



Item 10.1.5 (a)
Board of Police Commissioners
July 19, 2021

HALIFAX

Halifax Regional Police 2015-2025 Strategic Plan

Update to Board of Police Commissioners

July 19, 2021

Key strategic themes

The strategic plan is built around three main strategic themes. Each one of the current 2021-2022 Strategic Plan Initiatives being brought forward to the BoPC for reporting is aligned with one or more of the key areas.

CRIME REDUCTION & IMPROVED QUALITY OF LIFE

- Significant Increase in Safety
-
- Effective & Efficient Response
-
- Reduction of Victimization

SAFE COMMUNITIES & PARTNERSHIPS

- Partnerships & Integrated Community Relationships
-
- Organizational Culture & Response Philosophy

EFFECTIVE & INNOVATIVE POLICE SERVICE

- Operational Excellence
-
- Learning & Innovation Culture
-
- Improved Facilities & Infrastructure
-
- Good Governance
-
- Positive Employee & Public Relations



2021-2022 Strategic Plan Deliverables

Career Development & Succession Planning Program

Sponsor – Chief Daniel Kinsella

Project Manager – Deputy Chief Reid McCoombs

As part of the Chief of Police re-alignment, HRP will conduct a needs assessment to ensure effective career development and succession planning through training, re-assignments and skill assessment.

Key Area(s)

**EFFECTIVE & INNOVATIVE
POLICE SERVICE**

Progress Percentage

70%



2021-2022 Strategic Plan Deliverables

Community Survey

Sponsor – Chief Daniel Kinsella

Project Manager – Neera Ritcey

HRP will implement the HRP Community Survey to gather key information on public safety matters and insights critical to operating an effective and innovative police force.

Key Area(s)

**SAFE COMMUNITIES
& PARTNERSHIPS**

**EFFECTIVE & INNOVATIVE
POLICE SERVICE**

Progress Percentage

30%



2021-2022 Strategic Plan Deliverables

Halifax, Nova Scotia: Street Checks Report Response

Sponsor – Chief Daniel Kinsella

Project Managers – Deputy Chief Don MacLean + several divisional leads

In collaboration with RCMP and BoPC representatives, develop a comprehensive response to the street checks issue informed by the Halifax, Nova Scotia: Street Checks Report, as well as by ongoing work of Department of Justice and NS Human Rights Commission.

Key Area(s)

CRIME REDUCTION &
IMPROVED QUALITY OF LIFE

SAFE COMMUNITIES
& PARTNERSHIPS

EFFECTIVE & INNOVATIVE
POLICE SERVICE

Progress Percentage

55%



2021-2022 Strategic Plan Deliverables

HRP Secure Online Communications Portal

Sponsor – Chief Daniel Kinsella

Project Manager – Neera Ritcey

HRP will develop and implement a plan to replace the outdated HRP Intranet site with an online communications portal to support HRP operations and employee engagement with appropriate levels of governance and security.

Key Area(s)

**EFFECTIVE & INNOVATIVE
POLICE SERVICE**

Progress Percentage

20%



2021-2022 Strategic Plan Deliverables

HRP Technology Road Map

Sponsor – Deputy Chief Reid McCoombs

Project Manager – Gursharan Singh

HRP will build on the consultant report to implement a plan that includes multiple projects in various stages of completion; some of which are contingent upon securing a funding allocation.

Key Area(s)

**CRIME REDUCTION &
IMPROVED QUALITY OF LIFE**

**EFFECTIVE & INNOVATIVE
POLICE SERVICE**

Progress Percentage

40%



2021-2022 Strategic Plan Deliverables

Performance Excellence Training

Sponsor – Chief Daniel Kinsella

Project Manager – Superintendent Dean Simmonds

Increase HRP's trained capacity in HRM's Performance Excellence model, starting with senior officers. Apply relevant tools and techniques for continuous improvement starting with identified priority HRP projects.

Key Area(s)

**EFFECTIVE & INNOVATIVE
POLICE SERVICE**

Progress Percentage

35%



2021-2022 Strategic Plan Deliverables

Priority Response

Sponsor – Superintendent Andrew Matthews
Project Manager – Inspector Greg Robertson

Review and evaluate current Priority Response model. Review current call and priority codes to determine how HRP can better prioritize urgent calls while also determining which call codes can be triaged or diverted to non-urgent units.

Key Area(s)

CRIME REDUCTION &
IMPROVED QUALITY OF LIFE

SAFE COMMUNITIES
& PARTNERSHIPS

EFFECTIVE & INNOVATIVE
POLICE SERVICE

Progress Percentage

50%



2021-2022 Strategic Plan Deliverables

Review Patrol Deployment Model

Sponsor – Chief Daniel Kinsella

Project Manager – Deputy Chief Don MacLean

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

Key Area(s)

CRIME REDUCTION &
IMPROVED QUALITY OF LIFE

SAFE COMMUNITIES
& PARTNERSHIPS

EFFECTIVE & INNOVATIVE
POLICE SERVICE

Progress Percentage

20%

