



P.O. Box 1749  
Halifax, Nova Scotia  
B3J 3A5 Canada

### Item No. 10.3.1

Request for Board of Police Commissioners Consideration		
<input checked="" type="checkbox"/> <b>Agenda Item</b> (Submitted to Municipal Clerk's Office by Noon Wednesday the week prior to the meeting)	<input type="checkbox"/> <b>Added Item</b> (Submitted to Municipal Clerk's Office by Noon at least one working day prior to meeting)	<input type="checkbox"/> <b>Request from the Floor</b>
<b>Date of Meeting:</b> March 9, 2023		
<b>Subject:</b> HRM BOPC Human Resources study re Understaffing, Long-term Absences and Mental Health Claims at Halifax Regional Police (the "Human Resources Study")		
<b>Motion for Board of Police Commissioners to Consider:</b>		
<ol style="list-style-type: none"><li>1. THAT the Board of Police Commissioners endorse the recommendations included in the Human Resources Study, received by the board February 6, 2023;</li><li>2. THAT the Board of Police Commissioners request that the Chief Administrative Officer in collaboration with the Chief Officer of the Halifax Regional Police to, in consultation with and with the approval of the Board of Police Commissioners, direct Human Resources &amp; Corporate Communications to prepare a plan for the implementation of the recommendations in the Human Resources Study, which plan shall be received for the Board's review and approval at a future meeting;</li><li>3. THAT the Board of Police Commissioners request that the Chief Administrative Officer in collaboration with the Chief Officer of the Halifax Regional Police to, in consultation with and with the approval of the Board of Police Commissioners, direct Human Resources &amp; Corporate Communications to take immediate action with respect to recommendation E(ii) of the Human Resources Study by beginning to examine the total amount of time worked by HRP employees, including overtime and extra duty, to determine if there is a correlation between time worked and sick leaves usage and available staffing resources.</li></ol>		
<b>Outcome Sought:</b>		
Noted above		
Harry Critchley		January 25, 2023