

 <p>MULTICULTURAL COUNCIL of TASMANIA</p>	<p>Staff Recruitment Policy</p>	<p>Policy ID</p>	<p>MCOT-STF</p>
		<p>Version Number</p>	<p>1</p>
		<p>Implementation Date</p>	<p>20 June 2019</p>
<p>Page Number</p>	<p>1 of 5</p>	<p>Last Reviewed/Update Date</p>	<p>Approved 20 June 2019</p>
<p>Policy Owner</p>	<p>BOARD</p>	<p>Approval</p>	<p>Board</p>
<p>Drafted by</p>	<p>Ron Franks</p>	<p>Next review date</p>	<p>April 2021</p>

INTRODUCTION

The success of Multicultural Council of Tasmania relies on its ability to attract the best staff and volunteers available. Recruitment methods must be fair, efficient, and effective.

PURPOSE

The Staff Recruitment Policy has been established to ensure Multicultural Council of Tasmania can attract the best available staff and volunteers for all vacant positions. This policy relates to employment of all staff and volunteers other than the CEO.

POLICY

Multicultural Council of Tasmania is committed to providing high quality programs and services to our community. To support the achievement of this objective we recognise the importance of employing the most suitable applicant for all vacant positions.

Multicultural Council of Tasmania will ensure it has the best opportunity to attract the best available staff by broadly advertising (internally and externally as deemed appropriate) all vacant remunerated positions and volunteer vacancies.

Multicultural Council of Tasmania will take all reasonable steps to ensure that applicants may be safely entrusted with the duties of their position.

Multicultural Council of Tasmania will internally advertise all vacant positions to current staff and volunteers to encourage career advancement and increase participation.

Multicultural Council of Tasmania is committed to providing a work environment that is free from harassment and discrimination.

All recruitment and selection procedures and decisions will reflect Multicultural Council of Tasmania's commitment to providing equal opportunity by assessing all potential candidates according to their skills, knowledge, qualifications and capabilities. No regard will be given to factors such as age, gender, marital status, race, religion, physical impairment or political opinions.

RESPONSIBILITIES

It shall be the responsibility of the **CEO** (or a delegated authority) to implement this policy and to monitor its performance.

It is the responsibility of **Managers and Supervisors** to ensure that:

- They are familiar with the recruitment policies and procedures, and that they follow them accordingly;
- Staffing levels for their department are determined and authorised;
- All roles have current position descriptions that specify role requirements and selection criteria.

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PRE-RECRUITMENT ACTIVITIES

When it becomes necessary to recruit for a position, Managers should carefully consider the requirements for the position, and the key selection criteria including skills, experience and qualifications.

If no position description exists for the available position, or if it requires revising, this is the responsibility of the appropriate Manager. Once the new position description or amendments have been drafted, it should be forwarded to CEO and if appropriate, approved by the Board. Selection criteria will be drawn up based on a position statement. Where the position description is for a new role the Manager will review and evaluate the position and draw up a position statement that will then, if appropriate, approved by the CEO and/or Board.

Prior to commencing the recruitment process, the responsible Manager is required to gain approval from the CEO or delegated authority and forward this to the CEO.

DIRECT INTERNAL APPOINTMENTS/PROMOTIONS

In situations where a Manager wishes to promote an employee who meets the specific selection criteria for the vacant position into the internal vacancy, the appointment must be authorised by the CEO.

EXTERNAL ADVERTISING

Where a position cannot be filled internally or where it is appropriate to conduct an external recruitment campaign, the available position should be advertised through relevant networks, on relevant websites, and through local employment services.

Volunteer positions will be advertised as widely as deemed reasonable.

All advertisements must be approved by the CEO.

If required, the CEO will prepare an appropriate recruitment advertisement for the position and submit it for review and approval by the relevant Manager. The CEO or their delegate will administer the placement of the advertisement and monitor applications received.

USE OF RECRUITMENT CONSULTANTS

Where deemed appropriate, external recruitment consultants may be used for recruitment purposes. The Recruiting Manager should contact the CEO for assistance in engaging the services of recruitment consultant.

It remains the relevant Manager's responsibility to ensure that the recruitment consultant adheres to Multicultural Council of Tasmania's recruitment and selection policies.

SCREENING APPLICANTS

If a recruitment consultant has been engaged to recruit for a position, they will be responsible for screening the applicants. Resumes must be screened against the position description so

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that assessments can be made of their suitability for the specific role. Applicants who are assessed as suitable will then be selected for interview.

Managers should consult with the CEO if they require any assistance with the selection process.

Satisfactory Police checks are required and shall be arranged only with the consent of the applicant concerned; however, if consent is refused this shall be taken into consideration in the selection process.

References shall be sought, and previous employers and referees shall be contacted, and transcripts, qualifications, publications and other certification or documentation shall be validated.

Any checks which may form part of the selection process should be conducted prior to issuing an offer of employment.

CONDUCTING INTERVIEWS

The short-listing and interview process will be conducted by a selection panel which will be appointed by and will include the CEO or their nominee and the relevant manager or supervisor for the position.

If any member of staff finds that they are assessing any applicant where there is a perceived or actual conflict (eg. Where the applicant is a family member, friend or past colleague) they shall declare the perceived or actual conflict to the panel.

REFERENCE CHECKING

Managers are to ensure that, where possible, a minimum of two reference checks are conducted prior to an offer of employment being extended to a candidate.

Details of the reference checks should be attached to the candidate's application for future reference.

NEW STARTER PAPERWORK

If an internal candidate is selected, the Manager is required to notify the successful candidate and their Manager. If an external candidate has been selected, the Manager is to make a verbal offer to the candidate.

To authorise the commencement or transfer of an internal employee, the Manager must notify the CEO and seek his/her approval. The Manager should ensure that all recruiting documents are completed and returned to the CEO for filing.

The CEO will prepare a written letter of offer for the successful candidate. The letter of offer and or contract of employment will confirm the start date, salary (if any), position and the terms and conditions of employment pertaining to the employee.

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Once the CEO or Manager has received the candidate’s signed letter of offer, the Manager is to notify all unsuccessful candidates. If an external recruitment agency has been used, the Manager is to notify the agency, who will notify the unsuccessful candidates.

The Manager is responsible for liaising with the CEO to ensure that the necessary documentation, equipment and access privileges are prepared for the new employee.

The Manager will forward an induction kit to the new employee for their completion.

RECORDS AND CORRESPONDENCE

All contact regarding the position is to be directed through reception, with all applications marked “Confidential” and posted to the CEO.

Letters/emails of acknowledgment should be posted to all applicants prior to the short-listing of final suitable applicants. Short-listed but unsuccessful applicants should be advised that their CV will be retained for future reference, unless the applicant advises otherwise.

Applicants who do not meet the key selection criteria and are not suitable to be short-listed for an interview should be sent a written letter advising them that their application has been unsuccessful.

RELATED DOCUMENTS

- CEO recruitment policy
- Privacy policy

AUTHORISATION

Signed by CEO:Date: 20 June 2019

Signed by Chair: Date: 20 June 2019