



Human Resource Policy

City of Reykjavík

A single workplace in all its diversity



Reykjavíkurborg

2018 - 2025

Future vision

City of Reykjavík's vision for Human Resource until 2025



The City of Reykjavík is a workplace that **attracts talented** and **ambitious** people, who work for the benefit of the citizens.



Vision for 2025

The City of Reykjavík's operations are characterised by **professionalism** and **progressiveness**. By adopting technological advances, we are a **vibrant** and **fun** workplace with a strong appeal for **talented** and **ambitious** people of all ages who work for the benefit of our citizens.

Following the increased emphasis on **interdisciplinary** cooperation and **shorter communication channels**, Reykjavík City employees experience the city as a single workplace characterised by **diversity, robust culture, flexibility** and **unity**.

Guiding principles

Shape and direct human resources operations in the coming years



Humane

The City of Reykjavík meets the ever-changing requirements of the workplace and employees. We show responsibility and minimise waste, to improve services and the community of Reykjavík. Emphasis is placed on equal status and equal opportunities for all employees.



Coordinated

The City of Reykjavík is a single workplace in all its diversity. This is reflected in coordinated human resources procedures and processes, a strong team spirit and short communication channels.



Reliable

The City of Reykjavík places the health and well-being of employees first, which results in increased satisfaction and an improved service to the public. A safe environment is created for employees, and mutual respect is present in all interactions.



Smart

The City of Reykjavík is a progressive workplace that encourages interdisciplinary career development. By looking ahead, City employees work together to face challenges and grasp opportunities when they arise.



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Humane

EMPHASIS

Meet requirements

Diversity in the workforce reflects the diversity in Reykjavík and enables us to improve services in the city. Ever-changing requirements of employees and the workplace are met with flexibility on both sides.

Show responsibility

City employees always bear in mind how to demonstrate social responsibility by minimising negative environmental impacts, with efficiency for residents, customers and colleagues as the end goal.

Equal opportunity

Reykjavík City emphasises equal status and equal rights in all circumstances. Employees are respected and given equal opportunities. People receive equal pay for equal work.

GOALS

Spring 2019, the results of the shorter workweek trial project will be available

Spring 2019 40% of employees will have entered into a transportation contract

By end of 2019 the gender based wage gap will be less than 1,9%



Coordinated

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Coordinated

EMPHASIS

Single workplace

Human resources policy and procedures are coordinated within the City of Reykjavík. At the same time, in view of the varied services, the distinctive characteristics of the diverse divisions and units are safeguarded.

Team spirit

Employees of the City of Reykjavík are part of a strong team and have the opportunity to strengthen social connections. Everyone is involved in helping to create a strong team spirit and constructive work ethic.

Short communication channels

The dissemination of information and knowledge is effective. It is the responsibility of all employees to communicate relevant information and knowledge between themselves and to the public.

GOALS

Autumn 2019, 65% of employees at City of Reykjavik will be active participants on Workplace



Reliable

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Reliable

EMPHASIS

Well-being first

Employee well-being is promoted by attention to health in the workplace at Reykjavík City's many locations and by encouraging, promoting and supporting people to take care of their own health and well-being.

Safe environment

Employees are provided with a safe working environment and good working conditions, for accident-free operations. Employees participate in shaping their work environment and work together at reducing stress and strain.

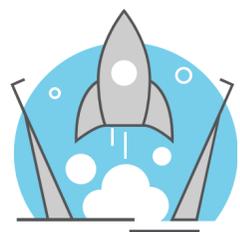
Mutual respect

Emphasis is placed on a shared responsibility for creating and maintaining a working environment characterised by respect, trust and professionalism. Harassment and bullying is not tolerated at the City of Reykjavík.

GOALS

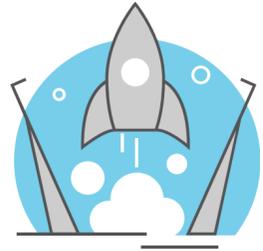
By end of 2019 City of Reykjavík's policy on Health and safety will have been published and implementation begun.

By end of 2019 80% of employees will know the City of Reykjavík's policy on bullying, harassment and violence.



Smart

The City of Reykjavík is a **progressive workplace** that encourages **interdisciplinary career development**. By **looking ahead**, City employees work together to face challenges and grasp opportunities when they arise.



Smart

EMPHASIS

Interdisciplinary career development

The City of Reykjavík places emphasis on that employees have the opportunity to develop their careers through involvement in interdisciplinary cooperation, new projects and transferring between jobs or divisions.

Looking towards the future

Emphasis is placed on employees advancing and developing at work. With flexibility various opportunities for training and education for employees are created, to accommodate innovations and changes in the working environment.

Progressive workplace

The City of Reykjavík welcomes technological change and participates in society's development. We aspire to constantly develop new solutions and approaches to cooperation, partnership and service.

GOALS

Spring 2019, 60% of management will have completed the City of Reykjavík's leadership program.



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Thank you