

Police and Crime Commissioner for Dyfed-Powys Human Resources Policies

All employees of the Police and Crime Commissioner (PCC) are subject to the collective agreements negotiated and agreed by the National Police Staff Council. In addition, there are local collective agreements negotiated with specified Trade Unions recognised by the Police and Crime Commissioner for collective bargaining purposes. These agreements are embodied in the Dyfed-Powys Police Pay and Conditions of Service Handbook for Police Staff.

The Office of the Police and Crime Commissioner (OPCC) for Dyfed-Powys will adhere to the people related [policies of Dyfed-Powys Police](#), if listed below. However, for the listed policies it is recognised that policy detail will not always be obviously transferrable to the OPCC structures. This document seeks to establish the amendments required to enable the application of the Dyfed-Powys Police policies to the Dyfed-Powys OPCC.

As Dyfed-Powys Police review and amend their policies, they will notify the OPCC Chief Executive, who will ensure each relevant policy continues to be applicable to OPCC staff.

Unless otherwise stated, throughout all policies the following substitutions shall be made when applying proceedings to the OPCC: Dyfed-Powys Police / DPP / the Force	Office of the Police and Crime Commissioner for Dyfed-Powys (OPCC) EXCEPT when the reference is made in relation to the Dyfed-Powys Police branch of UNISON
Chief Constable	Police and Crime Commissioner
Police Staff and Volunteers	OPCC Staff and Volunteers
Chief Officer(s)	OPCC Executive Team – Chief Executive, Chief Finance Officer and Director of Commissioning and Partnerships
Head of Department	Chief Executive
Police Officer/Police Staff of at least the rank of superintendent or police staff equivalent	OPCC Senior Management Team – Head of Assurance, Head of Communications and Engagement and Head of Strategy and Policy

The following table sets out all policies applicable to the OPCC and the amendments required in line with the differences in governance structures. There may be occasions where the processes outlined within a policy may not be appropriate and therefore the relevant decision maker, in consultation with Unison, may adjust the process based on the individual circumstances of each case. When this occurs, the rationale will be fully documented within a decision log signed by the Commissioner and saved within the relevant case file.

People Services Policies

Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Annual Leave Policy - Police Staff (Last updated June 2026)	No amendments required	No amendments required	No further amends
Attendance Management Policy (Last updated March 2024)	No amendments required	No amendments required	No further amends
Bonus Payment Policy Procedure (Last updated July 2024)	No amendments required	No amendments required	No further amends
Career Break Policy Guidance (Last updated November 2023)	No amendments required	No amendments required	No further amends

Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Development and Assessment Profile (DAP) Policy Procedure (Last updated June 2026)	No amendments required	No amendments required	No further amends
Dignity in the Workplace Policy (Last updated November 2024)	No amendments required	No amendments required	No further amends
External Secondment Policy Procedure (Last updated June 2026)	Director of People & OD Head of Department	Chief Executive Senior Manager	Paragraph 2.3 reference to "only those posts advertised via Dyfed-Powys Police force systems will be able to be considered" does not apply – OPCC will also consider external secondments advertised via partner organisations. Paragraph 2.4 reference to VRF/SERG – replace with OPCC Executive Team.
Fairness at Work Policy (Last updated December 2022)	LPA Commander / Head of Department	Senior Manager	No further amends

Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Flexitime Policy (Last updated June 2026)	No amendments required	No amendments required	No further amends
Leave for Personal Family reasons plus Other Special Leave Policy Procedure (Last updated June 2026)	Head of HR Service Delivery	Chief Executive	No further amends
Management of Change Policy Procedure (Last updated June 2026)	No amendments required	No amendments required	No further amends
Management of Industrial Action Policy (Last updated November 2013)	No amendments required	No amendments required	Single Equality Scheme is taken to mean the OPCC Strategic Equality Plan

*Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.
This document is available in Welsh as well as English.*



Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Management of Police Staff Probationers Procedure (Last updated February 2026)	Head of HR Service Delivery Director of People and Organisational Development	Chief Executive Police and Crime Commissioner (in relation to appeals)	No further amends
Maternity, Paternity and Adoption Support Leave Policy (Last updated June 2026)	No amendments required	No amendments required	No further amends
Menopause Policy Guidance (Last updated June 2025)	No amendments required	No amendments required	No further amends
No Smoking Policy Procedure (Last updated February 2025)	No amendments required	No amendments required	No further amends

Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Pay and Conditions of Service Handbook for Police Staff (Last updated November 2021)	Director of Finance	Chief Finance Officer	Part 2, section 1, point 13.4 and Section 8, point 1.1 make reference to Director of Resources – this will need to be updated by the Force and then a subsequent amendment made for OPCC structure.
Performance Management Policy Procedure (Last updated June 2024)	Chief Officer with responsibility for People and Organisational Development Head of People and Organisational Development	Chief Executive Chief Executive	
Post-Entry Learning Procedure (Last updated January 2026)	No amendments required	No amendments required	No further amends
Flexible Working Policy (Last updated June 2026)	No amendments required	No amendments required	No further amends

Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Recruitment and Selection Policy Procedure (Last updated March 2026)	Department Lead Head of Department	Senior Manager Chief Executive	Where section 7 refers to applicants subject to live supportive plans / misconduct, stating "The final decision will then be made by the relevant supervisor and vacancy lead... A documented rationale for the decision [to progress] will be submitted to the Recruitment Senior Manager.", replace with OPCC SMT and Chief Executive respectively.
Redundancy Provisions – Police Staff (Last updated March 2023)	Director of Finance Director of Resources	Chief Finance Officer Chief Executive	No further amends
Salary Overpayment Procedure (Last updated April 2025)	Director of Finance	Chief Finance Officer	No further amends
Sexual Harassment in the Workplace Policy (Last updated June 2026)	No amendments required	No amendments required	No further amends

*Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.
This document is available in Welsh as well as English.*



Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Shared Parental Leave Policy Procedure (Last updated July 2024)	No amendments required	No amendments required	No further amends
Smarter Working Policy Procedure (Last updated September 2025)	No amendments required	No amendments required	No further amends

*Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.
This document is available in Welsh as well as English.*



Professional Standards Policies

Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Anti-Fraud and Corruption Policy Protocol (Last updated June 2025)	No amendments required	No amendments required	No further amends
Business Interest and Secondary Employment Policy Procedure (Last updated June 2026)	No amendments required	No amendments required	No further amends
Notifiable Association Policy Procedure (Last updated October 2025)	Deputy Chief Constable (DCC)	Chief Executive	No further amends

Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Police Staff Misconduct Policy Procedure (Last updated June 2025)	Appropriate Authority – Chief Constable, delegated to DCC, further delegated to - Head of the Professional Standards Department (PSD) / Detective Superintendent - PSD Senior Manager (who is considered to be the police staff equivalent of a Chief Inspector) Deputy Chief Constable	Appropriate Authority - OPCC Chief Executive, delegated to OPCC Senior Management Team	No further amends
	Police Staff Senior Manager or an officer of Chief Inspector rank or above	OPCC Senior Management Team	
Substance Misuse Policy Procedure (Last updated June 2025)	Appropriate Authority At least the rank of Assistant Chief Constable	OPCC Chief Executive OPCC Exec Team	No further amends
	Duty Inspector or identified departmental manager	OPCC Senior Management Team	

*Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.
This document is available in Welsh as well as English.*



Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Whistleblowing (Protected Disclosure) Policy Procedure (Last updated March 2026)	No amendments required	No amendments required	No further amends

*Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.
This document is available in Welsh as well as English.*



Equality, Diversity and Welsh Language Policies

Policy	Persons identified within the DPP Policy	OPCC equivalent for the application of the policy	Other consequential amendments
Trans Inclusion Policy Procedure Line Managers Guidance/Procedure Trans Recruitment and Post Employment Procedure (Awaiting update on national guidance)	No amendments required	No amendments required	No further amends

Each policy has a corresponding EIA. To access corresponding EIAs, please contact the owner department or the Force Policy Officer.