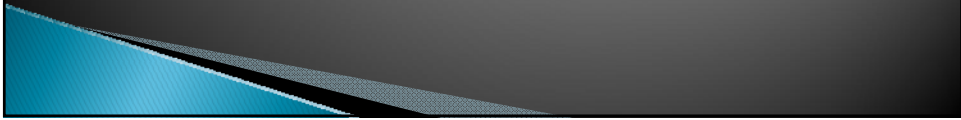




HRM's Most Valuable Asset – OUR PEOPLE

Committee of the Whole
April 13, 2010



Why Are We Here Today?

To talk about HRM's most valuable asset: **OUR
PEOPLE**



Planning for Change

- ▶ As an administration, it is our job to prepare a workforce plan that supports Regional Council's priorities in the provision of service excellence – now and into the future.
- ▶ The **Right** People, in the **Right** Jobs, doing the **Right** Things at the **Right** Cost

Planning for Change

- ▶ Workforce stability
- ▶ Core values
- ▶ Employee engagement
- ▶ Workforce environment – retaining skills and experience

Planning for Change

- ▶ Understanding the priorities of Council and the Community
- ▶ Providing the foundation to enable the delivery of programs and services to meet the needs of the community

Planning for Change

Workforce Adjustment Toolkit

If service changes are made, the following tools could be used to adjust the workforce:

- ▶ Vacancy Management
- ▶ Early Retirement Incentive Program
- ▶ Severance
- ▶ Lay offs
- ▶ Analysis of wage rates

Any changes would be made as part of a workforce planning strategy

Workforce – Risks and Opportunities

- ▶ 543 employees eligible to retire before April 1, 2011
- ▶ 71 employees formally identified their intention to retire – 1st quarter
- ▶ Additional 322 employees eligible to retire before April 1, 2014

- ▶ High performers – flight risk
- ▶ Succession planning readiness
- ▶ Labour market

Safeguarding Our Future

- ▶ Shared vision

- ▶ Progressive HR Plan to enable service delivery now and into the future – how best we serve and protect our community

- ▶ Recognizing that employees are an organizational strength and are valued



QUESTIONS?

