

# Recruitment and employment

The recruitment of police staff and their terms and conditions is a local matter for chief officers and Police and Crime Commissioners.

First published 1 July 2019 Updated 6 June 2022

1 min read

The recruitment of police staff and their terms and conditions is a local matter for chief officers and Police and Crime Commissioners (PCCs). There will always be relevant collective agreements locally and in both England and Wales with recognised trade unions. This should be carried out in consultation with force HR departments and recognised trade unions to ensure legal compliance.

Recognised trade unions can provide advice and support to Police Community Support Officers (PCSOs) who are their members as appropriate. Further information should be sought by referring to the [Police Staff Council for England and Wales](#) where the force applies the agreements of the Council and/or to local force collective agreements and guidance.

## Tags

PCSO Community engagement Career pathways