

STRATEGIC GOAL | Employee Support

OBJECTIVE E4	Promote member wellness and raise awareness of health and physical fitness.		
OUTCOME	Increased member wellness, fitness, and recognition		
SPONSOR	Superintendent Administrative Services		
Action Plan	Measures	Timeline	Lead Accountability
E4.1 Annually measure effectiveness of newly established wellness program.			
	Annual review /assessment	Annual	Inspector Employee Services
E4.2 Promote fitness through education and awareness			
(a) Research and develop incentive programs to encourage members to increase their fitness.	Program developed and implemented	Q3 2005	Inspector Employee Services
(b) Coordinate and design initiatives to promote fitness.	Report submitted	Q3 2005	Inspector Employee Services
(c) Implement approved recommendations.	Initiatives implemented	Q1 2006	Inspector Employee Services, Support: Police Learning Centre
(d) Conduct review of divisional fitness equipment maintenance and replacement plan.	Report submitted	Ongoing	Community Police Office Leaders
E4.3 Review, evaluate, and standardize current Uniform/Civilian recognition programs.			
(a) Conduct internal and external review to identify all policing and civilian awards available to members.	Report submitted	Q4 2005	Inspector Employee Services
(b) Develop a system to track available awards and recipients.	System developed and implemented	Q3 2005	Inspector Employee Services
E4.4 Ensure utilization of Critical Incident Stress Team as required.			
(a) Increase member awareness of program and provide training to all supervisors.	Program availability communicated to all members	Q1 2005	Inspector Employee Services, Support: Police Learning Centre

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OBJECTIVE E5	Ensure that current training meets the professional requirements of our members.		
OUTCOME	Officer training will provide members with required skills and knowledge, while promoting accountability and consistency of performance within the Service.		
SPONSOR	Superintendent Administrative Services		
Action Plan	Measures	Timeline	Lead Accountability
E5.1 Review and revise, where necessary, new recruit training at the Police Learning Centre.			
(a) Review new recruit training at the Police Learning Centre to ensure that it maintains linkage with current directives and better reflects actual needs during field training with Coach Officers.	Recommendations made and implemented	Q2 2005	Inspector Employee Services
E5.2 Review and revise, where necessary, coach officer training at the Police Learning Centre.			
(a) Design a training program to augment the Ontario Police College Coach Officer course with local needs.	Training program implemented	Q2 2006	Inspector Employee Services
E5.3 Provide risk management training for those members performing supervisory duties, or acting in the capacity of a supervisor.			
	Training program implemented	Q1 2005	Staff Inspector Legal Services
E5.4 Ensure high quality of crown brief preparation through training and increased supervision of quality expectations: <ul style="list-style-type: none"> • Identification of training needs • Access to 24/7 training to supplement classroom instruction • Quantifiable testing of knowledge 			
	System developed and implemented	Q4 2005	Staff Sergeant Police Learning Centre