

SP0716

Human Resources

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Policy Ownership Head of Human Resources

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1. Policy Statement

The Police Service of Northern Ireland (PSNI) is committed to promoting a good and harmonious environment where all Police Officers and Staff feel that they are consulted, recognised and supported to deliver the highest standard of service to the Public. The PSNI will comply with all legal and regulatory responsibilities and will strive to ensure that good practice is employed in the discharge of its duties and functions. In particular, the Police Service will:

- Ensure our working environment is one where all individuals feel safe and supported to carry out their role;
- Allocate Police Officers and Staff to appropriate roles, cognisant of skills and training;
- Enable Police Officers and Staff to voice their issues and concerns;
- Support Police Officers and Staff through wellbeing strategies; and
- Recognise good work through performance management systems and commendations.

The Chief Constable, as responsible officer, is committed to providing a duty of care to all Officers and Staff through

Service Policy, Service Instruction, operating procedures and guidance which conform to legislation and will ensure that Police Officers and Staff are consulted and supported through the mechanisms and structures in place.

2. Policy Links

- a) Corporate Policy Framework
- b) HR Guidance Centre
- c) Police Pay & Allowances Code
- d) PSNI Finance Manual
- e) Police Staff Handbook
- f) NICS Handbook

3. Contact

If you have any comment to make on the content of this Service Policy please contact: zHRSecretariat@psni.police.uk