

Item 10.1.5 (a) Board of Police Commissioners July 19, 2021



Halifax Regional Police 2015-2025 Strategic Plan

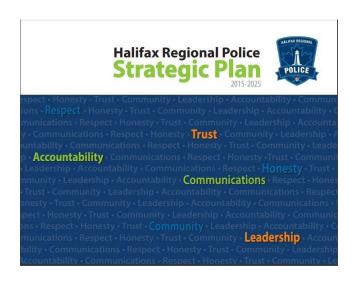
Update to Board of Police Commissioners

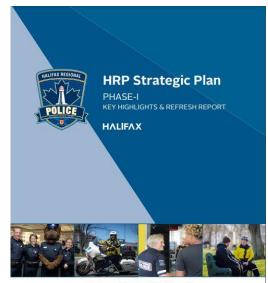
July 19, 2021

Background

The 10-year Strategic Plan for Halifax Regional Police was launched in 2015.

In late 2018 the Plan underwent a refresh, with the themes of partnerships, evidence-based, innovative practices and continuous improvement at the heart of the refresh process.





Serve • Partner • Excel HALIFAX REGIONAL POLICE | STRATEGIC PLAN 2015-25

HALIFA



Key strategic themes

The strategic plan is built around three main strategic themes. Each one of the current 2021-2022 Strategic Plan Initiatives being brought forward to the BoPC for reporting is aligned with one or more of the key areas.

CRIME REDUCTION &	SAFE COMMUNITIES	EFFECTIVE & INNOVATIVE
IMPROVED QUALITY OF LIFE	& PARTNERSHIPS	POLICE SERVICE
Significant Increase in Safety Effective & Efficient Response Reduction of Victimization	Partnerships & Integrated Community Relationships • Organizational Culture & Response Philosophy	Operational Excellence Learning & Innovation Culture Improved Facilities & Infrastructure Good Governance Positive Employee & Public Relations





Career Development & Succession Planning Program

Sponsor – Chief Daniel Kinsella Project Manager – Deputy Chief Reid McCoombs

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.

Key Area(s)

EFFECTIVE & INNOVATIVE POLICE SERVICE **Progress Percentage**

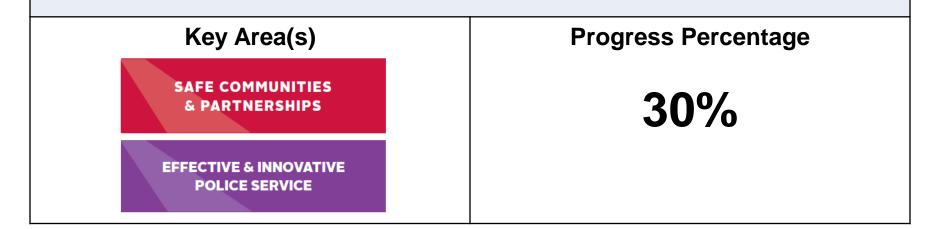
70%





Community Survey Sponsor – Chief Daniel Kinsella Project Manager – Neera Ritcey

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.







Halifax, Nova Scotia: Street Checks Report Response Sponsor – Chief Daniel Kinsella Project Managers – Deputy Chief Don MacLean + several divisional leads

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.







HRP Secure Online Communications Portal

Sponsor – Chief Daniel Kinsella Project Manager – Neera Ritcey

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.

 Key Area(s)
 Progress Percentage

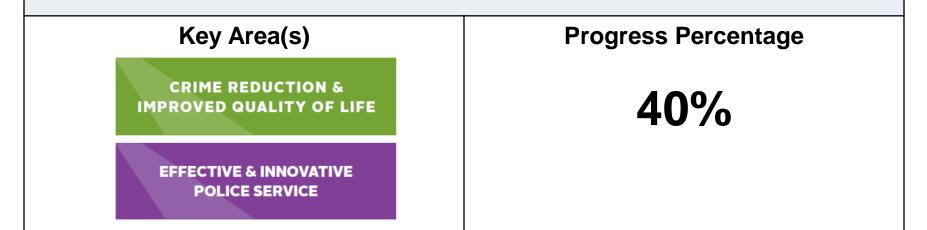
 EFFECTIVE & INNOVATIVE
POLICE SERVICE
 20%





HRP Technology Road Map Sponsor – Deputy Chief Reid McCoombs Project Manager – Gursharan Singh

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.



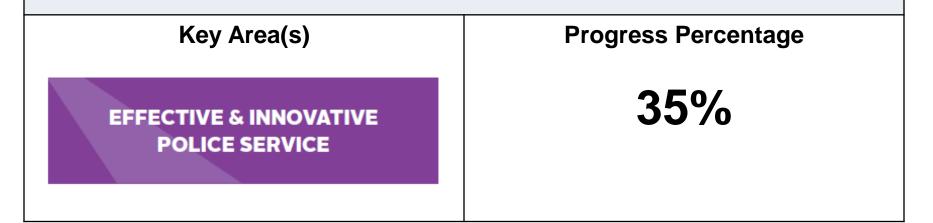




Performance Excellence Training

Sponsor – Chief Daniel Kinsella Project Manager – Superintendent Dean Simmonds

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.



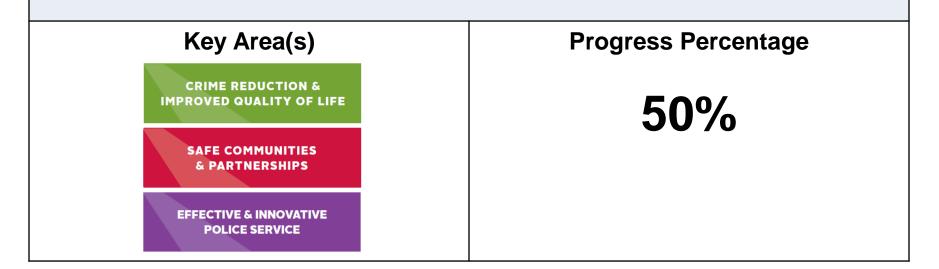




Priority Response

Sponsor – Superintendent Andrew Matthews Project Manager – Inspector Greg Robertson

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.



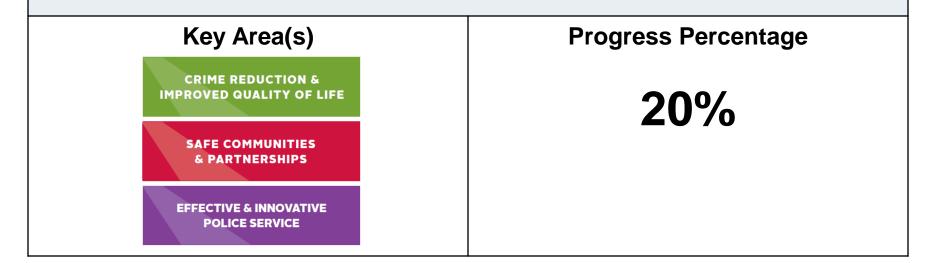




Review Patrol Deployment Model

Sponsor – Chief Daniel Kinsella Project Manager – Deputy Chief Don MacLean

Assess and evaluate current model of patrol deployment to ensure optimization of resources.



ΗΛLΙΓΛΧ

