



INFORMATION REPORT

TO: Board of Police Commissioners

FROM: Chief Daniel Kinsella, Halifax Regional Police

DATE: February 28, 2022

SUBJECT: **HRP Strategic Plan Update**

Halifax Regional Police’s 10-year Strategic Plan was launched in 2015. In 2018 the Plan underwent a refresh, with the themes of partnerships, evidence-based practices, and continuous improvement at the heart of the refresh process. The refresh process identified three key areas. Each of the current 2021-2022 Strategic Plan Initiatives is aligned with one or more of the key areas:

- Crime reduction & Improved Quality of Life
- Safe Communities & Partnerships
- Effective & Innovative Police Services

2021-2022 Current Strategic Plan Initiatives			
		Q2	Q3
<p style="text-align: center;">Career Development & Succession Planning Program</p> <p style="text-align: center;">Sponsor – Chief Daniel Kinsella Project Manager – Deputy Chief Reid McCoombs</p>	<p>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.</p>	80%	85%
<p style="text-align: center;">Community Survey</p> <p style="text-align: center;">Sponsor – Chief Daniel Kinsella Project Manager – Neera Ritcey</p>	<p>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.</p>	30%	30%
<p style="text-align: center;">Halifax, Nova Scotia: Street Checks Report Response</p> <p style="text-align: center;">Sponsor – Chief Daniel Kinsella Project Manager – Deputy Chief Don MacLean</p>	<p>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.</p>	55%	60%

<p>HRP Secure Online Communications Portal Sponsor – Chief Daniel Kinsella Project Manager – Neera Ritcey</p>	<p>HRP will develop and implement a plan to replace the outdated HRP Intranet site with an online communications portal to support HRP operations and employee engagement with appropriate levels of governance and security.</p>	<p>35%</p>	<p>35%</p>
<p>HRP Technology Road Map Sponsor – Deputy Chief Reid McCoombs Project Manager – Gursharan Singh</p>	<p>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.</p>	<p>50%</p>	<p>55%</p>
<p>Performance Excellence Training Sponsor – Chief Daniel Kinsella Project Manager – Superintendent Dean Simmonds</p>	<p>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.</p>	<p>45%</p>	<p>45%</p>
<p>Priority Response Sponsor – Superintendent Andrew Matthews Project Manager – Inspector Greg Robertson</p>	<p>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.</p>	<p>70%</p>	<p>80%</p>
<p>Review Patrol Deployment Model Sponsor – Chief Daniel Kinsella Project Manager – Deputy Chief Don MacLean</p>	<p>Assess and evaluate current model of patrol deployment to ensure optimization of resources.</p>	<p>25%</p>	<p>25%</p>