

Council

Good Employer Policy

Date of review: September 2025
Date this issue: September 2030

General Statement

- 1 The Council expects the Vice-Chancellor to manage the University effectively and efficiently. The employment policy must be consistent with all the legal and other commonly accepted requirements of being a good employer. These include:

Policy, Law and Agreements

- 2 The policies of Council must be respected.
- 3 All employment practices at the University must be consistent with the requirements of the law.
- 4 Employment, promotion and termination procedures will be clear, fair and reasonable.

Fairness and Equity

- 5 Employment practices will be fair and provide equal job opportunities for all.
- 6 All permanent vacancies will be advertised and appointments and promotions should be on merit.
- 7 Staff will not be discriminated against on the basis of their race, sex, ethnic origin, disability, ethical belief, age, religion, politics, marital status, sexual orientation or union affiliation.
- 8 The particular employment needs of such groups as women, Maori and the disabled will be recognised.
- 9 Disciplinary processes will be prompt and impartial.

Good and Safe Working Conditions

- 10 Staff will have good and safe working conditions.

Personal Freedoms

- 11 The following will be honoured:
 - 11.1 An employee's personal time or freedom should not be unreasonably imposed upon.
 - 11.2 There should be no limit to freedom of speech except when employees speak on behalf of the University. Loyalty to the University is, however, expected.
 - 11.3 The privacy of all employees should be respected. This includes security of their personal files and their personal property. Ordinary courtesy is expected when unavoidable disruption to the workplace occurs.

Academic Freedom

- 12 All staff have a right to academic freedom as defined in the *Education and Training Act 2020*.

Training and Development

- 13 All staff will be given the opportunity to be:

- 13.1 Properly inducted into their jobs.
- 13.2 Trained on any new practice or equipment pertaining to their jobs.
- 13.3 Appraised, guided and given regular feedback on their job performance.

Relations with staff and employee organisations

- 14 Good staff relations should be maintained.
- 15 The role of the unions will be recognised and supported.
- 16 All staff will have access to the University's policies and procedures.

Recognition of the Maori people

- 17 The aims and aspirations of the Maori people will be acknowledged in the University's employment policy.

Recognition of ethnic or minority groups

- 18 The aims, aspirations and cultural differences of people from all ethnic and minority groups will be recognised in employment policy.

Standards of Conduct

- 19 Employees will be required to be honest, principled, and properly concerned for the wellbeing of the University, its members and the community.

CHANCELLOR

PRO-CHANCELLOR