



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

## Policy Statement

This policy outlines the principles that the Civil Nuclear Constabulary (the Constabulary) applies when we seek to reach, attract and place individuals within our workforce.

We are committed to engaging the most appropriate individuals for our requirements and therefore aim to have a range of practices through recruitment to initial employment which support this. These include our practices for reaching and attracting candidates, identifying appropriate skills sets required, assessing candidates fairly, meeting all statutory requirements on engagement of employees and for ensuring a seamless entry to the Constabulary for both police officers and civilian police staff.

New recruits can expect a fully transparent process of selection which is designed to make clear the requirements of the role, the areas in which we can accommodate acceptable development needs, and the process by which they will be introduced formally into the organisation including acquisition of further knowledge and appropriate qualifications, induction and probationary periods.

We seek to operate enabling practices in the resourcing arena which ensures we encourage potential recruits whilst ensuring that compliance with all legislative and statutory standards is an integral part of our practice.

## Aims of the Policy

The aim of the policy is to engage police officers and civilian police staff and identify our intentions with regard to the practice governing the way in which we manage the entry of individuals to the organisation.

This policy is enacted by the following management system documents:

Document Reference	CNC/XX/XXXX	Title Advertising
Document Reference	CNC/XX/XXXX	Title Job Design
Document Reference	CNC/XX/XXXX	Title Interview and Selection
Document Reference	CNC/XX/XXXX	Title Referencing and Vetting
Document Reference	CNC/XX/XXXX	Title Posting and location
Document Reference	CNC/XX/XXXX	Title Induction
Document Reference	CNC/XX/XXXX	Title Probation

<b>Document Reference</b>	<b>CNC/POL/13.1.2</b>	<b>Page 1 of 1</b>
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