

**POLICY: FOSTERING A SUPPORTED AND
EMPOWERED STAFF**

POLICY #: B-HR-01

COMMITTEE:	Human Resources Committee	PASSED:	23 July 2015
TOPIC:	Recruitment and Employment	AMENDED:	
		REVIEW PERIOD:	As required.

PURPOSE

The purpose of this Policy is to provide direction that fosters a supported and empowered staff.

SCOPE

The Policy applies to the Library Board and the Director of Library Services.

POLICY

The Library Board expressly values as a foundational strength of excellent library service its supported and empowered staff. As such, the Board instructs the Director of Library Services to support and empower staff through staff engagement, collegial union/management relations, job enrichment opportunities and training, and to utilize best-practice personnel processes and services so that the Library is experienced as a caring and responsible employer of choice.

The Board ensures its Human Resources Policy development is in alignment with this value. The Director of Library Services ensures the Library's personnel practices and procedures are in alignment with this value.

ROLES AND RESPONSIBILITIES

The Board is responsible for maintaining this Policy.

The Director of Library Services is responsible for administering this Policy.