

POLICY NO AND TITLE	<b>1.2.1</b>	<b>Conditions of employment policy</b>
PROCEDURE	1.2.1(ac)	EEO management plan
VERSION AND DATE ADOPTED	1	
RESPONSIBLE OFFICER		Manager Human Resources

Council has established its commitment to equal employment opportunity in the workplace by adopting an EEO policy and management plan.

The EEO management plan has a number of key objectives:-

- to demonstrate management and organisational commitment to EEO principles
- to ensure that management and all employees understand EEO principles and their own responsibilities towards those principles
- to ensure active participation of all employees and unions in decision-making about the program
- to review recruitment, promotion, training and other staff related policies to ensure compliance with EEO principles
- to increase employment and development opportunities for target groups
- to promote and implement an effective grievance policy and procedures
- to review the success of the plan in achieving Council's EEO objectives.

The General Manager has overall responsibility to ensure that Council complies with EEO principles and practices. The Human Resources Manager has functional responsibility for the on-going development of the program and to report to the General Manager on the progress being achieved.

A copy of the EEO management plan is available from the Human Resources area.