

sensitivity between the individual and their managers, it is open to the individual to first seek 'in confidence' advice from the Head of Corporate Affairs

7.5.2 Employees, temporary staff supplied by government agencies, and individuals working for Dstl under a contract of personal service (e.g. consultants) are protected under the Public Interest Disclosures Act 1999 (commonly known as the Whistleblower's Act) if they raise concerns about a practise in the organisation which they perceive as not being in the public interest. The Act requires that they should first raise their concerns within Dstl in a responsible way. Concerns of this nature should be raised in accordance with the Dstl grievance procedure (reference 4).

## **7.6 Liability to be searched**

7.6.1 Statutory searches apply to everyone, whether employees or not, and will be carried out by the Ministry of Defence Police (MDP) in accordance with the Police and Criminal Evidence Act 1984 (PACE) (reference 7) or under other statutory police powers vested in the MDP. The nature of such a search will be made clear but the MDP must have reasonable grounds for suspicion that an offence has been or is about to be committed

7.6.2 These legally enforceable powers of search give statutory powers to the MDP to search the person, personal belongings and vehicles. They also permit searches in employees' homes or other premises when.

- the employee is under arrest at the time of the search;
- a warrant has been obtained to conduct a search,
- the employee has given consent

7.6.3 Condition of service searches are in addition to the statutory police powers. These searches may be random and are intended to combat terrorism, to deter or prevent theft or as a health and safety measure. The liability applies whether or not the employee is carrying an official pass or other document authorising access to Dstl property and encompasses liability to a search of a person, his belongings or transport. Refusal to agree to such a search may be a disciplinary offence but refusal would not give grounds for a search under the PACE powers

7.6.4 Searches on behalf of management may be conducted by the MDP or the MOD Guard Service or by any persons, the nature of whose job requires them to carry out searches and who have therefore been authorised to do so.

7.6.5 A body search may only be carried out by a person of the same sex. This does not apply to searches of belongings or transport but requests by individuals to have belongings searched by someone of the same sex will be arranged if it is possible. A search of belongings and transport will not be delayed or avoided by the unavailability of a searcher of the same sex. Body searches will be conducted under cover and in private

## **8. Extra-curricular activities**

### **8.1 General**

8.1.1 If an employee wishes to carry out any of the following types of activities (or similar activities), he/she must seek prior written consent from his/her line manager

- Political activities

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