



Policy statement

Buckinghamshire & Milton Keynes Fire Authority (the Authority) strives to create a sustainable working environment capable of delivering an efficient and effective service. This is driven by a joint commitment towards transformation, continuous improvement and development for the Authority, its employees and ultimately the community it serves.

The Authority is committed to positive employee relations, seeking to gain stakeholder commitment to the achievement of the Authority's goals and objectives in a frequently changing environment.

The Authority recognises the requirement to establish and maintain an environment where the workforce has the information required to undertake their role effectively and efficiently through appropriate communication channels.

The Authority is committed to ensuring that employee relations is conducted in a fair, open and transparent manner that is effective, efficient and responsive, promoting good practice in all employee engagement.

Statement of Principles

The Authority seeks to:

- Establish structures to ensure proactive engagement with recognised trade unions, staff representatives and employees with a view to creating and strengthen constructive employment relationships and meaningful contribution to decision making processes.
- Build and reinforce positive working relationships with employees, recognised trade unions and staff representatives.
- Encourage the implementation of efficient and effective two way communication channel to all employees.
- Constructively consult and engage with employees.
- Develop human resource procedures in accordance with relevant legislation, any accompanying codes of practice and in line with Authority values.
- Develop the capacity of various stakeholders to effectively manage employee relations, and to provide appropriate training in the application of processes, policies and procedures.