

3.



PERSONNEL AND EMPLOYMENT POLICY

This policy documents how Ruru Specialist School Board will ensure that it meets its obligations under the

EDUCATION AND TRAINING ACT 2020:

SECTION 128

A board may, in accordance with this Act, appoint, suspend, and dismiss school staff.

SECTION 129

Boards may appoint, suspend, and dismiss principal

- (1) The powers conferred on a board by [section 128](#) include the powers to appoint, suspend, and dismiss a principal.
- (2) Two or more boards may appoint 1 person to be the principal of 2 or more schools administered by the boards.
- (3) A combined board may appoint 1 person to be the principal of 2 or more schools administered by the board.

SECTION 585

Application of Employment Relations Act 2000

Except as otherwise provided in this subpart, the [Employment Relations Act 2000](#) applies in relation to the education service.

SECTION 601

Employees in education service

- (1) Subject to this Act, each employer—
 - (a) may appoint any employees (including acting, temporary, casual, or relieving employees) that the employer thinks necessary for the efficient performance or exercise of the functions, duties, and powers of the place of education; and
 - (b) may, subject to any conditions of employment included in the employment agreement applying to the employee, remove any employee from that employee's employment.
- (2) Unless expressly provided to the contrary in this Act, the employer has all the rights, duties, and powers of an ordinary employer in respect of the persons employed in that place of education.

NATIONAL EDUCATION LEARNING PRIORITIES (NELP):

The NELP is a key strategic component that will help to ensure the education system meets the needs of all learners/ākonga in Aotearoa New Zealand, no matter who they are or where they come from.

OBJECTIVE 3: QUALITY TEACHING AND LEADERSHIP

Priority 6:

Develop staff to strengthen teaching, leadership and learner support capability across the education workforce

THE BOARD WILL IMPLEMENT THE FOLLOWING PROCEDURES

- Code of Conduct
- Concerns and Complaints
- Disciplinary Procedures for Employers
- Equal Employment Opportunities
- Good Employer and Personnel
- Protected Disclosures
- Staff Appointment
- Staff Appraisal and Learning
- Union Membership

This policy was formally adopted by the Ruru Specialist School Board



Signed: Board Presiding Member

09/08/2023

Board Meeting Date

To be Reviewed Biennially: Term 3 2024
