

# Perth & Kinross Council

## Our People Charter



We recognise that our success as a Council is dependent on the commitment and dedication of the staff who work here. Our Charter sets out the guiding principles by which we will work together to Secure the Future for our communities towards 2015 and beyond.



### The Council will:

- *act with integrity, trust, respect, openness and transparency;*
- *promote fairness and equality of opportunity;*
- *value diversity;*
- *promote a culture of pride in working for a high performing Council;*
- *value your contribution and celebrate success;*
- *keep you informed about Council business decisions which affect you;*
- *engage, involve and support you through change;*
- *promote wellbeing within a healthy and safe workplace;*
- *do our best to protect the interests of our employees at a time of change;*
- *consult our recognised trade unions and professional associations on workforce matters.*

**Our managers** will lead by example, offering encouragement and support to help you perform to the best of your ability. You can expect:

- *to be clear on your role, duties and acceptable standards of performance;*
- *to participate in the Employee Review and Development (ERD) process which establishes clear work objectives, and to have a Personal Development Plan to support learning and development needs;*
- *regular and constructive feedback on how you, your Team and your Service are doing;*
- *your creativity and ideas for new ways of working to be welcomed and fully considered.*

**We ask you** to take pride in being an employee of Perth and Kinross Council, and actively maintain its positive reputation at all times, by:

- *putting your customer first;*
- *taking time to understand how you and your Team contribute to the achievement of corporate objectives;*
- *getting involved and offering a 'can do' approach;*
- *continually improving on your own performance, and the services you deliver;*
- *making the best of opportunities to learn and develop;*
- *being a team player, building effective relationships, and treating others with dignity and respect;*
- *being open to new ways of working, and offering up your own ideas for change;*
- *adhering to the Employee Code of Conduct, and, as appropriate to your post, codes of competence or standards.*

