
NATIONAL COMPETENCY FRAMEWORK AND OCCUPATIONAL STANDARDS

Report of the Chief Constable

1.0 PURPOSE OF THE REPORT

- 1.1 To appraise members of the implications of the introduction of the National Competency Framework (NCF) and National Occupational Standards (NOS).

2.0 BACKGROUND

- 2.1 In April 1999 the HMIC report 'Managing Learning - A Study of Police Training' recommended *'that a National Training Organisation for the police service be established and that it should be responsible for setting common minimum standards across all aspects of the human resource function'*.

Further 'that the service adopt a national competency framework and an agreed Performance Development Review (PDR) system to identify all training needs.'

- 2.2 In July 1999 ACPO Chief Constables Council commissioned a project, the aim of which was to design and develop a National Competency Framework (NCF) describing the standards of performance and behaviour for roles within the police service.

The framework provides a comprehensive set of researched and validated competencies to underpin the Human Resource Strategy of the force.

The Competency Framework applies to all roles, ranks and levels of police and support staff. It is a means by which staff can identify their specific roles, through role profiles, using clearly understood Core Responsibilities. Each Core Responsibility is supported by a number of activities which clearly define what is required from each individual to carry out their role. In addition each activity area identifies the standards of knowledge and skills needed to achieve the competency.

Each of these role profiles are accompanied by relevant behavioural areas. These are categorised dependent upon the level of responsibility and specific role. They are grouped in three specific areas which are:

- Leadership
- Achieving results
- Working with others

- 2.3 The National Occupational Standards (NOS) identify the main roles and responsibilities within a defined occupational area. They show the outcomes of competent performance and the standard expected to be reached to achieve these outcomes. The Standards together with the NCF will allow for the clear assessment of staff at all levels.

2.4 The Competency Framework and Standards will be used in a number of areas including:

- Recruitment.
- Training.
- Appraisal.
- Promotion or lateral development.
- Probationary procedures.
- Succession planning.

2.5 Home Office Circular 42/2002 outlines expectations that all forces incorporate the NCF into their personnel systems by 1 April 2003. In order to achieve this, a small in-force project team has been formed. Their initial task is to compile role profiles for all staff and roles in the force. In the first instance the team will concentrate on the profiles for police officers in area commands, before moving on to other police and support staff roles. This will then be followed by work to address training needs and to assess the impact on force policy and procedures, including revising the current Performance Development Review System and the force recruitment procedures. The introduction of NCF will have a major impact on staff and it will therefore also be important to develop an internal communication and marketing strategy.

3 EQUAL OPPORTUNITIES IMPLICATIONS

The development and introduction of the NCF will comply with the force Equal Opportunities policy.

4 HUMAN RIGHTS IMPLICATIONS

Nil.

5 FINANCIAL IMPLICATIONS

There are no immediate financial implications arising from the content of this report.

6 RECOMMENDATION

That members note the contents of this report.