

SCHWARZ

Family Practice

ELDERSLIE

Induction Policy

This Induction Policy applies to all Employees of the business.

The objective of the policy is to ensure all employees are inducted into the business.

The requirement is for all staff to comply with Induction Policy.

Procedures

- 1) All new employees are to be inducted into the company within the first week of commencing.
- 2) All employees should be re-inducted every 12 months.
- 3) All employees should complete the employee induction checklist.

Purpose

The purpose of this Employee Induction Policy is to ensure that all new employees at Schwarz Family Practice receive a comprehensive and consistent induction experience, enabling them to integrate smoothly into the business, understand their role and responsibilities, and become productive members of the team. This policy sets out the guidelines for conducting the induction process to facilitate a smooth transition for new employees and to support them in their initial period of employment at Schwarz Family Practice.

Objective

The objectives of the Employee Induction Policy are as follows:

- To provide new employees with the necessary information, resources, and support to enable them to settle into their roles and the organization effectively.
- To ensure that new employees are aware of and understand Schwarz Family Practice's mission, vision, values, and strategic objectives.
- To introduce new employees to the company culture, workplace policies, procedures, and expectations, including those related to work health and safety, anti-discrimination, and privacy.
- To ensure new employees have a clear understanding of their job responsibilities, performance expectations, and career development opportunities.
- To foster a sense of belonging and commitment among new employees, enhancing employee retention and engagement.
- To facilitate the establishment of positive working relationships between new employees, their supervisors, and team members.

Policy Requirements

To achieve the objectives outlined above, the following requirements must be met:

- **Induction Plan:** Human Resources (HR) will develop and maintain an up-to-date induction plan that outlines the activities, resources, and timeline for the induction process. The induction plan must be tailored to the needs of individual employees, considering their role, department, and any relevant previous experience.
- **Induction Checklist:** HR will provide an induction checklist to all new employees and their supervisors, outlining the key activities and information that need to be covered during the induction process.
- **Supervisors' Responsibilities:** Supervisors are responsible for ensuring that new employees complete the induction process in a timely manner, providing support and guidance as required. Supervisors must also monitor the progress of new employees during the induction process and provide feedback to HR on its effectiveness.
- **Induction Training:** As part of the induction process, new employees must complete all mandatory training courses, including those related to work health and safety, anti-discrimination, privacy, and any role-specific training.

- **Buddy System:** HR will assign a "buddy" (an experienced employee) to each new employee, to provide additional support and guidance during the induction process. The buddy will serve as an informal point of contact and mentor, helping the new employee to navigate the organization and settle into their role.
- **Evaluation and Continuous Improvement:** HR will regularly evaluate the effectiveness of the Employee Induction Policy and make any necessary improvements to ensure it remains relevant and aligned with best practices. Feedback from new employees, supervisors, and buddies will be used to inform this evaluation process.

The practice Manager is responsible for communicating the Induction Policy to all persons working for or on behalf of the organisation and making it available to interested parties.