



CIVIL NUCLEAR CONSTABULARY

The Futures Programme

To: All Constabulary Staff

From: Superintendent Duncan Worsell

Date: 7th December 2009

Colleagues,

Nearly a year ago the Police Authority provided a significant investment with which to upgrade the Constabulary's operational capability; a development that you will recognise as Programme New Dawn. It is clear, both to the CNC Senior Management Team and to the Police Authority, that there is also a need to modernise and develop other aspects of the Constabulary if the full benefits of Programme New Dawn are to be truly realised, and if the Constabulary is to be able to continue to justify and efficiently utilise the significant investment which it currently enjoys. The aim of the Futures Programme is to do exactly that, through a number of strategic and specific work-streams, the programme will coordinate the strategic development and modernisation of the Constabulary.

The work will include the review and revision of business processes and funding arrangements, and the development of an appropriate workforce model. All three areas will have a significant and substantive impact on each and every member of the Constabulary; however it is probably in the area of workforce development that this impact will be most visible.

There will be opportunity for every member of the Constabulary to contribute to this work, either directly through the team and the programme activities, or indirectly through your staff association representative. Be assured that the staff associations will be fully engaged with the development process, which will be open to their scrutiny, as well as to the Police Authority through the Internal Audit function.

At this stage the members of the team include Mark Jenner, Procurement Manager located at HQ Culham, who has a part-time joint-lead role, Carly Henderson, who will work full-time as Programme Support Officer, located at and on loan from CTC, and myself who will be the designated lead for the programme.

Communication will be important throughout the programme and accordingly your views, thoughts and concerns are welcome and I encourage your correspondence, albeit that volume may dictate my capacity to respond immediately; in return I will provide further updates through open correspondence such as this in addition to placing programme documentation on the Intranet for you to read.