

# CRIME STATISTICS PROPOSAL

Modernizing how HRP and RCMP Report to the Board

# Proposal for Modernization

- Reporting from RCMP and HRP should focus on current activities and be relevant to the areas the board has governance over and responsibility for
- Based on this, the items for consideration are as follows:
  - *RCMP and HRP transition away from monthly crime statistic and professional standards reporting*
  - *Evaluate the reasons and value of quarterly crime statistics reporting for the Board and for the media*
  - *Chief's Report from HRP focus on the Strategic and Business Plan updates and progress, and aligns with reporting on business plan deliverables*
  - *Information Report from RCMP focus on Annual Performance Plan updates and progress*
  - *Board members will determine the monthly topics of interest for HRP and RCMP to present*
  - *Allow time for monthly reporting on emerging areas/topics (e.g., drug audit) as required and identified by the board*

# Additional Considerations

- Resources required to produce statistics are considerable, so we want to ensure we are getting value for the work being done
- Resources can be redirected to more impactful areas, including policy management
- Board members should be directing the information that they receive from HRP and RCMP
- Proposal presented are for discussion and consideration by the board
- Once agreement is reached, plan for any changes would be developed and approved by the board

# Information Report from Chief of HRP

- Contains information that is operational in nature
  - *Personnel, Training, Operations*
- Notable Investigations-Board members can ask questions about issues and items in the media, and are often provided notification via email
- Communications and Public Relations-provided FYI
- Police Diversity Working Group-Ties directly to the strategic plan
- Information Security-this is being tracked separately in response the auditor's report
- Recommendation: Retain the information on Police Diversity Working Group as part of Strategic Plan dashboard (e.g., monthly, quarterly)

# HRM Policing-Board of Police Commissioner's Dashboard

- Crime statistics
  - *Topic varies by month*
  - *Compares to same period last year, with patterns over time not being clear*
- Update on RCMP and HRP activities in the community
  - *Provided FYI*
- Recommendation
  - *Retire the report*
  - *Include standing agenda item for topics of interest from the board perspective*

# HRM and RCMP Quarterly Statistical Overview

- Report on crime statistics by category
  - *Property crime, violent crime, criminal other, federal, provincial, traffic and collision and persons*
- Limited value of pure statistics without context and supporting information
- Recommendation:
  - *Retire the current report*
  - *Include standing agenda item for topics of interest from the board perspective*
  - *Yearly review of statistics to compare current year to previous year*

# HRM and RCMP Environmental Scan

- Narrative on Report on crime statistics by category
  - *HRP-Property crime, violent crime, criminal other, federal, provincial, traffic and collision and persons*
  - *RCMP-Criminal Code offences/Drugs*
- Some alignment between what is reported by the two organizations
- Limited value of pure statistics without context and supporting information
- Recommendation
  - *Retire the report*
  - *Include standing agenda item for topics of interest from the board perspective*

# Information for the OIC Halifax District HRM BOPC Meeting

- What is OIC an abbreviation for?
- Information is interesting, but difficult to determine value to the BOPC without the context and the full picture of the services described
  - *Victim Services and Domestic Violence Case Coordinator*
- Information on training is operational in nature and presented without information on trending
- Recommendation
  - *Retire the report*
  - *Include standing agenda item for topics of interest from the board perspective*



# Budget

- Budget information is important for the BOPC to understand and track
  - *Part of responsibilities and will help identify where there are areas of concern that the BOPC may need to be aware of*
  - *Examples include airport and port contract-cost implications and resource implications that could impact policing services*
- Reporting to the BOPC should be a regular item at the appropriate frequency
  - *Monthly or quarterly according to the budget cycle*
  - *What would BOPC members prefer?*
  - *Can look at format of reporting with next update*

# Strategic Plan

- Key document which should inform the information provided to the BOPC
- Currently no consolidated reporting on the progress against the strategic plan
- Many of the items in the current reports would be incorporated into an overall dashboard
- Would allow for better tracking of issues the BOPC is not getting currently (e.g., diversity initiatives)
- BOPC should be trying to identify areas where more work is required, and be able to ask for specifics on goals if required
- Recommendation
  - *Develop a Strategic Plan Dashboard to report on items included in the strategic plan*

# Strategic Plan

- Reduction of Crime and Significant Increase in Safety
  - *HRP will develop and implement a revised crime reduction strategy*
- Effective and Efficient Response
  - *HRP will create a capability response framework that outlines what we will do in times of crisis and how we align with other agencies.*
- Reduction of Victimization
  - *HRP will research and expand the services offered to victims of crime.*
- Partnerships and Integrated Community Relationships
  - *HRP will complete a gap analysis that outlines all partnership gaps and what communities HRP should reach out to, in terms of need as well as available community resources.*
  - *HRP will fully develop a joint partnership plan based on the needs and capacity of both HRP and the communities we serve.*

# Strategic Plan

- Organizational Culture and Response Philosophy
  - *HRP will assemble priority groups to undertake each priority, and determine how our values will be incorporated into all facets of our organization.*
- Operational Excellence
  - *HRP will complete a comprehensive assessment of all operations and administrative functions to determine their alignment with our values and this plan.*
  - *HRP will create a dedicated research and design position that will work toward keeping HRP at the cutting edge of innovation.*
  - *HRP will create a performance measurement strategy to identify key performance indicators that can be tracked year-over-year.*

# Strategic Plan

- Learning and Innovative Culture

- *HRP will develop a human resources plan that encompasses: recruitment; performance management; professional development; succession planning and diversity.*
  - These practices will function as vital tools embedded into our new culture.
- *HRP will identify the skills and competencies it currently has as well as the gaps that need to be filled.*

- Facilities and Infrastructure

- *HRP will develop a facilities plan that outlines requirements for all facilities, including how to be more customer focused. HRP will submit its facilities plan to HRM Council.*
- *HRP will develop a technological infrastructure roadmap.*

# Strategic Plan

- Good Governance
  - *HRP will support the further development and efficacy of the Board of Police Commissioners.*
  - *HRP will create a report that identifies challenges associated with leadership, and how we can ensure the best person for the job is in each and every position*
- Employee and Public Relations
  - *HRP will undertake an assessment to capture the current duties of the Public Relations Unit and analyze any capacity issues the unit may be facing.*
  - *HRP will implement a process that identifies when the Public Relations Unit must be engaged on corporate and operational initiatives.*

# RCMP Annual Performance Plan

- Similar dashboard would be developed to allow for tracking against the performance plan
- Ensures alignment with the HRP and RCMP reporting, for consistency across agencies in what is reported to the BOPC

# DISCUSSION

