

HUMAN RESOURCES STRATEGY 2008-2020

Recommendation

The Commissioner of Legal & Administrative Services and the Director of Human Resources in consultation with the City Manager and the Senior Management Team recommends:

THAT the Human Resources Strategy 2008-2020 presentation be received.

Economic Impact

Funds have been included in the 2008 operating budget.

Communications Plan

The HR strategy will be communicated to the staff so as to ensure that the employees are aware of the programs and policies that will be established as the strategy is implemented over time.

Purpose

This report is to provide the Committee of the Whole (Working Session) with information about the Human Resources Strategy that has been developed by the Human Resources team.

Background

At the Council meeting on November 26, 2007 Council approved the Vaughan Vision 2020. This document outlines the Mission, Vision, Values, goals, objects and strategic initiatives.

Strategic initiative #15 states "Establish and implement a human resources strategy". Over the past 12 months, the Human Resources Department staff has been involved in developing the strategy that will be presented today. Staff gathered information from a variety of means, including interviews with staff, reviewing the employee engagement survey, reviewing the report completed by the Hewitt group, and conducting white papers on the various strategic initiatives.

Hewitt & Associates, a human resources consulting firm, conducted focus groups with our senior management team, council members and human resources staff, reviewed our internal client satisfaction survey and produced a report identifying areas of strength as well as areas where there was an opportunity to improve and provide additional value.

The Human Resources Strategy was drafted with input from all human resources staff and reviewed by the Senior Management Team.

Relationship to Vaughan Vision 2020

This report is consistent with the priorities previously set by Council and the necessary resources have been allocated and approved.

Regional Implications

Not Applicable

Conclusion

As per Council's direction staff has developed the Human Resources Strategy and will be moving forward with implementation of the specific strategic initiatives that will her the Corporation reach its goals.

Report prepared by:

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Respectfully submitted,

Janice Atwood-Petkovski
Commissioner of Legal and Administrative Services & City Solicitor

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