



G669

POLICY FOR EMPLOYEE RELATIONS

Nottinghamshire Police is committed to promoting a skilled and flexible labour market founded on principles of partnership.

Nottinghamshire Police recognises that its success and ability to meet the challenges of the future largely depends on the quality and commitment of their most valuable resource, people.

The pace of change and the need for greater flexibility necessitate that we work within a climate of openness and participation. This is achieved by establishing open channels of communications at all levels across the organisation, developing personal ownership of our objectives and performance measures, and consulting over the strategic planning and management of the Organisation.

We operate within a culture that recognises personal achievements and values the contribution of individuals and teams. We encourage social interaction whilst acknowledging individuals' right to privacy and their need to achieve a balance between their work and their personal and family life.

Our aim is to provide clear standards in terms of conduct and performance and to keep staff fully informed of their statutory and nationally negotiated entitlements. There is a commitment to keep procedures simple, and in consultation with the recognised staff associations, trade union and support networks to achieve greater flexibility and to harmonise, wherever possible, the various conditions of service.

Line managers are empowered to respond to individual situations and to address issues at the lowest level. We provide support mechanisms, ensure appropriate rights of appeal and promote the use of recognised procedures to resolve grievances, provide redress or deal with disciplinary issues.

To continue achieving our standards of service delivery, we need to maintain operational resilience whilst at the same time developing the ability to respond quickly and creatively to fluctuating demands. We recognise the need to critically assess our performance, plan for change, and be proactive in bringing further improvements.

The implementation of this Employee Relations Policy will be closely monitored by the Personnel Manager (Employee Relations and Equalities).

Nottinghamshire Police undertakes to inform all staff of this policy statement.

This Policy is fully supported by Senior Management and the Staff Associations.

Author: _____ Date: _____

Shakeel Khalil
Employee Relations and Equalities

Signed: _____ Date: _____

Steve Green
Chief Constable

This policy should be read in conjunction with the appropriate Procedures, Guidance and Rules outlined below: -

PD 108	Fairness at Work
PD 280	Discipline for Police Staff
PD 160	Management of Organisational Change for Support Staff Principles/Approach