



PERSONNEL POLICY

RATIONALE

- A School Board (the board) is required to operate a personnel policy which:
 - promotes high levels of staff performance;
 - uses educational resources effectively; and
 - recognises the needs of students;
 - be a “good employer” as defined in the State Sector Act 1988 s77A; and
 - comply with the conditions contained in employment contracts applying to teaching and non-teaching staff.
 - The board, under its “good employer” obligations is required to:
 - ensure that all employees maintain proper standards of integrity, conduct and concern for:
 - the public interest; and
 - the well-being of students enrolled at their school.
 - A workplace that
 - attracts, retains, values and motivates its staff; and
 - expects and engenders from its staff proper standards of conduct;
- helps to
- develop quality in its staff
 - create a positive learning environment for all students; and
 - maximize student learning and achievement

POLICY STATEMENT

The board will:

- operate a personnel policy as required;
- be a “good employer” in its management of personnel, its personnel practices and its workplace practices;
- ensure that proper standards of integrity and conduct are kept by all employees;
- comply with all relevant staff collective and individual employment contracts;

GUIDELINES

1. Policies / procedures on personnel / staff will:
 - 1.1. reflect an environment that expects that:
 1. High quality appointments are made;
 2. High quality appraisal and professional development takes place for the Principal, the teaching staff and the support staff.
 3. Relevant statutory and employment agreement obligations are met.
 4. High quality support systems are in place.
 5. High standards of integrity and conduct are maintained.
 6. EEO practices are in place.
 - 1.2 comply with the principle of being a “good employer”
 - 1.3 will apply to all staff.

