

NOT PROTECTIVELY MARKED

SCOTTISH POLICE
AUTHORITY



POLICE
SCOTLAND

**Resourcing
Policy**

Owning Department:	People and Development
Version Number:	1.00 (Publication Scheme)
Date Published:	06/10/2016

NOT PROTECTIVELY MARKED

NOT PROTECTIVELY MARKED

Compliance Record

Equality and Human Rights Impact Assessment (EqHRIA):	Date Initially Completed	24/06/2016
Information Management Compliant:	Yes	
Health & Safety Compliant:	Yes	
Publishable Externally in Current Format:	Yes	

Version Control Table

Version Number:	History of Amendments:	Date:
V1.00	Initial Version	26/09/2016

NOT PROTECTIVELY MARKED

Resourcing Policy

The Scottish Police Authority (SPA) and the Police Service of Scotland, (hereafter referred to as Police Scotland), through effective and efficient Resourcing, are committed to improving the safety and wellbeing of people, places and communities within Scotland.

The key principles of this policy are to:

- further develop the demand management strategy, practice and processes;
- support processes which effectively utilise our resources to meet agreed objectives;
- promote development of succession planning and business continuity models;
- ensure that operational deployment (planned and unplanned) and exigency of duty requirements appropriately balances individual wellbeing, work life balance and organisational effectiveness and efficiency.

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

- Acting and Temporary Promotions
- Agency Workers, Secondments and Temporary Postings
- Flexible Working
- Internal Recruitment and Selection
- Postings and Transfers
- Recruitment Selection
- Resignation, Retiral and Dismissal
- Resignation, Retiral and Discharge

SPA/Police Scotland are committed to ensuring staff are deployed in the right place, at the right time, with the right skills to provide and support a responsive, efficient and effective service which keeps people safe within our communities.

SPA/Police Scotland will:

- continue to remove inefficiency, driving forward the demand management strategy to assess the evolving needs of the organisations and the associated resource management requirements;
- maintain a balanced workforce in terms of Police Officers, SPA/Police Staff;
- maintain the correct balance of skills and experience to meet duty of care, service to the public, and fiscal commitments;

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 our Resources.