# **Human Resources Policy and Procedure Manual**

Lines of Business: General Liability, Employers Liability, Public Official Liability

Risk Control Strategy/Key Issues: Establish a proactive manual with controls and procedure to reduce exposure to employment related losses.

# Suggested Program Elements:

- Policy Statement: A general statement noting that the program establishes guidelines and procedures for developing, maintaining, training, and distributing the organization's policy manual/employee handbook.
- Program Responsibilities: Establish the responsibility and accountability of management to develop, maintain, distribute, and enforce the organization's policies.
- 3. The Manual: One of the main functions of Human Resource Management is ensuring the organization's personnel and management practices conform to current regulations mandated by governmental entities and accepted employment practices. One of the best ways to accomplish this is with a personnel manual. A well-maintained manual and associated employee training programs can protect the organization by reducing its work related liability and provide a defense against claims / lawsuit made. The manual can also increase employee awareness of operating policies, make the transition process for new employees easier, and promote a productive work environment.

Important: An organization operating without a personnel manual is opening itself up for employment practices liability claims in which they will have no grounds for defense since the organization can not prove that it has objective, non-discriminatory decision making guidelines in place.

Below is an example of a Human Resources Policy and Procedure Manual table of contents.

Although it may not show all necessary policies for your organization, it is a good starting point. Many of these policies can be found on line or through professional organizations.

- 1. Policy Statement:
  - Employment Policy Statement
  - EEO Statement
  - Americans with Disabilities Act
  - Statement of At Will Employment
  - Legal Review
- 2. Employment Policy Outlines:
  - Working Environment.

# **Policy And Procedure Manual For Physical Therapy**

Marilyn D. Harris

#### **Policy And Procedure Manual For Physical Therapy:**

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Physical Therapy - E-BOOK Michael A. Pagliarulo, 2015-10-08 NEW Full color design and images make the text more visually appealing NEW Updated content keeps readers in the know on the latest practices and procedures NEW Updated photos throughout depict the content that is current and applicable to today s practicing PT or PTA PT .1998 Clinical Athletic Training Jeff G. Konin, 1997 Clinical Athletic Training by Jeff Konin MEd ATC Register ,2000-07-17 MPT has been written to provide the athletic trainer with a well rounded understanding of the non traditional athletic training setting The primary goal of this book is to prepare athletic trainers for clinical settings with relevant and practical information The textbook has been carefully planned to meet the needs of today's student while still serving as an excellent reference for those currently certified and practicing in clinical settings Here is what David Perrin PhD ATC of the University of Virginia says in the foreword of Clinical Athletic Training edited by Jeff Konin MEd ATC MPT plus 19 outstanding contributors As these powerful words describe this book will be an asset to all athletic training students Special Features Content delivered from a practical and realistic viewpoint Scientifically based yet practically delivered Addresses in great detail the role of the clinical athletic trainer Delivers pertinent information in the areas of management fiscal planning and communication Thoroughly explains the current health care delivery system and the roles and responsibilities of other providers Forewords by James R Andrews MD and David H Perrin PhD ATC

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