



The Special Constabulary

“Could you.... do more?”



The Special Constabulary Business Case





SC - Public Confidence impact?





National products

Recruitment

- National assessment process
- Piloting now in two forces

Training and Development

- National initial learning syllabus
- Desk top review now in six forces

Performance Management

- National Balanced Scorecard
- Under consultation now

Leadership

- NPIA SC Leadership Programme
- Preparing for pilot in Jan/Feb 2010



Local challenges

Top 10 Reasons (filtered)

- 1 • Management Issues
- 2 • Role as an SC
- 3 • Training / Development Opportunities
- 4 • Volunteer Benefits
- 5 • Workload
- 6 • Organisational Culture
- 7 • Relationship with Regular Colleagues
- 8 • Discrimination / Harassment
- 9 • Working Conditions
- 10 • Fairness at work



On the horizon

- Deployment & Tasking – ‘Handbook’ primarily aimed at engaging OCU commanders, with points to consider and worked examples.
- HR management – Also ‘points to consider’ and worked examples.
- Gap Analysis – refresh of October 2008 force review against SC National Strategy Implementation Advice.



NATIONAL STRATEGY IMPLEMENTATION



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“Do more”