

**Subject:** Renaming the Human Resources and Health and Safety Department**Recommendation:**

**BE IT RESOLVED THAT Council receive Report #2021-0171 – Renaming the Human Resources and Health and Safety Department, for information purposes.**

**Background:**

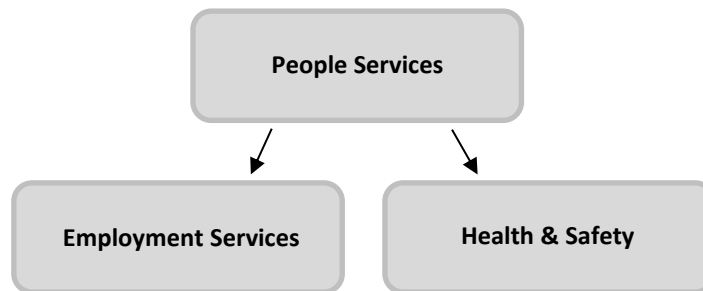
The Town of Pelham has made several changes to the reporting structure of the Human Resources function and also the Health and Safety function. In late 2019 those functions were transferred from Corporate Services to report directly to the Office of the Chief Administrative Officer. With time and perspective, it has become appropriate to change the titles applied to the work.

As terminology goes, “Human Resources,” while not rude, is falling out of favour amongst progressive organizations. In recent years a number of organizations (including for example the City of Toronto, Town of Caledon, University of Toronto, KPMG, Phillips, Red Cross) have moved away from the term, wanting their staff to feel like they are more than merely resources to be exploited. During this time of change, Town administration would like to rebrand the Department to “People Services”, and operate the Health and Safety and traditional human resource functions under that banner. This change is limited to a paper exercise and will have no costs associated thereto.

**Analysis:**

The proposed new Department would become known as “Human Services”, which would constitute the “Employment Services Department” and the “Health and Safety Department”. The entity would be overseen (managed) by the Manager, People Services. Because there is only one full time staff member who divides her time between these functions, it will have no practical impact at this time, but does have symbolic importance. The various services will continue to have separate budgets within the Operating budget.

A graphical representation of the new structure is as follows:



As an aside, Town administration is likely to engage in a broader renaming and realignment exercise early into the next Council's mandate. While some of those changes may be structural, the changes discussed in this report are purely symbolic. One of the issues that is eventually hoped to be addressed is the terminology utilized in this corporation. As an observation, it is confusing to operate Departments which in turn contain smaller Departments. The terms "Division" or "Operating Group" or "Team" are likely to replace some use of the word Department, so that when utilized it is clear what "Department" means. The change discussed in this report is a trial/precursor to the potentially larger changes to come.

#### **Financial Considerations:**

There is no cost associated with this initiative.

#### **Alternatives Reviewed:**

The alternative is the status quo.

#### **Strategic Plan Relationship: Strong Organization**

Symbolically it is good to suggest that staff are something more than resources to be exploited. As a service corporation, the Town of Pelham is highly reliant upon its staff and referring to them as people is a good step towards acknowledging their importance. Any changes which can be made to improve morale and productivity benefit both the corporation and the community.

#### **Consultation:**

The Human Resources and Health and Safety Coordinator was consulted in the drafting of this report.

**Other Pertinent Reports/Attachments:**

None.

**Prepared and Submitted by:**

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