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Making a difference...Every Day!



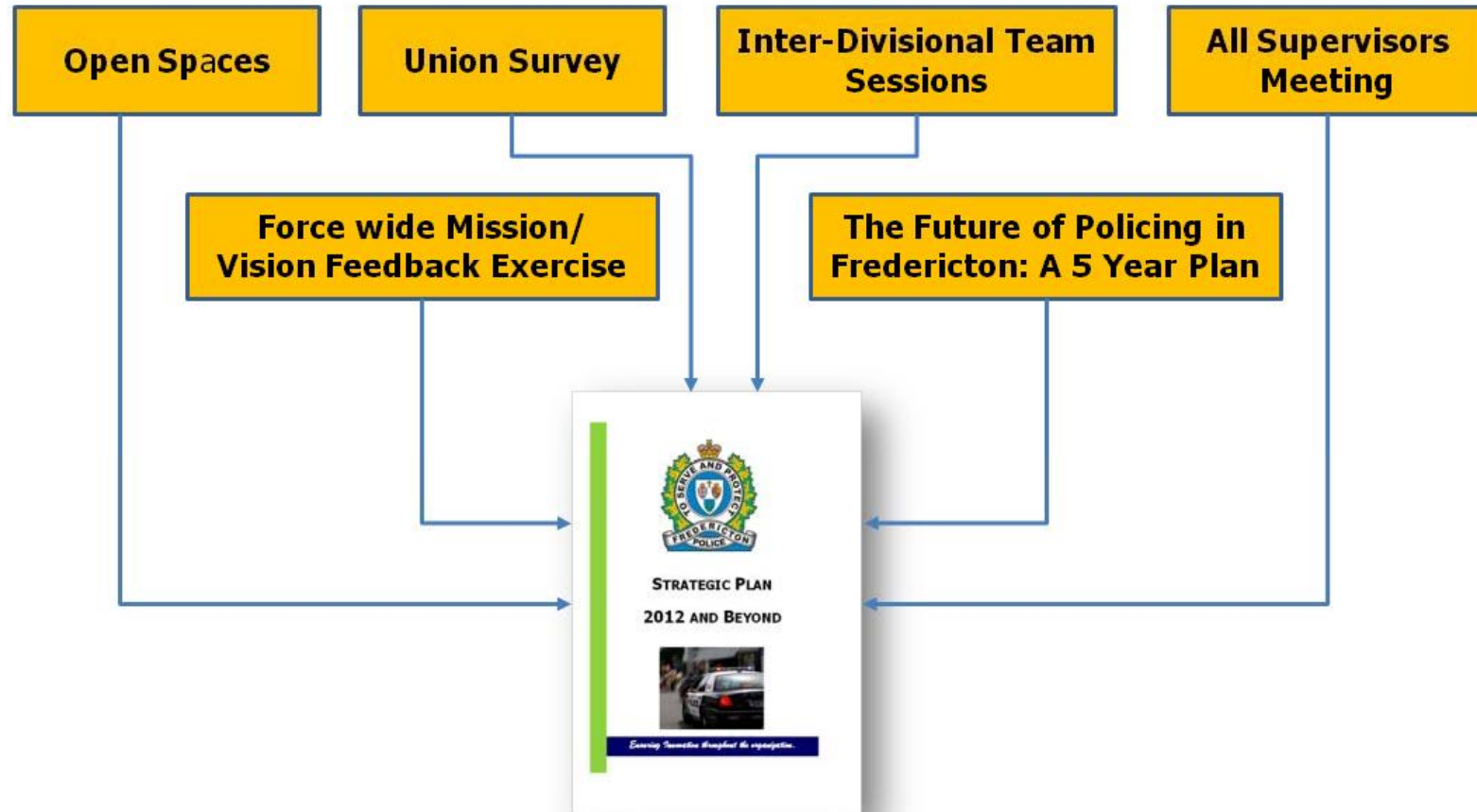
FREDERICTON POLICE FORCE

STRATEGIC PLAN 2012 AND BEYOND



Making a difference...Every Day!

PROCESS





Making a difference...Every Day!

CORE VALUES

Integrity

Respect

Compassion

Professionalism

Accountability



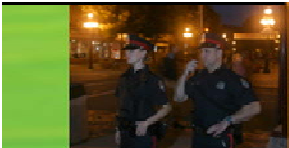
Making a difference...Every Day!

VISION

Excellence in contemporary policing.

MISSION

**Working together to find
sustainable solutions for
a safe community.**

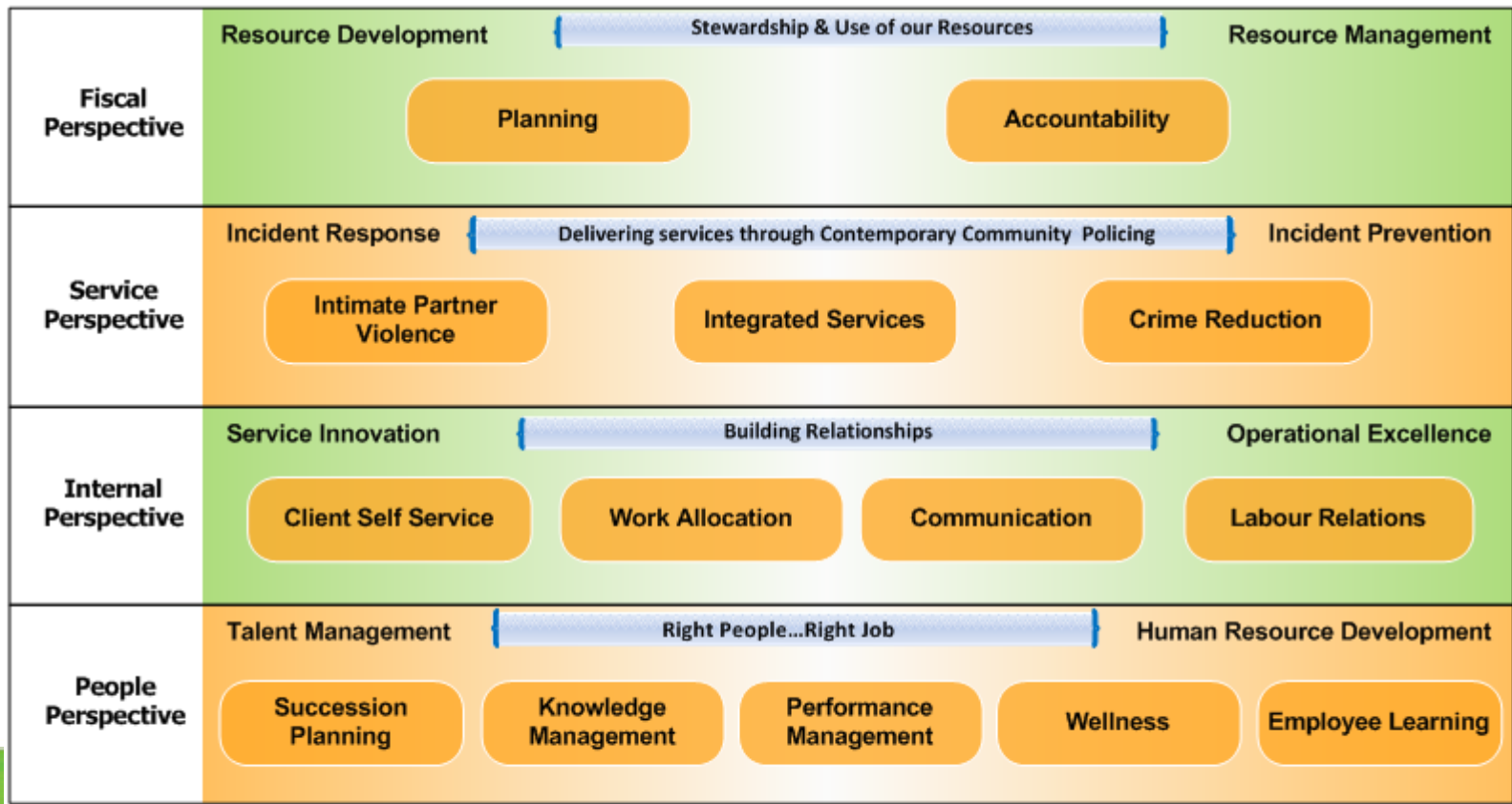


Making a difference...Every Day!

Fredericton Police Strategic Plan

Vision Statement
 Excellence in contemporary policing.

Mission Statement
 Working together to find sustainable solutions for a safe community.



Fiscal Perspective

Stewardship & Use of our Resources

Planning

Objective: Strategically **plan** for the use of fiscal and human resources.

Strategic Initiatives:

- Develop a tool or process to evaluate our resources versus needs and capacity.
- Develop a process to assign budgets and resources to projects.
- Coordinate new partnerships to create innovative funding opportunities.

Accountability

Objective: Strategically **account** for the use of fiscal and human resources.

Strategic Initiatives:

- Review FPF budget process with a view to accountability and transparency built into the budgeting process.
- Educate our members on the realities of fiscal responsibility.
- Reduce overtime.



Service Perspective

Delivering services through Contemporary Community Policing

Intimate Partner Violence

Objective: Create and implement a comprehensive **Intimate Partner Violence** Strategy.

Strategic Initiatives:

- Communicate and train on the Intimate Partner Violence Strategy.
- Implement the IPV Strategy.
Intervention; Partnerships; Education; Internal Process

Integrated Services

Objective: Identify and leverage **integrated services** to provide effective and efficient incident response and prevention.

Strategic Initiatives:

- Develop a process to guide the pursuit of partnerships to leverage integrated services. Including actively pursuing opportunities to use technology.
- Pursue opportunities for the use of integrated technology to enhance services.



Service Perspective

Delivering services through Contemporary Community Policing

Crime Reduction

Objective: Support and sustain the **Crime Reduction** Strategy.

Strategic Initiatives:

- To create an annual action plan to continue implementing the Crime Reduction Strategy through identified projects and action plans such as Volunteer Program, Prolific and Priority Offenders, Report a Drug House and technology.
- Create a communication plan for the Crime Reduction Strategy.



Internal Perspective

Building Relationships

Client Self Service

Objective: Design and leverage innovative **client self services** to improve service delivery.

Strategic Initiatives:

- Identify and create innovative methods of delivering service such as Crime Prevention presentations on-line, self service Kiosks, automated telephone system.
- Review existing community programs with a view to improve self service capabilities.

Work Allocation

Objective: Conduct ongoing **work** analysis, identify skills requirements and align allocated resources.

Strategic Initiatives:

- Develop a force wide Work Allocation Strategy.



Internal Perspective

Building Relationships

Communication

Objective: Solicit and contribute to on-going two way transparent **communication**.

Strategic Initiatives:

- Develop a Communication Plan.
- Develop guidelines for internal consultations on such items as reviewing policies.

Labour Relations

Objective: Build and sustain mutually beneficial **labour relations**.

Strategic Initiatives:

- Ensure continuous and effective communication with all Labour groups.



People Perspective

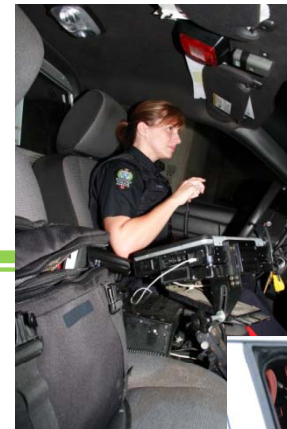
Right People...Right Job

Succession Planning

Objective: Mitigating the risk of critical position vacancies.

Strategic Initiatives:

- Develop and implement a Succession Plan.



Knowledge Management

Objective: Transfer appropriate **knowledge** for all positions.

Strategic Initiatives:

- Develop and implement a Knowledge Management Plan.



People Perspective

Right People...Right Job

Performance Management

Objective: Provide ongoing observation, feedback and evaluation for employee **performance and development.**

Strategic Initiatives:

- Integrate Performance and Development into all human resource processes such as training, transfers, secondments and etc.
- Continuously improve Performance and Development tools and processes.

Wellness

Objective: Support employee **wellness** in partnership with the City's initiatives.

Strategic Initiatives:

- Develop a plan to promote and support a healthy lifestyle.
- Improve and implement informal rewards and recognition events.



People Perspective

Right People...Right Job

Employee Learning

Objective: Ensure our employees have the knowledge, skills, and competencies to effectively perform their job.

Strategic Initiatives:

- Develop an organizational learning plan.

