HR Policys & Procedure

2.8 REHIRE

PURPOSE

To establish a uniform procedure to deal with former employees who wish to re-join the Student Center work force.

POLICY

Former employees with good work records shall be eligible for consideration for re-employment. Except for individuals who have left employment for a relatively short period of time, former employees who are rehired will be treated identically as new hires with no previous Student Center experience.

PROCEDURE

For the purpose of determining the eligibility date for Student Center paid benefits such as health care, vacation credit and sick leave, an employee rehired after one year of separation from employment shall be treated as a new employee. This is true even if the separation was due to a reduction in force. This provision does not apply to those employees who take an approved leave of absence. Further, this provision does not alter a rehired employee's vesting rights in any Student Center sponsored plan, such as a Pension Plan, regulated by ERISA.

Employees rehired with less than a one-year break in service may, at the discretion of the Student Center, have all past service restored. However, they will be required to go through all steps of the selection process.

The former employee's supervisor will normally be consulted prior to making an offer of reemployment

> SCGB Approval: July 7, 1997

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Lingsheng Yao

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Managing Recruitment and Onboarding Richard Skiba, 2024-08-22 This guide is an essential resource for professionals tasked with managing recruitment and onboarding processes within an organization Whether you are directly involved in recruiting new staff or responsible for coordinating the process this book provides a thorough understanding of the skills and knowledge required to effectively manage these essential HR functions. The book begins with an exploration of existing recruitment and onboarding policies and procedures guiding readers on how to identify and evaluate them in the context of their organization It delves into assessing technology options to enhance the efficiency and effectiveness of recruitment processes providing practical advice on selecting and implementing tools that streamline hiring workflows A significant portion of the book is dedicated to updating and refining policies and procedures to align with organizational requirements Readers will learn how to obtain support from relevant stakeholders and create or adjust forms and documents that underpin these policies Effective communication and training strategies are emphasized to ensure that all relevant staff are well informed and capable of adhering to updated procedures The book also covers critical aspects of human resource planning including determining future HR requirements in collaboration with stakeholders and ensuring that position descriptors are current and accurately used throughout the recruitment process It provides detailed guidance on advertising vacant positions in compliance with legislation and organizational policies consulting with specialists when necessary and adhering to selection procedures that meet legal and organizational standards Additional chapters address the importance of timely and accurate job offers and contracts providing new appointments with relevant advice and ensuring that onboarding processes are consistently applied across the organization. The book also covers the management of probationary employees the provision of feedback and the collection of participant and stakeholder feedback on the onboarding process Finally readers are equipped with strategies for updating onboarding policies and procedures based on feedback ensuring continuous improvement and alignment with organizational goals This book is an invaluable tool for HR professionals seeking to optimize their recruitment and onboarding practices and contribute to the overall success of their organization

Comprehensive Healthcare Simulation: Implementing Best Practices in Standardized Patient Methodology
Gayle Gliva-McConvey, Catherine F. Nicholas, Lou Clark, 2020-10-15 This book brings to life best practices of Human
Simulation maximizing the Standardized Patient SP methodology that has played a major role in health professions learning
and assessment since the 1960s Each chapter reflects the Association of SP Educators Standards of Best Practices SOBPs
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Mastering Intranets Pat Coleman, Peter Dyson, 1997 For anyone wanting to set up an Intranet site quickly and easily this book emphasizes planning and designing an Intranet Exclusive in the book are a set of case studies describing the Intranets used by six major U S corporations Federal Express Silicon Graphics EDS Ford Motor Company 3M and Levi Strauss The CD contains HTML templates for setting up specific Intranet sites It also includes other valuable utilities for creating and maintaining Intranets COVER TITLE The Essential Guide to XML Technologies Ronald C. Turner, 2002 The world of XML has exploded with all of the top software companies announcing support in products ranging from e commerce servers to databases to Web publishing systems There has been a corresponding growth in XML related standards and specifications as well There are many people that use XML related technologies to some extent but don t need to know the XML language This book is just what they need Articulate the key aspects of XML including what XML is and is not which

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book has made the greatest difference for CEOs on the front line
Process Industry Procedures and Training Manual James R. Sawers, Margaret M. R. Eastman, 1996 Covers techniques to document training procedures and testing of operator and maintenance personnel to meet regulatory requirements This manual arms you with the information and strategies you need to comply with regulatory standards from training to procedures and reference documentation to testing operations and maintenance personnel

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