

# Regina Police Service

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## Aboriginal Financial Officers of Saskatchewan (AFOA)

Human Resource Conference – November 16 - 17, 2016



# HR Career Overview

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- ❑ Member of the George Gordon First Nation
- ❑ Degree in Administration (FNUC in partnership with the U of R)
- ❑ Human Resource Certificate (SaskPolytechnic)
- ❑ CPHR in progress
- ❑ 20 plus years experience in Human Resources
- ❑ Co-Operative, Publicly Traded, Private Sector – Call Centre, Commercial and Treasury Board Crowns, Municipal Government - Policing
- ❑ Non- regulated environment, Sask. Employment Act, Unionized environments
- ❑ 175 – 3500 employees



# HR Career Overview

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- ❑ Originally started out to become a teacher (Middle Grades)
- ❑ Began career with Saskatchewan Wheat Pool (now known as Viterra)
- ❑ Entry level opportunities
- ❑ First O/S role – Manager, Office Services
- ❑ Informally working with the Manager, Recruitment
- ❑ Began work on completing Degree in Administration



# HR Career Overview

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- ❑ Transitioned into Human Resources managing the Diversity Program at SWP along with supporting recruitments
- ❑ Moved over to a subsidiary company as a HR Generalist
- ❑ Manager, Human Resources (Call Centre)
- ❑ Manager, Aboriginal Strategy / Staffing and Diversity (SGI)
- ❑ Director, Human Resources (ISC)
- ❑ Vice President, Human Resources (SLGA)
- ❑ Current – Manager, Human Resources (RPS)



# HR Career Overview

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## Competencies (KSA's)

- ❑ Problem Solving
- ❑ Decision Making
- ❑ Teamwork
- ❑ Communication Skills
- ❑ Relationship Building
- ❑ Initiative
- ❑ Impact and Influence
- ❑ Results Orientation
- ❑ Vision and Strategic Thinking



# HR Career Overview

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## Technical Competencies (KSA's)

- ❑ Collective Agreement Interpretation
- ❑ Collective Bargaining
- ❑ Saskatchewan Employment Act Interpretation
- ❑ Knowledge of HRIS
- ❑ Workforce Planning Expertise
- ❑ Change Management
- ❑ Total Compensation



# HR Career Overview

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## Transferable Skills

- ❑ Same behaviours
- ❑ Similar technical requirements
- ❑ Similar learning and development
- ❑ Build upon each level of learning



# HR Career Overview

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## Organizational Differences

- ❑ Lines of business
- ❑ People
- ❑ Collective Agreements
- ❑ Federal or Provincial Regulation
- ❑ Competition
- ❑ Decision making
- ❑ Traditional vs. Non-Traditional (Innovation)





# HR Unit – Regina Police Service

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## Current Role

- ❑ Started in March 2015 (approx. 20 months)
- ❑ Role civilianized in 2014
- ❑ Five (5) Inspectors in last 10 years
- ❑ Sworn and Civilian Reports
- ❑ 400 Sworn Officers 180 Civilian
- ❑ Mostly unionized roles – Regina Police Association
- ❑ Approx. 18 O/S and 10 Senior Officers



# HR Unit – Regina Police Service

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## Current Role

- ❑ Sworn Officer Recruiter
- ❑ Training and Development Unit – Sworn Officer
- ❑ Occupational Health and Safety Consultant – Civilian
- ❑ HR Consultants – Civilian
- ❑ Polygraphists – Sworn Officer
- ❑ Armourer – Sworn Officer
- ❑ Aboriginal Liaison Recruitment Officer – Sworn Officer
- ❑ HR Administration – Civilian
- ❑ Wellness Consultant



# HR Unit – Regina Police Service

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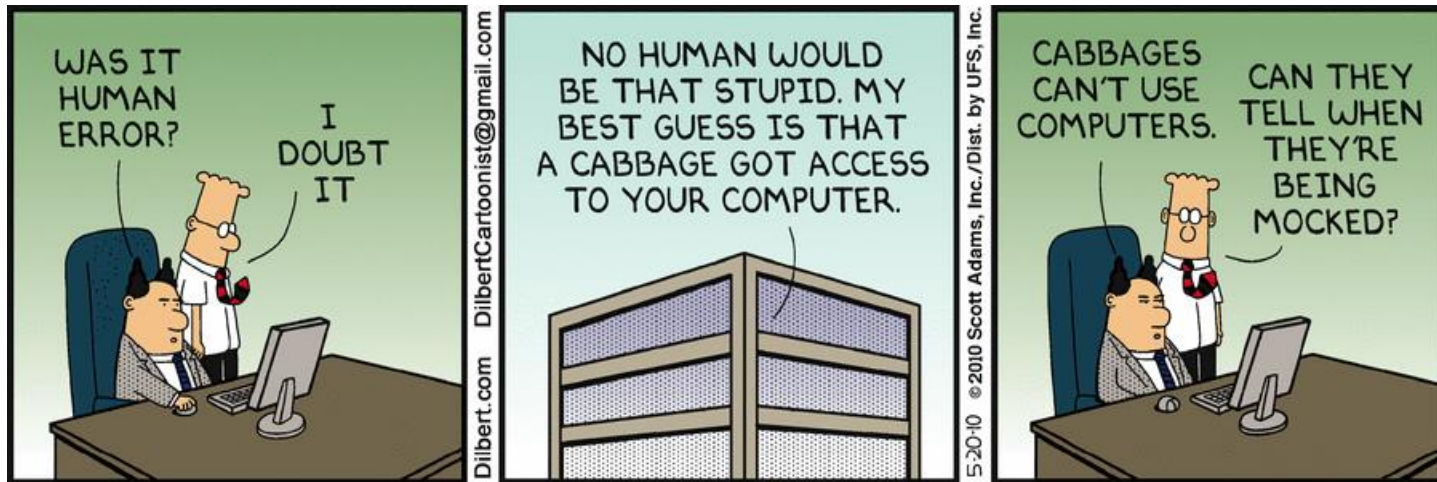
## Current Role

- ❑ All employees go through a Polygraph
- ❑ Mix of Human Resources and Police specific work
- ❑ Minimal turnover – most start & finish their career
- ❑ Civilianization more common
- ❑ HR Challenges no different than most organizations
  - Performance Management
  - Employee / Labour Relations (Sworn – Professional Standards)
  - Maximize resources
  - Diversity – more reflective of the community
  - Recruitment



# HR Unit – Regina Police Service

## Dilbert Humour



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Questions????

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