

Stienburg, Dean

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to @DL-HRP-HRPA, @DL-HRP-HRPA, executives@hrpaunion.com

Hello all,

In the fall of 2021 at our Annual General Meeting the executive was given a mandate by the general membership to conduct a vote of confidence in Chief Kinsella.

The executive does not take such action lightly however we have come to a point in which we believe this vote is necessary.

Issues leading to vote:

- Consistent lack of support for officers both publicly and internally
- Lack of resources to efficiently and effectively police HRM
- Blatant disregard for the safety of officers. (Public announcement of the imposed firearm policy)
- Insufficient planning for major events, protests at stations etc.... (his solution to officers being swarmed on front steps was to fence senior management vehicles) encampment day, Dalhousie homecoming, Fiona
- Blatant disregard for the collective agreement
- Aggressive and retaliatory behaviour / Unwarranted use of the police act process
- Unfair / non-transparent selection / promotion processes
- Multiple unjust suspensions / members on suspension for inordinate periods of time
- Massive increase in On the Job Injuries
- A disturbing lack of support for officers with Occupational Stress Injuries, PTSD, and other workplace psychological injuries
- Lack of success returning injured members to work
- A considerable reduction in training and career opportunities for members
- Changing organizational priorities driven by social media
- Organizational chaos, few decisions made in a timely fashion, overuse of Acting positions causing more shortage on frontline
- Interference and poor decision making respecting Portapique mass shooting
- Forbidding members to pay respect to Cst. Heidi Stevenson on "wear red" day.
- Failure to act in 2020 when it was clear a staffing crisis was looming
- Ineffective recruitment strategies
- Organizational changes that fail to address issues, improve service or working conditions - change for the sake of change
- Fleet vehicles in constant state of disrepair
- Does not have the support of city council as 2 of 3 budgets were rejected
- Has returned over 3.5 million dollars in his time as Chief despite shortages everywhere in the organization

While this is by no means an exhaustive list, it is sufficient to illustrate a lack of capacity on the part of Chief Kinsella to lead the Halifax Regional Police Service.

It is crucial that members participate in this vote for our collective voices to be heard by those with the ability to effect change.

How members voted will be 100% anonymous and not even the administrator (Tara) will have the ability to see who voted what way.

The vote will be electronic and occur between Oct. 14th - 30th 2022 with the results being presented to the membership at the November 1st General Meeting. You will receive an email link allowing you to vote.

This vote is an opportunity for each and every member of HRP to express their feelings with respect to your confidence or lack thereof in Chief Kinsella's ability to lead the Halifax Regional Police.

On behalf of your executive,

Unified,

Sgt. Dean Stienburg,

President of HRP