



DEPARTMENT OF CORRECTIONS
Human Resources



Title:	Management Authority and Accountability for a Participatory Work Environment	DOC Policy: 20.5.1
Supersedes:	DOC Procedure #73, "Delegation of Authority," dated 07/27/92	
Applicability:	All executive and management service employees.	
Directives/Cross - Reference:	State Policy 50.055.01	

I. PURPOSE

To provide department management with clear authority, accountability and expectation to manage the workforce and to maintain a work environment conducive to full employee participation, quality leadership, and personal and organizational growth.

II. POLICY

- A. Supervisors are accountable for outcomes and results which further the mission, vision, and values of the department. Each supervisor has the authority to delegate decision-making as they determine appropriate and manage their employees with flexibility and innovation within the bounds of the department's Human Resources Management Policies and Collective Bargaining Agreements.
- B. Supervisors shall proactively solicit the ideas and involvement of all employees and treat them as partners in operations process redesign and implement those ideas that contribute to program improvement.
- C. In the interest of promoting involvement and continuous improvement in the department, supervisors shall:
 - 1. Use problem-solving processes which encourage employee participation;
 - 2. Solicit input from employees doing the job, and from others as appropriate;
 - 3. Encourage employee collaboration to improve work processes;
 - 4. Implement those techniques and ideas that contribute to program improvement.

III. IMPLEMENTATION

This policy will be adopted immediately without further modification.