



POLICY	Issue: 1.0
Reward Policy	Date: 09/01/2008

Policy Statement

This policy establishes the principles underpinning our reward, recognition and retention practices. It provides a framework for maintaining a package of terms and conditions which ensures the Civil Nuclear Constabulary's (the Constabulary) ability to recruit and retain appropriate staff whilst managing the overall staffing budget in keeping with the expectations of being a government non-departmental public body.

We are committed to rewarding individuals with regard to their responsibilities, merit and achievement. We aim to undertake this by monetary and non-financial methods. Rewards for individuals are governed by two key processes: appropriate understanding of the job size (job evaluation) and measurement of an individual's performance (performance development review). By applying these processes we will provide a transparent financial and non-financial recognition programme which ensures that an individual's contribution is appropriately rewarded for the role that they are undertaking, for their individual contribution in delivering the responsibilities of their role and beyond.

We will maintain and develop our reward strategy which balances individual aspirations, corporate needs and our duty as a Public Body for all pay related matters. Our package of benefits and conditions of employment are negotiable under the recognition agreements for federated ranks through the Police Federation, the Superintendent's Association and for Police Staff through Prospect.

Aims of the Policy

The primary aim of our policy is to give effect to the Civil Nuclear Police Authority's aspirations to have a rewards package befitting an employer of choice and provide a framework within which current and potential employees' expectations for suitable reward will be managed.

This policy is enacted by the following management system documents:

Document Reference	CNC/XX/XXXX	Title	Job Evaluation
Document Reference	CNC/XX/XXXX	Title	Basic and Variable Pay Arrangements
Document Reference	CNC/XX/XXXX	Title	Pay Progression
Document Reference	CNC/XX/XXXX	Title	Recognition Award Scheme
Document Reference	CNC/XX/XXXX	Title	Conditions of Employment

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