

PERSONNEL POLICY OBJECTIVES

The Council of Ministers recognises that the objectives of Government and service to the public can only be achieved by the effective performance of its employees. The Council also recognises that Government has a responsibility within available resources, to provide its employees with equitable terms and conditions of employment and to apply fair and effective employment policies.

In particular, it is Government's policy, within available resources:-

- to provide terms and conditions of employment which are sufficient to attract and retain suitable employees;
- to recruit the quality and number of employees required to meet Government's present and future needs;
- to ensure that all employees and applicants for employment are treated equally and without discrimination;
- to enable and motivate all employees to make the maximum contribution to Government's overall objectives;
- to encourage employees to acquire and develop experience, skills, knowledge and related qualifications necessary to perform their duties effectively;
- to provide relevant training to develop the potential of its employees;
- to establish, maintain and develop methods of work which enable effective and efficient performance by employees and satisfying working lives;
- to set appropriate standards of performance to meet its objectives;
- to develop and maintain effective procedures for communicating and consulting with employees on appropriate issues;
- to establish fair and effective procedures for the speedy resolution of disputes, grievances and disciplinary matters;
- to provide and maintain, as far as reasonably practicable, a working environment that is safe and free from risks to safety and health.

Jan 1991