



Human Resource Philosophy

McMan Youth, Family and Community Services

McMAN is committed to providing a work environment in which all employees can make a meaningful contribution to the agency's mission.

McMAN BELIEVES THAT:

- All employees are capable and professional individuals that are dedicated to the mission and the success of the organization.
- Employees are the agency's most valuable resource. Every employee makes a contribution. These contributions are fundamental to our current and future success.
- The mission of the agency will be achieved when employees are valued, are treated with respect, and are well informed.

McMAN IS COMMITTED TO CREATING AND MAINTAINING A WORK PLACE CULTURE THAT:

- Allows employees to give their best, not just their most.
- Encourages innovation and creativity.
- Fosters continuous learning and growth.
- Celebrates the achievements of all employees.
- Ensures mutual respect is given and shared among all employees.
- Emphasizes open dialogue and transparent communication.
- Supports a healthy work life balance.
- Promotes fairness, equality and employee rights.

McMAN BELIEVES THAT EVERY EMPLOYEE HAS THE RIGHT TO:

- A work environment that is physically and emotionally safe.
- The necessary support and supervision required to be successful.
- Clearly stated expectations regarding job duties and work performance.
- A compensation system that is internally fair and externally competitive.
- Fair and equal access to positions within the agency.
- Information about and/or involvement in decisions that affect their job and work environment.
- Transparent processes for identifying issues or raising concerns without fear of reprisal.

The human resource philosophy and practice of the agency are guided by the following values and principles. It is the expectation that everyone who works at McMan adheres to these values and principles.

RESPECT

This means that we attach worth to one another and to one another's roles, and that we acknowledge one another's contributions.

TRUST

This means that we have confidence in one another; that we believe in one another's capabilities; and that our working relationships are based on a genuine belief in one another's goodwill and intent.

INTEGRITY

This means that we are honest and sincere in our interactions with one another; that we admit and take responsibility for our mistakes; that we honour our commitments; and that we do what we say we'll do.