees in emergency services, positions of public authority, positions involving vulnerable persons, or other roles in which public confidence and safety are essential;

D. What interim measures are available when relevant circumstances arise, including whether temporary reassignment, modified duties or removal from public-facing responsibilities may be appropriate while an assessment is undertaken, consistent with applicable law and collective agreements; and

E. Whether changes to policy, training, disclosure requirements or administrative processes are required to ensure that the City can identify and respond appropriately to circumstances that may affect an employee's ability to represent the City.

2. Any gaps in the current system that could allow a City employee subject to relevant court-ordered restrictions or other circumstances affecting their duties to continue performing public-facing responsibilities without an appropriate assessment by the City.

3. Recommendations to ensure that the City's approach appropriately balances public safety, employee rights, privacy, due process, workplace safety and public confidence in those who wear a City uniform.