

2011-13 Strategic Objective #4

Employees are Engaged

PRACL is a place where employees and volunteers can contribute, learn and belong

Goal #1

Employees and volunteers are treated according to the values of PRACL

- There is increased interest in working and volunteering for PRACL

Measurement

Develop electronic application form and tracking tool on PRACL public website by August 31, 2011

Complete the centralized scheduling pilot by June 30, 2011

Monitor injuries due to client violence. Make further recommendations to reduce injuries as needed. Report by Oct. 31/2011

Cross reference risk assessment form with WCB requirements and create standardized risk assessment form by July 31, 2011.

Create tracking system to ensure staff trained in NVCI in sites where there is violence by June 30/11

•Completed June 30/11 &Ongoing

• Goal of 5% reduction in staff turnover

•Complete exit interviews & summarize results for review and reporting with staff survey results for 2012.

Who to do

Executive Director through Human Resources

Finance Director

Human Resources & Health and Safety Cttee

Human Resources & Executive Director & Board
Finance Director

Human Resources

Goal #2

Work environments are comfortable and support the work of staff

- Complete set up of the centralized scheduling system .
- Staff are trained in Non-Violent Crisis Intervention and other strategies that support individuals in order to reduce risk of injury to staff

Goal #3

Increased stability of work force.

- Develop a succession plan for the management team & board of directors
- Reduce staff turnover
- Develop process of summarizing exit interviews for use as input to planning

2010-11 Strategic Objective #4 continued

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