

Business Plan Goals & Highlights 2018

Strategic Direction 2019 - 2021



Presented by GSPS Senior Management
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Mobilization & Engagement

Goal 3:

Updating systems and processes to effectively communicate these strategies with the public.

Highlights

- Increased website traffic, number of Twitter, Facebook and Instagram followers and level of increased feedback from the public



Twitter

- Total tweets: 1,617
- Total impressions: 5.47 million
- New followers gained: 1,445
- Total profile visits: 311,400



Facebook

- Total posts: 481
- Total reach: 4,174,312
- New followers gained: 1,985
- Total shares: 30,384
- Total comments: 7,182



Instagram

- Total posts: 264
- Total impressions: 1,007,269
- New followers gained: 2,740
- Total likes: 44,983



Mobilization & Engagement

Goal 4:

Reaffirming our commitment to Crime Prevention and the collaborative provision of victim assistance programs.

Highlights

- Finalized the Community Sexual Assault Case Review Memorandum of Understanding (MOU)
- Increased our number of Sudbury and Area Victim Services (SAVS) referrals



Community Safety & Law Enforcement

Goal 3:

Heightening enforcement of prolific offender strategies through risk focused and strategic analysis.

Highlights:

- SOR Registrations – 313
- Address verifications – 345
- Christopher’s Law warrants – 5
- Compliance checks - 36
- Non-Compliant Charges laid – 9
- Community Action Team (CAT) meetings – 3
- Correctional Services Canada (CSC) Opinions - 16
- Federal Community Assessment Team (CAT) Parole Reviews – 63
- Provincial Non-hearing parole consideration reviews – 41
- Travel permits reviewed - 217



Community Safety & Law Enforcement

Goal 4:

Expanding youth crime initiatives through community and youth empowerment.

Highlights:

- Youths engaged = 5,244
- Youth engaged through school drop ins/events = 17,878
- CYAC youth interactions = 458
- Youth interactions through bullying mediations = 177
- Youth engaged through VTRA =107
- Youth engaged through BURST leadership camp =102



Service Excellence

Goal 4:

Detailed efficiency and effectiveness reviews and ongoing best practice research to advance levels of excellence in all aspects of our service provision.

Highlights:

- Hand-held technology roll-out to all frontline staff
- Introduction of the electronic Crown Brief Portal
- AVAYA Aura Contact Centre installed in the Communications Centre



Service Excellence

Goal 5:

To ensure facilities and equipment meet the needs of our members.

Highlight

- Complete enhancements of the Central Records and Human Resources departments



Our Members

Goal 5:

Recruitment, career, and succession planning to increase options and promote goal achievement.



Our Members

Highlights:

- Three recruitment fairs held to highlight Women in Policing, Civilian Job Opportunities, and Policing as a Career
- 25 new Civilian members joined our service
- 10 new Officers joined our service (4 experienced and 6 recruits)



Strategic Direction 2019-2021

Goals & Objectives



Our Members & Our Inclusive Workplace

The health, safety, and wellbeing of all our members will be the first consideration in all that we do.



Our Members & Our Inclusive Workplace

Goal 1:

Promote a culture of trust through transparent communication

Objective 1: Develop enhanced communication strategies that break down barriers between our Members, Supervisors, and Administration.

Objective 2: Implement actions, practices, and policies that utilize the experience of our Members.



Our Members & Our Inclusive Workplace

Goal 2:

Emphasize effective and efficient operational deployment processes

Objective 1: Continue to develop innovative strategies and improve workspaces to increase Member efficiency.

Objective 2: Develop and implement alternative response models to ensure equitable workloads.



Our Members & Our Inclusive Workplace

Goal 3:

Improve member recognition, succession planning and career development opportunities

Objective 1: Expand internal and external recognition programs.

Objective 2: Develop and support all Members' commitment to continuous learning, development, and succession planning.



Public Trust & Accountability

We commit to transparency and continued engagement across the diverse communities we serve – we are your police.



Public Trust & Accountability

Goal 1:

Enhance public trust through transparency and accountability

Objective 1: Continue to provide consistent, fair, and transparent communication that reflect professional police actions.

Objective 2: Ensure accountability is consistently applied and communicated to our Members and the public.



Public Trust & Accountability

Goal 2:

Focus on community engagement through visibility, accessibility, and recruitment

Objective 1: Develop and maintain recruitment programs that engage and attract a talented and diverse candidate pool.

Objective 2: Ensure organizational visibility in the public through cross-sectional representation of personnel at community events.



Public Trust & Accountability

Goal 3:

Emphasize community input through community engagement

Objective 1: Build sustainable, diverse, and inclusive networks and partnerships with agencies, organizations, and community groups.

Objective 2: Provide opportunities for community members and stakeholders to help guide and shape their police service.



Collaborative CSWB for Greater Sudbury

Together with our partners we will advance data-driven solutions to build strengths, meet needs, and reduce vulnerabilities.



Collaborative CSWB for Greater Sudbury

Goal 1:

Strengthen partnerships and provide collaborative response as part of sustainable CSWB and Road Safety

Objective 1: Enhance partnerships with service providers to mobilize the appropriate community response.

Objective 2: Motivate and support community to effectively address the root causes of crime and complex social issues.



Collaborative CSWB for Greater Sudbury

Goal 2:

Reduce victimization through collaborative solutions with an emphasis on a Downtown Strategy

Objective 1: Continue to involve, engage, and mobilize community partners in crime prevention strategies.

Objective 2: Establish and maintain a multi-sectoral approach of education, awareness, prevention, and intervention.



Collaborative CSWB for Greater Sudbury

Goal 3:

Invest in our community's future through innovative youth services and initiatives

Objective 1: Strengthen partnerships with school boards and educational institutions to effectively address situations and/or persons exhibiting acutely elevated risk.

Objective 2: Investigate evidence-based approaches that build resiliency in youth.



Policing with Excellence and Professionalism

We will pursue and apply best practices in the planning and execution of all core policing functions.



Policing with Excellence and Professionalism

Goal 1:

Effective and efficient deployment of resources

Objective 1: Use data to effectively and efficiently deploy resources.

Objective 2: Use evidence and data-driven information to ensure equitable workloads.



Policing with Excellence and Professionalism

Goal 2:

Reduce incidents of crime through education, prevention and intervention

Objective 1: Use crime and intelligence analysis to generate proactive initiatives.

Objective 2: Focus on individuals who pose the greatest risk using tactical and strategic analysis.



Policing with Excellence and Professionalism

Goal 3:

Enforce the law and hold offenders accountable

Objective 1: Employ appropriate enforcement strategies to identify, investigate, and disrupt individuals and groups that pose a threat to community safety and wellbeing.

Objective 2: Target evolving and rapidly changing crimes through enhanced partnerships and technologies.



Questions?

