



RCMP Halifax District Key Deliverables 2021/22 April 2021-June 2021

Communities

Community Survey – Insp Pepper

INITIATIVES:

- 1. Work with HRP and the BoPC to develop and conduct Community Survey.**
 - Ongoing and continuous: Proposal to be developed with HRP for BOPC

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).***
 - Ongoing and continuous: 13 nominations escalated to Divisional Honours and Recognition/ 7 approved for OIC's Recognition Coin.
2. ***Implement a Halifax District Awards and Recognition Committee that meets quarterly. (Lead Insp. Landry).***
 - Ongoing and continuous: Meeting held April 29, 2021. Next meeting July 28, 2021
 - Mandate Document created.
3. ***Develop a Halifax District Commander Recognition Coin. (Lead Insp. Landry).***
 - Complete

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)***
 - Ongoing and continuous: Enhanced frequency of communications with Career Development and Resourcing
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)***
 - Ongoing and continuous: East Operations NCO weekly meetings/West Operations updates on staffing

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)**
 - Ongoing and continuous: Initial examination of annual assessments
- 2. Development of a district subject matter experts pool to support networking and developmental support within Halifax District. (Lead: Sgt. John Berger)**
 - Ongoing and continuous: Transition of lead
- 3. Coordinate / deliver developmental training in high priority areas at a local level using local subject matter experts. (Lead Sgt. Berger)**
 - Ongoing and continuous: Lead identified/ Planning first internal training day July 2021

Excellence in policing services – Insp Pepper

Modernize the integrated policing agreement(s)

INITIATIVES:

- 1. Review and prioritize the Integrated policing agreements.**
 - Ongoing and continuous: two integrated policing agreements currently being discussed/ongoing process of hiring Strategic Advisor
- 2. Develop working groups to update the high priority agreements.**
 - Ongoing and continuous: two integrated policing agreements currently being discussed/ongoing process of hiring Strategic Advisor

Communication - Insp. Knibbs

Enhance HD Communications strategy and practices and leverage partnerships

INITIATIVES:

- 1. Develop a Halifax District Internal and External Communications Strategy**
 - Ongoing and continuous: External media to HRM Council

2. Develop process and partnerships for video communication through RCMP and/or HRM social media accounts

- Ongoing and continuous: Internal video bi-weekly/External traffic video

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.

- Ongoing and continuous: five projects are underway including, E-Disclosure and Quality Analysis Supervisor Training