# Sample Policy & Procedures

#### WHAT IS A POLICY AND PROCEDURES MANUAL?

A policy is a blue print or general guideline for action. Often, policy development in organisations is ad-hoc and not recorded. People agree on policies and try to remember them but people do not always remember the same things and unwritten policies often lead to confusion and conflicts.

Documenting policy and procedures provides a consistent base from which to manage all the operations of an organisation including service management, staff management and service delivery. The documentation can then ensure consistent practice throughout the organisation.

Policy and procedures should be readily available to all people involved in the management or work of an organisation and should be kept in a loose leaf file or on a computer system so it can be updated and added to, as policies and procedures are reviewed and amended.

#### HOW TO USE THIS MANUAL

This Example Policy and Procedures Manual for SAAP Services has been developed to provide SAAP funded services with a template for developing policy and procedures specific to their service. Using these materials as a starting point will save services many hours of staff time in documenting their services.

The policies and procedures in this Manual have been separated into twenty six sections.

- Organisation Overview
- 2. Incorporation
- 3. Service Management
- 4. Funding
- 5. Records Management
- 6. Service Planning and Improvement
- 7. Assets Management and Insurance
- Financial Management
- Information Technology
- Office Procedures
- Staff Recruitment
  Staff Management
- 12. Staff Planagement
- Staff Development
- 14. Volunteer Management

- Occupational Health, Safety and Welfare
- 16. Safe and Secure Environment
- 17. Accidents Incidents and Hazards
- 18. Fire and Emergencies
- Principles of Service Delivery
- 20. Duty of Care
- 21. Access to Services
- 22. Rights and Responsibilities of Clients
- Entry Screening Assessment and Support Planning
- Coordination with Other Agencies and Referrals
- 25. Client Fees
- 26. Working with Young People

The example material has been written for a hypothetical women's accommodation service - Acorn Support Services. In addition, examples of service delivery policy and procedures (sections 19 to 26) have been provided for the following service types:

- Family Services
- Meals Day Centres
- Single Adults Services
- Outreach Services and
- Youth Services.

# **How To Write A Policy And Procedures Manual**

**Daniela Niemeyer** 

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#### **Table of Contents How To Write A Policy And Procedures Manual**

- 1. Understanding the eBook How To Write A Policy And Procedures Manual
  - The Rise of Digital Reading How To Write A Policy And Procedures Manual
  - Advantages of eBooks Over Traditional Books
- 2. Identifying How To Write A Policy And Procedures Manual
  - Exploring Different Genres
  - o Considering Fiction vs. Non-Fiction
  - $\circ \ \ Determining \ Your \ Reading \ Goals$
- 3. Choosing the Right eBook Platform
  - $\circ \ \ Popular \ eBook \ Platforms$
  - Features to Look for in an How To Write A Policy And Procedures Manual
  - User-Friendly Interface
- 4. Exploring eBook Recommendations from How To Write A Policy And Procedures Manual
  - Personalized Recommendations

- How To Write A Policy And Procedures Manual User Reviews and Ratings
- How To Write A Policy And Procedures Manual and Bestseller Lists
- 5. Accessing How To Write A Policy And Procedures Manual Free and Paid eBooks
  - How To Write A Policy And Procedures Manual Public Domain eBooks
  - How To Write A Policy And Procedures Manual eBook Subscription Services
  - How To Write A Policy And Procedures Manual Budget-Friendly Options
- 6. Navigating How To Write A Policy And Procedures Manual eBook Formats
  - ∘ ePub, PDF, MOBI, and More
  - How To Write A Policy And Procedures Manual Compatibility with Devices
  - How To Write A Policy And Procedures Manual Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - o Adjustable Fonts and Text Sizes of How To Write A Policy And Procedures Manual
  - Highlighting and Note-Taking How To Write A Policy And Procedures Manual
  - Interactive Elements How To Write A Policy And Procedures Manual
- 8. Staying Engaged with How To Write A Policy And Procedures Manual
  - o Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers How To Write A Policy And Procedures Manual
- 9. Balancing eBooks and Physical Books How To Write A Policy And Procedures Manual
  - Benefits of a Digital Library
  - o Creating a Diverse Reading Collection How To Write A Policy And Procedures Manual
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine How To Write A Policy And Procedures Manual
  - Setting Reading Goals How To Write A Policy And Procedures Manual
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of How To Write A Policy And Procedures Manual
  - Fact-Checking eBook Content of How To Write A Policy And Procedures Manual

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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