



## PERSONNEL MANAGEMENT Policy

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Approved by the School Board 18 February 2019

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<b>Rationale:</b>	Cambridge Middle School Board has a responsibility to be a fair and just employer to enable our students' needs to be paramount in all planning and decision making. Such a commitment is based on the school's values and vision as clearly articulated in the Charter. This can be realised with well supported, committed and professional staff.
<b>Principles:</b>	<ul style="list-style-type: none"><li>(a) Student needs are determined through consultation with students, parents, caregivers, staff and the wider community.</li><li>(b) The school will consider the requirements of the current National Education Guidelines.</li><li>(c) The school will develop a curriculum designed to be relevant and appropriate, keeping in mind the normal school constraints.</li><li>(d) The school will appoint staff while being cognizant of the EEO requirements and comply with conditions contained in the employment contracts of all staff as defined by the State Sector Act 1989.</li><li>(e) All personnel management practices will be compliant with high levels of staff performance, effective use of educational resources and recognising and meeting the needs of students.</li></ul>
<b>Policy Statement:</b>	The School Board is committed to support the appropriate procedural frameworks as articulated in this policy to enable the school to carry out its varied personnel management processes.
<b>Key Responsibilities:</b>	The Principal and the School Leadership Team have responsibility for the implementation of this policy and will oversee a process for the development of Personnel Management Guidelines for the school.
<b>Review:</b>	May 2022
<b>Related Information:</b>	1. Personnel Management Guidelines