

SCOTTISH POLICE SERVICES AUTHORITY

GRIEVANCE AND FAIRNESS AT WORK POLICY STATEMENT

Scottish Police Services Authority (SPSA) is committed to being a fair employer. This means treating people openly, fairly and with dignity and respect.

This Policy aims to “provide a means by which individuals can have any issues raised under the grievance policy examined justly and fairly, and to resolve matters internally”. In general terms, managers must bear in mind that staff of all levels have a right to ask questions about how they are treated at work. In turn, managers have a duty to investigate all grievances, irrespective of their initial apparent legitimacy, promptly, fairly and sympathetically.

This policy will be strictly observed and adhered to by all staff of the Scottish Police Services Authority.