



POLICY	Issue: 1.0
Strategic Management	Date: 09/05/2008

Policy Statement

The Civil Nuclear Constabulary (the Constabulary) will seek to build and deliver the best service possible to its communities and stakeholders through the implementation of effective strategic management arrangements throughout the organisation.

We will have clarity of vision and commitment to quality of service, with chief officers' lead on strategic plans and policy, supported by well managed plans of action, and robust monitoring and evaluation processes. The Constabulary will maintain clear links between the National Briefing and National intelligence models, from strategic phase to tactical implementation.

Aims of the Policy

The aims of this policy are to:

- Recognise the needs and priorities of the Stakeholders we serve in setting the Strategic direction of the Force;
- Co-ordinate the planning cycle, making good use of information from environmental scanning, consultation processes with Civil Nuclear Police Authority (the Authority) and analytical support that reflects national requirements and good practice;
- Develop integrated strategies around finance, risk management and human resource that link into the National Intelligence Model;
- Engage with the Authority in the planning cycle and ensure clear links to budget setting and performance monitoring;
- Have realistic local policies, supported by performance targets and monitoring processes with clear ownership and accountability for service delivery;
- Communicate strategies that provide external and internal communications, incorporating mechanisms for full staff engagement and feedback at all levels;
- Reflect the Authority's 3 year strategic plan;
- Develop robust change management programmes to drive performance improvement, which are project managed, involve staff and are well communicated;
- Develop a performance and improvement culture with a focus on staff management, development and succession planning; and

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- Develop strong Chief Officer lead on business and planning programmes, demonstrating corporacy and accountability arrangements.

This policy is enacted by the following management system documents:

CNC/PP/0263	CNC Management System Top Level Process Map
CNC/PP/0019	Strategic Plan
CNC/PP/0021	Annual Planning Cycle
CNC/PP/0015	Key Performance Management

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