

<b>Title</b>	<b>Human Resources</b>
<b>Council Resolution</b>	Item 11 (20 March 2017) as per Council Minutes
<b>Responsible Directorate</b>	Corporate Governance
<b>Due for Review</b>	Four (4) years from Council Resolution Date
<b>Strategic Plan Reference</b>	4.1 <i>Govern in the best interest of our community</i>
<b>ECM</b>	Council Policy

## PURPOSE

This policy sets out Council's position in respect to the fair and equitable management of its employees.

## SCOPE

This policy applies to all Council employees.

## STATUTORY REQUIREMENTS

Section 63(1) of the *Local Government Act 1993* (the Act) provides that the General Manager of Council may:

- appoint persons as employees of the Council
- allocate duties to employees
- control and direct employees, and
- suspend or dismiss employees.

In addition, under section 63(2) of that Act, the General Manager is to 'develop human resource practices and procedures in accordance with policies of the Council to ensure employees of the Council receive fair and equitable treatment without discrimination'.

<b>Acts</b>	<i>Local Government Act 1993</i>
<b>Regulations</b>	Not applicable
<b>Australian/International Standards</b>	Not applicable

## POLICY STATEMENT

It is noted that Council have a raft of human resource related statutory obligations under Commonwealth and State legislation, and it is expected that in accordance with section 63(2) of the Act, the General Manager will ensure that there are sufficient human resources directives to manage the same.

## BACKGROUND

Council recognises that human resource directives provide workplace structure and support equal employment opportunity in giving fair treatment to applicants and employees throughout the recruitment process and the employment experience. As amended from time to time, Council also notes that it has certain statutory obligations under various acts and associated regulations including (but not limited to):

### Commonwealth

- *Age Discrimination Act 2004*
- *Australian Human Rights Commission Act 1986*
- *Disability Discrimination Act 1992*

- *Fair Work Act 2009*
- *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Superannuation Guarantee (Administration) Act 1992*
- *Workplace Gender Equality Act 2012*

Tasmania

- *Anti-Discrimination Act 1998*
- *Local Government (Building and Miscellaneous Provisions) Act 1993*
- *Personal Information and Protection Act 2004*
- *Statutory Holidays Act 2012*
- *Workplace Health and Safety Act 2012*
- *Workers Rehabilitation & Compensation Act 1988*