

POLICY: GOOD EMPLOYER POLICY

Rationale

Section 77A of the State Sector Act 1998 requires that Board of Trustees must operate personnel policy that complies with the principle of being a good employer.

Purpose

To ensure the Board of Trustees policies and procedures meet good employer obligations.

Guidelines

1. All conditions as outlined in Collective Employment Contracts
2. Good and safe working conditions will be maintained through all Health and Safety policies (in particular Health and Safety, Prevention of Sexual Harassment, Smokefree).
3. All practices and processes will be consistent with Equal Employment Opportunities principles (EEO Policy).
4. Appointment processes will be fair and adhere to the principle of the “best person for the position” (Recruitment and Selection [Appointments] Policy).
5. Processes and Practices will promote high levels of staff performance (Performance Management Policy), Principal’s Performance Appraisal, Professional Development Policy).
6. Clear criteria will exist for sick, pastoral and special leave (Special Leave for Teachers Policy).
7. All employees will maintain proper standards of integrity, conduct and concern for the public interest and the wellbeing of students (Code of Ethics for Registered Teachers, Protected Disclosures Policy, Theft and Fraud Prevention Policy, Police Vetting Policy and Complaint Policy).

REVIEW: This policy will be reviewed according to the Board of Trustees’ triennial Programme of self-review - 2018

DATE CONFIRMED: 30 June 2015