

To view related Council minutes, select the Adobe hand tool  and click on the link below.
<http://www.regional.niagara.on.ca/clerks/minutes/2002/cl/cl15-2002.pdf>

THE REGIONAL MUNICIPALITY OF NIAGARA

HUMAN RESOURCES COMMITTEE

REPORT 9-2002

Minutes of a meeting of the Human Resources Committee, held in Committee Room 4, Regional Municipal Building, Thorold, Ontario, on Tuesday, September 24, 2002, commencing at 9:35 a.m.

ATTENDANCE

Committee: Councillors Nicholson, Chair; Zimmerman, Regional Chair; Andreychuk; Bailey; Collins; Saracino; Smeaton; Thomson.

Staff: Messrs. Nicol, Commissioner, Human Resources Department; Ms. Gilroy, Deputy Regional Clerk.

Staff (Part-time): Ms. Elliott, Director, Organizational Development and Compensation Services; Messrs. Hutchings, Director, Operational Support Services, Community Services Department; Miron, Corporate Health Services Manager; Ms. Peacefull, Co-ordinator, Corporate Education and Development; Ms. Wodchis, Director, Chronic Disease Prevention.

HUMAN RESOURCES DEPARTMENT

69. Corporate Education and Development Catalogue of Services and Resources – September to December 2002

Mr. Nicol, Commissioner, Human Resources Department, introduced Fiona Peacefull, Coordinator, Corporate Education and Development, who prepared the Catalogue of Services and Resources. He noted that the courses offered are tied to the Performance Management Program and include courses, which have been identified in the learning plans for non-union staff. Mr. Nicol also noted the continuation of the "I Can Do That" Program. Programs are also offered based on input from our employees and the Corporate Training and Development Advisory Committee. Regional Chair Zimmerman and Councillor Nicholson, Committee Chair, commended staff for their work on the catalogue, noting special appreciation for the Orientation Sessions for new employees.

Moved by Councillor Bailey
Seconded by Regional Chair Zimmerman

That Report HR 33-2002 regarding the Corporate Education and Development Catalogue of Services and Resources, for September to December 2002, is received for information.

Carried.

70. Budget Reallocation to Support Smoke Free
Public Places By-Law Enforcement

Moved by Councillor Thomson
Seconded by Councillor Smeaton

That Report HR 37-2002/PHD 68-2002 regarding Budget Reallocation to Support Smoke Free Public Places By-Law Enforcement be received, and

That the staff complement of the Public Health Department be amended with the addition of two By-law Enforcement Officers (BEO's), Chronic Disease Prevention Division and that funds be reallocated with the By-law Enforcement budget to fund these positions.

Carried.

(Note: Report HR 37-2002/PHD 68-2002 is attached to the CHS Minutes.)

71. Social Housing Support Staffing Allocations for
Community Services

Mr. Hutchings, Director, Operational Support Services, Community Services Department, provided an overview of Report HR 39-2002, as well as background information on the composition and appointment process of the Niagara Regional Housing Corporation Board. Committee members were advised to contact the Acting General Manager of the Corporation if they had questions, or needed information to convey to their constituents.

Moved by Councillor Saracino
Seconded by Councillor Thomson

That Report HR 39-2002, September 24, 2002, regarding Social Housing Support Staffing Allocations for Community Services be received for information.

Carried.

(Note: A further report will be submitted to Committee with details concerning the proposed 2.0 fte Planning Department positions supporting affordable housing initiatives.)

PRESENTATION

72. Relationship between the Council Business Plan
And the 2002 Human Resources Department Business Plan

Mr. Nicol, Commissioner, Human Resources; Ms. Elliott, Director, Organizational Development and Compensation Services; and Mr. Miron, Corporate Health Services Manager, provided a presentation on the relationship between the Council Business Plan and the 2002 Human Resources Department Business Plan.

With reference to two schematics entitled "Elements from Council's Vision", and "Human Resources Department Business plan 2002", respectively, Mr. Nicol provided an overview of how the Human Resources Department's services and programs contribute to Council's Goals as outlined in their Vision. He discussed those services pertaining to achieving Goal #1, "Optimal Access to the Niagara Region", and Goal #5, "Healthy, Safe and Productive Communities". Ms. Elliott spoke to achieving Goal #4, "Affordable Service Excellence", and Mr. Miron discussed the sub-goal to Goal #4, "Satisfying Work".

Discussion included the Quality of Work Life Survey; attendance management initiatives; the Leadership Program; and the Niagara Business Leadership Council. Staff were complimented for the development of the Human Resources section of Niagara's website and in particular, for initiating the program that allows submission of external employment applications.

(**Note:** The above noted schematics are attached to these minutes.)

ADJOURNMENT

The Committee adjourned at 10:30 a.m. to meet again **on Tuesday, October 8, 2002, at 9:30 a.m.** in Committee Room 4, Regional Headquarters.

Rob Nicholson
Chair

Pam Gilroy
Deputy Regional Clerk

Thomas R. Hollick
Regional Clerk