

# Staff Recruitment & Retention Policy

## 2110 | Staff Recruitment & Retention Policy

Date Approved: May 13 2014

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The Board aspires to be a first-class employer. The quality of the educational environment is dependent on the staff recruited and retained.

The Board will work to create an environment to attract and retain qualified personnel with the skills to provide high quality instruction and student support in alignment with the Strategic Plan.

The Board supports the provisions and principles of the Declaration on the Rights of Indigenous Peoples Act, the British Columbia Labour Relations Code, the Employment Standards Act (British Columbia), and the Human Rights Code of British Columbia. The Board commits to advancing an employment environment that is free from discrimination.

Hiring procedures for positions represented by a union will follow practices for posting and filling positions in accordance with their collective agreement.

### REFERENCES

- [Collective Agreement with the Prince Rupert District Teachers Union](#)
- [Collective Agreement with the International Union of Operating Engineers, Local 882-B](#)
- [British Columbia Labour Relations Code](#)
- [Employment Standards Act \(British Columbia\)](#)
- [Human Rights Code of British Columbia](#)

### Related Policy and Regulations

[2110-10 - - Training to Fill Vacancies](#)

[2110-20 - - Advertising Vacant Positions](#)

[2110-30 - - Interview Expenses](#)

[2110-40 - - Employee Reference Check](#)