
Procedure for Dissemination and Promotion of Policies and Procedures

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Policy Custodian:	Dean of Engineering
Policy Contact:	Accreditation Manager
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1.0 Purpose

The purpose of this procedure is to ensure a clearly defined and effective process of disseminating and promoting all existing policies and procedures to all EIT staff and students and other stakeholders, so that they can understand and apply them as well as providing channels to provide feedback on improvements and enhancements.

2.0 Scope

This procedure extends to all EIT students and both administrative and academic staff.

3.0 Overview

EIT have developed a strong body of policies and procedures for the continuing operation of EIT. This procedure provides a defined and clear way for these to be disseminated on an ongoing basis especially to all those working for EIT and those attending EIT as students.

Once EIT policies and procedures, including miscellaneous documents, such as the Strategic Plan, have been approved and released by the Academic and Governance boards, they need to be disseminated as quickly and expeditiously as possible.

Success in dissemination is more likely to occur when the policy or procedure has been developed in conjunction with the potential recipient or user. True success is achieved in the dissemination process when the recipient acts effectively on the policy and procedure that has been received.

This procedure defines the optimum way for these policies to be distributed and is broken down into:

- Immediate distribution process
- Dissemination to staff unfamiliar with EIT policies and procedures
- Use of different media for dissemination

- Ongoing maintenance of policies and procedures
- Feedback to the Accreditation & Compliance Manager
- Storage and later access

4.0 Immediate distribution process

The following steps are followed in the dissemination of all policies and procedures at EIT:

- Once the Academic and Governance Boards approve a new or revised policy, the Accreditation & Compliance Manager will archive any previous versions of the policy, record the changes on the Policy Change Register and will send out an email to all staff outlining the new and/or amended policies.
- The Accreditation & Compliance Manager will consult with the Marketing team about publishing the new and/or updated policies on the EIT web site.
- The policy will be added to the information presented at fortnightly EIT staff meetings

5.0 Dissemination for staff unfamiliar with EIT policies and procedures

From time to time, there will be new staff commencing employment at EIT (and the associated training organisation, IDC Technologies). New staff members will be given an induction into the policies and procedures. This will be done in a discussion-based interactive way to encourage understanding and recall of all the policies and procedures. This will require at least 8 hours spread over the two week initial period of commencing with EIT to ensure they have a good understanding of the policies, procedures and the overall strategic plan.

6.0 List of interested parties in the Policies and Procedures

A list of the parties who would receive the updated policies and procedures would include:

- All EIT staff (in Perth and all countries around the world)
- All EIT current students (via the EIT website)
- All IDC Technologies staff (in Perth and all countries throughout the world)
- All EIT and IDC Technologies partners in different countries around the world
- Any marketing entities for EIT – throughout the world

7.0 Use of different media for dissemination

There are various media that can be used in the dissemination of the particular policy or procedure. The Accreditation & Compliance Manager will need to decide on the best combination to use. These may include:

- Email to all current staff
- Email to all current students
- Placement on the EIT website
- Publicise on EIT's social media accounts
- Paper copy to be placed on all EIT noticeboards and distributed by hand
- Update to the Student Handbook for the next revision
- Publicise in the main news media (e.g. The West Australian and The Australian Academic Edition) if deemed newsworthy
- Press Release to associated institutions and organisations
- Web conference presentation to reach all staff and students at various locations throughout the world (in different time zones)

8.0 Ongoing maintenance of policies and procedures

Policies and procedures are a key part of EIT's mission and strategic plan, and it is likely that some aspects of them will be forgotten. The geographical separation of academic students and staff make the issue more challenging for EIT and it is thus critical that this is dealt with effectively.

Hence at the fortnightly meeting of EIT staff, a presentation will be done on an existing policy and procedure, to highlight key issues.

The Strategic Plan is formally reviewed by the Academic Board at a meeting (held before that of the Governing Board) on an annual basis at the first meeting (around February) every year. The relevant input is forwarded to the Governance Board at its first meeting for the year and a formal adjustment is made to the plan for the next three years. The Dean of Engineering will also review the KPIs annually and report on any disturbing deviances that may occur.

The revised Strategic Plan will be formally disseminated to EIT and all related stakeholders within 4 weeks of a revision, no matter whether there are any changes or not, to ensure the Plan is kept at a high level within the organisation's "consciousness".

9.0 Feedback to Policy Contact/Accreditation & Compliance Manager

During the discussion of the policies and procedures at the regular staff meetings, feedback will be encouraged on all policies and procedures. These will be fed back to the Policy Contact who will then decide whether a new policy or the review of an existing policy is required. The Policy Contact will pass on suggestions for revisions or the creation of new policies and procedures to the Accreditation & Compliance Manager.

10.0 Storage and later access

Approved policies, procedures or related documents will be stored in the location noted above and placed on the EIT web site in the location listed above. Hard copies required for review will be made available on request.

11.0 Definitions

Policies: These are principles, rules, and guidelines formulated or adopted by EIT to reach its long-term goals as enunciated in the Strategic Plan. They are designed to influence and determine all major decisions and actions, and all activities take place within the boundaries set by them.

Procedures: These are the specific methods employed to express policies in action in day-to-day operations of the organisation. Together, policies and procedures ensure that a point of view held by the governing body of an organisation is translated into steps that result in an outcome compatible with that view.

Dissemination: Broadcast of an idea or message on a large scale to make it reach a wide audience. *(Modified for EIT but originally derived from www.businessdictionary.com)*

12.0 Related Documents

- Policy and Procedure Development and Approval Procedure
- Policy Development and Review Process Guideline