



Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

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## REPORT / SUMMARY DECISION SHEET

**PURPOSE: COMMISSIONER DECISION – REF. DLI 026**

**Timing: Routine**

**Title: Investigation under the Fairness at Work Policy**

**Category of Decision / Business Area Impact:** e.g. Primary Legislation, Statutory Requirement, Finance, Performance, Complaints etc. (amend as appropriate)

**Complaints**

### **Executive Summary:**

On 19<sup>th</sup> September 2016, a grievance was received by the PCC under the Fairness at Work Policy. In view of the nature of the grievance, it was deemed necessary in accordance with the Fairness at Work Policy that the matter be dealt with externally on behalf of the PCC. Consideration was given to engaging with other forces to undertake the investigation. However in view of the sensitivities of the grievance it was felt that it would be most appropriate to engage with service providers outside of the Police family. As such, it is recommended that HR specialists with some background in the police environment, but with no direct knowledge of individuals involved, be engaged through Eversheds.

### **Recommendation:**

That Eversheds be engaged to undertake an investigation of the grievance submitted under the Fairness at Work Policy.

### **Police and Crime Commissioner for Dyfed-Powys**

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Nolan Principles for Conduct in Public Life.

The above request has my approval / does not have my approval / I note the information contained within the report (delete as appropriate)

**Signature:**



**Date: 16/01/17**