

## The Good Employer

# 7 Key Elements

The 'good employer' values equity and fairness and has policies, programmes and practices that promote these values.

The 'good employer' makes maximum use of skills and strengths of all staff but has special regard for those groups often overlooked or marginalised - including women, Māori, other ethnic communities, people with disabilities and other minority groups.

Key elements of being a 'good employer' relate to recruiting, developing, managing and retaining staff to achieve the results set out in each Crown entity's Statement of Intent and output agreement.



Human Rights  
Commission

*Te Kāhui Tika Tangata*

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### 1 Leadership, Accountability and Culture

- > strong leadership and clear vision where people are valued
- > engagement processes with employees and their representatives and opportunities for them to engage and participate in organisational decisions.
- > managers accountable for providing EEO and managing diversity

### 2 Recruitment, Selection and Induction

- > impartial, transparent employment process
- > no barriers or biases to employing the best person for the job

### 3 Employee Development, Promotion and Exit

- > positive, equitable approach to developing all employees
- > equitable treatment for all employees to move up, through and out of the organisation
- > transparent and fair staff development practices in training, coaching, mentoring, promotion and performance management

### 4 Flexibility and Work Design

- > workplace design that assists employees balance work with the rest of their lives
- > consideration of flexible work practices to accommodate staff employment requirements

### 5 Remuneration, Recognition and Conditions

- > equitable, transparent and gender neutral remuneration system
- > equal access to job opportunities and conditions
- > recognition of employee contributions

### 6 Harassment and Bullying Prevention

- > zero-tolerance of all forms of harassment and bullying
- > managers and staff trained on their rights and responsibilities
- > policies for addressing harassment complaints

### 7 Safe and Healthy Environment

- > pro-active approach to employee health, safety and well-being
- > managers and staff trained on their rights and responsibilities
- > obstacles for people with disabilities reduced
- > environment that supports and encourages employee participation in health and safety