

Achieving and Maintaining Standards – Performance

Sources of Support

The following support is available to managers and employees when dealing with individual employee Performance issues.

[Eric - Achieving and Maintaining Standards](#)

First port of call for information relating to managing individual employee performance – How to ... Guides; Checklist etc

[Human Resources](#)

Next port of call for advice on applying any of the HR procedures.

An HR Officer will advise managers on all cases when poor or under performance continues to fall below the required standards, despite attempts to assist the employee to improve. Direct advice and support will also be provided for all formal cases under Achieving and Maintaining Standards – Performance procedure.

[Organisational Development Team](#)

Facilitate development opportunities to assist employees in improving performance and for managers in managing performance.

[Occupational Health Service](#)

Professional and specialist advice on whether ill health is the underlying reason for underperformance, and what steps the Council and/or employee may take to address this.

[Counselling](#)

A free confidential face to face or telephone counselling service is available for Council employees who may be experiencing difficulties with personal or work issues.

Other HR Policies & Procedures

[Occupational Stress](#)

[Work Life Balance/Flexible Working](#)

[Fairness at Work](#)

[Achieving and Maintaining Standards -](#)

[Conduct](#)