

Public

Meeting: **July 21, 2020**

Agenda **Summary of Strategic Planning and Policy**
Item: **Committee Meeting – June 16, 2020**



Background

Present:

Mr. Garry Cubitt, Chair
Mr. Kevin Ashe, Member
Ms. Bobbie Drew, Member
Mr. John Henry, Member
Ms. Karen Fisher
Ms. Patrice Barnes
Mrs. Steve de Boer
Chief Martin
CAO Stan MacLellan
Deputy Chief Bertrim
Deputy Chief Rollauer
Ms. Holly Britton, People, Development and Learning Director
Mr. Vidal Chavannes, Director of Strategy, Research and Organizational Performance Director
Ms. Tracy Lillie, Legal Services Manager

Summary of Meeting

1. Policy Review – Phase II

Chair Cubitt introduced the draft policy proposals for the Committee's consideration and invited the Executive Director to provide a more detailed overview of the new policies.

Mr. Clancy outlined the four new policies proposed for the Committee's consideration, noting that they are focused on the working environment of DRPS members, with the overall objective to ensure that the workplace is safe, positive, inclusive and efficient. The adoption of the new policies would remove the need for the existing Treatment of Members policy. Mr. Clancy indicated that by creating stand-alone policies in respect of distinct workplace matters, the Board will ensure it is fulfilling its authority as the employer to develop policies for the effective management of the Service, while prioritizing workplace and organizational health. While there are additional reporting requirements built into the new policies, they do not substantially alter the current reporting framework. Each policy was reviewed by the Committee.

Chief Martin provided comments on the draft policies on the Discipline of DRPS Members and Preventing and Responding to Workplace Violence and Harassment. The Board requested that the Executive Director consider Chief Martin's suggestions in revising the policies. The Committee also agreed to provide an advance copy of the draft policies to the DRPA and the SOA for their consideration.

The following motion was introduced by Mr. Ashe and seconded by Ms. Fisher:

That the Committee recommend that the proposed policies be amended as necessary and shared with the Associations; and

That the policies be brought forward for the Board's approval at the July Board meeting.

The motion carried.

Garry Cubitt
Chair
Strategic Planning and Policy Committee