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MEMORANDUM

TO: All HRFE Members/Staff
FROM: Chief Ken Stuebing
DATE: January 27, 2020
SUBJECT: **Looking forward to 2020**

Dear Colleagues,

A new decade is well underway and as we embark on this new chapter, it is important to ensure we are all in alignment with our values, shared goals and objectives as a team.

As shared in previous communications, we are committed to our members and in providing a safe and inclusive workplace. It is a top priority for our leadership team. Every officer takes a pledge to support these values. We are working hard on many initiatives such as outreach, station improvements, recruiting, cultural awareness sessions, inclusion committees and more that will help us to move forward.

We have a team of trainers led by Assistant Chief Paré working to complete curriculum and launch training for all members. This will help us better understand how we can be a diverse, inclusive and respectful workplace.

Over the next few months we will be renewing our mission statement and developing a joint vision that will help guide us into the future and ensure HRFE's success. Our values and our cornerstones must guide our daily interactions with both the public and our colleagues to ensure that we are providing the best possible service to our community and support to our colleagues. I have attached an overview of our mission, values and cornerstone statements. Please take a moment to review as I believe it is critical all HRFE members remain current regarding these unified guiding principles.

We are committed to ensuring our workplace is a safe and inclusive environment for all members. We have zero tolerance for behaviour that does not uphold our mission, values, and cornerstone statements. What this means is that we will not allow inappropriate behavior in our workplaces, and any such instances will be reviewed with serious and timely consideration. Appropriate measures will be taken to address those that partake in inappropriate behaviour.

I appreciate your continued collaboration and support as we work together to further advance our workplace culture. I look forward to all we will accomplish together this year and beyond.

Halifax Regional Fire & Emergency

Our Mission

Our members are dedicated to enhancing and preserving quality of life, property and environment through education, leadership, partnerships and effective response to emergencies to ensure the citizens of HRM live in safe, inclusive and welcoming communities.

Our Values

We value Safety, Pride, Integrity/Accountability, Respect Diversity & Inclusion, Innovation, and Teamwork (SPIRIT)

- SAFETY: Commitment to a safe community and workplace.
- PRIDE: In our performance, the service we provide and the communities we serve.
- INTEGRITY & ACCOUNTABILITY: In everything we do, an organization that is trusted by those we serve.
- RESPECT: The uniqueness and diversity of others. All our actions and interactions with others reflect on HRFE.
- INNOVATION: Building a sustainable emergency service strategy for the future and remaining relevant in a changing landscape.
- TEAMWORK and COMMUNICATION: Together we are better. Open, honest, timely and respectful communications are always welcome.

Our Cornerstones

1. Public Safety and Trust
2. Workplace Safety
3. Performance and Brand Integrity
4. Teamwork and Leadership