Employee Charter

OUR VISION IS TO BE RECOGNISED AS THE LEADER IN THE PROVISION OF RELIABLE AND INNOVATIVE CARE & JUSTICE SERVICES ALWAYS ACHIEVING THE FINEST RESULTS.

WE ARE COMMITTED TO PROVIDING A WORKING ENVIRONMENT IN WHICH ALL OF US FEEL VALUED AND RESPECTED.

WE PROMOTE A CULTURE WHERE WE CARE FOR AND RESPECT EACH OTHER.

OUR EMPLOYEE CHARTER FORMS AN INTEGRAL PART OF THE DAY-TO-DAY RUNNING OF OUR BUSINESS AND WILL HELP US DELIVER OUR VISION.

WHAT WE CAN EXPECT:

- Regular and open communication
- A caring and safe working environment
- To be treated fairly with equality of opportunity
- Protection from discrimination, intimidation and harassment
- The right tools to do a good job
- The opportunity to develop our skills and knowledge
- Regular and constructive feedback on our performance
- Praise and recognition for our efforts and achievements
- To be listened to when voicing concerns and contributing ideas
- Access to occupational health and support services
- Policies and behaviour to support these commitments

WHAT WE ARE EXPECTED TO DO:

- Keep up to date with what is going on in our business
- Demonstrate a positive 'can do' attitude
- Take responsibility for minimising risks
- Challenge and report unacceptable behaviour and performance
- Take responsibility for our own personal development
- To treat everyone with dignity and respect
- Actively participate in performance development reviews
- Behave with honesty and integrity
- Always perform to the highest possible standards
- Comply with policies and procedures
- Participate in and support changes that improve the services we provide