HR Good Practice: Catching the wind Turning Policy into Practice

Maynard Scott

A school's HR policy is a creature of legislation, collective agreements and the board's desire to do things a certain way. Many schools are good at creating or updating their policy, but then get caught up by sticking it on the website and forgetting about it. This is problematic because a fundamental principle in employment law in Aotearoa New Zealand is that employees can expect their employer to follow their policy throughout the employment relationship. Employers are often held to account by the courts for saying one thing in their policy and then doing another. Operationalising policy is therefore incredibly important – not only for risk reduction but also to ensure a workplace built on good-faith behaviour.

This session will discuss how policy can be translated into practice by first exploring the fundamental aspects that underpin all HR good practice. Following this, the session will explore how to successfully operationalise policy, the important role Business Managers play in ensuring good practice is applied, and contemporary changes that Business Managers should be aware of.