

Executive Committee – Item 23.13

Considered by City Council on September 24 and 25, 2008

EX23.13	Adopted			Ward: All
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Strategic Human Resource Plan (the Toronto Public Service People Plan)

City Council Decision

City Council on September 24 and 25, 2008, adopted the following motions:

1. City Council receive the Toronto Public Service People Plan for information.
2. City Council approve the Toronto Public Service Learning Strategy in principle.
3. City Council refer the report (July 8, 2008) from the City Manager, to the Budget Committee for consideration with the 2009 Operating Budget process.

(July 22, 2008) Report from the Employee and Labour Relations Committee

Committee Recommendations

The Executive Committee recommends that City Council:

1. Receive the Toronto Public Service People Plan for information.
2. Approve the Toronto Public Service Learning Strategy in principle.
3. Refer the report (July 8, 2008) from the City Manager, to the Budget Committee for consideration with the 2009 Operating Budget process.

Financial Impact

The Learning Strategy describes an incremental approach to increase the investment in employee training. Funding in the amount of \$300,000 will be required in 2009 to implement the Learning Strategy. Incremental increases of \$300,000 in each of 2010 and 2011 will also be required. It is recommended that this funding request be referred to the Budget Committee for consideration with the City's 2009 operating budget. The funding requirements will be included as part of the 2009 operating budget submission from the City Manager's Office.

Any additional financial impact resulting from implementation of the People Plan will be reported through a subsequent operating budget process or through reports on individual initiatives.

The Deputy City Manager and Chief Financial Officer has reviewed this report and agrees with the financial impact information.

Summary

This report provides an overview of the new Toronto Public Service People Plan 2008 – 2011 (a long-term human resource strategy for the Toronto Public Service). It includes a Learning Strategy.

The Toronto Public Service People Plan 2008 – 2011 is based on the People Strategy adopted by Council in 2003, and on fact-based evidence and research into significant demographic challenges the City of Toronto will face, along with many other employers, over the next few years. To anticipate and meet these challenges, the Plan sets out five bold goals with specific objectives, related actions and performance measures. The Toronto Public Service People Plan goals are:

- i. We will be a learning organization;
- ii. We will have safe and healthy workplaces;
- iii. We will attract and retain a skilled, high performing and diverse workforce;
- iv. We will have strong and effective leaders; and
- v. We will build a positive workplace culture.

These goals expand on and operationalize the 2003 People Strategy. Progress in achieving the Toronto Public Service People Plan's objectives will be reviewed annually and adjusted as necessary.

The Toronto Public Service Learning Strategy is a component of the People Plan. It describes concrete actions and the funding required to achieve one of the five goals of the People Plan – “We will be a learning organization”.

Background Information (Committee)

Strategic Human Resource Plan (the Toronto Public Service People Plan)

<http://www.toronto.ca/legdocs/mmis/2008/ex/bgrd/backgroundfile-15068.pdf>

Attachment 1: Toronto Public Service People Plan 2008-2011

<http://www.toronto.ca/legdocs/mmis/2008/ex/bgrd/backgroundfile-15069.pdf>

Attachment 2: The Toronto Public Service Learning Strategy

<http://www.toronto.ca/legdocs/mmis/2008/ex/bgrd/backgroundfile-15070.pdf>

Speakers (Committee)

Councillor Denzil Minnan-Wong, Ward 34, Don Valley East

Declared Interests (Committee)

The following member(s) declared an interest:

Councillor Howard Moscoe - declared his interest in this matter, only as it pertains to the Children's Services Division, in that his daughter is employed by a Daycare Centre of the City of Toronto.

Declared Interests (City Council)

The following member(s) declared an interest:

Councillor Howard Moscoe - only as it relates to the Children's Services Division, in that his daughter is a part-time child care worker employed by the City of Toronto.

Councillor David Shiner - only as it relates to the Parks, Forestry and Recreation Division, in that his son is a seasonal employee with the division.