Sent: Tuesday, May 17, 2022 12:52:10 AM

Personal information
Full name: Kelly Ryback
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Province or territory: Manitoba
Postal code:

Delegation information
Committee: Executive Policy Committee
Committee - council: N/A
Committee - other: N/A
Agenda item (number and title): Item No. 25 Flexible Workplace Policy

Service inquiry: Submit Comments in writing
Participation preference: N/A
Comments in writing: I suggest that effective performance monitoring and active supervision be in place for all employees regardless when they work in the office or remotely.
I suggest that Flexible Workplace opportunities be rescinded for any employee who is not meeting their SMART goals and performance objectives. These employees should be placed in Performance Improvement Programs (if the issue is aptitude) that could result in termination if improvement is not achieved or be subject to progressive discipline if attitude or effort is the issue.
I suggest that effective performance monitoring be in place. This includes call monitoring, video screen capture, workflow time stamps and order audit trails, schedule adherence, schedule conformance, productivity performance, along with SMART objectives and results.
I suggest the CAO should report various monthly and quarterly results as per the above.
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