

**Devon and Cornwall Police Authority Human Resources Committee  
17<sup>th</sup> September 2008**

Open for the purposes of FOI  
Report of Director of Human Resources

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**Business interests for police staff**

**Recommendations:**

- (i) The committee agrees the inclusion of police staff in the requirement to report and seek approval by the Force of all business interests and secondary employment.**
- (ii) The committee approves the appeal process to the Police Authority in the event of an application for approval of a business interest being refused by the force.**

**Introduction / Summary**

1. Current force policy (D178) applies only to police officers who are required by Police Regulations to seek authority from the Chief Constable before commencing any business interest or secondary employment. The main consideration when granting or refusing a business interest application is whether the interest may conflict with being a police officer or bring the force into disrepute.
2. Many other forces have already included a similar requirement for police staff to seek approval for business interests in recognition of the increase in police staff and the diverse roles performed within the service. ACPO guidance received in April 2008 recommends that forces amend their business interest and secondary employment policies to include police staff.
3. The amended policy will standardise the force approach to business interests and each application will be considered on an individual basis in terms of the effect of that particular business interest or secondary employment on the role currently performed by that individual in the force.
4. Existing policy provides an appeal process in the event of a refusal by the Chief Constable to approve an application for a business interest. Within 10 days of written notification that the business interest is refused the applicant may appeal to the Police Authority. They may uphold the appeal, refuse the appeal or refer the matter back to the Chief Constable to reconsider in the light of information provided to the Authority during the appeal.
5. It is proposed that the appeal process as detailed above will apply equally to all members of the force whether police officers or police staff.

**Background Information**

6. The inclusion of police staff will lead to an increase in the number of appeals being dealt with by the Police Authority. Last year there were only 5 appeals to the Police Authority in respect of refused business interests of police officers, the inclusion of police staff is unlikely to raise the yearly total of appeals above 10.
7. The amended policy has been subject to full consultation by the staff associations and trade unions and has been discussed and further amended during 3 partnership meetings. It was referred to the Joint Negotiating and Consultation Committee on 3<sup>rd</sup> September 2008 for ratification as force policy.
8. There has been recent publicity in relation to officers with secondary employment and the allegation that some officer's business interests are sometimes linked to attendance issues. The policy

contains a requirement to comply with working time directives and not to conduct secondary work when incapacitated for the main employment with the force.

Contact: for further information

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