

## Staff Relations

**Policy Type:** Executive Responsibility

**Policy Number:** # 203

**Date Approved:** 10/16/97

**Date Amended:** 19 Oct 00

**Monitoring Responsibility:** Audit and Finance

**Frequency:** Annual - March

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With respect to the treatment of paid and volunteer staff, the CEO shall only allow conditions that are fair and dignified.

The CEO shall:

- a. operate with written personnel policies that clarify personnel rules for staff and provide for effective handling of grievances;
- b. respect the terms of the collective agreement that provides a specific process for effective handling of grievances, a process that is to be followed for excluded personnel as well;
- c. acquaint staff with their rights under this policy;
- d. provide adequate Performance Review Procedures; and
- e. provide fair, equitable and financially responsible compensation to staff in keeping with the Collective Agreement as well as to excluded staff and contract workers.