

Equal Employment Opportunities

Policy Statement

Environment Southland and senior management place a high value on maintaining a skilled, motivated and diverse workforce working in a safe environment.

The Council and management are committed to the principle of equal employment opportunity in the recruitment, employment, training and promotion of the Council's employees.

A philosophy of acceptance without prejudice of differences in race, colour, ethnic or national origin, gender, religion, marital status, family responsibilities, sexual orientation, age or disability is encouraged throughout the organisation.

Objectives

- *To select job applicants on the basis of merit, verifiable experience and ability to deliver our programmes to the community.*

The best applicant is chosen after extensive electronic media and/or newspaper advertising, reviewing education and experience appropriate for the role, and having regard to career development opportunities for internal applicants. Procedures for ensuring fairness to both internal and external applicants are monitored for consistency of approach.

The Internet is a significant tool for recruitment of professional team members. All permanent positions are advertised on our own website, as well as on nationwide recruitment sites, resulting in applications from throughout New Zealand and off-shore. Less use is now being made of the print media.

- *To provide professional development opportunities fairly and without bias to enable our peoples to best meet the requirements of their current positions and to develop additional skills.*

Through the Professional Development Programme, our people have the opportunity to plan for and attend short courses in skills specific to their field of work, or in personal development, as they became available. We follow the 70:20:10 learning model, which supports 70% of learning through on-the-job experiences and challenges, 20% from other people through coaching and mentoring and 10% from courses and reading.

- *To maintain a workplace free of discrimination and harassment.*

All Council policies, including our Harassment Policy, are maintained to ensure the workplace remains free of discrimination and harassment. Educational material is shared on our Intranet as well as posters around the building. Volunteers amongst our people have attended courses in order to provide support to colleagues. Our people are encouraged to utilise our Employee Assistance Programme (EAP) should they have any concerns.