

Induction Policy

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Category: Employment Relations

Date Created: April 2001

Responsibility: Senior HR Advisor

Date Last Modified: March 2012

Approval: Executive Director People &
Safety

Version: 12.1

Purpose

UCOL acknowledges that a comprehensive induction process is required to assist new employees to integrate and fully participate in its environment and culture. The induction process also ensures that new employees receive all necessary information at the commencement, and within the early stages of their employment.

Scope

UCOL's induction process consists of four (4) stages. Each stage of induction is completed in accordance with the following:

- Stage 1 The Induction Booklet 'A Good Move – Your Guide to Working at UCOL' is sent by Staff Services Administration on confirmation of appointment, to;
- All permanent appointments
 - All fixed term appointments greater than six (6) months in duration
- Stage 2 The 'School/Section Induction Checklist' is completed within 2 weeks of employment and returned to Staff Services, by;
- All permanent, fixed term and casual appointments
- Stage 3 The 'Employment Conditions Overview' session (presented by Staff Services) is attended on the appointed day, by;
- All permanent appointments
 - All fixed term appointments greater than six (6) months in duration
- All other employees are encouraged but not required to attend.
- Stage 4 'Celebrating UCOL' is attended during the first year of employment, by;
- All permanent appointments
 - All fixed term appointments greater than 12 months in duration

Responsibility

The Executive Director People & Safety has overall responsibility for the management of this policy.

'Managers' have a responsibility for ensuring that;

- The 'School/Section Induction Checklist' is completed with new employees within two weeks of employment and returned to People & Safety.
- New employees attend the 'Employment Conditions Overview' session on the appointed day.
- New employees attend the 'Celebrating UCOL' event within their first 12 months of employment.

Policy Statements

UCOL will provide an informative and supportive induction process to assist new staff to integrate and fully participate in its environment and culture.

UCOL acknowledges the importance of the Treaty of Waitangi in the induction of new staff through; discussion of its significance to UCOL's mission and values in UCOL's Induction Booklet, provided to new staff upon confirmation of their appointment; acknowledgement of the Maori and Pacifica Staff Group at the 'Employment Conditions Overview' session; presentation of the strategic role of the Maori Directorate at the 'Celebrating UCOL' event.

Relevant Legislation

- Employment Relations Act 2000
- Employment Relations Amendment Act 2004
- Health and Safety in Employment Act 1993 and subsequent amendments
- Human Rights Act 1993
- Human Rights Amendment Act 2004
- Public Service Act 2020

Related Documentation

- Induction Procedure
- Induction Booklet 'A Good Move – Your Guide to Working at UCOL'
- School/Section Induction Checklist