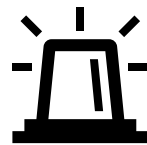




HALIFAX



HRP Strategic Plan *Phase II*



Background

Halifax Regional Police Strategic Plan 2015-2025



Respect • Honesty • Trust • Community • Leadership • Accountability • Communications • **Respect** • Honesty • Trust • Community • Leadership • Accountability • Communications • Respect • Honesty • Trust • Community • Leadership • Accountability • Communications • Respect • Honesty • **Trust** • Community • Leadership • Accountability • Communications • Respect • Honesty • Trust • Community • Leadership • **Accountability** • Communications • Respect • Honesty • Trust • Community • Leadership • Accountability • Communications • Respect • **Honesty** • Trust • Community • Leadership • Accountability • **Communications** • Respect • Honesty • Trust • Community • Leadership • Accountability • Communications • Respect • Honesty • Trust • Community • Leadership • Accountability • Communications • **Community** • Leadership • Accountability • Communications • Respect • Honesty • Trust • Community • Leadership • Accountability • Communications • **Leadership** • Accountability • Communications •

HRP 10-year Strategic Plan (2015 - 2025)

Identified commitments and priorities

Phase I (2015-18)

Phase II (2019-21)

Phase III (2021-25)

Chief initiated Strategic Plan “Refresh”

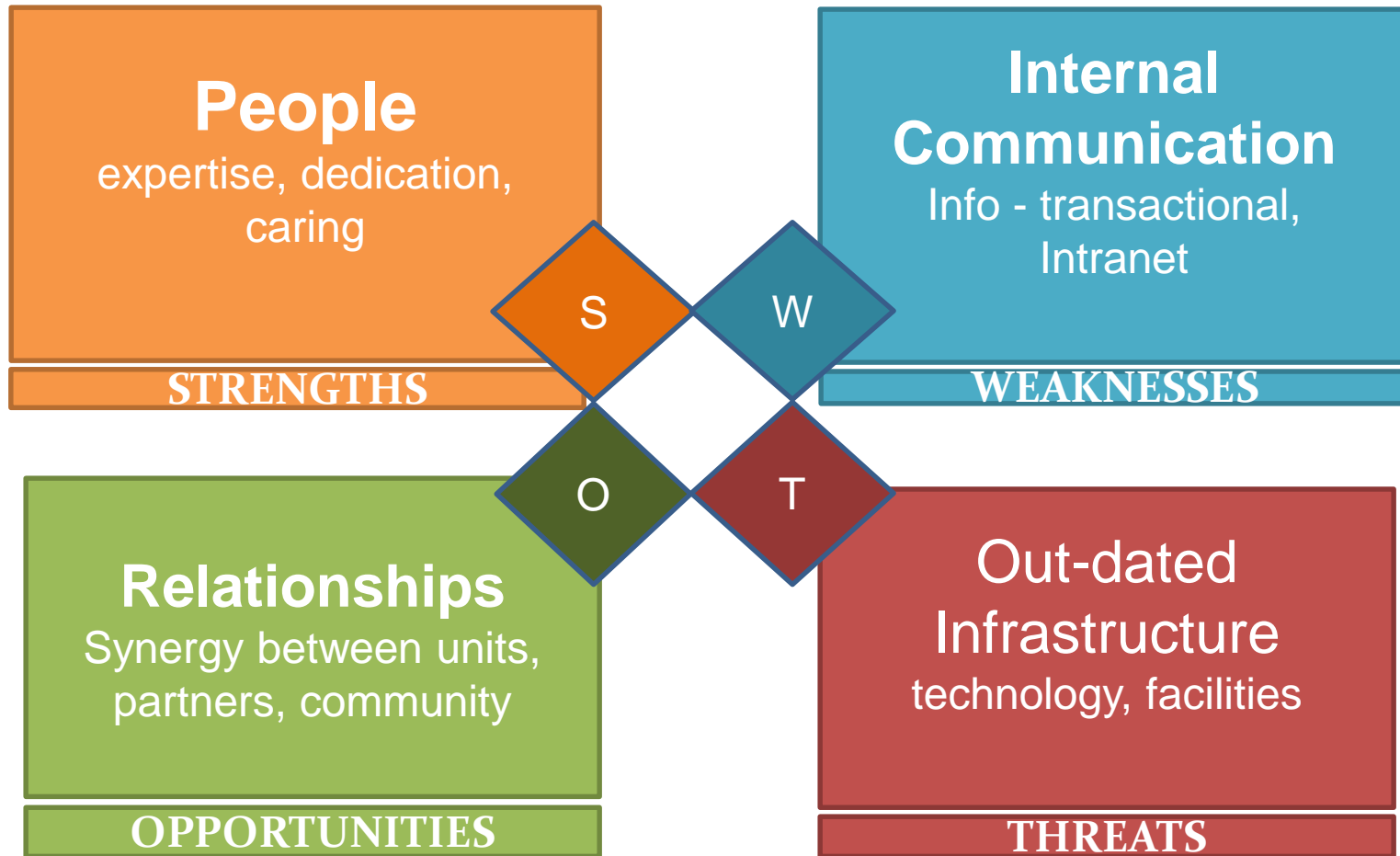


Highlights of “Refresh”

- Internal Leadership by HRP Coordinator
- Supported by Working Group
- 91 participants, 4 engagement sessions
- 14 direct responses via email/in person
- Every idea received was assessed & vetted
- *Project Profiles* were developed for each “idea”
- Chief & Deputy Chief reviewed *Project Profiles* for final decisions
- New deliverables & carry-over of 7 Tech Road Map deliverables and 1 Patrol Project



HRP SWOT



HRP Strategic Plan

Reduction & Response to Crime

HRP will work to reduce crime and the victimization caused by criminal behavior through a comprehensive response

Safe Communities

HRP commits to building and sustaining safe communities by working collaboratively with our partners and supporting a culture of service

Effective & Innovative Police Service

HRP is committed to excellence through developing good governance & infrastructure, a learning culture, continuous improvement, and progressive leadership



REDUCTION & RESPONSE TO CRIME

Response

HRP will work to reduce crime and the victimization caused by criminal behavior.

Enhanced Trauma Informed Response

Review current practices for Trauma Informed Response and develop a report & recommendations for improvement.

Hub Approach Pilot Project

Research HUB model in current Canadian police services, review information and develop recommendations for HRP pilot.

Review COMSTAT Process

Evaluate current COMSTAT Process and develop recommendations for improvement based on “best practice” models.

***Sexualized Violence Strategy**

Carry-over from 2018-19

In partnership with Halifax District RCMP and post secondary stakeholders, HRP will consult on a targeted approach to sexualized violence, paying specific attention to university students and youth.



SAFE COMMUNITIES

Partnership

HRP commits to building and sustaining safe communities by collaboratively working with our partners.

HRP Diversity and Inclusion Plan

HRP will implement the Canadian Centre for Diversity and Inclusion (CCDI) Diversity Meter Tool and develop an action plan.

Community Partnership Framework Project

Halifax Regional Police will build the community partner inventory the and develop a framework to review engagement initiatives to identify if they are achieving public safety goals.

Internal Communications Strategy

Develop a detailed plan on how information and data will be shared and transacted within HRP

Collaborative Justice Research Centre Feasibility Study

HRP will work with universities, research stakeholders, Dept. of Justice to develop a feasibility study plan for establishing a collaborative justice research centre.

External Communications Strategy

Develop a comprehensive external communications strategy that includes public safety education, event planning, HRP strategic messaging/proactive communication messaging and a multi media plan.



EFFECTIVE & INNOVATIVE POLICE SERVICE

Learning Culture

HRP is committed to operational performance excellence through continuous improvement, creating a learning culture, and progressive leadership.

EMPLOYEE ENGAGEMENT

HRP will review the results of the employee engagement survey and develop a plan to identify and address the issues.

EMPLOYEE RECOGNITION

HRP will review their employee recognition initiatives and determine if they are achieving intended goals.

CIVILIAN ONBOARDING PROJECT

Develop Onboarding Handbook for Civilian Employees .

HRP POLICE COLLEGE

Renew and update the HRP police science program to train a new cohort of cadets. Complete the certification process for a Nova Scotia Private Career College.



EFFECTIVE & INNOVATIVE POLICE SERVICE

Leadership

HRP is committed to operational performance excellence through continuous improvement, creating a learning culture, and progressive leadership.

LEADERSHIP TRAINING	Research and document best practices models for leadership training for police executives.
NEW SUPERVISORS TRAINING FOR MANAGING PEOPLE	In consultations with HRM Training, develop a specialized training program for new police supervisors that focuses on managing people and developing high performance teams.
MENTORING PROGRAM	Explore the development of an HRP Mentoring Program.
COMPETENCY BASED PROMOTIONS	Research and gather information on best practice models that may be appropriate for HRP.



**EFFECTIVE & INNOVATIVE
POLICE SERVICE**

*Continuous
Improvement*

HRP is committed to operational performance excellence through continuous improvement, creating a learning culture, and progressive leadership.

**REVIEW PATROL DEPLOYMENT
MODEL**

Assess and evaluate the current model of patrol deployment to ensure optimization of resources.

PERFORMANCE EXCELLENCE

Establish an HRP working group on Performance Excellence and develop a list of potential projects and timelines.

**HRP STRATEGIC PLANNING
REFRESH & PHASE II PLAN**

Conduct a "Refresh" of the HRP Strategic Plan and develop and implement a two-year action plan.

***HRP TECHNOLOGY ROAD MAP
_ CARRIED OVER FROM FY BP 18/19**

Halifax Regional Police will continue to implement the Technology Road Map with the remaining 7 projects.



Phase II Implementation





HALIFAX

OUR MISSION

Working together to keep our communities safe.

OUR VISION

To build and maintain confidence, trust and safety in partnership with our communities.

OUR STRATEGIC IMPACT

To make ongoing and meaningful contributions to the well-being and safety of our communities.

