



4.2 Staff Rights & Responsibilities Policy

STAFF RIGHT(S):

LHN Staff have the right:

- To a good working Nursery environment with flexible working opportunities, consistent with the needs of patients and with the way that people live their lives;
- To have a fair pay and contract framework;
- To be involved and represented in the workplace;
- To have healthy and safe working conditions and an environment free from harassment, bullying or violence;
- To be treated fairly, equally and free from discrimination; and
- To raise an internal grievance and if necessary seek redress, where it is felt that a right has not been upheld.

STAFF RESPONSIBILITIES(S):

LHN Staff have the duty:

- To accept professional accountability and maintain the Nursery standards of professional practice as set by the ADEK regulation body applicable to their nursery profession or role within the nursery.
- To take reasonable care of health and safety at work for themselves, their team and others, and to co-operate with nursery employers to ensure compliance with health and safety requirements.
- To act in accordance with the express and implied terms of their contract of nursery employment.
- Not to discriminate against Nursery students, parents or staff and to adhere to equal opportunities and equality and human rights legislation of the UAE.
- To protect the confidentiality of personal information.
- To be honest and truthful in carrying out their work in the Nursery with children, parents, and all Nursery staff.

