



P.O. Box 1749
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Item No. 8
Halifax Regional Council
January 30, 2018

TO: Mayor Savage and Members of Halifax Regional Council

SUBMITTED BY: **Original Signed**

Mike Savage, Mayor and members of the Executive Standing Committee

DATE: January 23, 2018

SUBJECT: HRM Workforce Report

INFORMATION REPORT

ORIGIN

A motion of the Executive Standing Committee meeting from the January 22, 2018 of the Committee.

LEGISLATIVE AUTHORITY

Section 8 of the Terms of Reference of the Executive Standing Committee which indicates that the Committee "shall act as a review committee for matters related to the general self-governance and administration of Council as directed by the Council."

BACKGROUND

Executive Standing Committee received the Semi-Annual Workforce report and presentation at the January 22, 2018 meeting of the Committee.

DISCUSSION

During the discussion note was made that the proposed move from the semi-annual to annual reporting will provide a more comprehensive annual report that not only provides workforce demographics and analysis of employment related data but, also includes reporting on the strategic goals within *HRM's People Plan* including Leadership, Talent, Culture & Performance, Diversity & Inclusion, Safe Workplaces & Healthy Workforce. This form of reporting will provide more meaningful data on HRM's workforce.

The Committee subsequently approved a motion to direct staff to provide an annual workforce report to the Executive Standing Committee and to forward the December 22, 2017 Semi-Annual Workforce report and presentation to Council for information.

FINANCIAL IMPLICATIONS

There are no financial implications associated with this report.

COMMUNITY ENGAGEMENT

The Executive Standing Committee is comprised of seven duly elected officials. Meetings are held in public unless otherwise indicated and the agenda and materials are posted to the HRM website. In addition, the Executive Standing Committee meeting is webcasted, and a meeting video is posted to the committee webpage after the meeting.

ATTACHMENTS

1. December 22, 2017 staff report
2. January 22, 2017 Presentation – HRM Workforce Report

A copy of this report can be obtained online at halifax.ca or by contacting the Office of the Municipal Clerk at 902.490.4210.

Report Prepared by: Sherryl Murphy, Deputy Clerk, 902-490-4211
