



POLICY	Issue: 1.0
Workplace Management Policy	Date: 09/01/2008

Policy Statement

This policy establishes the principles governing our relationship with staff through the practice of recognised employee bodies. We undertake to engage in consultation and negotiation with the recognised employee bodies in all areas of staffing matters and terms and conditions of employment. In addition, all practices put in place to support effective workplace relationships will be underpinned by our principles of transparency and openness; respect for individuals; zero tolerance of inappropriate behaviour; directness and authority in tackling harassment and bullying; effective measures for managing change and insecurity; and the consequences of any strategic decisions on the workforce.

We are committed to encouraging a supportive and rewarding environment in which individuals, separately and collectively are able to voice their views, perspectives and concerns. This is achieved through a range of communication and briefing mechanisms, encouraging feedback, formal recognition agreements, and a range of outplaced support networks such as employee assisted programmes, occupational health and well-being support.

Aims of the Policy

The aim is to foster a workplace culture and relationships in which constructive and open dialogue is apparent in matters affecting police officers and police staff and their terms and conditions.

This policy is enacted by the following management system documents:

Document Reference	CNC/XX/XXXX	Title	Collective Bargaining Agreements
Document Reference	CNC/XX/XXXX	Title	Grievance and Discipline
Document Reference	CNC/XX/XXXX	Title	Anti-Harassment and Bullying
Document Reference	CNC/XX/XXXX	Title	Anti-Stress and Well-being
Document Reference	CNC/XX/XXXX	Title	Whistle Blowing
Document Reference	CNC/XX/XXXX	Title	Code of Conduct
Document Reference	CNC/XX/XXXX	Title	Complaints
Document Reference	CNC/XX/XXXX	Title	Alcohol and Substance Misuse

Document Reference	CNC/POL/13.1.5	Page 1 of 1
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