

PSA ACTION PLAN

2019 - 2022



Vision

To support and represent our members' welfare and interests, while being an influential voice in policing for the public good

Delivery

Working with a focus on care for our people, our police and our public:

Mission

To negotiate the best possible conditions of service for members

To provide support and advice to members regarding health and welfare or those 'at risk' in relation to conduct issues

To help lead and develop the police service to improve standards of policing

To contribute towards the shaping of policing policy and practice at national and strategic levels



OUR PEOPLE

Development

We will:

- Push the development of clear talent management opportunities within forces
- Create recognised learning opportunities for senior leaders

Wellbeing

We will:

- Promote wellbeing and influence work to support and improve the physical and mental health and wellbeing of our members
- Understand the pressures and challenges facing members through regular engagement and consultation linked to resilience
- Create regular opportunities for health screening
- Provide peer to peer support

Engagement

We will:

- Communicate regularly with members across a range of platforms
- Create opportunities for 2-way engagement with members
- Attend and engage with members at PSA events and meetings
- Recognise members for their contribution to the service

Pay & Reward

We will:

- Work to improve the totality of the remuneration package for current and future members
- Push for procedural justice relating to pay and reward
- Represent members' best interests in all matters relating to pay and reward including pensions, allowances, taxation, bonus payments, working time regulations, on-call and mileage

At Risk

We will:

- Maintain the high quality of representation and support to members 'at risk', through the Professional standards Co-ordinator and the Panel of Friends
- Support members with legal and expert advice
- Foster a culture of learning across the Association and membership
- Influence and engage national policing strategy with regards to police ethics



OUR POLICE

Funding

We will:

- Influence national decision making on police funding
- Influence national decision making relating to structures, governance and collaboration

Demand Management

We will:

- Contribute towards understanding the national picture of demand on policing through our members' experience

Valuing Difference

We will:

- Champion the benefits of valuing all difference and inclusivity in the service
- Support the national Diversity and Inclusion Strategy
- Take an active role in progressing the diversity agenda through coordination of national leads
- Provide mentoring and coaching opportunities aimed at colleagues from under represented groups

Technology

We will:

- Support national work to ensure the service remains fit for purpose in a digital world

Stakeholder Engagement

We will:

- Work closely with our stakeholders and partners to influence future policy development
- Foster relationships with key policing influencers

Policing Reform

We will:

- Help design, influence and implement leadership recommendations and the wider workforce reform agenda



OUR PUBLIC

We will help create safe and secure communities by supporting and developing the senior operational leaders of the Police Service

