

# 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.

- |                                     |   |
|-------------------------------------|---|
| 1. Organisation Overview            | 15. Occupational Health, Safety and Welfare         |
| 2. Incorporation                    | 16. Safe and Secure Environment                     |
| 3. Service Management               | 17. Accidents Incidents and Hazards                 |
| 4. Funding                          | 18. Fire and Emergencies                            |
| 5. Records Management               | 19. Principles of Service Delivery                  |
| 6. Service Planning and Improvement | 20. Duty of Care                                    |
| 7. Assets Management and Insurance  | 21. Access to Services                              |
| 8. Financial Management             | 22. Rights and Responsibilities of Clients          |
| 9. Information Technology           | 23. Entry Screening Assessment and Support Planning |
| 10. Office Procedures               | 24. Coordination with Other Agencies and Referrals  |
| 11. Staff Recruitment               | 25. Client Fees                                     |
| 12. Staff Management                | 26. Working with Young People                       |
| 13. Staff Development               |   |
| 14. Volunteer Management            |   |

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.

# Sample Policy Manual Sample Policies

**M. Scott Norton**



## **Sample Policy Manual Sample Policies:**

**The Board Member's Playbook** Miriam Carver,Bill Charney,2004-06-28 The Board Member s Playbook written for board members who are either familiar with or new to John Carver s revolutionary Policy Governance model offers real world scenarios that address the challenges that confront boards of all types of organizations Step by step the authors walk readers through a proven problem solving sequence that allows them to find solutions consistent with the values and policies of their organizations Designed to be flexible the book s problem solving methods are applicable to any challenge boards may face

The Nonprofit Manager's Resource Directory Ronald A. Landskroner,2002-04-30 A newly revised and updated edition of the ultimate resource for nonprofit managers If you re a nonprofit manager you probably spend a good deal of your time tracking down hard to find answers to complicated questions The Nonprofit Manager s Resource Directory Second Edition provides instant answers to all your questions concerning nonprofit oriented product and service providers Internet sites funding sources publications support and advocacy groups and much more If you need help finding volunteers understanding new legislation or writing grant proposals help has arrived This new updated edition features expanded coverage of important issues and even more answers to all your nonprofit questions Revised to keep vital information up to the minute The Nonprofit Manager s Resource Directory Second Edition Contains more than 2 000 detailed listings of both nonprofit and for profit resources products and services Supplies complete details on everything from assistance and support groups to software vendors and Internet servers management consultants to list marketers Provides information on all kinds of free and low cost products available to nonprofits Features an entirely new section on international issues Plus 10 bonus sections available only on CD ROM The Nonprofit Manager s Resource Directory Second Edition has the information you need to keep your nonprofit alive and well in these challenging times Topics include Accountability and Ethics Assessment and Evaluation Financial Management General Management Governance Human Resource Management Information Technology International Third Sector Leadership Legal Issues Marketing and Communications Nonprofit Sector Overview Organizational Dynamics and Design Philanthropy Professional Development Resource Development Social Entrepreneurship Strategic Planning Volunteerism

**Reinventing Your Board** John Carver,Miriam Mayhew Carver,2011-01-07 In the second edition of this best selling Policy Governance operating manual John Carver and Miriam Carver make this exciting approach to effective governance even more accessible and user friendly gleaning lessons learned in years of practice to help readers understand and use this invaluable model Carver s groundbreaking Policy Governance model is the best known respected and talked about governance model in the world and has fundamentally influenced the way organizations are governed Reinventing Your Board second edition is a hands on step by step guide that puts the model to work in the meeting to meeting lives of board members It includes new policy samples and a new chapter on monitoring performance as well as other practical put the model in motion advice This popular and highly successful companion to Boards That Make a

Difference contains the nuts and bolts materials needed for implementing Policy Governance The authors illustrate effective board decision making show how to craft useful policies and offer practical advice on such matters as setting the agenda monitoring CEO performance defining the board role and more Step by step instructions and sample policies make this a must have resource for boards in the public and nonprofit sectors aiming to govern their organizations with excellence

**Model Policies and Procedures for Not-for-Profit Organizations** Edward J. McMillan, 2008-01-29 What every not for profit must know about accounting tax and reporting requirements In the challenging world of not for profit management executives are held responsible for virtually every aspect of their organization s activities such as legal issues marketing lobbying editorial membership operations budgeting and of course finance For one person to be an authority in every area however is virtually impossible Completely revised and expanded the Fourth Edition of this invaluable tool is useful as a guide to nonprofit accountants financial managers and executives new to the area of financial management Addressing the accounting internal control and office administration issues that confront executives in nonprofit organizations this book Helps professionals develop formal policies in accounting and finance Shows how to strengthen an organization s financial procedures while assuring board members that they are meeting fiduciary responsibilities Provides more than 200 sample policies and forms both in the book and on the accompanying Web site offering downloadable and customizable versions of those forms Covers major topics including accounting and financial policies office administration policies and internal control and risk reduction policies Contains dozens of new model accounting and financial policies and forms covering Sarbanes Oxley issues codes of ethics identity theft fraud binding arbitrations compensation committees new bank rules fiduciary obligations of board members and many more topics Model Policies and Procedures for Not for Profit Organizations Fourth Edition offers provocative strategies for financial management and serves as a road map to sound fiscal and organizational structure for nonprofit organizations [Creating and Updating an Employee Policy Manual: Policies for Your Practice](#)

American Dental Association, 2016-06-01 This resource helps dental practices develop an office policy manual Includes sample policies forms and worksheets to help craft the perfect policy for your dental employee handbook With 99 sample dental office policies sample dental job descriptions templates for forms worksheets and checklists and explanations of at will employment Also offers information on dental staff training including OSHA and HIPAA **Total Quality Management for**

**Hospital Nutrition Services** M. Rosita Schiller, Karen Miller-Kovach, Mary Angela Miller, 1994 Designed to help nutrition professionals build and sustain an effective total quality management program for nutrition services in hospitals skilled nursing facilities nursing homes etc Provides a discussion of quality assessment monitoring and evaluation Includes background information on total quality management and its adaptation to health care settings and a discussion of departmental systems and tools for quality management Deals with the quality monitoring and evaluation process and offers suggestions for managing the quality process Contains references and examples from dietetic practice **Organizational**

**Policy Development** M. Scott Norton, 2023-01-30 This book focuses on the paramount importance of policies and regulations for successful governance operations in any organization

**Quality Assurance and Quality Improvement Handbook for Human Research** Leslie M. Howes, Sarah A. White, Barbara E. Bierer, 2019-11-05 Helping human research protection program professionals create implement and evaluate quality assurance quality improvement programs Quality Assurance and Quality Improvement Handbook for Human Research is the first comprehensively designed instructional manual aimed at teaching human research protection program HRPP professionals how to create implement evaluate and improve QA QI programs Geared toward institutions and individuals responsible for establishing new QA QI programs or functions the book offers several organizational models for consideration It also provides practical information for improving and strengthening established programs both big and small Written in a conversational style the book s step by step instructions make it easily accessible to those who may not be well versed in QA QI concepts and fundamentals Developed by the QA QI Subcommittee of the Harvard Catalyst Regulatory Foundations Ethics and Law Program which is committed to designing and strengthening QA QI programs and functions this volume includes contributions by fifteen experts with diverse professional experiences from varied organizations is enhanced with flow charts examples sample forms and templates incorporates model slide presentations and instructional materials discusses the respective benefits and challenges of different organizational models is applicable across many organizational types with a variety of reporting structures and available resources including academic and medical institutions Perfect for both seasoned personnel and newcomers to the field Quality Assurance and Quality Improvement Handbook for Human Research is a needed resource for ensuring investigative accountability Contributors Hila Bernstein MS MPH Barbara E Bierer MD Elizabeth Bowie JD MPH MSc Susan Corl MSW MPH CIP CCRP Jacquelyn My Do MPH Lisa Gabel CIP Alyssa Gateman MPH CCRP Jennifer A Graf Nareg D Grigorian Leslie M Howes MPH CIP Jennifer Hutchinson CIP CPIA Cynthia Monahan MBA CIP Eunice Newbert MPH Sarah A White MPH CIP Elizabeth Witte MFA

**Athletic Director's Desk Reference** Donna A. Lopiano, Connee Zotos, 2022-01-12 Athletic Director s Desk Reference Second Edition With HKPropel Access is the most comprehensive resource available for collegiate and high school athletic administrators Expert leadership advice and practical tools guide administrators in successfully navigating increasingly complex roles in athletic programs of any size With more than 75 combined years of experience as athletic program administrators coaches and consultants the authors deliver an engaging narrative and professional insights for athletic directors of all levels The modern demands on athletic programs and evolving safety and culture issues are reflected in this updated edition with new content on Title IX compliance social media communications planning tools for budgets cost saving strategies revenue generating opportunities student athlete mental health concussion protocols athletes rights Esports and more Offering a solid foundation of information every athletic director needs to know plus clear advice on day to day operations this essential resource can be used as an immediate practical guide through the

real world issues typically encountered by every athletic director An extended table of contents provides an outline of the book elements so athletic directors can quickly find relevant tools within the book and easily reference the corresponding online materials enabling administrators to confront issues and lead with confidence Throughout the book management tips deliver professional advice foundational information problem solving strategies and suggestions for management of employees programs events and facilities Planning tools provide specific steps and considerations to take when developing strategic plans action plans professional development plans and governance systems More than 300 documents are delivered through HKPropel These valuable time saving resources can be downloaded and customized to suit the needs of any athletic program Educational resources can be used for teaching and motivating staff campus constituents volunteers and student athletes Evaluation instruments and risk assessments help today's athletic administrators assess job performance evaluate program contents identify risks and prevent litigation Policies and forms are easily modified enabling athletic directors to produce effective policies and procedures that meet their unique needs while saving significant time The advice and tools in Athletic Director's Desk Reference allow professionals to turn theory into immediate practice The book addresses all the various policy procedure and system needs required for becoming an efficient and effective athletic director overseeing a successful athletic program Note A code for accessing HKPropel is not included with this ebook but may be purchased separately

**Church Administration and Finance Manual** Otto F. Crumroy Jr., Otto Crumroy, Stan Kukawka, Frank M. Witman, 1998-10 A field tested pragmatic and resourceful guide to the daunting and logistically complex management of local church Pastors generally feel equipped to deal with biblical studies theological questions preaching responsibilities and pastoral care But when it comes to budgets insurance fire safety and church management many find themselves at a loss Often lay leaders within the congregation flounder with these tasks as well Here finally is the ultimate reference guide for the practical management of the parish Originally created as a sourcebook for the authors week long course on church management and administration at the Claremont School of Theology the manual in draft version has been field tested by hundreds of pastors and lay leaders Not simply a theoretical resource the Manual provides suggestions for almost every aspect of parish administration position descriptions various financial forms materials for stewardship and Christian education building use and safety issues employee record keeping and much more Whether pastors are just out of seminary or well seasoned in parish life the Manual is full of excellent guidelines tools and forms for improving the management of the parish

*Athletic Director's Desk Reference* Lopiano, Donna, Zotos, Connee, 2013-11-07 Athletic Director's Desk Reference is the most authoritative and comprehensive resource available for collegiate athletic administrators This book and web resource guide program administrators in navigating their increasingly complex roles in athletic programs of any size

[A Practical Approach to Making Policy](#) United States. Rural Electrification Administration, 1959 [Human Resources Management](#) Mark C. Zweig, 1991-09-03 A veteran human resources manager and consultant shares his firsthand experience

to show human resources professionals in the design field how to attract develop and retain the best people Demonstrates how the nature of the design profession lends itself to special strengths and weaknesses in the human resources management area Shows managers how to break out of traditional American styles of management and into the participative management style in which design professionals thrive They ll also learn how to define their firm s mission determine strategy agree on common goals plus many other techniques that will contribute not only to their human resources management goals but also to their corporation s goals as a whole

Business Policy and Strategic Management  
Senthilkumar S./ Durai, Marutha M./ Sharmila A. & Poornima J., Business Policy 1 15 2 Strategy And Strategic Management 16 42 3 Competitive Advantage And Strategies 43 70 4 Business Environment 71 101 5 Strategic Planning 102 120 6 The Strategy Hierarchy Or Level Of Strategy 121 235 7 Stakeholder Corporate Governance And Csr Leader 236 270 8 Strategic Change Decision Making And Formulation 271 315 9 Strategic Control And Evaluation 316 343 10 Strategy Implementation 344 406

**Cybersecurity Law, Standards and Regulations, 2nd Edition** Tari Schreider, 2020-02-22 ASIS Book of The Year Runner Up Selected by ASIS International the world s largest community of security practitioners In today s litigious business world cyber related matters could land you in court As a computer security professional you are protecting your data but are you protecting your company While you know industry standards and regulations you may not be a legal expert Fortunately in a few hours of reading rather than months of classroom study Tari Schreider s Cybersecurity Law Standards and Regulations 2nd Edition lets you integrate legal issues into your security program Tari Schreider a board certified information security practitioner with a criminal justice administration background has written a much needed book that bridges the gap between cybersecurity programs and cybersecurity law He says My nearly 40 years in the fields of cybersecurity risk management and disaster recovery have taught me some immutable truths One of these truths is that failure to consider the law when developing a cybersecurity program results in a protective fa ade or false sense of security In a friendly style offering real world business examples from his own experience supported by a wealth of court cases Schreider covers the range of practical information you will need as you explore and prepare to apply cybersecurity law His practical easy to understand explanations help you to Understand your legal duty to act reasonably and responsibly to protect assets and information Identify which cybersecurity laws have the potential to impact your cybersecurity program Upgrade cybersecurity policies to comply with state federal and regulatory statutes Communicate effectively about cybersecurity law with corporate legal department and counsel Understand the implications of emerging legislation for your cybersecurity program Know how to avoid losing a cybersecurity court case on procedure and develop strategies to handle a dispute out of court Develop an international view of cybersecurity and data privacy and international legal frameworks Schreider takes you beyond security standards and regulatory controls to ensure that your current or future cybersecurity program complies with all laws and legal jurisdictions Hundreds of citations and references allow you to dig deeper as you

explore specific topics relevant to your organization or your studies This book needs to be required reading before your next discussion with your corporate legal department This new edition responds to the rapid changes in the cybersecurity industry threat landscape and providers It addresses the increasing risk of zero day attacks growth of state sponsored adversaries and consolidation of cybersecurity products and services in addition to the substantial updates of standards source links and cybersecurity products

**Assuring Continuous Compliance with Joint Commission Standards** John P Uselton, Patricia Kienle, Lee B. Murdaugh, 2010-05-05 In today's complex and rapidly changing world of compliance you can't afford to be left behind The 8th Edition of Assuring Continuous Compliance with Joint Commission Standards A Pharmacy Guide can help keep you up to speed It's the only book to cover all the latest major accreditation standards including the Joint Commission Inside You'll find Updated chapters on the Joint Commission's survey process and National Patient Safety Goals such as Medication Management standards which includes new icons to identify performance elements that require documentation A new chapter on the NIAHO DNV survey process and standards Updated chapters on CMS medication related regulations including key medication issues as well as HFAP standards The 8th Edition includes the new numbering system and most current text revised examples of forms and documents and an expanded more complete index for easier search capabilities What's more the authors put this latest data into context with compliance strategies you can use in your everyday practice Even More Easy to Use Hands On Tools This unique guide includes a companion CD with more than 50 example forms and documents you can easily customize and put to use at your organization By completing the Yes No checklists for each Element of Performance you'll be able to prepare action plan documents to guide your pharmacy's continuous compliance efforts It's yet another way this valuable guide helps make continuous compliance simple streamlined and effective and helps your hospital be ready for anything

**Construction Operations Manual of Policies and Procedures** Andrew Civitello, Sidney Levy, 2007-10-09 Smooth the managerial side of running a small to mid sized contracting firm with this paperwork slashing time saving business boosting reference Readers will find methods strategies and tactics forms checklists and ready to copy letters laid out in a concise easy to follow format The new fourth edition offers 20% more forms and checklists covers the latest developments in construction management software along with new material on the Design Build process The CD ROM contains project delivery forms sample letters checklists and more

Retail Security Policy Manual Kenneth R. Grover, 1992 A practical discussion of current retail security issues with sample policies and forms Includes practical sample policies which allow any manager or business owner to develop a complete Security Policy Manual for his/her business

**Nursing Administration Handbook** Howard S. Rowland, Beatrice L. Rowland, 1997 With the recent new and radical developments in the health care field that have been introduced at a breathless pace nurse administrators must work to stay informed of the developments that affect their nursing departments both directly and indirectly The Nursing Administration Handbook has a long track record both as a textbook and as a hands



on tool for nurse executives seeking insight and step by step guidance in all aspects of administration The fourth edition of this text surveys the entire field of nursing administration and incorporates the most significant new developments and current practices     **Group Practice Personnel Policies Manual** Courtney Price, PhD,1997

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