Bi-monthly Strategic Plan Update to Police Board of Commissioners
Current up to February 24, 2017

Status	Comments
🟩	On schedule with planned scope, budget, and timeline expectations.
🟨	Not currently on schedule with planned scope, budget, and timeline expectations.
🟥	At risk of failing to meet planned scope, budget, and timeline expectations.

HRP 1.01 Employee and Public Relations (80%)

The Public Relations Strategy for the 2016/17 fiscal year was approved in September. Focus in the last month included employee communications (in relation to Chief's Updates for the annual budget and headdress policy), media relations (organized interviews with Chief and Diversity Officer regarding our participation in the 2017 Pride Festival), issues management & crisis communication (the police response to the 2015-16 Drug Exhibit Audit), and online presence (marked African Heritage Month, Family Violence Prevention Week, and Heritage Day; promoted our officers' involvement in the upcoming LETR Polar Plunge). The HRP Crisis Communication Plan has been shared internally for review and feedback; the HRP Emergency Contacts list was shared for inclusion in the corporate Crisis Communications Plan; extensive consultation with Corporate Communications was done to assist in advancing the corporate Crisis Communications plan.

- HRP 2.01 – Public Relations Strategy – 80% completed
- HRP 2.16 – Crisis Communication Exercise – 80% completed

HRP 1.02 Partnerships and Integrated Community Partnerships (70%)

We continue to collect and collate data for the Joint Partnership Plan and have made steps to facilitate the receipt of any outstanding information. In a meeting with the Research Coordinator and PR staff the "Community Partnership" survey was finalized and is ready for distribution.

- HRP 2.05 – HRP Joint Partnership Plan – 70% completed

HRP 1.03 Effective and Efficient Response to Crime (80%)

KPMG submitted their report for HRP and ICT review, a meeting was held to discuss next steps, and a physical security review has begun. As of December 19th, all NCOs have taken the Incident Command System 200 course, and a draft generic ICS policy has been developed. The Capability Framework continues to be assessed with modifications being made as capabilities and partnerships evolve, including updates to reflect changes in training, staffing and equipment. Active Aggressor policy and procedures are complete, and the policy and Departmental Order have been issued. ICT will fund the Mass Notification System. The Workload analysis continues with only one meeting left to take place; the findings from these meetings will be compiled for discussion with senior management. The Real Time Crime Centre will now be staffed on a rotating basis beginning on February 28th with training on-going. Guideline documents for the RTCC have been completed for analyst reference, and the policy review will be scheduled with the Policy Coordinator to determine what updates or changes are required.

- HRP 2.04 – Incident Command System (ICS) Implementation – 100% completed

- HRP 2.18 – Workload Analysis – 80% completed
- HRP 3.03 – HRP Capability Response Framework – 65% completed
- HRP 3.06 – Real Time Crime Centre Pilot Project Outcomes – 90% completed
- HRP 3.08 – Operational Assessment for a Mass Notification System – 50% completed
- HRP 3.09 – Active Aggressor and Lockdown Procedures – 100% completed
- HRP 3.11 – Cyber Threat Protocol – 85% completed

HRP 1.04 Reduction of Victimization (73%)

The work of expanding the Victim Support Plan continues. Final testing to fill the new administration position within Victim Services has taken place, and a new supervisor was added to CRCP to oversee Victim Services. Research for a new Crime Reduction Strategy continues and meetings with all but one of the units have taken place.

- HRP 3.04 – HRP Crime Reduction Strategy – 70% completed
- HRP 3.05 – HRP Expanded Victim Support Plan – 75% completed

HRP 1.05 Reduction of Crime and Increase in Safety (85%)

Review of the Gun Safety deliverable has taken place with a revised strategy for next fiscal year drafted. For the Fugitive Apprehension Strategy, HRP Records is liaising with the PPS's Chief Crown, the warrant review and withdrawal process for both Halifax and Dartmouth courts is ongoing and Phase 1 is now confirmed complete, meetings with the JP Centre have taken place to discuss Safe Surrender initiatives and to confirm support of their staff. Per the Pedestrian Safety Action Plan, "train the trainer" has been completed for patrol, the technology issues preventing a full roll-out of eMVA are being addressed by STIU, standards for placing electronic speed notification devices were discussed at the TPW quarterly meeting, and HRP will be following an updated monthly traffic theme program released by the Department of Justice (it was noted that the number of Intersection Safety months has decreased to two in 2017 down from three in previous years).

- HRP 2.06 – Annual Pedestrian Safety Action Plan – 80% completed
- HRP 3.02 – Juvenile Prostitution Targeting Strategy – 100% completed
- HRP 3.13 – Fugitive Apprehension Strategy – 70% completed
- HRP 3.14 – Gun Safety Campaign – deliverable has changed and has been updated for next fiscal year.

HRP 1.06 Good governance (80%)

In consultation with HRFE, STIU and Versaterm we are looking at requirements and addressing issues regarding mobility. For alarm assignments, initial testing and development of call types has begun and policy is being drafted regarding dispatch of volunteers. The HRP Foundation report is scheduled to be presented to the Board of Police Commissioners on February 27th.

- HRP 2.08 – HRP Alignment with the Police Board of Commissioners – 100% completed
- HRP 2.07 – Improve Dispatch/Call Management Process – 95% completed
- HRP 2.17 – HRP Foundation – 95% completed

HRP 1.07 Facilities and infrastructure (55%)

For the Facilities Plan, the range project is still awaiting zoning requirements from HRM Planning. Where the new facility business case is concerned, HRP liaised with the consultants and provided extensive information for their review. The report on the Technology Roadmap was submitted to KPMG and will need additional review by HRP and ICT, the RFP recently closed on Feb 15th and is expected to be awarded mid-March which would enable a start by mid-June to July.

- HRP 2.15 – HRP Facilities Plan and Council Report – 40% completed
- HRP 2.12 – HRP Technology Roadmap – 70% completed

HRP 1.08 Learning and innovative culture (55%)

Where the school liaison function is concerned, the SROs have been reassigned to appropriate divisions to better align with the CRO function, lesson plans have been created for training and are under review, and the new supervisor of CRCP will begin an assessment of the current programs available for SROs to identify any training needs. During a January meeting of the Leadership Profile project team, tasks were prioritized for review and job descriptions for ranks were prepared to inform competency development..

- HRP 2.03, 2.09, 2.11 – HRP Leadership Profile – 35% completed
- HRP 3.07 – Review of the School Liaison Officer function – 75% completed

HRP 1.09 Operational excellence (60%)

For the Emergency Response Plan, the Deputy Chief and CID Superintendent were consulted on the form and function of the BCP. We are still awaiting updated functions and BIAs from a number of sections in order to move forward on this deliverable. As of October, a draft is completed and submitted for the Investigator's Guide for Online Crime.

- HRP 2.02 – HRM-aligned Emergency Response Plan – 65% completed
- HRP 2.11 – Review of HRP promotional training process – 75% completed
- HRP 2.13 – Audits – 15% completed
- HRP 3.01 – Implementation of Audit Recommendations – 100% completed
- HRP 3.10 – Investigator's Guide For Online Crime – 99% completed
- HRP 3.12 – Social Media Crime Solving Tool – 100% completed

HRP 1.10 Organization Culture and Response Philosophy (87%)

A Health and Wellness Coordinator position has been approved in the 17/18 budget. The Wellness Committee is looking at programming options to roll out to HRP employees, and communications have gone out to all staff outlining the Wellness Committee and the LODD policy and procedure.

- HRP 2.10 – HRP Health and Wellness Program – 75% completed
- HRP 2.14 – 2016 Atlantic Policy Academy Class – 100% completed