



Government of Pitcairn Islands
ISLAND COUNCIL

EMPLOYMENT POLICY

Reference:

The Laws of Pitcairn, Henderson, Ducie and Oeno Islands:

The Local Government Ordinance, Part II, Section 7, Island Officers, Island Council.

The Laws of Pitcairn, Henderson, Ducie and Oeno Islands:

Immigration Control Ordinance.

The Laws of Pitcairn, Henderson, Ducie and Oeno Islands: Children Ordinance, Section 10a, 10b.

Revised Edition 2001, CHAPTER XXVI, AN ORDINANCE TO ESTABLISH A CODE FOR

ALCOHOL WITHIN THE ISLANDS, pages 402, 403 cap 26 section 3, paragraph 6, 7,

7.1, 7.2, 8, 9.

Pitcairn Islands Law: Summary Offences, Part III, 10, 11

Fair and transparent employment policies support GPI's ability to meet its objectives within the Strategic Development Plan. GPI Employment policy is one of the main enablers for an efficient and transparent delivery of public services to the residents of Pitcairn Island and provides a solid platform for the recruitment, performance management, disciplinary procedures and dispute resolution within the Pitcairn Public Service.

- All Public Servants are subject to the rules set out in this policy document and guided by the Nolan Principles for Public Life.
- All employees are required to meet the standards set out in the Pitcairn Island Code of Management for Pitcairn Public Service.
- The GPI Employment policy ensures that the most appropriate person is recruited for the job and for the avoidance of improper influence, gain or benefit and efficient and non-discriminatory practices for all Government employees.

Equal Opportunities

GPI is an equal opportunity employer and provides equality in all employment. Every person will be given a fair and equitable chance to compete for appointment, promotion and to pursue their career as effectively as others.

GPI recognises that equal employment opportunity (EEO) is a matter of employment obligation, social justice and legal responsibility. It also recognises that prohibiting discriminatory policies and procedures is sound management practice.

Equal employment opportunities means getting the best possible person for the job. It means ensuring that all employees have the same chance to contribute and succeed to the best of their ability regardless of their gender, ethnicity or disability.

GPI complies with all obligations regarding equal employment opportunity for everyone. GPI does not condone and regards as unfair, all forms of unlawful discrimination. GPI respects all human rights and will adhere to the principles of basic human rights as stated by United Nations treaties and the European Charter of Human Rights.



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Data Protection

All public servants are required to protect the confidentiality of information obtained in the pursuance of their duties.

Bullying and Harassment

The Government of Pitcairn Islands recognises the dignity and autonomy of all people. GPI is fully committed to eliminating all forms of bullying or harassment in the workplace.

Performance Management

In all cases performance and competence are to be used as the basis for performance assessment, training and development opportunities and promotions.

Performance management is an essential part of delivering public services to the people of Pitcairn. A strong commitment to public service is fundamental to the role of all employees in the public service.

GPI performance management focuses on the overall performance of the Government of Pitcairn Islands, its employees and processes and aims to achieve the highest levels of delivery in the following areas:

- The overall performance of Government
- Technical support and administration.
- Processes: budgeting, financial management, project management and product and service development.
- Programs: implementing new policies and procedures to ensure a safe workplace and ongoing delivery of services and products to the Pitcairn Island community, its partners and all stakeholders
- All individual GPI employees

Disciplinary Procedures

GPI recognises the importance of having standardised Disciplinary Procedures for all GPI employees. GPI disciplinary procedures ensure that all employees will be treated fairly and without discrimination.

Annex: Code of Management for Pitcairn Public Service (October 2014)

Approved by the Island Council

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