
People and Culture policies (reviewed)

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Recommendation

1. Re-adopt the Human Resources – Employment Conditions Policy dated 20 October 2021 without change.
2. Re-adopt the Equal Employment Opportunity (EEO) Management Plan dated 19 April 2017 with updated schedule and dates.

Background

The Human Resources – Employment Conditions Policy was last reviewed in 2021, while the Equal Employment Opportunity (EEO) Policy was last reviewed in 2017. Both policies have a 2-year review frequency and are overdue for review.

1. Human Resources – Employment Conditions Policy

The review of the Human Resources – Employment Conditions Policy confirmed its relevance and effectiveness in outlining core employment conditions. The policy supports benefits, promotes flexibility, and upholds the values of Rous as an employer of choice. It is recommended that this policy be re-adopted without changes, as it remains valid and effective in its current form.

2. Equal Employment Opportunity Policy

Upon review, the EEO Policy remains relevant. However, although the goals in the EEO Management Plan are still pertinent, the dates and assigned owners need updating. Therefore, it is recommended to retain the EEO Policy and revise the EEO Management Plan to include updated schedules and current ownership details. This will ensure that Rous' EEO initiatives continue to be effective and timely.

Governance

- **Finance**

Not applicable.

- **Legal**

The policies have been reviewed and updated having regard to relevant legislation and industrial instruments.

Consultation

Consultation has been undertaken with key stakeholders, including the Leadership Team, Leadership Group, and the People and Culture team. Feedback has been positive and supportive of the proposed changes. The revised policies were not referred to the Consultative Committee due to the minor and inconsequential nature of the proposed changes.

Conclusion

The Human Resources – Employment Conditions Policy and the EEO Policy have been reviewed. It is proposed that the Human Resources – Employment Conditions Policy be re-adopted without change and that the EEO Policy be re-adopted with minor changes.

Attachments:

1. Human Resources – Employment Conditions Policy (proposed re-adoption without change)
2. Equal Employment Opportunity Policy (revised)
3. Equal Employment Opportunity Policy (original policy)