

CIVIL NUCLEAR POLICE FEDERATION



Established by act of Parliament

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Protect Staff

Dear Colleagues

Following on from our dialogue with the Chair of the Police Authority Sir Chris Fox whom I met yesterday along with the Federation Chairman Peter Storey, please be advised of the following:

For the avoidance of any doubt, and to provide clarity and potential unnecessary rumour and speculation, this is the current position in regard to the futures Programme. To re enforce our previous communications on this subject, the Police Authority at their September 2010 took the decision to **pause** on this issue in relation to pay and conditions.

The Police Authority have taken a considered view that at the present time they will await what outcomes may emerge from the Home Secretary's direction to have a review of the current pay and conditions of service for the Police. The Review will be led by former rail regulator Tom Winsor, supported by Sir Ted Crew, a former Chief

Constable of West Midlands Police. A report recommending short term changes to pay and conditions will be given to the Home Secretary Theresa May by January 2011.

During the course of our discussions we have raised on behalf of the membership the genuine and very real concerns surrounding fitness testing for officers currently employed by the CNPA. What emerged from those discussions with Sir Chris Fox was that there is an appetite from our employers to introduce the nationally agreed AFO fitness standards for NEW ENTRANTS to the organisation, in the very near future, so our focus will be engaged on ensuring that we strive to achieve through dialogue and consultation that a fair and balanced process is put in place for our new colleagues and the processes are fair and transparent.

Clearly they also have an aspiration to bring this constabulary in line with those fitness standards required of AFOs in Home Office forces over a period of time, however, at the time of writing we have received no formal proposal regarding this issue.

Please be assured that we are seeking legal advice through "Counsels" opinion regarding this matter to the potential variance to our contracts of employment. There are members who have provided many years of loyal service, but for many reasons whether through injury or how the CNC has evolved and changed, mean they are not as fit as they might have been. It is therefore of paramount importance to us that these members are protected and looked after in any potential agreement.

It is during such periods of change we will remain focused as always in the best interests of the membership as a whole. During these difficult times we sincerely request your continued support and patience in the work we undertake on your behalf.

Kind regards

Nigel Dennis

General Secretary

Civil Nuclear Police Federation