

STAFF POLICY AT SLU

*Established by the board 15 December 2000
Reg. no SLU uf 16.1-4389-00*

“SLU develops the understanding and sustainable use and management of biological natural resources.” **(From SLU’s mission statement.)**

People are SLU’s most important resource for fulfilling our university’s visions and objectives. The principle of sustainable use is also relevant in working life. It entails taking care of and developing our human resources in the best possible way.

Skilled and motivated staff members make our university strong and successful. Everyone at SLU contributes to the university’s success. Our primary assets are our skill and commitment. Together, we create a good working culture. Management employees at different levels are especially responsible for stimulating discussion and creating contribution.

It is important to have clarity and guidelines in an operation. SLU’s staff policy contains four fundamental values which are intended to infuse working life through the entire university.

Work at SLU shall be characterised by

Good management and staff values together with mutual responsibility

Management at SLU shall promote a culture that generates active and responsible staff members who take part in work-related discussions and who contribute to the operation’s development. The individual staff member shall be able to actively influence their own work, be able to see how their efforts relate to the operation’s objectives and receive feedback on their work.

Everyone is responsible for contributing to a good working environment through their professional skills as well as with consideration and respect.

Sustainable use of professional competence

Motivated, committed and competent staff members are a prerequisite for achieving high quality in the university’s operation. SLU shall be a workplace where the staff members’ want for personal and professional development is based on the individual’s qualifications and the operation’s needs. SLU wants to promote balance between work and spare time.

Communication and contribution

Communication means working together. Open dialogues about the operation’s objectives shall be had on all levels at SLU to create contribution, cooperation and new ways of thinking.

SLU actively wants to promote a working culture where it is natural to speak your mind, where everyone listens and where we treat each other with respect.

Creativity and diversity

Working groups containing staff members with different areas of competence, different personal experiences and cultural backgrounds create conditions for inspiration and creativity. SLU wants to stimulate and promote situations where people with varying backgrounds meet and work together.