

Bi-monthly Strategic Plan Update to Police Board of Commissioners
Current up to May 9

Status	Comments
	On schedule with planned scope, budget, and timeline expectations.
	Not currently on schedule with planned scope, budget, and timeline expectations.
	At risk of failing to meet planned scope, budget, and timeline expectations.

A) Reduction and Response to Crime and Quality-of-Life Issues

Reduction of Crime and Increase in Safety. A policy and plan is in progress for the Fugitive Apprehension Strategy. For the Juvenile Prostitution Strategy, there is ongoing communication with youth engaged in or at risk of engaging in prostitution, and continued communications and engagement with outside agencies to collaborate in facilitating exit strategies for juvenile victims of the sex trade. The Gun Safety Campaign is carried over from last fiscal year, and the Investigator's Guide for Online Crime begins this fiscal year.

- 3.14 - Gun Safety Campaign - 75% completed
- 3.02 - Juvenile Prostitution Targeting Strategy – n/a
- 3.13 - Fugitive Apprehension Strategy – n/a
- 3.04 - HRP Crime Reduction Strategy - 5% completed
- 2.06 - Annual Pedestrian Safety Action Plan – n/a
- 3.10 - Investigator's Guide for Online Crime – n/a

Effective and Efficient Crime Response. The ICS-compliant Emergency Response Plan was issued in April, and movement towards the Incident Command System continues. Progress on the Capability Response Road from last fiscal year – including a survey of information from the Criminal Investigation Division and Patrol Division, and a review of gaps – will inform the Roadmap this fiscal year. Strategic Technology Integration Unit staff are gathering information and meeting with other agencies for best practices in relation to the Cyber Threat Protocol. Workload Analysis, Review of School Liaison Officer Functions, and Active Aggressor and Lockdown Procedures begin this fiscal year.

- 3.03 - HRP Capability Response Framework – n/a
- 3.06 - Real Time Crime Centre Pilot Project Outcomes – n/a
- 3.11 - Cyber Threat Protocol - 50% completed
- 3.12 - Social Media Crime Solving Tool – n/a
- 2.02 - HRM-Aligned Emergency Response Plan – n/a
- 2.04 – Incident Command System (ICS) Implementation – n/a
- 2.18 – Workload Analysis – n/a
- 3.07 – Review of School Liaison Officer Functions – n/a
- 3.09 – Active Aggressor and Lockdown Procedures – n/a

Reduction of Victimization. The work of expanding the Victim Support Plan continues. In the 15/16 fiscal year this included building off the three-year Victim Support Strategy Document, Sexual Assault Team Investigators meeting with Victim Services to discuss how to better work together, and Victim Services staff working from within Divisional offices.

- 3.05 - HRP Expanded Victim Support Plan – n/a

B) Safe Communities

Partnerships and Integrated Community Partnerships. The Partnership Analysis is carried over from the last fiscal year. It will consist of documentation and a analysis that outlines partnership gaps and what communities HRP should reach out to.

2.05 - HRP Joint Partnership Plan - 5% completed

Organizational Culture and Response Philosophy. Progress on the Health and Wellness program continues. The Wellness committee is established and meeting monthly and research is underway to outline functions and a job description for a Wellness Coordinator at HRP. The Road to Mental Readiness (R2MR) is expected to be rolled out by June 1st. There are currently 12 cadets enrolled at the Atlantic Police Academy and the Superintendent of HR met with each cadet individually. Field training will continue next month.

2.10 - HRP Health and Wellness Program - 15% completed
2.14 - 2016 Atlantic Police Academy Class - 25% completed

C) An Effective and Efficient Police Service

Operational Excellence. The Leadership profile continues this fiscal year. As part of that, HRP will implement organization-wide development plans and performance measurement / management tools, including issues arising out of the 15/16 Leadership Profile. The Improve Dispatch / Call Management Process deliverable begins officially this fiscal year, and as part of that, HRP will implement accepted recommendations from the Pomax study to improve Dispatch process and related governance issues.

2.07 – Improve Dispatch / Call Management Process – n/a
2.09 - HRP Leadership Profile - 15% completed

Learning and Innovative Culture. The Review of HRP promotional training process has been carried over from the last fiscal year. HRP will review and make changes to the promotional training process for Non-Commissioned Officers (Sergeants and Staff Sergeants), and after a promotional routine is completed, new NCOs will be monitored, developed, and given the proper tools to manage their performance, as well as their subordinates, in order to work effectively and efficiently in their new roles. An NCO training committee has been established, and course curriculum and course presenters is still being reviewed. Building on work accomplished last fiscal year, a skills inventory has been conducted at Patrol and IES, and lateral moves are to be conducted with this information as a resource.

2.03 - HRP Human Resources skills map - 10% completed
2.11 - Review of HRP promotional training process - 20% completed

Facilities and infrastructure. The HRP Technology Roadmap is finished and it will be tracked in 16/17. Next month, the Service Delivery Model with ICT will be clarified and a security review will begin. Where the facilities plan is concerned, much work has been accomplished on it in 2015/16 and it will remain an ongoing project.

2.15 - HRP Facilities Plan and Council Report - 20% completed
2.12 – HRP Technology Roadmap – 5% completed
3.08 – Operational Assessment For a Mass Notification System – n/a

Good governance. Alignment efforts with the Board of Commissioners are ongoing. The HRP foundation committee is reviewing a staff report and awaiting legal opinion. In 16/17 HRP will continue to implement recommendations from the Domestic Violence Strategy Document including programming related to

communications, prevention, intervention, enforcement, and quality assurance. Where Audits are concerned, there will be an annual audit plan based on risk profiles.

2.08 - HRP Alignment with the Police Board of Commissioners - 50% completed

2.17 - HRP Foundation - 50% completed

2.13 – Audits - 65% completed

3.01 – Implementation of Audit Recommendations - 50% completed

Employee and Public Relations. In the 16/17 HRP will implement a Public Relations Strategy and related tactics, including those arising out of the 15/16 Social Media Strategy and the 15/16 Public Relations Engagement Protocol in light of the current duties and capacity of the Public Relations Unit. There will also be a Crisis Communication Exercise.

2.01 - Development of a HRP Social Media Strategy – n/a

2.16 – Crisis Communication Exercise – n/a