

RCMP Operations Key Deliverables 2021/22

Communities

Community Survey – Insp Pepper

INITIATIVES:

1. *Work with HRP and the BoPC to develop and conduct Community Survey.*

Employee Wellness – Insp Landry

Build a resilient workforce by supporting an updated (May 2020) four-year wellness strategy that places the employee at the centre, supported by a strong management team.

INITIATIVES:

1. *Educate, Support and raise mental health awareness, regarding the new PPHA and Support for Occupational Stress Injury program for members of Halifax District. (Lead Insp. Landry).*
2. *Implement quarterly Fitness & Lifestyle activities for employees of Halifax District. (Lead Sgt. Christal Ellis).*
3. *Recognize employees who significantly contribute to employee wellness within the Halifax Honours and Recognition program. (Lead Insp. Landry).*
4. *Offer meal plans for employees of Halifax District. (Lead Sgt. Christal Ellis).*

Employee Recognition – Insp Landry

Coordination with RCMP divisional awards and recognition and the creation of District Commander recognition strategy.

INITIATIVES:

1. *Increase informal and formal recognition of employees within Halifax District through quarterly Honours and Recognition ceremonies. (Lead Insp. Landry).*

- 2. Implement a Halifax District Awards and Recognition Committee that meets quarterly. (Lead Insp. Landry).*
- 3. Develop a Halifax District Commander Recognition Coin. (Lead Insp. Landry).*

Service Excellence

Succession Planning and professional development – Insp Turner

Strategic Staffing

INITIATIVES:

- 1. Engagement of Criminal Operations, Criminal Investigation Division and Halifax District Operations to development and implement a transparent and accountable staffing process which supports member development and operational capability. (Lead: Insp. Turner)*
- 2. Development and implementation of a formal job shadowing plan for Halifax District. (Lead: Sgt Allen)*
- 3. Enhanced communications within Halifax District on current staffing and future / anticipated opportunities (Lead: Insp. Turner)*

Innovation in delivering mandatory and development training

INITIATIVES:

- 1. Conduct a district 'Needs Assessment' to identify and forecast current / future training and developmental requirements. (Lead: Sgt Taplin)*
- 2. Development of a district subject matter experts pool to support networking and developmental support within Halifax District. (Lead: S/Sgt MacLean)*
- 3. Coordinate / deliver developmental training in high priority areas at a local level using local subject matter experts.*

Excellence in policing services – Insp Pepper

Modernize the integrated policing agreement(s)

INITIATIVES:

- 1. Review and prioritize the Integrated policing agreements.*
- 2. Develop working groups to update the high priority agreements.*

Communication - Insp. Knibbs

Enhance HD Communications strategy and practices and leverage partnerships

INITIATIVES:

- 1. Develop a Halifax District Internal and External Communications Strategy*
- 2. Develop process and partnerships for video communication through RCMP and/or HRM social media accounts*

Technology – Insp. Pepper Project Lead – Jami Smith

Review and modernize operating procedures and optimize the records management system to reduce organizational and operational risks.

INITIATIVES:

- 1. Develop a business process to improve the quality of our data integrity.*