

# HUMAN RIGHTS ACT 2004

## Part 1 - Purpose

As a Public Authority, Northside Community Service (Northside) is required to act consistently with the Human Rights Act 2004 (The Act). When making decisions Northside will at all times give proper consideration to relevant Human Rights.

## Part 2 - Scope

The provisions of the Act are to apply to all activities (both internal and external) of Northside Community Service. All staff members, both paid and unpaid are covered by the provision of the Act in all that they do (including but not limited to how they conduct themselves and how they relate to service users).

## Part 3 - Policy

Northside will adopt the provision of The Act in:-

- All relevant statutory and external material (including the website) will include the statement- "Northside Community Service respects the Human Rights of all individuals and it incorporates the provisions of the Human Rights Act 2004 in all of its dealings".
- All service users are to be informed in writing that the provisions of the Act form part of their relationship with Northside Community Service. It is not considered necessary to treat this approach in a retrospective manner.
- The provisions of the Human Rights Act are to be incorporated into the organisational wide Induction and Orientation Programs and compliance will be reflected in the Code of Conduct and Charter of Clients Rights. The purpose of this approach is to establish the functional link between the requirements of the legislation and the successful performance of assigned duties.

## Part 4 - Procedures

When key organisational documents are reviewed or prepared such as Policies and Procedures, Risk Management and Quality Improvement Plans, and Budgets they are to be based on a Human Rights philosophy with resources to be strategically focused to prioritise goals according to the principals of progressive realisation and non-retrogression of Human Rights.

## Part 5 - Definitions

Northside: Northside Community Service Ltd

The Act: The Human Rights Act 2004

In summary the Act provides a focus on the realisation of an individual's capability enabling them to live with dignity and with meaningful participation. The Act creates an environment which considers the individual as a person with rights and entitlements rather than a client with multiple needs. The effect of this is to encourage and build on people's resilience rather than seeing them as passive recipients of services.

The Act promotes a holistic integrated response to service users problems by recognising the inter connection of economic, social cultural, civil and political rights.

Application of the Human Rights legislation promotes interrelated and integrated solutions which are designed to ensure the realisation and non-retrogression of a service user's situation.

More specific detail of this definition is contained in The Act as printed.

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## Part 6 – Related Documents

Code of Conduct  
Client Privacy Policy  
Discipline and Termination Policy  
located at: <J:\Shared\Policy & Procedure Manual>

Human Rights Amendment Bill 2012 [http://www.legislation.act.gov.au/b/db\\_44345/current/pdf/db\\_44345.pdf](http://www.legislation.act.gov.au/b/db_44345/current/pdf/db_44345.pdf)

Human Rights Act 2004 <http://www.legislation.act.gov.au/a/2004-5/20090202-38657/pdf/2004-5.pdf>

ACTCOSS Human Rights Fact Sheet [http://www.actcoss.org.au/publications/factsheets/factsheet\\_human-rights.pdf](http://www.actcoss.org.au/publications/factsheets/factsheet_human-rights.pdf)

## Part 7 – Policy Status and Details

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## Part 8 – Revision History

Revision Date	Version No.	Change	Reference Sections
November 2015	1	Replace 'NCS' with Northside Change 'employee' to 'staff member'	All Scope