



# HALIFAX

## Employee Engagement at HRP

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Presentation to the Board of Police Commissioners  
Feb. 11, 2019

# Overview

- Following the survey results we identified areas of improvement.
- Executive Management Team, Communications & research coordinator have had multiple meetings.
  - These have identified next steps and action items.
- Today's presentation will outline our immediate actions and overall planning.



# Four key 'drivers' of engagement were identified by the survey

- A daily opportunity to 'do what you do best'
- Belief that HRM values contributions
- Belief that HRM values the overall wellbeing of its employees
- Being treated in a respectful manner at work



# The CRA report identified opportunities for improvement at HRP in the following areas:

- Valuing of Contributions/ Recognition
- Support for Doing What One Does Best
- Employee Well-Being
- Regular Feedback
- Career Opportunities and Support for Learning
- Respect
- Communications
- Relations with Senior Management
- Engagement
- Workplace Culture
- Supplies and Equipment



# We've identified three broad themes, based on CRA's analysis

Culture of respect  
and openness

Supporting  
employee  
development and  
wellbeing

Valuing,  
encouraging and  
recognizing  
employees'  
contributions



# A starting point – direct engagement with senior management

- 26 engagement talks have been scheduled from Jan 15<sup>th</sup>-Feb 15<sup>th</sup>.
- Opportunity to speak to all sworn and civilian members of Halifax regional police.
- Come with a key message on a current topic the Management is working on.
- Provides an opportunity for Q & A and to get the answer in person rather than email etc.
- Ongoing three to four times a year.



# Working group

- Terms of Reference have been created for the Engagement Working group
- The committee chairperson (Insp. Carlisle) will lead a request/call-out for employee engagement working group members
- Working group members selected, will be both sworn and civilian members. Holding various ranks, roles, experience and skills throughout the organization.
- Goal to action and make improvements to the three main areas of attention



# Recognition

- HRP's Awards and Recognition Program is currently under review.
- Determine if the current program is meeting the needs of HRP staff with recognition which is meaningful, timely, appropriate and reinforces HRP's mission, vision and values
- Consideration of having two recognition events a year





# Wellness

- Fall 2019 HRP put in place its Wellness Steering Committee.
- Primary goal is to advocate on behalf of HRP for the continued improvement and support for the overall wellness of HRP staff
- The three Wellness Working Groups have been identified as Mental Health, General Wellness and Physical Activity – champions currently being identified



# Engagement

*“WHEN WE STRIVE TO BECOME BETTER THAN WE ARE, EVERYTHING AROUND US BECOMES BETTER TOO.”*

-Paulo Coelho

