

People Management Policy

1. Policy statement

Western Power is committed to creating a work environment based on mutual respect and integrity, and to attracting, retaining, developing and rewarding people who are aligned with its corporate values of safety first, customer focus, be bold, and teamwork.

In doing so, Western Power will ensure compliance with all relevant statutory obligations, awards and enterprise agreements.

2. Purpose

This purpose of this Policy is to:

1. Provide a framework for a consistent approach to the way Western Power attracts, retains, develops and rewards the people that it employs (employees); and
2. Outline the principles that Western Power will consistently apply in the effective management of its people over the employee life cycle.

3. Scope

This Policy applies to all Western Power employees and directors.

4. Principles

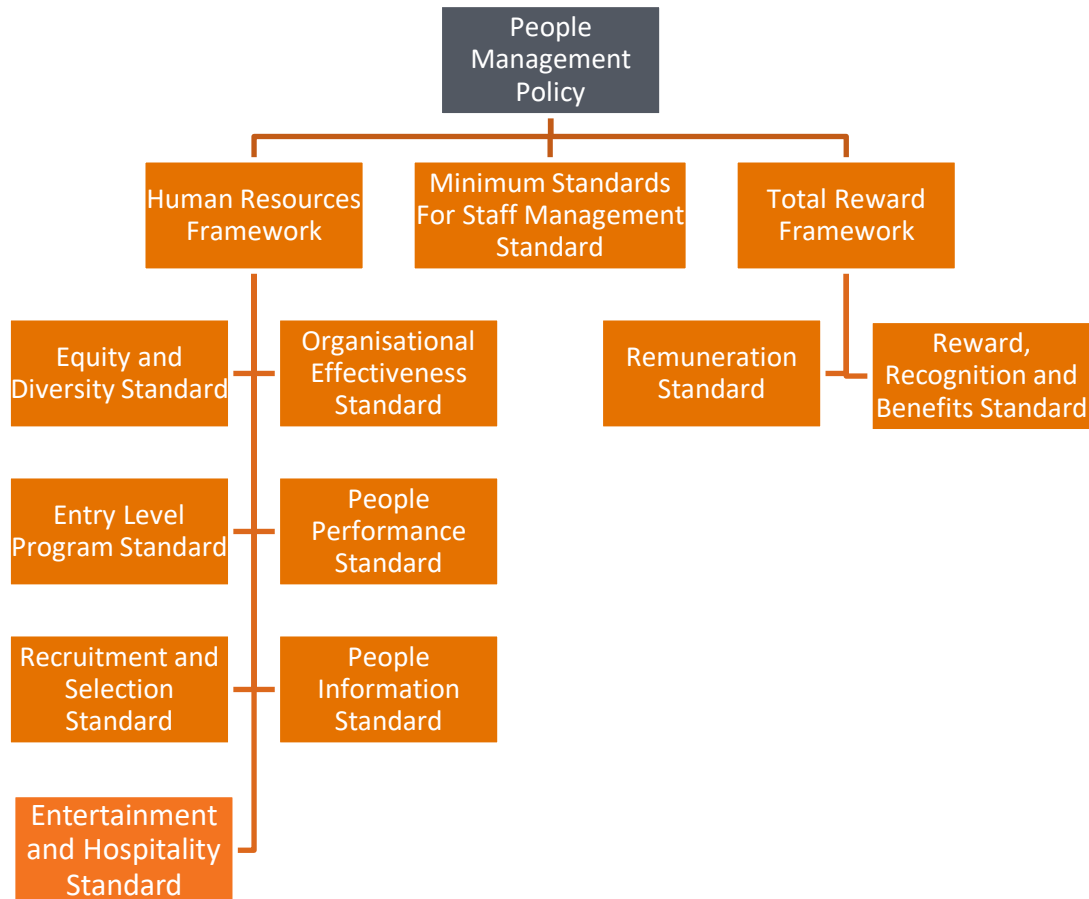
The following principles are to be followed and are intended to enable effective decision-making processes over the employee life cycle:

1. Ensure Western Power attracts, selects and retains employees with the skills, knowledge and capability to enable and support the achievement of its Business Strategy,
2. Ensure employees have clearly defined roles, responsibilities and performance expectations,
3. Promote equal opportunity and diversity in the workplace,
4. Promote the recognition and reward of high performing employees who act with integrity and respect, and who exhibit behaviours consistent with Western Power values,
5. Ensure all employees have access to the relevant resources they need to perform their duties safely and productively,
6. Promote flexible working arrangements that enable employees to balance their work, life and family commitments,
7. Enable employees to grow, learn and develop personally and professionally,
8. Ensure employees are appropriately and fairly remunerated for the work they perform and are aware of the terms and conditions under which they are employed,

9. Ensure Western Power operates within all relevant legislation and regulations pertaining to the integrity, privacy and confidentiality of personal information,
10. Ensure a consistent approach for the cessation of employment, including dismissal, redundancy, redeployment, retirement and resignation whilst offering employees leaving Western Power the opportunity to provide feedback on their employment experience.

5. Supporting document structure

This Policy is supported by the following Frameworks and Standards.



6. Dictionary

Words in the first column of the following table are defined terms and have the corresponding meaning shown in the second column of the table. Defined terms appear in this document as capitalised.

Defined term	Meaning
Framework	A structure of procedures and guidelines and other controls that support the implementation of the stated outcomes of policies in a consistent manner in a specified area.

Defined term	Meaning
Policy	High-level, brief, straightforward, statements of principle indicating Western Power's intention and direction, to enable effective decision-making processes.
Standard	Refined statements of principle within a specific area covered by a Policy that assist with the achievement and implementation of the stated outcomes of that Policy.

7. Further information

If you have any questions in relation to this Policy, please contact either the Executive Manager, Business and Customer Service or the General Counsel.

8. Content owner

Executive Manager, Business and Customer Service.

9. Accountabilities

Policy content owner:	Accountable for: <ol style="list-style-type: none"> 1. implementing this Policy 2. preparing, issuing and maintaining any required Standards 3. ensuring that people affected by this Policy and its related Standards are aware of their responsibilities 4. ongoing education (as necessary) 5. monitoring compliance with the requirements of the Policy and its related Standards 6. ensuring that appropriate remedial actions are taken if there are compliance breaches 7. monitoring the continuing relevance of the Policy and the currency of its contents.
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General Counsel: Accountable for publishing the approved version of this Policy, and any Standards issued under it, in Western Power's corporate policies register.

10. Review

This Policy will be reviewed and evaluated by the Board at least once in every three year period taking into account the purpose of the Policy and the outcome of the compliance review.

11. Related documents

Title	EDM reference
Code of Conduct	34010733
Guide to directors' and executive officers' duties and responsibilities	22785841
Human Resources Framework	43888609
Total Rewards Framework	41435996

Title	EDM reference
Minimum Standards for Staff Management Standard	23899705
Remuneration Standard	7407663
Reward, Recognition and Benefits Standard	34390733
Equity and Diversity Standard	24639923
Organisational Effectiveness Standard	43733676
Entry Level Program Standard	34238953
People Performance Standard	23174453
Recruitment and Selection Standard	46467704
People Information Standard	34355168
Entertainment and Hospitality Standard	34133321

12. Approval history

Version	Approved by	Date of approval	Resolution no.	Notes
1.	Board	03/02/2015	#80/2015/BD	
2.	General Counsel	23/01/2017	#04/2015/BD	Approved under delegated authority of the Board
3.	Board	05/03/2019	#059/2019/BD	

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Sam Barbaro
 General Counsel and Executive Officer