



RCMP Halifax District Key Deliverables 2021/22 July 2021- October 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 Periodic Psychological Health Assessment (PPHA) and Support for Occupational Stress Injury program for members of Halifax District. (Lead Insp. Landry).**
 - Veterans Affairs Canada presented to members and their families in October
 - Ongoing discussions regarding Mental Health at morning briefings and Watch Commander meetings
 - Employee Wellness guidebook drafted
 - Ongoing operational debriefings with dedicated RCMP psychologists

2. **Implement quarterly Fitness & Lifestyle activities for employees of Halifax District. (Lead Sgt. Christal Ellis).**
 - Gym re-opened as per Provincial Covid 19 Guidelines
 - Several Detachments held unit level fitness challenges

3. **Recognize employees who significantly contribute to employee wellness within the Halifax Honours and Recognition program. (Lead Insp. Landry).**
 - Two members received the District Commander's Coin of Recognition for their respective roles in supporting member wellness.

4. **Offer meal plans for employees of Halifax District. (Lead Sgt. Christal Ellis).**
 - Ongoing

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: 27 nominations escalated to Divisional Honours and Recognition/11 recipients received OIC's Recognition Coin

2. **Implement a Halifax District Awards and Recognition Committee that meets quarterly. (Lead Insp. Landry).**
 - Quarterly meetings ongoing
 - 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 (CDRA)
 - Language has been supported by CDRA which permits Line Officers to provide greater awareness of anticipated/upcoming staffing actions

- 2. Development and implementation of a formal job shadowing plan for Halifax District. (Lead: Sgt Allen)**
 - Ongoing and continuous: Watch Commanders and senior supervisors are engaged. Training coordinator will be engaged for alignment of initiative with member's annual learning plans. This will be furthered in Q4 with support from training coordinator.

- 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: Halifax District Training Coordinator will be engaged in Q4 to assist in advancing this.

- 2. Development of a district subject matter experts (SME) pool to support networking and developmental support within Halifax District. (Lead: Sgt. John Berger)**
 - Complete

3. Coordinate / deliver developmental training in high priority areas at a local level using local subject matter experts. (SME) (Lead Sgt. Berger)

- Ongoing and continuous: SME list has been created and distributed throughout the District.
- Further internal training initiatives will flow from priorities identified in previous point.

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 a Strategic Advisor to assist in prioritizing areas of highest risk.

2. Develop working groups to update the high priority agreements.

- Ongoing and continuous: Initial meeting with HRP Senior executives to discuss next steps in updated Integrated CID MOU.

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: HRM Councillor and BoPC tours of RCMP H Division building and Units
- Multiple Ride a Longs completed with various HRM Councillors and BoPC Commissioners.

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

- Ongoing and continuous

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
- Completing audit for Quality Assurance