



<b>POLICY</b>	<b>Issue: 1.0</b>
<b>Development Planning Policy</b>	<b>Date: 09/01/2008</b>

## Policy Statement

This policy establishes the principles key to supporting, developing and encouraging the talent of our workforce.

In meeting our workforce planning requirements we need to nurture and develop talent that exists within the workforce. This will ensure our viability to carry out our role to the best of our ability for both existing priorities and looking forward to meeting the needs of the future.

A range of practices will be implemented to ensure that we are aware of the quality of staff and their talents and that these are recorded, developed, improved and rewarded in order to encourage a climate of self improvement and continuous professional development. Development activities in all forms are supported throughout the organisation, ranging from statutory training and requirements through self identified routes of learning and organisational priorities for training and development.

## Aims of the Policy

This policy aims to ensure that the Civil Nuclear Constabulary (the Constabulary) meets its key strategic priorities through the capacity of a well nurtured and developed organisational talent pool. The Civil Nuclear Police Authority / Constabulary aims to incorporate the principles of the Investors in People national standard when implementing training and development and is committed to maintaining IIP accreditation.

This policy is enacted by the following management system documents:

Document Reference	CNC/XX/XXXX	Title Induction
Document Reference	CNC/XX/XXXX	Training
Document Reference	CNC/XX/XXXX	Personal Development Planning & Review
Document Reference	CNC/XX/XXXX	Nationally recognised qualifications and affiliation to professional bodies
Document Reference	CNC/XX/XXXX	Investors in People

<b>Document Reference</b>	<b>CNC/POL/13.1.6</b>	<b>Page 1 of 1</b>
Uncontrolled when printed unless subject to controlled issue Refer to Index of Policies for current version		