

Successfully sharing municipal services

***Principles to help guide the
process of establishing
shared services.***

Guiding Principles

We establish these principles to guide staff and Council actions and manage expectations on the shared services voyage!

Shared Goals & Objectives

Work together to define clear, common goals and objectives that are regularly revisited.

Value for Money

Arrangements should deliver service enhancements, a reduction in overall cost, or cost-avoidance.

Workforce Levels & Employee Mobility

While workforce levels change from time to time, they should not change as a result of shared services. Employees may naturally move between organizations; shared services are not intended to attract employees from one municipality to another.

Mutual Benefit

Each community must gain from the shared service arrangement.

Flexibility & Adaptability

Opportunities for continuous improvement should be seized when circumstances arise.

Embracing Technology

We will commit to leveraging technology to support sharing of services.

Risk Mitigation

We will work collectively to identify, assess, and mitigate potential risks associated with shared services. Some risks could include financial, operational, legal, and service continuity risks.