
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)

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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.

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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

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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>

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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

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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)