



# Policy – Personnel Policy

Policy to support NAG 3 Personnel

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## Outcome statement

The obligations and responsibilities of being a good employer are met.

## Scoping

The board recognises its responsibilities and accountabilities to its employees are achieved through the Principal as its chief executive.

## Delegations

The board delegates responsibility to the principal on all matters relating to the management of staff in the expectation that they will be managed in a sound, fair and respectful manner in accordance with the current terms of employment documents and identified good practice. This delegation includes managing the processes for any disciplinary action, up to but excluding termination of any paid employment.

## Expectations and limitations

The principal must ensure:

- all employment-related legislative requirements are applied
- all employees' understand their rights to personal dignity and safety and ensure that matters are resolved in an appropriate and fair manner
- a smoke-free environment is provided
- employment records are maintained and all employees have written employment agreements
- management pay units for appropriate positions are allocated in a fair, transparent manner
- employee leave is effectively managed and reported as stated in the Staff Leave Policy
- effective and robust performance management systems are in place for all staff that include performance management reviews, attestations for salary increases and staff professional development
- a suitable professional development programme, which takes into consideration the requirements of the strategic and annual plans, is provided as part of each employee's performance agreement
- the requirements of the Health and Safety at Work Act 2015 are met
- Complaints process is followed for all staff complaints.
- advice is sought as necessary from NZSTA advisers where employment issues arise and the school's insurer is notified.

## Procedures/supporting documentation

Staff leave form

Staff leave procedure

Staff performance review

Professional development

Storage of confidential information

# Monitoring

*Staff Usage and Expenditure reports*

*Leave applications*

*Staff turn over*

# Legislative compliance

Public Service Act 2020

Human Rights Act 1993

Education and Training Act 2020

Privacy Act 2020

Children's Act 2014

Health and Safety at Work Act 2015

Employment Relations Act 2000

Employment Relations Amendment Act 2018

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Reviewed: *May 2024*

Next review: *May 2026*

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