

Police Authority Human Resources Policies

1. Introduction

In order to meet legislative requirements, best practice as an employer, and the needs of the revised Police Authority organisation structure, it is necessary to consider compiling and implementing a series of HR policies.

2. Recommendations

That the HR Policies for the Police Authority directly employed staff, as attached to this report are adopted and implemented with immediate effect, namely:

- Disciplinary and Incapability
- Diversity in Employment
- Grievance Procedure
- Harassment and Bullying
- Sickness Management and Ill health Procedure
- Whistle blowing
- Member / Officer Protocol
- Appraisal.

3. Background Information

The Authority's Human Resources Advisor and the Assistant Chief Executive have worked together to produce a range of policies which meet legislative requirements and best practice as advised by ACAS. All Police Authority staff have had a chance to comment upon the draft policies and where appropriate changes have been made to reflect comments and allay any concerns.

Report of the Chief Executive

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