

Community Safety and Wellbeing – The Way Forward
Fredericton Police Force Strategic Plan
2018 – 2020

Contemporary Community Policing is the cornerstone of the service delivery model for all New Brunswick police agencies. The Fredericton Police Force is dedicated to community safety and wellbeing through proactive engagement and by being responsive to the evolving needs of our city.

VISION

To be one of Canada’s safest cities and excel in contemporary policing

MISSION

Working together to find sustainable solutions for a safe community

CORE VALUES

Integrity	➤ Integrity - Encompassing honesty, fairness and trustworthiness - doing the right thing even when no one is looking.
Respect	➤ Respect -is consideration and regard for the values, beliefs and rights of ALL individuals.
Professionalism	➤ Professionalism - Demonstrating competencies and commitment to our code of conduct and the profession of policing.
Compassion	➤ Compassion – Demonstrating care and empathy in word and action.
Accountability	➤ Accountability -Transparency with respect to our decisions and actions within our communities of interest.
Wellness	➤ Wellness - Taking care of mind, body and spirit.

PRIORITY FOCUS AREAS

1. Employees

- Wellness
- Employee Development
- Asset Management

2. Community Safety and Wellbeing

- Maintain Peace and Order
- Protect life and Property
- Prevent Crime and Harm
- Investigate Crime

3. Service Delivery

- Quality of Services
- Innovative solutions to challenges
- Continuous Improvements



PRIORITY FOCUS AREAS

STRATEGIES

GOALS

KEY PERFORMANCE INDICATORS

EMPLOYEES

Wellness
Employee Development
Asset management

Promote a **mental and physical healthy** work environment.

Continue to develop resource plans that meet the needs of our staff and support **sustainable workload** levels.

Improve the **return on investments** through efficient and effective **asset management**.

Annual training adjusted to organizational, occupational and individual **needs**.

Foster a culture of **employee engagement** and **effective communication**.

Maximize the **performance and the potential of all employees**.

Sick time & Absent events
Gallop survey
Internal survey (to be developed)
Guarding minds at Work survey
W.C.B. claims
Conduct complaints
Grievances
Asset management (TBD)

COMMUNITY SAFETY AND WELLBEING

Maintain Peace and Order
Protect life and property
Prevent Crime and Harm
Investigate Crime

Reduce violent crimes in our community.

Reduce risk and improve management of **major incidents**.

Disrupt/dismantle **organized crime** and its causes.

Strengthen programs and processes around **vulnerable individuals and groups** in the community.

Foster relationships, understanding and trust with our **diverse community**.

Contribute to improve **Road Safety** for everyone.

Crime Severity Index
Clearance Rates
Drug related injuries/fatalities
External survey (community)
Traffic collisions, (pedestrian/cyclist) injuries/fatalities
PPO/ IPV/ Youth at Risk/ Mental Health (federal/provincial measurements TBD)
Community engagement (TBD)

SERVICE DELIVERY

Quality of Services
Innovative solutions to challenges
Continuous Improvements

Expand on our ability to use an **evidence-based approach** to decision making and policy development.

Conduct regular **audits of departmental functions and policing activities** to support the effective allocation of resources.

Management of Improvement projects at organizational level.

Increased Lean Sigma knowledge at all levels of the organization.

Service complaints
Awards, commendations, letters of recognition
Savings (cost/time efficiencies I&I)