



STRATEGIC GOAL | **E** m p l o y e e S u p p o r t

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

To ensure that the DRP is an employer of choice with a high performing workforce, it is critical that we attract, hire, develop, and retain our most valuable resource – our people. The DRP is committed to ensuring the health and well being of all members.

The objectives and action plans supporting the strategic goal of Employee Support are designed to ensure that our employees have the right training opportunities and skills to do their jobs, and draw on their initiative to advance their career objectives in line with Police Service needs and achieve their personal best.

The Plan also specifies initiatives that reach out to members of diverse communities to ensure that over time the DRP will evolve to reflect the composition of the community it serves.

OBJECTIVE	ACTION PLAN
<p>E1 To develop a revitalized approach to recruiting that is reflective of ethnic, cultural, and gender diversity in the community.</p>	<p>E1.1 Develop a recruiting strategy that is reflective of ethnic, cultural, and gender diversity in the community.</p> <p>E1.2 Educate members on the changing demographics within the community and the importance of successful community policing.</p> <p>OUTCOME Increased representation of diverse communities and women within the Service.</p>



OBJECTIVE	ACTION PLAN
<p>E2 To develop a stable staffing model to project short and medium-term staffing needs in line with organizational priorities.</p>	<p>E2.1 Develop a methodology / model to determine current staffing requirements and project future staffing needs and staff allocation.</p> <p>E2.2 Increase awareness of job functions and areas of responsibility throughout the Service.</p> <p>OUTCOME The staffing model will assist the Service by projecting future staffing based on organizational priorities.</p>
<p>E3 To implement a comprehensive career development plan and performance management for appropriate training, succession planning, and accountability.</p>	<p>E3.1 Evaluate current human resources policies and practices to ensure that they are consistent with career development.</p> <p>OUTCOME Increased member skills, knowledge, and leadership through career development in line with organizational objectives.</p>
<p>E4 To promote member wellness and raise awareness of health and physical fitness.</p>	<p>E4.1 Annually measure effectiveness of newly established wellness program.</p> <p>E4.2 Promote fitness through education and awareness.</p> <p>E4.3 Review, evaluate, and standardize current Uniform/Civilian recognition programs.</p> <p>E4.4 Ensure utilization of Critical Incident Stress Team as required.</p> <p>OUTCOME Increased member wellness, fitness, and recognition.</p>
<p>E5 To ensure that current training meets the professional requirements of our members.</p>	<p>E5.1 Review and revise, where necessary, new recruit training at the Police Learning Centre.</p> <p>E5.2 Review and revise, where necessary, coach officer training at the Police Learning Centre.</p> <p>E5.3 Provide risk management training for those members performing supervisory duties, or acting in the capacity of a supervisor.</p> <p>E5.4 Ensure high quality of crown brief preparation through training and increased supervision:</p> <ul style="list-style-type: none"> • Identification of training needs • Access to 24/7 training to supplement classroom instruction • Quantifiable testing of knowledge <p>OUTCOME Officer training will provide members with required skills and knowledge, and promote accountability and consistency of performance within the Service.</p>