Appendix “A”

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Date June 4, 2019
To Chair and Members
Human Resources Committee
From Anita Szaloky
Director of Human Resources

1.0 Type of Report
Consent Item [X]
Item For Consideration [ ]


3.0 Recommendation

4.0 Purpose and Overview
The purpose of this report is to provide an update on the implementation status of the Human Resources Master Plan (HRMP).

This update is being provided to the Human Resources Committee as part of the Committee’s mandate is to “monitor the implementation of and advocate on behalf of the Human Resources Master Plan”.

5.0 Background
The Human Resources Master Plan was approved by the Human Resources Committee on December 11, 2013 and subsequently by City Council on January 27, 2014. The following recommendations were approved at that time:

A. THAT Report CS2013-145 regarding the Human Resources Master Plan BE RECEIVED; and

B. THAT Staff BE DIRECTED to implement the recommendations and actions outlined in the Human Resources Master Plan.

The most recent update report (CS2016-111) was provided to the Human Resources Committee on October 11, 2016.

The Human Resources Master Plan (HRMP) is a comprehensive strategic document that provides direction to the Corporation through the Human Resources Department regarding areas of focus and gap-closing initiatives to be pursued over a five to seven year period. The intent of the HRMP is to identify and prioritize actions to ensure continued and efficient delivery of core operational services while focusing also on value-added talent programs and HR advisory services to meet future strategic needs for the City of Brantford.

6.0 Corporate Policy Context

One of the pillars in Brantford's community strategic plan is “Excellence in Governance & Municipal Management.” Strategic Action 4.6 relates specifically to the Human Resources Master Plan. This report directly addresses this strategic action in that it is an update on the implementation status of the City's Human Resources Master Plan.

7.0 Input From Other Sources

This report was reviewed by the Senior Management Team.

8.0 Analysis

The implementation status of the Human Resources Master Plan is attached to Report 2019-360 and marked as Appendix “A”. Progress has been made in all eleven initiatives. In some cases, action was taken in advance of the proposed timeline to leverage other projects and works in progress.

The most significant achievement since the last progress report was the competitive compensation review and pay equity project for exempt positions, which was completed and fully implemented in 2018.
The focus for the coming year will be on the following:

a) Continuation of the competitive compensation review and pay equity project specifically for the City’s bargaining units
b) Implementing a robust onboarding and orientation program for new employees
c) Initiating a Human Resources communication strategy

9.0 Financial Implications

There are no financial implications associated with receiving this report. As Staff continues to move forward with implementing the recommendations of the Human Resources Master Plan, any actions with financial implications will be incorporated into annual budgets and, where necessary, presented to Council for consideration.

10.0 Conclusion

The Human Resources Master Plan provides Staff with actionable items to support the City of Brantford’s interest to enhance the current contribution of the Human Resources function, and the recommendations contained therein reflect the City’s interests to increase its competitiveness in key functional areas, most notably in the areas of HR Strategy and Talent Management. The initiatives and timelines in the Human Resources Master Plan prioritize activities to achieve the emerging vision while ensuring the retention of, and improvement to, current service levels.

Anita Szaloky,  
Director of Human Resources

Catherine Brubacher,  
General Manager of Corporate Services/City Treasurer

Attachments


In adopting this report, is a by-law or agreement required? If so, it should be referenced in the recommendation section.

By-law required [ ] yes  [X] no
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<tr>
<th>Question</th>
<th>Yes</th>
<th>No</th>
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<tr>
<td>Agreement(s) or other documents to be signed by Mayor and/or City Clerk</td>
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<td>Is the necessary by-law or agreement being sent concurrently to Council?</td>
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