



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

## Policy Statement

This policy defines the principles established to set the size and activities of the workforce. Whilst regulatory controls underpin the minimum size of our operational workforce, we endeavour to create a range of roles and responsibilities which provide a varied and challenging role for police officers and police staff.

Our primary aim is to ensure we have optimum capability and capacity at all times to carry out our purpose to protect nuclear sites and materials as stated in the Energy Act 2004. To determine capability and capacity we will regularly review the numbers and types of policing roles we undertake, assess our links with Home Office, Scottish Executive and other non-Home Office Police Services and consider options for revised staffing configurations and workforce modernisation.

We will look to good practice in the areas of establishment management, workforce profiling and benchmarking and ensuring all our practices fulfil the requirements of best value and affordability.

## Aims of the Policy

We aim to be a modern and progressive organisation and plan to meet our required capacity through nurturing talent within the organisation, managing succession, career pathing and getting the right balance between new staff and developing our own talent pool.

This policy is enacted by the following management system documents:

Document Reference	CNC/XX/XXXX	Title Job Design and Analysis
Document Reference	CNC/XX/XXXX	Standing Committee on Police Establishments
Document Reference	CNC/XX/XXXX	Role Profiling
Document Reference	CNC/XX/XXXX	Transfers & Promotions
Document Reference	CNC/XX/XXXX	Reciprocal Arrangements
Document Reference	CNC/XX/XXXX	Succession Management
Document Reference	CNC/XX/XXXX	Career Planning

<b>Document Reference</b>	<b>CNC/POL/13.1.1</b>	<b>Page 1 of 1</b>
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