

8. General principles of human resource management

- (1) The principles of human resource management that are to be observed in and in relation to the Public Sector are that —
- (a) all selection processes are to be directed towards, and based on, a proper assessment of merit and equity;
 - (b) no power with regard to human resource management is to be exercised on the basis of nepotism or patronage;
 - (c) employees are to be treated fairly and consistently and are not to be subjected to arbitrary or capricious administrative acts;
 - (d) there is to be no unlawful discrimination against employees or persons seeking employment in the Public Sector on a ground referred to in the *Equal Opportunity Act 1984* or any other ground; and
 - (e) employees are to be provided with safe and healthy working conditions in accordance with the *Occupational Safety and Health Act 1984*.
- (2) In matters relating to —
- (a) the selection, appointment, transfer, secondment, classification, remuneration, redeployment, redundancy or termination of employment of an individual employee; or
 - (b) the classification of a particular office, post or position,

in its department or organization, an employing authority is not subject to any direction given, whether under any written law or otherwise, by the Minister of the Crown responsible for the department or organization, but shall, subject to this Act, act independently.

[Section 8 amended by No. 30 of 1995 s.48.]