



Recruitment, Development & TUPE Policy

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:

19th September 2023

Last Review Date:

9th August 2024

Next Review Date

9th 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.