

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;

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Accounting Policies and Procedures Manual Steven M. Bragg, 2012-06-19 Now in a fifth edition *Accounting Policies and Procedures Manual A Blueprint for Running an Effective and Efficient Department* is a how to guide on creating an effective and efficient accounting department policies and procedures manual Written by Steven Bragg the foremost authority in accounting and controllership issues the new edition includes A new complimentary Web site providing readers with the foundation for creating or enhancing their accounting department policies and procedures manual More coverage of accounting procedures including inventory billing cash receipts pricing order entry credit collections sales returns capital budgeting cash forecasting payroll and closing the books *Accounting Policies and Procedures Manual* is the tool every accounting department needs to regularize and systematize its procedures to match the best in the industry [Nursing Home Administration](#) Michael Mileski, Rebecca McClay, 2022-08-12 This book is an excellent resource for students educators and long term care administrators This engaging eighth edition provides useful knowledge and up to date information to all those interested in long term care management Doody s Review Service 5 stars Now in its eighth edition *Nursing Home Administration* remains the authoritative textbook detailing the nursing facility administrator role what they do how they think and how they lead By breaking down the art of administration into its basic need to know tasks forecasting planning organizing staffing directing controlling quality innovating and marketing this text provides the essential context for managing and leading nursing homes and skilled nursing facilities Thoroughly updated to include the four domains of practice as put forth by the National Association of Long Term Care Administrator Boards NAB for 2022 licensure examination and beyond this textbook is complete with essential context for the domains and associated competencies to better prepare students for the required NAB examination With revised sections addressing new federal regulations and laws affecting the field best practices in residential care and refreshed examples and cases this text continues to set students up for success in working as a nursing facility administrator Updated sections address changes within the residential care continuum provide further information on patient driven payment models and value based care and inform current practices for marketing and controlling quality within the long term care facility Chapter boxes reflect common pitfalls in practice while real life case studies and critical thinking exercises including a What Do I Do Now section that concludes all chapters encourage students to consider challenges they may experience in the field In addition to updated domains of practice care services and supports operations environmental and quality and leadership and strategy the book describes how core components fit together New to the Eighth Edition Includes the updated 2022 domains of practice as they relate to the licensing examination standards of the National Association of Long Term Care Administrator Boards NAB Replete with information on new federal laws requirements and regulations including links to important resources such as the Minimum Data Set 3.0 Provides insight into the impact the COVID 19 pandemic has and will create for managing a long term care

facility Introduces Common Pitfalls in Practice sections and What Do I Do Now boxes in each chapter designed to spark critical thinking and discussion Updated figures tables and references throughout Key Features Provides an in depth discussion of nursing facility administration Utilizes current data of nursing facility administration and skilled nursing care within the context of the larger long term care field Case studies throughout the textbook address real world situations and experiences for administrators and managers in nursing facility administration and skilled nursing care Purchase includes digital access for use on most mobile devices or computers Qualified Instructors can gain access to the book s accompanying Instructor s Manual

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

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and guidelines of the National Association of Boards of Examiners of Nursing Home Administrators Prepares students for the nationally required NAB exam Accompanying Instructor s Manual **Nursing Home Administration, Sixth Edition**
James E. Allen, 2011-02-25 Named a 2013 Doody s Essential Purchase The sixth edition of Nursing Home Administration contains essential information to prepare an individual for licensure and employment as a nursing home administrator This book addresses all regulatory pieces of information to provide readers with an overview of the entire process of managing a nursing facility This edition has been updated to reflect the most accurate and up to date information to reflect new legislation and regulations passed since previous edition in 2008 This textbook serves as a roadmap for studying and understanding all the various requirements management human resources finance and business industry laws and regulations and patient care It demonstrates how all components fit together to form the coordinated activity set required of a successful nursing home administrator Key Features Formatted according to licensing examination and guidelines of the National Association of Boards of Examiners of Nursing Home Administrators New federal guidelines to surveyors New resident assessment instrument Updated figures and tables New life safety code inspection processes New ICDM 10 International Classification of Diseases Modified Sub set of federal forms included in appendices Web references to enable the reader to successfully navigate the nursing home administration field

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