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## Human Resources

### Our vision

Creating a region of choice

### Our mission

Through growth, putting Northland first by providing regional leadership, environmental protection, economic opportunities and integrated infrastructure.

### Our motto

Putting Northland first

### Our values in action

#### Put our community and region first

Provide regional leadership, focussed on working towards strategies and action which will make a positive difference to Northland's communities and people.

#### Be a champion for our natural environment

We will provide policies, guidance and resources to enable our community to manage and enhance its environmental sustainability.

#### Be forward thinking and innovative

We will always look long-term at issues facing our region and seek innovative solutions.

#### Be flexible and open

We will adapt to change quickly, listen carefully to our communities and act fairly and openly in everything we do.

#### Be responsive and deliver value

We are committed to understanding what is important to Northlanders and take action to deliver value to them.

#### Be professional and accountable

We strive to deliver the highest levels of professionalism and we are responsible to the people and ratepayers of the Northland region.

#### Work with others

We will work together and in partnership with others to achieve the most effective and affordable outcome for the Northland region.

## Performance management

The Council has extensive systems in place to assist performance management and continuous improvement and these link to our Values.

## Employment agreements

One hundred and forty nine permanent staff were employed by the Council as at 30 June 2010. Eleven percent (11%) were employed under the Northland Regional Council Collective Employment Agreement, with the balance employed on individual agreements.

There were two personal grievances which triggered the "employment relationship problems" provisions of the Northland Regional Council Employment Agreements during the period.

	Department					
	Operations	Planning and Policy	Finance and IT	CEO and Projects	Human Resources	Community Relations
Male	55	6	5	4	–	2
Female	32	3	10	7	3	10

## Equal Employment Opportunities

### POLICY

The Northland Regional Council and its management are committed to providing equal employment opportunities. Its policy is to support successful performance in staff by recognising their diverse backgrounds and needs, and having a system with the flexibility to meet that diversity.

### 2010 Programme

- Recruitment policies and procedures select from the widest possible cross section in a non-discriminatory way, with all staff considered for employment of their choice.
- All staff have the opportunity to participate in training and educational opportunities with a mandatory minimum amount allocated in specific departmental training budgets for all staff.
- The Council provides flexible working conditions to meet both the needs of the employer and personal needs of the staff.
- There is provision for paid parental leave in the Council's employment agreements and flexible return to work from parental leave programmes are provided.
- An employee assistance programme is available to recognise a diverse range of needs within the staff.
- The functions of the Council and the skills required of its staff will continue to be promoted to secondary and tertiary schools, by supporting appropriate work experience programmes and providing cadetships and scholarships.

### Actual Performance to 30 June 2010

Programmes and procedures to meet the above Equal Employment policy were in place and observed by all departments throughout the year.

## Health and Safety

### POLICY

The Northland Regional Council and its management are committed to providing a safe and healthy working environment for all staff members, visitors and contractors. This commitment is reflected in the Council's achievement of tertiary level status in ACC's Workplace Safety Management Programme.

### 2010 Programme

- Hazard management;
- Accident/incident reporting and investigation;
- Recruitment and new employee induction;
- Training;
- Health and safety procedures and policy
- Personal protective equipment;
- Employee participation and communications;
- Occupational health monitoring;
- Audits and workplace inspections;
- Wellness programmes;
- Working safely with Northland Regional Council programme for contractors.

### Actual Performance to 30 June 2010

Programmes and procedures to meet the above Health and Safety policy were in place and observed by all departments throughout the year. An external audit carried out by ACC in July 2008 approved continuation of tertiary standards in the ACC WSMP Programme for Northland Regional Council.

Year	2009-2010	2008-2009	2007-2008	2006-2007
Lost Time	1	3	Nil	1
Incidents	53	67	22	44



## Training and Experience

The Council is committed to ensuring that its staff are appropriately qualified, experienced and trained. The Council employs staff with many qualifications to undertake its wide range of duties and responsibilities.

Training is an investment in our employees. The Council is committed to maintaining continuing professional development.

Experienced, as well as well qualified and trained staff, are critical to the success of Council.

Year	2009-2010	2008-2009	2007-2008	2006-2007
Turnover	15.8%	14.9%	19.8%	18.0%
Average Length of Service	7.21 yrs	7.56 yrs	NA	NA



