



What is it like to work for Ruapehu District Council

Vision

Ruapehu is the District of choice, where adventure begins and life is enhanced.

Mission

Building a vibrant community based on efficient leadership and service delivery.

Skiing on half days off, cycling, kayaking, fishing or walking after work are some of the activities you have easy access to.

We look for opportunities to be flexible and support our working parents. We have staff benefits in place for long serving staff who reach their 5 year and 10 year service milestones.

Most of our staff choose to work for Council over other employers because they feel they can make a difference to their community. We like living here, being part of the

community and contributing to making a difference which is valued in our organisation.

Our staff turnover rate is well under 10% annually. Staff satisfaction was 81% in 2011, up 17% from five years ago.

Council has made conscious choices for staff training and promotion from within Council. Many senior staff have been promoted from within the organisation so there are real opportunities for advancement.

We offer annual flu vaccinations and wellness checks to all staff and we maintain a sick leave bank in case of the unfortunate event that one of our staff has to deal with a serious or chronic illness.

We are a great workplace made up of your average group of people doing their best on behalf of the community.

We are focussed on Teamwork, People and Innovation and right across Council all our staff work together to help us succeed in these areas." If there are problems or disagreements, we are adults about it.

The Values Charter is printed on the next page for you to determine whether you have a fit with them, and can see yourself in an organisation that aspires to these ideals:

RDC Values Charter

Our Purpose

To see this District prosper through effective management and delivery of high quality assets and services and the provision of innovative customer and community focussed solutions.

To prosper and achieve real growth we must:

- Earn the trust of communities, customers and employees by being good communicators and consistently delivering on commitments
- Actively manage and improve our high quality assets and services, with consistent commitment to better efficiency and effectiveness of delivery.
- Continue to strive towards a high performance organisation in which every individual accepts responsibility and is rewarded for results delivery.

We value:

- Delivering real solutions - a commitment to approaching every customer and community with the desire to find a satisfying solution to their needs, for a win/win relationship

- Integrity and credibility - includes doing what we say we will do, when we say we will do it, and in a professional and ethical manner.
- High performance - the satisfaction and excitement of achieving better results and outcomes than before and stretching our capabilities.
- Respect for each other - the embracing of diversity and enhancing of better outcomes and relationships through openness, sharing, trust, teamwork and involvement.
- The courage to lead change - Accepting the responsibility to deliver positive change and continuously questioning and striving for improvement in efficiency on behalf of our communities and customers.

We are successful in creating value when:

- Our District is improving in prosperity through our positive leadership.
- Our communities and customers are acknowledging the value we create for their rate-funded investment and getting satisfying solutions to their needs.
- Our operations are efficient and effective in service delivery
- Every staff member starts each day with a sense of purpose and ends each day with a sense of accomplishment.