



HAMPSHIRE  
FIRE AND  
RESCUE  
SERVICE



ISLE OF WIGHT  
FIRE AND  
RESCUE  
SERVICE

## Description

This Policy sets out the Service's aim and principles for recognising the diversity of the workforce and promoting excellence, to be a great place to work and an organisation that staff are proud to belong.

## Contents

Our aim .....	1
Principles.....	1
Employment terms and conditions .....	2
Updates.....	2

## Our aim

Each and every employee has a significant role towards making a positive contribution to the Service's overarching performance. Employees are pivotal to the organisation's success. Our diverse workforce will be encouraged and motivated to excel and grow.

This is achieved by the framework of Procedures that underpin this Policy and supported by exceptional workforce development and HR.

## Principles

The Service and all of our employees will work together to:

- apply the Procedures which underpin this Policy which enable a fair and consistent approach for managing staff;
- apply appropriate reward mechanisms to motivate staff and recognise individual achievements;
- recognise the diversity and the value of each employee;

- ensure our communities’ needs are met through a talented, diverse workforce who are committed to equality and inclusion;
- work collaboratively with Representative Bodies to promote harmonious and productive working relationships;
- create a great working environment which everyone feels proud of and where the Service values are upheld by all;
- develop leaders who are equipped to deliver improved performance and change through trusted relationships with their teams;
- provide an excellent range of learning and development opportunities which means everyone can achieve their potential;
- work collaboratively to deliver continuous improvement for the Service;
- operate fair processes and opportunities for promotion and growing our own talent;
- develop ourselves to be an agile, professional and capable workforce which is responsive to operational requirements and service to the community;
- value and protect each other by supporting and promoting the importance of physical and mental health and wellbeing.

## Employment terms and conditions

The terms and conditions of employment are dependent upon the role undertaken by an employee. They are based upon the National Joint Council (NJC) for:

- Brigade Managers Fire and Rescue Services (Gold Book)
- Local Authority Fire and Rescue Services (Grey Book)
- Local Authority Fire and Rescue Services (Green Book).

The Procedures have been written in accordance with the relevant employment legislation and the terms and conditions as set out above.

An employee’s individual terms and conditions are set out in the Statement of Particulars that is issued. Further advice and queries can be addressed to HR Operations.

## Updates

Section	What’s been updated and why	Date updated	Who updated