
SEP Revitalization An Update

May 18, 2010

SEP Revitalization Strategy

- Review and update SEP to ensure it is relevant, effective and adapts to a changing context. Revitalization elements:
 - **Strategic funding approaches** (improved business planning, infrastructure strategy, review RR, CIP and CEDP, enhanced partnering arrangements, update production planning prioritization plans)
 - **Production Planning** (improved and transparent decision making, linked to regional priorities, WSP Implementation guidelines)
 - **SEP Evaluation** (Develop succession & mentoring plan, including knowledge transfer for CA's, science & technical staff; develop infrastructure renewal strategy; *develop improved performance measurement; renew Ministerial sole-source contracting authority.*)
 - **Biological Assessment** (update current assessment framework, augment current capacity)
 - **HR Strategies & Planning** (succession planning/knowledge transfer, staff key positions, review area organizational structure)

SEP Revitalization

Strategic Funding Approaches

| Initiative | Status | Recent/Planned Activities |
|---|-----------------------------|--|
| Develop and implement improved business planning and budget allocation processes | Ongoing (2 cycles complete) | 2010/11 Bus. Planning process nearing completion (May 18, 2010). Focus is on finalizing priorities and addressing critical funding pressures. |
| Develop strategic long-term SEP infrastructure rationalization and re-investment plan | Ongoing | 1 st draft of infrastructure strategy completed Jan. 2010. 2 nd draft under development (due June 2010). Linked with Pacific Region overarching strategy. SEP strategy to be used to guide capital planning decisions. |
| Review Resource Restoration, Community Involvement and CEDP Programs | Phase 1 and 2 complete | Review SWOT analysis and merge findings with infrastructure & org review and other activities. |
| Examine current partnering arrangements and opportunities for revenue generation and to access new sources of funding | Inactive at the moment | Incorporate with other planning initiatives. |
| Review and update production planning prioritization tools | Ongoing | Work with project management consultant to address this as part of broader production planning initiative. |

SEP Revitalization

Production Planning

| Initiative | Status | Recent/Planned Activities |
|---|----------|--|
| Review and re-develop regional and area based production planning and decision making processes | Ongoing | Reviewed and documented current regional and area-based processes and conducted gap analysis. Developed planning principles and accountabilities. Inputted to the IFMP planning process. To update and seek support from SEP Leadership Team for 2010/11 plan – RD OHEB sign-off |
| Co-ordinate development of regional strategic direction to inform fish production priorities | Underway | Engaging with FAM and StAD on a regular basis to determine their program priorities. |
| Develop SEP WSP implementation guidelines for staff | Underway | Convert draft approaches to guidelines in consultation with Science |

SEP Revitalization

SEP Evaluation

| Initiative | Status | Recent/Planned Activities |
|--|--|--|
| Plan/support TB requested program evaluation and audit of 2006 contracts | Completed, including DAC and DEC review and approval | <p>Implement Management Action Plans for both Audit and Evaluation Reports</p> <p>Audit Report: improve documentation, monitoring and reporting procedures; ensure sole source contracts meeting TBS guidelines (Complete)</p> <p>Evaluation Report: develop succession plan/knowledge transfer (complete); develop infrastructure renewal strategy (2nd draft due June 2010); develop improved performance measurement (PMF complete, populating with data); renew Ministerial sole-source contracting authority (complete).</p> |

SEP Revitalization

Biological Assessment

| Initiative | Status | Recent/Planned Activities |
|---|---------------|--|
| Review and update SEP – Science Biological Assessment Framework | Planned | ID elements & methods for SEP assessment. Integrate PST & WSP CU requirements. |
| Develop options to augment current assessment capacity | Planned | ID key positions and duties – cooperative work with other branches |

SEP Revitalization

HR Strategies & Planning

| Initiative | Status | Recent/Planned Activities |
|--|----------|---|
| Develop HR/Succession planning and knowledge transfer strategy | Underway | Completed KC projects. Focusing on information management strategy and framework for SEP and contributing to broader OHEB strategy |
| Staff key vacant positions | Underway | Completed short term measures and now working on indeterminate staffing processes for manager positions. Classify Director position. |
| Review SEP area organization structure | Underway | Working group established and work is underway to explore options. On-going consultation with staff, managers, Area Directors, OHEB Area Managers, unions and others. Update SEP staff at SEP meetings in June and look to finalize a proposal over the next few months (summer 2010) |