

# Our People Strategy 2022-2027

Shaping Our Future -  
Delivering for Dundee

Best Organisation

We have a Bold and Ambitious Culture.

BE  
AMBITIONOUS  
INNOVATIVE  
FLEXIBLE  
ENGAGED  
DUNDEE

Outcomes linked to  
Council/City Plan

What will our  
Success Look  
Like

TRANSFORMING  
DUNDEE

Make a Difference

LEADERSHIP

LEADING TEAM DUNDEE

Our managers & leaders are competent & values driven

Work well with partners & values driven

Enabling & involving members

Living our Values:

Be open and honest

- Develop our talent
- Have a full engagement with our workforce
- Encourage feedback
- Develop our workforce information & analytics to aid decision making
- Manage workforce change

Be fair and inclusive

- Promote diversity, inclusion and difference
- Provide an Employee Wellbeing Service
- Ensure healthy & safe working practices
- 2-way conversations encouraged
- Demonstrate respect & dignity

Be always learning

- Identify & deliver future skills
- Use Learning to improve our work
- Have Coaching Conversations
- Encourage reflective learning

Be innovative and transforming

- Encourage curiosity
- Open to suggestions and change
- Share new ideas, thinking and practice
- Be evidenced based in our decisions

Together we will:

Ensure Best Value

- Promote public value in our work
- Pay the Scottish Government Living Wage & Fair Pay structure
- Deliver on Service Plans
- Support Service Design and Workforce Planning

Work Proudly for Team Dundee

- Work closely with our city, region & national partners
- Deliver people services

Collaborate with Communities

- Create People Changes
- We need to deliver on our City Priorities:-
- Fairness & Equality and inclusive growth
- COVID Recovery & Beyond
- Climate Change
- Health & Wellbeing

Best Employee Experience

We attract and recruit the best talent

- A warm welcome
- A fair & inclusive recruitment & selection process
- A quality Induction to get you started
- Competitive pay, benefits & reward package

Work with us and you will get:

A Great All Round Experience

Your wellbeing supported

Valued for what you do in making a difference

We appreciate your commitment & dedication

- Well designed job role
- Modern workplace practices
- Compassionate & supportive teams & colleagues
- Strong partnerships with others including Trade Unions
- Positive 'can do' people

We provide outstanding development

- Opportunities to grow & develop in a variety of ways
- Clear job role & expectations
- Personal & Professional Development



Development opportunities for leaders and managers

Excellent career pathways and progression opportunities

- Support your ambition & career choices
- Opportunities to work in Agile & flexible ways
- Professional qualifications
- Recognition & reward for the great work you do



We appreciate your commitment & dedication

- Well designed job role
- Modern workplace practices
- Compassionate & supportive teams & colleagues
- Strong partnerships with others including Trade Unions
- Positive 'can do' people



We provide outstanding development

- Opportunities to grow & develop in a variety of ways
- Clear job role & expectations
- Personal & Professional Development

Quality conversations

Provide quality customer experience

Excellent communications

Open to new ideas

Focus on outcomes

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Work well with partners & values driven

Enabling & involving members

Listening and acting

Great team culture & collaboration

Coaching and mentoring

Embracing digital seeking solutions

Good use of our resources