

POLICY PURPOSE

Council believe that people are its most valuable resource and that the personalities, skills and abilities of its staff have a big bearing on the quality of Council Services, Human Resource Management Policies and Procedures are essential to the successful operation of Council.

POLICY STATEMENT

Council will develop, maintain and implement modern human resource management policies and procedures in order that:

- Staff receive fair and consistent treatment;
- Staff have the right of redress for unfair treatment;
- Staff are provided with safe and healthy working conditions;
- Staff are efficient and effective;
- Appropriate training and development is undertaken to achieve improved individual Council performance;
- Merit is the basis of all appointments;
- All reasonable steps are taken to ensure that employees maintain proper standards of integrity, conduct and concern for the public interest, including the community;
- Career opportunities are enhanced;
- A harmonious industrial relations climate is maintained;
- Salary, wage and industrial award conditions are fixed in accordance with the wage fixing principles of the Australian Industrial Relations Commission;
- Appropriate human resource management principles are applied; and
- All legislative requirements are complied with.