

CIVIL NUCLEAR POLICE FEDERATION



Established by act of Parliament

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FUTURES UPDATE OCTOBER 2010

Colleagues

The Civil Nuclear Police Federation have been engaged in a series of meetings, at the invitation of the Futures programme board, that have given us an insight into options and proposals relating to a review of terms and conditions of employment for officers. This review forms part of a report undertaken by Ernst and Young who were commissioned by the Management Board to look at business processes within the CNC and terms and conditions for officers, essentially, addressing the current reward and remuneration package. The overview that both myself and Peter Storey have been afforded at this stage does not, however, constitute formal consultation with the management side as this continues to remain work in progress.

We met with management, following the Management Board meeting on 29th September 2010, where it considered the main pieces of work underpinning Futures. These were around the future funding arrangements for the organisation; improving current business process and a review of officers' terms and conditions of employment. Our focus has naturally been on the options, proposals and recommendations of Ernst and Young relating to the review of officers conditions of employment. These, essentially, are concerned with the current reward and remuneration package. This has been for both new entrants and how it may apply to the existing workforce. Our understanding is the Management Board, in principle, is in broad agreement with the proposals but wish to pause while further work is

undertaken through October with a review to reporting back to it in early November. The status quo will, therefore, remain in relation to members reward package whilst this is being undertaken. As this remains work in train the management side is not currently in a position to open up formal consultation with the Federation around this area of work.

Clearly, until we are at a stage of formal consultation and we are clear as to what is being proposed by the Management Board it is somewhat problematic for us to provide you with any form of definitive view. From the insight that we have in relation to the Ernst and Young proposals this has enabled us to make representation to the Management Board as to our preferences and equally those issues which we feel strongly about and wish to preserve. At this stage we feel it somewhat premature to be more specific. Whilst recognising the need to modernise and actively and constructively engage in this process, to secure our future, we also recognise the need to maintain those features which preserve and define our identity. In short those traditional values that still make sense in a modern and progressive police organisation. Peter and I will now await the outcome of the Management Board following the work that is being undertaken through this month.

Colleagues should be aware that we are about to embark in a formal consultation process around Fitness testing and other related matter regarding Authorised Firearms Officers.

*Nigel Dennis
General Secretary
Civil Nuclear Police Federation*