

# The Gedling Employee

**“Serving People, Improving Lives”**

**As an organisation we want the best for employees and the best for customers.**

## **Purpose**

All of us working for Gedling Borough Council are expected to work to the same standards of behaviour. These are described in the Gedling Employee Standard.

In addition to this, those of us in posts graded at Band 10 or above are expected to demonstrate a set of management values that set the style and tone of our organisation. The Gedling Manager Standard describes these additional requirements.

Further still, the most senior managers in our organisation are expected to demonstrate additional values that centre on shaping and developing the organisation. These values are described by the Gedling Leader Standard and apply to all Senior Leadership Team members including the Chief Executive.

## **Use**

We use these values described in the Gedling Employee Standard in the following ways:

- To assess individual performance
- To assess personal development needs
- To recruit great employees into our business
- To move unsuitable people out of our organisation
- Through all of the above, to improve the organisation’s performance

The Gedling Employee Standard has five core competencies. These are expressed as personal statements of intent and are shown on the next page.

# **The Gedling Employee**

## **Capable**

- I am proficient in what I do, demonstrating technical knowledge and professionalism and producing good quality work that meets customers' expectations

## **Caring and Considerate**

- I recognise the importance of how we make people feel in our contact with them and in the way we provide services. This is particularly important in relation to those who are vulnerable or experiencing hardship

## **Can do**

- I am responsive and have a positive, enthusiastic attitude. While the Council can't please everyone all of the time, I look for reasons to say "yes" not "no" and look for solutions not problems

## **Conscientious**

- I work hard, am reliable and strive to do a great job. I am committed to my own development and to being an effective team player

## **Confident**

- I am clear that my work is valued and valuable and I demonstrate ambition for the Council and the wider community