



POLICY	Issue: 2.0
BUSINESS INTERESTS POLICY	Date: 31/03/2008

1. POLICY AIMS

1.1. This Policy is applicable to all Civil Nuclear Constabulary police officers. Police staff members are covered separately by Conditions of Employment.

1.2. The aims of this policy are to:

- give officers the opportunity to pursue legitimate business interests compatible with the office of constable;
- provide a framework of interpretation of Regulations 7, 8 and 9 of Police Regulations 2003 (as amended);
- ensure that business interests are declared at the earliest opportunity;
- ensure that applications are dealt with promptly;
- provide information on activities considered to be incompatible with the office of constable; and
- ensure consistency, openness and fairness in the consideration of applications.

2. POLICY STATEMENT

2.1. The Chief Constable has delegated responsibility for the approval to Head of Professional Standards, who will decide whether a Business Interest is compatible with an individual's position as a CNC officer.

2.2. All officers with business interests must declare and seek approval for them. Officers joining the Constabulary who have business interests will also be required to declare and seek approval for these in accordance with this policy.

2.3. In making the decision, consideration will be given to the details of the application along with the following factors:

- a) Whether the business interest has the potential to cause embarrassment or bring disrepute to the Constabulary.
- b) Whether a conflict of interest could arise where an officer may compromise their impartiality, or where the public may believe that to be the case.

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c) Whether the business interest is merely an extension of the officer's function within the CNC.

d) Any risk to the personal health and well being of the officer. A business interest could involve a risk of injury or increased stress and tiredness that may impact upon the officer's ability to perform their duties safely and/or to a satisfactory standard.

e) Compliance with Working Time Regulations, with specific regard to the total hours worked (in relation to the officer's employment with the Constabulary and their business interest) and the resultant risks to the health and safety to the officer and others in the workplace.

This policy is enacted by the following management system documents:

Document Reference CNC/PP/0436 Approval for business interests of police officers

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