

CNPF Executive Meeting 19th February 2019 09:30 – 10:30

Meeting via Skype.

Present.

Mark Nelson - **MN**

Nigel Dennis - **ND**

Peter Storey - **PS**

Louise Gibson - **LG**

Gary Thwaite. – **GT**

Apologies received from Ian Muir - **IM**.

Temporary Secondment to CNPF Office

Colleagues were updated in regard to putting in place a temporary measure for a full time secondment to the CNPF office due to the absence of **MN**. Discussion had taken place with the employers and they had indicated, that if an request was forthcoming they would be forward leaning to accommodate this request .

A discussion took place and it was agreed by all parties present in the meeting that **ND** would approach the employer for **GT** to be seconded to the CNPF Office for a temporary initial period of 6 months commencing the 1st April 2019. (*Employer has subsequently agreed to our request*)

CNPA/ CNC – Formal Consultation and Negotiation -Attraction and Retention Mechanisms

Detailed discussions took place in regard to the what the employers are currently facing in regard a resourcing picture and the significant impact it is having currently.

The initial proposal which surrounded the payment of a Market Premium, with a Golden Handcuffs element built into it as a financial incentive for officers to stay in the employ of the CNPA where uncertainty currently exists around OPU withdrawal at various locations in the UK

This had been circulated to **GT** and **IM** to provide feedback prior to entering further discussions with the employer.

LG, expressed her discomfort regarding the construction and detail of the proposal and provided her rationale as why this was the case . **ND** provided further back ground that the proposals will only apply to CNC armed Operational officers in Constable and Sargent ranks.

In addition they apply not only to substantive armed officers, but also those temporarily transferring into affected locations.

MN & GT expressed reservations as to the pathway the employer was following to try and resolve the retention issue the CNC are currently facing ,although would support the principle to continue with the dialogue

ND & PS , conveyed to the meeting their concerns at the level of due diligence that had taken place with BEIS and other interested parties such as SLC, prior to the employer seeking to engage formally with this process.

ND, advised colleagues that he had instructed our legal services to engage with the employer regarding potential variations to our effected members contracts of employment.

The general consensus was as this is an employer's proposal which was still very much in the embryonic stage of development, we will continue with constructive dialogue