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**Organisational Change
Policy**

Owning Department:	People and Development
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Compliance Record

Equality and Human Rights Impact Assessment (EqHRIA):	Date Initially Completed	24/06/2016
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Health & Safety Compliant:	Yes	
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Version Control Table

Version Number:	History of Amendments:	Date:
V1.00	Initial Version	23/09/2016

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Organisational Change Policy

The Scottish Police Authority (SPA) and the Police Service of Scotland, (hereafter referred to as Police Scotland) are committed to moving forward by becoming more efficient, resilient and forward thinking organisations, equipped to deal with future challenges; transformational in their collaborative approach to deliver positive outcomes for the communities of Scotland.

The key principles of this policy are to:

- identify and effectively manage the drivers for change, and associated risks;
- ensure restructuring is handled fairly throughout the organisation;
- promote a flexible culture, building capacity for continuing and future organisational change;
- work in partnership with staff and staff associations in communicating and managing change.

This policy is underpinned by a number of related documents which cover, but are not restricted to, the following subject areas:

- Matched-In and Ring-Fenced Recruitment
- Pay Protection
- Redundancy
- Re – engagement of Voluntary Redundancy (VR) / Voluntary Early Retirement (VER) Leavers
- Relocation
- Supernumerary Staff
- Communications and Consultation

A key part of any Change process is meaningful engagement and consultation. Change is instrumental to the success of SPA/Police Scotland. It is important in managing change, that we encourage staff to positively contribute to any change proposal as we continually review the way in which we operate.

It is also important that the restructuring of roles is sustainable and delivers against organisational requirement, however, SPA/Police Scotland is committed to exploring every opportunity that would ensure sustainability including the opportunity to develop new skills and experience with staff affected by change.

SPA/Police Scotland strive to ensure that restructures are handled fairly and that they are implemented as smoothly as possible proactively promoting positive change outcomes.

The SPA/Police Scotland is also cognisant of the statutory requirements laid down by the Equality Act 2010 and will ensure compliance with the Public Sector Equality Duty in managing and delivering Organisational Change, as well as adhering to the

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terms and conditions outlined in the SPA/Police Scotland Employee Relations Model and Employee Relations Framework.

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