



Workforce Wheel – what you can expect

You can expect effective support when moving on either to a new role, or to a new organisation:

- Robust exit process including the opportunity to provide feedback

The Council expects:

- Full engagement and involvement
- Your ideas and feedback

You can expect to be attracted to roles through effective and accurate recruitment processes, documentation and a pro-active approach which utilises modern technology and vacancy planning

You can expect an organisation which cares and supports your wellbeing:

- Access to Wellbeing Services
- Employee Assistance Scheme
- Access to Leisure Facilities at a reduced rate
- Working in a healthy and safe environment

The Council expects:

- Full engagement and involvement

You can expect effective retention strategies:

- Workforce planning and career path approach
- Chance to grow and develop
- Limiting external vacancies, roles offered internally with development where possible
- A place where people want to work and grow

The Council expects:

- Full engagement and involvement
- Performance, attendance and flexibility

You can expect effective rewards:

- Thank you for a job well done
- Excellent terms and conditions
- A range of local businesses offering discounts
- Competitive employee benefits

The Council expects:

- Full engagement and involvement
- Contribution to our positive culture
- Your ideas and feedback



You can expect to be effectively assessed for roles:

- Innovative assessment methods are encouraged across the Council
- Managers are appropriately trained in how to assess applicants to get the best out of people
- Assessments relevant to roles are an essential part of our recruitment and selection process

The Council expects:

- Full engagement and involvement

You can expect an effective selection process:

- Managers are appropriately trained in interview, assessment and selection skills to ensure fairness,
- Competency based interviews which focus on behaviours.
- Verbal feedback is provided for all internal candidates.

The Council expects:

- Full engagement and involvement

You can expect an effective induction:

- Councils corporate induction for new starters
- Induction for new /existing managers outlining core values
- A thorough induction to your Department and to the role itself, so that your role is clearly understood
- Clear expectations on behaviours

The Council expects:

- Attendance on induction activity
- Full engagement and involvement

You can expect effective performance management:

- Annual appraisal
- Regular and effective 1:1s with your manager
- Effective, developed managers /leaders who support, involve, engage and listen

The Council expects:

- Full engagement and involvement
- Effective behaviours displayed at all levels
- Absence to be well managed and support provided

You can expect effective development:

- Robust departmental training plans linked to appraisals for statutory and developmental activity, and skill development
- Opportunities for you to grow and develop with clear career pathways.
- Effective online learning portals

The Council expects:

- Full engagement and involvement
- Attendance and effective performance