

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 Policies And Procedures Manual 4

Tobias Bleicker



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web apr 7 2023 the extended plot of the promised neverland season 3 is she lived in grace field house with 37 other orphans a self contained orphanage in 2045 1 000 years after the formation of the promise isabella their mom loves them dearly and provides them with plentiful food plush beds clean clothes and games

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web jul 24 2022 anime by mohit kamboj on jul 24 2022 as one of the most eagerly awaited series of its debut season the promised neverland got off to a promising start japan s first season was renewed for a second in march of the same year after a successful debut in january 2019 netflix has the second season available until march 26 2021

when does the promised neverland season 3 come out - Mar 31 2023

web jul 25 2022 answered there are not currently any plans to release another season of the promised neverland either as a redo of the second season or an expansion covering skipped arcs from the series what

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web this is a tragic poor and shameless attempt to conclude an anime with such great potential the promised neverland surely deserved better however it looks like there is no redeeming the anime now as season 3 of the promised neverland appears unlikely to happen we are more likely to see a spinoff and a reboot rather than a third season

episode 3 the promised neverland wiki fandom - May 21 2022

web 181045 is the third episode of the promised neverland anime it aired on january 25 2019 sister krone has very comfortably settled herself into life at the orphanage much to our three heroes chagrin

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web jun 16 2021 the promised neverland season 3 op opening and ed ending theme song music hasn t been announced yet this video is private watch on the op for the first season for the second season the op identity was performed by kiro akiyama the ed maho was performed by myuk the second season was streaming on funimation and

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web may 28 2022 season 3 of the promised neverland has everything you need to know so far from january 11 to march 29

2019 fuji tv broadcasted the most remarkable and well loved anime television series the english version of the series aired 12 episodes from april 14 2019 to june 30 2019