

Far North District Council Vision

A respected and trusted organisation that consistently delivers high quality services to the community and is dedicated to providing first class support to the Mayor, Council and Community Boards'

Far North District Council Mission

A skilled work-force that informs, listens to and understands its customers, communities, including Iwi and Hapu, is focused on high performance and delivers on its promises'

PC 008 - EQUAL EMPLOYMENT OPPORTUNITIES (EEO) POLICY

1. PURPOSE

The Far North District Council (FNDC) is committed to the principle of equal employment opportunities and eliminating any barriers that cause or perpetuate inequality in employment. FNDC opposes unfair discrimination on the grounds of gender, race, disability, marital status, sexual orientation, age, religion, or on any other grounds, or through harassment.

Far North District Council will ensure that policies and procedures, such as those relating to recruitment, interviewing, appointments, promotions and acting up, work conditions and staff development and training are made on the basis of merit and shall be wide enough to include such matters as applicants' community and cultural standing or their work experience (whether paid or unpaid). FNDC is dedicated to creating a workplace that attracts, retains and values diverse employees.

2. SCOPE

All Council staff must abide by Far North District Council's Equal Employment opportunities Policy and are responsible for applying equal employment opportunity principles to work practices and decision-making processes.

3. POLICY

The aim of this policy is to;

1. Provide a workplace free of discrimination on the basis of race, colour, ethnic or national origin, gender, religion, marital status, family responsibilities, sexual orientation, personal disability or age.
2. Create a positive climate in the workplace which encourages all employees to develop their potential.
3. Aim at achieving and maintaining a workplace that reflects the diverse composition of the district community.
4. Select the most appropriate person for the position at hand on the basis of the individual's skills and abilities i.e. "best merit".

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5. Ensure that all recruitment, employment, training and promotion of Council's employees is consistent with Council's proclaimed goals.
6. Provide training programmes for employees which cover Equal Opportunity procedures.
7. Give all employees the opportunity to have training to allow them to best meet the requirements of their present positions and to develop additional or other skills for future promotion opportunities.
8. Promote employees on the basis of ability, performance and willingness of the individual to accept increased responsibility.

4. LEGISLATION

[Employment Relations Act 2000](#)

[Local Government Act 2002](#)

[Education Act 1989](#)

[Human Rights Act 1993](#)

[State Sector Act 1988](#)

5. GUIDELINES

To assist with the successful attainment of Council's declared goals and policy statements, a series of objectives have been endorsed.

They are as follows;

1. Education

To ensure all staff is fully informed of Council's Equal Employment Opportunity Policy. To achieve objectives training for Council's staff will ensure familiarity with affirmative action principles and practices an Equal Employment Opportunity Co-ordinator shall be appointed. The EEO Coordinator will develop and update an EEO database to enable the EEO programme to be evaluated regularly and checked for its effectiveness.

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2. Recruitment

To develop and implement recruitment procedures to promote equality of employment opportunity.

3. Selections and Appointment

To ensure that interviewing and selection is done to enable and support practices for the best person for the position to be selected.

4. Training and Staff Development

To inform staff of courses and training opportunities to ensure participation without bias.

5. Maori and Other Ethnic Groups

To increase the number of Maori and other ethnic groups in the staff at large, thus reflecting the diversity of the Community.

6. People with Disabilities

To enable workers with disabilities to successfully pursue a career in Council.

7. Age

To enable workers of all ages to successfully pursue a career in Council.

8. Sexual Orientation and Religious Beliefs

To ensure that recognition and consideration is given to the beliefs of all employees in the work environment. In cases where the individual beliefs conflict with the organisation, attempts are to be made to constructively solve the issues raised.

The following persons may be contacted in relation to this policy:

- a) Manager – People & Capability
- b) Business Partner – People & Capability
- c) [PSA delegates](#)