



**BRITISH
TRANSPORT
POLICE**

HR POLICY STATEMENT

EMPLOYEE RELATIONS

Your stake in the future

What we want to achieve

We want BTP to be an organisation where everyone, at every level, feels free to express their opinion, knowing they will be respected and listened to. When implementing major changes, we aim to consult everyone affected so they feel a real sense of ownership, understand and want to play their own part in achieving our strategic objectives.

Making it happen

We will keep you fully informed about changes in employment law and about the conditions, benefits and pay deals negotiated on a national basis. We will look for opportunities to simplify and harmonise these; and will fully engage all interested parties as part of this process.

Working closely with our staff associations, trade unions and support groups we will foster strong working relationships and partnerships as this is critical to achieving excellent performance through a clear focus on employee involvement, commitment and engagement.

In every aspect of your work, we will make sure you know what we expect of you, and what you can expect of us.

We aim to have in place working arrangements which match operational needs while demonstrating an understanding of, and respect for, your personal and family life.

If you think something is unfair, we will make sure the right procedures are there to help you appeal, or resolve any grievances you may have.

We will closely monitor our own performance in all areas of employee relations, and make sure all our policies fully reflect developments in the law or changes in society in general.

Where to go for help or advice

If you have any questions about this policy and how it affects you, talk to your Human Resources Department or the Employee Relations team at FHQ. The appropriate support group can also help; you can contact them through the Intranet.