



Policy

**Policy #
POL617**

Title

Succession Planning Policy

Section

Human Resources

Approved Date

April 16, 2013

Revised

Associated Documents: TSP617 – Succession Planning Procedure

Intent

All staff changes, lateral transfers and promotions for positions in the bargaining unit and non-Union positions will be made in strict observance of the relevant articles in the Collective Agreement and/or relevant STEO policies. STEO has adopted this policy to identify the best possible candidates for key positions in the organization due to turnover. To develop candidates to ensure that they will be able to move successfully into these roles is critical.