

FUTURES UPDATE  
OCTOBER 2010

The Management Board met this week, on 29<sup>th</sup> September 2010, to consider the proposals arising from the three main strands of work which underpin the Futures Programme. These are options around future funding of the organisation; improving identified business processes and terms and conditions of employment. Ernst and Young consultants delivered a report providing options as to future terms and conditions of officers, which was initially commissioned by the Management Board, for consideration at this weeks meeting. Leading up to this the Civil Nuclear Police Federation has been engaged in a series of Futures meetings with management to provide a degree of insight to these options. However, this did not constitute formal consultation as it was very much work in progress.

The Management Board are in broad agreement with the recommended proposals resulting from the Ernst and Young report that, essentially, review the current reward and remuneration package. However, the Board does want to pause while further work is undertaken through the next month. We have engaged with the Civil Nuclear Police Federation to advise them of the direction of travel and will continue to do so whilst work continues. We are aiming to report back to the Management Board in early November 2010. It must be stressed that we have not yet reached a point that enables us to engage in formal consultation with the Federation.

On a separate matter we are now in a position to engage with the Federation on the basis of formal consultation in relation to the introduction of both the fitness and firearms standards for both new entrants and the existing workforce. The aim will be to introduce these for new entrants by 1<sup>st</sup> April 2011 and to reach joint agreement with the Federation for their introduction to the existing workforce.

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