

## STRATEGIC GOAL | Employee Support

*Provide opportunities and services designed to assist members in their personal and professional development*

OBJECTIVE E1	Develop a revitalized approach to recruiting that is reflective of ethnic, cultural, and gender diversity in the community.		
OUTCOME	Increased representation of diverse communities and women within the Service.		
SPONSOR	Superintendent Administrative Services		
Action Plan	Measures	Timeline	Lead Accountability
E1.1 Develop a recruiting strategy that is reflective of ethnic, cultural, and gender diversity in the community.			
	Strategy developed and implemented	Q3 2005	Inspector Employee Services Support: External Consultant
E1.2 Educate members of the changing demographics within the community and the importance of successful community policing.			
	Education provided to members	Ongoing	Inspector Employee Services

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<b>OBJECTIVE E2</b>	Develop a stable staffing model to project short and medium-term staffing needs in line with organizational priorities.		
<b>OUTCOME</b>	The staffing model will assist the Service by projecting future staffing based on organizational priorities.		
<b>SPONSOR</b>	Superintendent Administrative Services		
Action Plan	Measures	Timeline	Lead Accountability
<b>E2.1</b> Develop a methodology / model to determine current staffing requirements and project future staffing needs and staff allocation.			
	Staffing report and methodology completed	Q1 2006	Manager Corporate Planning and Development Support: Inspector Employee Services
<b>E2.2</b> Increase awareness of job functions and areas of responsibility throughout the Service			
(a) Prepare published reference materials describing job functions and areas of responsibility.	Published job descriptions	Q4 2005	Manager Human Resources

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OBJECTIVE E3	Implement a comprehensive career development plan and performance management for appropriate training, succession planning, and accountability.		
OUTCOME	Increased member skills, knowledge, and leadership through career development in line with organizational objectives		
SPONSOR	Superintendent Administrative Services		
Action Plan	Measures	Timeline	Lead Accountability
E3.1 Evaluate current human resources policies and practices to ensure that they are consistent with career development.			
	Organizational practices documented	Q1 2005	Inspector Employee Services