



## **POLICY 3.3**

### **Good Employer**

Ratified at Board Meeting	<b>1<sup>st</sup> Dec. 2016</b>
Next Review Due	<b>2019</b>

#### **RATIONALE:**

The Aquinas Board will be a 'good employer' to all its employees in accordance with its Special Character.

#### **PURPOSE:**

The statutory obligations of a "good employer" derive from the *State Sector Act 1988* and its amendments. Of particular importance to Boards are the objects of the Act and the definition of a good employer.

In compliance with Collective Agreements, State Sector Act 1988 Part 7A: 77D Equal Employment Opportunities and 77A General principles.

#### **GUIDELINES:**

The relevant objects of the *State Sector Act 1988* include the following:

- (a) To ensure that employees in the State services are imbued with the spirit of service to the community;
- (b) To ensure that every employer in the State services is a good employer;
- (c) To promote equal employment opportunities in the State Services.

The above-mentioned objects, and the Personnel Provisions in relation to the Education Service, (Part V11a, *State Sector Amendment Act 1989*), set out the good employer obligations for Boards in state schools.

#### **PROCEDURES:**

1. A "good employer" is defined as an employer who operates a personnel policy containing provisions generally accepted as necessary for the fair and proper treatment of employees in all aspects of their employment, including provisions requiring:

- (a) good and safe working conditions.
- (b) an equal opportunities programme.
- (c) the impartial selection of suitably qualified persons for appointment.
- (d) recognition of the aims and aspirations of the Maori people.
- (e) opportunities for the enhancement of the abilities of individual employees.
- (f) recognition of the aims and aspirations, and the cultural differences of ethnic or minority groups.
- (g) recognition of the employment requirements of all College employees.

2. In addition to the requirements specified in 1 above, each employer shall ensure that all employees maintain proper standards of integrity, conduct, and concern for—

- (a) the public interest; and
- (b) the well-being of students attending the College.