

<p style="text-align: center;">Rainy River District Social Services Administration Board</p> <p style="text-align: center;">HUMAN RESOURCES</p>	<p style="text-align: center;">Policy Area</p> <p style="text-align: center;">GOVERNANCE Human Resources</p>
	<p style="text-align: center;">Policy Number</p> <p style="text-align: center;">G-22.0</p>

Preamble

The mandate of the Rainy River District Social Services Administration Board (RRDSSAB) will be best fulfilled by staff members who are trained and competent in the positions they hold. Staff will be treated fairly and administration will endeavour to provide a working environment that fosters opportunities for individual growth and advancement within the organization. All interactions with staff must be in accordance with any acts of legislation relating to workplace issues.

Policy

Administration will follow all provisions of the *Ontario Human Rights Code*, the *Employment Standards Act*, and all other related legislation, and conditions agreed to through *Collective Agreements* with staff.

The Chief Administrative Officer (CAO) ensures that administrative policies relating to human resources issues are developed and in place, and further, that these policies are adhered to in the administration of human resources within the organization.

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
	Governance	G-22.1, Recruitment
	Governance	G-22.2, Performance Appraisals
	Governance	G-22.3, Staff Development
	Governance	G-22.4, Discipline
	Governance	G-22.5, Termination, Retirement & Lay-Off
	Governance	G-22.6, Compensation
	Human Resources	All