

## Recruitment, Development & TUPE Policy V3 2024

*A screening process requiring a minimum of 5 years employment history and including the take up of references is in place and used for all relevant recruitment.*

*Recruitment records are maintained for all employees. The screening process is monitored, for individuals provisionally employed, during the time taken to complete the screening.*

*The requirements for each role within the organisation have been defined. These include such information as experience, skills and qualifications required. Interviews are carried out for all potential employees.*

*‘Tactical Security Options Ltd’:*

*is committed to a defined and understood strategy for improving the performance of the organisation.*

*plans to use learning and development where appropriate to achieve its objectives.*

*incorporates strategies for managing people to promote equality of development and opportunity.*

*clearly defines the capabilities managers need to lead, manage, and develop people effectively.*

*promotes effective management in leading managing and developing people.*

*strives to recognise and value people’s contribution to the company.*

*involves people in decision making and encourages ownership and responsibility.*

*People are encouraged to learn and develop effectively.*

*is committed to improve the performance of the company through staff development.*

*continually pursues improvements to the way people are managed and developed.*

*The organisation complies with Transfer of Undertakings (Protection of Employment) Regulations 2006, as applicable.*

Approved by:

Dave Pattinson

Managing Director

Issue Date:

19<sup>th</sup> September 2023

Last Review Date:

9<sup>th</sup> August 2024

Next Review Date

9<sup>th</sup> August 2025

Ref: PV 11-01

*This policy will be reviewed annually or earlier if significant changes occur, to ensure its continuing suitability, adequacy, and effectiveness.*

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