

CITY OF VAUGHAN

EXTRACT FROM COUNCIL MEETING MINUTES OF SEPTEMBER 25, 2012

Item 6, Report No. 8, of the Finance and Administration Committee, which was adopted without amendment by the Council of the City of Vaughan on September 25, 2012.

6 ACTION PLAN TO ADDRESS ISSUES IDENTIFIED IN THE INTERNAL AUDIT REPORT

The Finance and Administration Committee recommends approval of the recommendation contained in the following report of the City Manager, dated September 10, 2012:

Recommendation

The City Manager in consultation with the Commissioner of Strategic and Corporate Services and the Manager of Compensation/Benefits & Health and Safety recommends:

That the following action plan be received.

Contribution to Sustainability

Not applicable.

Economic Impact

Improve effectiveness of risk management, control and governance processes that impact all City departments.

Communications Plan

The agenda containing this report is available in the office of the City Clerk and on the City's website.

Purpose

To present to the Finance and Administration Committee, a detailed action plan that addresses the range of issues/recommendations contained in the Internal Audit Report of the Human Resources Department.

Background - Analysis and Options

On May 8, 2012 Council adopted without amendment the recommendation contained in Item 1, Report No. 5 of the Finance and Administration Committee. (Attachment 1)

Recommendation No. 2 of the report states:

"That the City Manager prepare and present a detailed report to Committee prior to the summer hiatus providing a plan of action to address the range of issues identified in the Human Resources Department audit report; that a subsequent follow-up report be provided prior to the end of 2012 and a further report prior to the 2013 summer hiatus".

Attachment 1 is a summary of the recommendations made by the City's internal auditor and the Corporation's proposed action(s) as a mechanism to address the identified issues.

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Relationship to Vaughan Vision 2020/Strategic Plan

This report is consistent with the priorities previously set by Council including Valuing and Encouraging a Highly Motivated Workforce, Attracting, Retaining and Promoting Skilled Staff, Demonstrating Effective Leadership and Supporting the Professional Development of Staff and the necessary resources have been allocated and approved.

Regional Implications

Not applicable.

Conclusion

The above noted action plan has addressed all of the recommendations made in the Internal Audit Report of the Human Resources Department. Of the 18 recommendations, 12 are completed and 6 are in progress. Staff continues to work cooperatively with front line Supervisors, Managers, Directors and Commissioners to address issues proactively, improve staff engagement, find efficiencies in the delivery of services to our clients and minimize risks to the organization.

Attachments

1. Action Plan

Report prepared by:

Demetre Rigakos
Manager, Compensation/Benefits & OHS

(A copy of the attachments referred to in the foregoing have been forwarded to each Member of Council and a copy thereof is also on file in the office of the City Clerk.)