



MUNICIPALITY OF **West Elgin**

Staff Report

Report To: Council Meeting

From: Magda Badura, CAO/Treasurer

Date: 2020-09-24

Subject: 2020-2021 Human Resource Consulting Agreement

Recommendation:

That West Elgin Council hereby receives the report from M. Badura, CAO/Treasurer and renew 2020-2021 Human Resource Consulting Agreement with Robert Bryce for the period of 1 year.

Purpose:

To ensure that the Municipality is effectively using its personnel to achieve its stated goals, while also ensuring the workforce is operating at a high level of productivity and efficiency.

Background:

Last year Robert Bryce Consulting was recruited by Municipality of West Elgin to analyze the business and create solutions to help us meet specific goals.

The number one benefit of hiring Robert Bryce Consulting is that he provides temporary expertise and allows the ability to pay only for the services we need, rather than investing in pricey technologies or paying to keep staff on hand that may not always be needed.

The goals of an HR Consultant are to assist in human resource management, and provide the necessary support by creating processes and policy designed to improve productivity, efficiency, communication and employee morale.

There are common areas where we took advantage of Robert Bryce Consulting in the last 12 months:

- Employee Recruitment
- Offer Negotiations
- Compensation & Recognition Statements
- Creating & Implementing Guidelines
- Conflict Management support
- Performance Evaluation (in progress)
- Review of HR Policies

Financial Implications:

There are no Budgetary impacts

Policies/Legislation:

N/A

Report Approval Details

Document Title:	2020 Human Resources Consulting - 2020-13-Administration Finance.docx
Attachments:	- West Elgin 2020-2021 Consulting Agreement.docx
Final Approval Date:	Sep 21, 2020

This report and all of its attachments were approved and signed as outlined below:

Jana Nethercott