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## OPERATIONAL HUMAN RESOURCE DISTRIBUTION POLICY

### APPROVALS

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<b>POLICY NUMBER</b>	CORP-POL-072	<b>DOC.ID</b>	4549203
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<b>CATEGORY</b>	Council Policy
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<b>POLICY OWNER</b>	Manager People and Performance
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<b>APPROVAL DATE</b>	28 January 2020	<b>RESOLUTION NUMBER</b>	6441
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## OBJECTIVE

The objective of this policy is to articulate Council's commitment to maintaining a sustainable operational presence in each town.

## SCOPE

The Policy applies to all employees of Council in all towns within the Isaac region.

## POLICY STATEMENT

Council is committed to maintaining operational presence within each town at levels approximating those in the period 2015-2020.

In doing so Council acknowledges that from time to time there will be fluctuations due to unavoidable labour market constraints and the personal decisions of employees.

Council will manage this human resource distribution balance with the following key processes and controls;

1. Genuine consideration of all position locations as vacancies arise.
2. Rigorous review in approval of any vacancy recruitment to determine if locations other than Moranbah have been properly considered.
3. Maintaining office, depot and plant accommodation at contemporary standards.
4. Monitoring actual trends in staffing levels at each location.

Council is also committed to optimising management presence in all towns in both stationing and visitation. To this end the following key processes and controls will be employed;

1. Genuine consideration of all management position locations as vacancies arise.
2. Rigorous review in approval of any management vacancy recruitment to determine if locations other than Moranbah have been properly considered.
3. Maintaining office and residential accommodation at contemporary standards.
4. Monitoring actual trends in management levels stationed at each location.
5. Requiring all managers to allocate time to visit locations relevant to their portfolio as often as practicable.

## LEGISLATION

Local Government Act Principles are relevant including;

- sustainable development and management of assets and infrastructure, and delivery of effective services; and
- democratic representation, social inclusion and meaningful community engagement.”

## REFERENCES

TYPE	DOCUMENT ID/NAME
POLICY	Employment Policy (GOV-POL-054)