



JUMBUNNA COMMUNITY PRESCHOOL AND EARLY INTERVENTION CENTRE INC.

St 6wb	RECRUITMENT, SELECTION AND APPOINTMENT OF STAFF
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Applies to:
Specific responsibility:

Version:
Date approved: 9 Sept 2014

Policy context: This policy relates to	
Standards or other external requirements	NDIS Practice Standards
Legislation or other requirements	Disability Services Act
Contractual obligations	National Disability Insurance Agency

POLICY STATEMENT

Jumbunna will plan strategically to meet the organisation's requirements for staffing and will conduct recruitment and selection for vacant staff positions that is designed to:

- attract the best possible candidates for the available positions
- ensure all selections are based on merit
- facilitate the professional development of existing staff
- ensure that all legal requirements are met, and equal employment opportunity (EEO) principles are applied
- provide the most cost-effective way of recruiting and selecting staff.

All staff involved in recruitment and selection processes must be familiar with and adhere to the following:

- The principles of EEO and Anti-discrimination legislation, as outlined in the organisation's EEO and Anti-discrimination policy
- The workplace agreements and industrial conditions applying to the organisation
- The recruitment and selection policies and procedures outlined below.

PROCEDURES

Responsibilities

The recruitment process will be managed by the General Manager who will:

- supervise all aspects of the process
- ensure all recruitment and selection principles are followed
- obtain the necessary budget and recruitment approvals
- ensure timely processing and distribution of paperwork
- ensure all applicants are kept informed of the progress of their applications
- provide information about the position to candidates requesting it.

Confidentiality and sensitivity

The recruitment and selection process are subject to confidentiality and information about all applicants must be treated with respect and sensitivity. All details disclosed in applications and during interviews are to remain confidential.

Panel members should also be mindful of potential conflicts of interest and declare any such conflicts where appropriate.

Access to information about staff members and applicants is restricted to those with a genuine need to know.

All applicant's resumes and applications are held securely for a minimum period of six months from date of appointment.

Workforce planning

At the commencement of the process, the General Manager will:

- review the need for the position to be filled based on the current and future workforce requirements of the work area, available financial resources and relevant workforce planning strategies.
- review the position statement, the key accountabilities, qualifications, and the remuneration range.
- review current employment legislation and contractual obligations as employers, so that all relevant laws and contracts are properly taken into account in the recruitment process.
- determine if the position is for a specified target group under anti-Discrimination legislation (e.g., Aboriginal or Torres Strait Islander).
- appoint the convenor of the selection process.

Role of the convenor

The convenor is responsible for ensuring that:

- the selection process is consistent with the values of the organisation, its Code of Ethics and EEO policy
- the process is applied consistently and equitably to all candidates
- the process is based on evidence, is transparent and free from conflict of interest
- all panel members are trained in selection processes
- that all processes are coordinated, including interview, reference checks, contract negotiation and feedback to candidates.

Selection criteria

The General Manager will:

- develop short and simple selection criteria that accurately reflect the skills, experience, qualifications, and qualities for the role
- identify which criteria are essential and which are desirable
- seek exemption from Anti-Discrimination legislation for specific identified positions
- identify any other selection process to be used (e.g., psychological testing or behavioural interviewing).

Sourcing of candidates

The General Manager will:

- determine if the position is to be advertised internally or externally
- determine the budget available for the recruitment and where the position will be advertised

- develop information package for interested applicants including:
 - information about the organisation
 - the position description and selection criteria, selection process and timeframes
 - contact person details and availability to discuss the position
 - list of information required from candidates, including resume, statement addressing the selection criteria, copy of relevant qualifications and referee details.
- ensure that the information package is available in appropriate formats and that any language specific requirements have been considered.

Selection panel

The selection panel will be composed of a maximum of four people and could include the General Manager, Management Committee member, staff member of relevant program, external member.

Selection and appointment

The selection panel will:

1. Short list candidates for interview
 - The panel assesses each candidate's application against the selection criteria.
 - The selection panel ensures that the candidates short-listed have the required skills and experience.
 - The convenor advises those candidates who are ineligible or who have not provided sufficient information to enable the selection panel to assess their suitability.
2. Select the preferred candidate
 - Decide when and where interviews will be held.
 - Decide the format of the interview.
 - Conduct each interview in the same way: outline structure of the interview and length, ask the same questions of each candidate, probe as necessary, give candidates the opportunity to ask questions or add information.
 - Ensure that the process is conducted confidentially, and that all relevant documentation is securely stored.
 - Determine the order of merit of the candidates based on the selection criteria.
3. Conduct referee and other checks
 - Check the qualifications and work history of the preferred candidate by contacting institutions, previous employers.
 - Conduct referee checks for the preferred candidate. Provide information about the role and seek their comment on suitability.
 - Conduct psychological testing or behavioural interviewing if required.
4. Finalising the selection process
 - Advise the preferred candidate of their success, subject to police checks, Working with Children Check, medical checks if required.
 - Following the outcome of any checks finalise the employment contract including remuneration, commencement date.
 - Contact the unsuccessful candidates by phone if appropriate and confirm by letter.
 - Provide feedback to candidates as requested.

Keeping recruitment records

The General Manager will:

- keep all the records of the recruitment processes for a minimum of one year
- include copies of external and/or internal advertisements, job descriptions, selection criteria and selection processes for each vacancy
- keep copies of successful applicants records of police, referee, and other checks.

Appointment

Prior to commencing work, new staff members will be given:

- a letter confirming the offer of employment
- a copy of their duty statement
- a copy of a job contract, and the Fair Work Information Statement
- Jumbunna Staff Handbook

Newly appointed staff members will be asked to sign the letter of offer and the duty statement. Copies of these documents are then placed on file.

Probationary period

All new staff will serve a probationary period, followed by a performance appraisal, before being confirmed as a permanent employee. The standard period shall be 3 months total of service.

Casual vacancies

Temporary vacancies in staff positions, filling of positions while a staff member is on leave, and short-term work projects requiring additional staff may all be filled as casual vacancies. These positions may be filled by recruiting short term staff or by requesting an existing staff member to move to the position for a period.

General Manager is authorised to recruit short term staff for periods of up to 12 months.

Recruitment of temporary and casual staff

The recruitment of temporary and casual staff does not necessitate a formal selection process unless the temporary position is for a period longer than 12 months.

Internal applicants must be eligible to apply for any temporary vacancy that is advertised.

Higher duties

The filling of a temporary vacancy by an existing staff member should be considered where:

- there is an opportunity for development of new skills
- the position is equivalent to or above the staff member's current position
- the appointment will support continuity within the position.

General Manager will have the discretion to determine whether a position should be filled temporarily by offering an existing staff member the opportunity to undertake higher duties. Where there are more than one suitably located and experienced staff member, the General Manager will ask interested staff to submit brief expressions of interest and select a candidate.

DOCUMENTATION

Documents related to this policy	
Related policies	
Forms, record keeping or other organisational documents	

Policy Name:	Recruitment, Selection & Appointment of Staff	Policy Number:	
Date Approved:	24 August 2023	Approved By:	Board of Management
Date Issued:	31 August 2023	Review Date:	30 June 2025
Version 1.5	This version of the policy was approved 24 August 2023 and replaces the version approved 28 July 2022.		

