

# ‘Being a good employer’

Introduction to HR

‘Being a good employer’

Setting people up for success

Key policies and processes that guide us

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# Reflect



What does being a 'good employer' mean to you?

If you think about the 'best employer' you ever worked for, what made it so great?



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# Reflect



When you started a new role, what did you need to be set up for success?

What aspects of that do we do well currently when we are setting up new employees?

# Setting people up for success



## Motivators

Growth  
Advancement  
Responsibility  
Recognition  
Achievement

## Discretionary Effort



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## Good Performance Line

### Maintenance

Pay  
Communication  
Working conditions  
Leadership  
Competence

### Can't

Coach/train/  
support

### Won't

Feedback  
Require change  
Performance  
management  
Disciplinary

Clear expectations  
Induction training  
Feedback  
One on one's  
Team culture



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**Key policies and processes that guide us**

# Reflect



What key policies do you use now?

What processes work well for you?

## What should you know?

- Code of Conduct
- Leave Policy
- Complaints and Problem Resolution Policy
- Disciplinary Policy
- IEA and MECA content
- Terms and Conditions info
- Motor Vehicle Policy



*Keep us safe*

# The legislative framework for employment relationships in New Zealand



# Questions

