

# E m p l o y e e S u p p o r t

*Goal: Optimize the development of our members*

| Objective   | Performance Measure   | Action #    | What  |
|---|---|-------------|---|
| <p>Finalize, implement, and communicate the Durham Regional Police Career Development Plan. This will serve to meet the training and certification requirements of our members and ensure our leaders are properly equipped and supported in their roles through the provision of formal leadership training.</p> | <p>Training and Certification requirements for all positions identified by end of 2002.</p> | <p>E1.1</p> | <p>Establish the Career Development Steering Committee.</p>   |
|   | <p>Career Development Plan fully implemented and operational by June 30, 2004.</p>          | <p>E1.2</p> | <p>Staff the Career Development Coordinator position.</p>   |
|   |   | <p>E1.3</p> | <p>Complete implementation of the "Job Acquisition and Movement" and the "Individual Information and Planning" elements of the Career Development Plan.</p>                           |
|   |   | <p>E1.4</p> | <p>Complete implementation of the "Organization Information and Planning" element of the Career Development Plan.</p>   |
|   |   | <p>E1.5</p> | <p>Complete implementation of the "Development and Rewards" element of the Career Development Plan, which includes the identification and delivery of formal leadership training.</p> |

*"Our members need to feel valued - management has to recognize this 'human need'. Recognition needs to come from the top level as well as their peers."  
- from a civilian member*



| How  | Who                          | When   | Cost   |
|--|------------------------------|--|--|
| <ul style="list-style-type: none"> <li>• Draw members from Operations, Administration and the Durham Regional Police Association</li> <li>• Ensure the full implementation of the Career Development Plan</li> <li>• Perform an annual review of the Career Development Plan</li> </ul>      | Inspector, Employee Services | January 2002<br>Establish Committee<br><br>Third Quarter<br>2002-2004 Review | No Additional Costs                              |
| <ul style="list-style-type: none"> <li>• Post, select and hire Career Development Coordinator as identified in the Career Development Plan</li> </ul>  | Inspector, Employee Services | Third Quarter 2002   | No Additional Costs<br>Position already budgeted |
| <ul style="list-style-type: none"> <li>• Human Resources Manager and Career Development Steering Committee to fully develop and implement all aspects of the "Job Acquisition and Movement" and the "Individual Information and Planning" elements of the Career Development Plan</li> </ul> | Inspector, Employee Services | October 2002   | No Additional Costs                              |
| <ul style="list-style-type: none"> <li>• Human Resources Manager and Career Development Steering Committee to fully develop and implement all aspects of the "Organization Information and Planning" element of the Career Development Plan</li> </ul>                                       | Inspector, Employee Services | June 2003  | No Additional Costs                              |
| <ul style="list-style-type: none"> <li>• Human Resources Manager and Career Development Steering Committee to fully develop and implement all aspects of the "Development and Rewards" element of the Career Development Plan</li> </ul>   | Inspector, Employee Services | June 2004  | No Additional Costs                              |