



Policy statement

Buckinghamshire & Milton Keynes Fire Authority (the Authority) recognises that its employees are a vital factor in the efficient and effective operation of the Service. In this respect the Authority is committed to ensure that through its resourcing it attracts, selects, and recruits the right calibre of people to deliver corporate priorities, aligned to workforce planning requirements.

The Authority will ensure it retains the skills and capability it needs and employ them productively in order to support business priorities and corporate objectives.

The Authority is committed to establishing the right working arrangements and conditions of employment for all employees.

The Authority is committed to ensuring that staff resourcing is conducted in a fair, open and transparent manner that is effective, efficient and responsive, promoting good practice with all its resourcing needs.

Statement of principles

The Authority aims to achieve:

- A balanced, inclusive workforce that reflects the community it serves as far as possible and maximises the contribution and potential of all its employees
- Human resource procedures that are developed in accordance with the Authority's values, relevant legislation and any accompanying codes of practice
- A range of processes and measures to ensure the recruitment and retention of a highly skilled and motivated workforce
- Fair, equitable and transparent systems for the recruitment, selection and appointment of employees
- Information systems that are continuously developed in order to analyse employment trends, identify potential areas for development and introduce strategies to overcome these and support this policy fairly and consistently
- A planned approach to create a flexible and sustainable workforce, with the right skills and capability, to maximise contribution of all employees to changing service requirements