

Rainy River District Social Services Administration Board	Policy Area GOVERNANCE Executive Limitations
TREATMENT OF STAFF	Policy Number G-1.0

Preamble

The Chief Administrative Officer is the Rainy River District Social Services Administration Board's (RRDSSAB) link to the organization. All Board authority delegated to staff is delegated through the Chief Administrative Officer so that all authority and accountability of staff translates to authority and accountability of the Chief Administrative Officer.

Policy

The Chief Administrative Officer's authority, with respect to the treatment of paid and volunteer staff is limited, as follows, so as to assure that the rights of employees to fair, equitable and humane treatment are not impeded:

- a) The administering of employee compensation and benefits, and interaction with bargaining units, will be conducted in accordance with all applicable employment standards and labour relations legislation;
- b) The dignity, safety and right to ethical job-related dissent of employees will not be impaired and grievances by employees will receive fair internal hearing through procedural safeguards;
- c) Employees and candidates for employment will not be judged on other than their own job-relevant qualifications and/or job performance; and
- d) Staff will not be left unprepared for prompt action, in case of emergency or disaster.

ADOPTION & REVIEW GUIDELINES

Approved by Res. #05/99 on 14 January, 1999

Reviewed/Revised by Res. #87/02 on 17 October, 2002

Reviewed/Revised by Res. #99/06 on 14 September, 2006

Approximate date of next review: September, 2009

REFERENCES:	POLICY AREA	POLICY NAME AND NUMBER
	<i>Human Resources</i>	<i>HR-5.0, Harassment</i>
	<i>Human Resources</i>	<i>HR-7.0, Recruitment</i>
	<i>Human Resources</i>	<i>HR-8.0, Selection</i>
	<i>Human Resources</i>	<i>HR-16.0, Performance Appraisals</i>
	<i>Human Resources</i>	<i>HR-24.1, Greivance</i>