

Human Resource Policies and Procedures Manual

1.1 Purpose of this manual

The purpose of this manual is to provide specific guidelines for the management in daily HR procedures within **Vision4**. It is not intended to prescribe step by step guidance for every eventuality, but defines the policies that the procedures should support. Compliance with these policies and procedures are considered to be a condition of employment at **Vision4**.

The objectives of this HR Manual are to:

- a) Provide detailed information about **Vision4** human resources policies and procedures as well as conditions of employment for its staff;
- b) Set out and communicate the policies and procedures formulated to assist management in making people management decisions and form the basis upon which **Vision4** work culture and environment is developed;
- c) Outline the basic rules, regulations and procedures that bind the employee as part of his/her contract of employment;
- d) Act as a guide for new employees;
- e) Serve as an operating guide for the HR staff to manage employee's affair fairly and consistently
- f) Act as a reference document for the management and staff in handling human resource & administration issues;
- g) Acts as a guideline for the efficient and effective operation activities.

1.2 Scope of this manual

The manual prescribes policies and procedures to be followed by the **Vision4** human resource and operational management as approved by Board of Governors. The Manual has been designed to provide clear and precise guidelines in respect of HR activities.

1.3 Authority and Update of this manual

The project manager with the help of the Board shall be responsible for ensuring timely and accurate modifications/updates to the Manual. No modification shall have effect unless approved and notified by the Board.

All employees shall be considered as have read this manual and any amendments that shall be made as and when necessary. Section Heads shall ensure that all staff below them is made aware of all sections of this Manual which cover their terms and conditions of service. Ignorance of any of these regulations shall not be accepted as an excuse for failure to act upon any matter or comply with the regulations as laid down in the Manual.

The users of the HR manual may suggest changes and amendments to the existing HR policies and procedures with the approval of head of relevant Sections.

Every modification, once approved, shall be circulated by the HR office to relevant management personnel for acknowledgment. HR offices shall maintain a log of all updates.

Although every attempt has been made to anticipate all situations requiring formalized policies, however, circumstances may arise which are not covered in the manual or a situation may warrant deviations from the stated policy. These cases shall be resolved by a decision taken by the Management Committee in order to prevent the appearance of prejudice or bias which may occur if the decision is taken by any one individual.

1.5 Manual Holders

Copies of the Manual shall be provided to the following officials of **Vision4**:

- a) Project manager;

Human Resources Procedure Manual

B Lingard



Human Resources Procedure Manual:

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movie info jerome max minghella a freshman at a prestigious art school dreams of making it big but his arrogance and affectations hamper his chances jealous of a clueless jock he

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art school confidential directed by terry zwigoff who needs to make more movies please is a somewhat surreal look at a student s life in art school and all the pretentiousness assumptions and turbulence that comes with it all oh and there s some serial whack job strangling women on campus yeah it starts out strange and then gets stranger

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art school confidential is a 2006 american comedy drama film directed by terry zwigoff and starring max minghella sophia myles john malkovich jim broadbent matt keeslar ethan suplee joel moore nick swardson adam scott and anjelica huston

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art school confidential is the beaten down cynical hipster brother of american pie all about how to be popular and how to get laid but with worse language and a far bleaker outlook on life there are lots of memorable turns in this film

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art school confidential directed by terry zwigoff united states 2006 comedy 102 synopsis starting from childhood attempts at illustration the protagonist pursues his true obsession to art school but as he learns how the art world really works he finds that he must adapt his vision to the reality that confronts him

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may 12 2006 art school confidential directed by terry zwigoff with max minghella sophia myles john malkovich jim broadbent starting from childhood attempts at illustration the protagonist pursues his true obsession to art school but as he learns how the art world really works he finds that he must adapt his vision to the reality that confronts him

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fwomp 22 may 2006 yesterday i went to my local art theater to watch an art film about a future artist attending art school whew i m glad i got that out but lets chat about this art film shall we here we go it s got a lot going for it first and foremost is an impressive script

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director terry zwigoff presents a scathing satire of art school student existence but derails the movie about a talented young artist well played by max minghella with an artificial sub plot

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summary art school confidential follows talented young artist jerome platz minghella as he escapes from high school to a tiny east coast art school here the boyish freshman s ambition is to become the world s greatest artist sony pictures classics

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about this movie arrow forward art school confidential follows talented young artist jerome platz max minghella as he escapes from high school to a tiny east coast art school here the boyish freshman s ambition is to become the world s greatest artist like his hero picasso

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art school confidential year 2006 running time 102 min country united states director terry zwigoff screenwriter daniel clowes comic daniel clowes cast music david kitay cinematography

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Özet jerome genç bir sanatçı adayı gözünü biraz yukarılara dikmiş dünyanın en iyi sanatçısı olmak istiyor eğitimli bir sanatçı olmaya karar veriyor ve alanında son derece önemli bir okula kayıt yaptırıyor fakat zamanla farkediyor ki kendisinde bir tutukluk var ve sanat dünyasında yükselmek o kadar da kolay olmayacak

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surrounded by a collection of art school clichéd misfits and a cloud of mystery on the campus due to a strangler who has murdered many young female art students jerome plies his considerable talent and is smitten by an older young woman audrey sophia myles

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may 5 2006 overview starting from childhood attempts at illustration the protagonist pursues his true obsession to art school but as he learns how the art world really works he finds that he must adapt his vision to the reality that confronts him

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art school confidential follows jerome an art student who dreams of becoming the greatest artist in the world arriving as a freshman at a prestigious east coast art school filled with every artsy type there is jerome quickly discovers his affected style

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may 5 2006 art school confidential directed by terry zwigoff comedy drama r 1h 42m by a o scott may 5 2006 we first encounter jerome platz the hapless hero of terry zwigoff s hapless art

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