

Changes to Spectrum policies and procedures (2023)

Policy 20.0 Technology Use

- Added clause stating that when an employee leaves, they will return any laptops or other devices provided to them by Spectrum, before their last day of work.

Policy 27.0 Behaviour Support and Safety Planning

- Added clause stating that incidents involving violent or threatening behaviour will be followed up according to the Violent or Threatening Situations policy.

Policy 41.0 Violent or Threatening Situations

- Added clause on debriefing acts of violence or threats of violence.

Personnel Policy 8.0 Payment of Wages

- Updated wage grid.

Personnel Policy 10.0 Employee Safety

- Added statement that the Society will alert employees promptly of any known safety risks.

Personnel Policy 12.0 Statutory Holidays

- National Day of Truth and Reconciliation has been added as a statutory holiday.
- Easter Monday will be treated as a statutory holiday.
- Added clause stating that employees may take an alternate holiday in lieu of Easter Monday or Boxing Day.

Personnel Policy 18.0 Sick Leave

- Added clause on sick pay for part-time and casual employees.
- Added clause on Early Intervention Program (DMI).

Personnel Policy 25.0 Travelling Expenses

- Mileage reimbursement increased from .50 per km to .61 per km.