



CIVIL NUCLEAR POLICE AUTHORITY

DRAFT BIENNIAL FEDERATION MEETING NOTES v3

Date 25 November 2014

Time 11.30 hrs

Chairman Sir Philip Trousdell

Secretary: Cathy Pepler, Board & Committee Secretary

Attendees Mark Nelson, CNPF Chairman
Nigel Dennis, CNPF Chief Executive
Richard Cawdron (Head of Executive Office & Legal Services)

Apologies None

1. Introduction

Chairman

The Chairman welcomed Mark Nelson and Nigel Dennis from the CNPF to the biannual Federation meeting. There were no apologies for absence.

2. Minutes of meeting held on 12 June 2014

Chairman

Minutes from the previous meeting were agreed as an accurate and true record. There were no outstanding actions.

3. Matters for discussion

- Pensions
- Terms & Conditions – Moving Forwards

It was noted that:

- (i) When the Public Services Pensions Act 2013 is enacted (2016 at the earliest), the normal retirement age of CNC Authorised Firearm's Officers (AFOs) will rise from the age of 60 to 68. This is not considered appropriate and discussions regarding the matter continue with the Department of Energy and Climate Change (DECC). Pensions are seen as the key to establishing Terms and Conditions. The CNPF raised its continuing concerns about the lack of any formal consultation relating to any proposed new pension scheme for its Members.
- (ii) The CNPA Chairman expressed his disappointment in respect of the tone of a letter dated 19 November 2014 from the CNPF's solicitors to the Chief Constable regarding the inclusion of overtime in holiday pay. Concern was raised that CNPF Members' funds had been used to finance solicitor's fees before any request had been received by the CNPA Chairman from the CNPF to discuss the matter. The CEO of the CNPF expressed that he was disappointed that the Chair took that view. The CEO of the CNPF advised that the use of CNPF funds rests exclusively with the CNPF Executive and that the CNPF Funds are always used in the best interest of its Members' welfare.

On hearing of the ground-breaking case at an Employment Appeal Tribunal to include overtime

in holiday pay, the CNPA Chairman had requested a CNC review of the situation and this is in progress. The CNPA Chairman confirmed to the CNPF Chairman and the CNPF Chief Executive, that they are welcome to request a meeting with him at any time in connection with issues of concern.

- (iii) The high number of Firearms Instructor vacancies has been observed. Work is being undertaken with the College of Policing regarding Instructor numbers and CNPA Members are scheduled to visit Bisley on 26 November 2014.
- (iv) The CNC is part of a Government programme to outsource transactional services. Programme delays beyond CNC's control are causing repercussions e.g. on the HR Department restructuring process. The CNPF raised concerns regarding the impact this review is having on its Members' "work as usual".
- (v) Manpower planning work is in progress. DECC is conducting a review of an operator site which will need to be taken into account. Any proposed changes will also need to be put the Regulator.
- (vi) The Triennial Review has not yet been published. The CNPF CEO and CNPF Chairman expressed their continued disappointment that this Review has yet to be concluded. The CNPF CEO and CNPF Chairman also expressed their concern about what appears to them to be micro-management by DECC officials in the running of both the CNPA and the CNC.
- (vii) Actions:

FED251114-01: The Chairman to provide the CNPF with an update on the Working Time Directive.

FED251114-02: The Chairman to provide the CNPF with an update on CEM 16 (Conditions of Employment).

FED251114-03: A copy of the redacted CNPA Board Minutes to be supplied to the CNPF Chairman and the CNPF Chief Executive approximately two working days in advance of loading the Minutes on the CNPA website.

FED251114-04: Advice to be supplied to the CNPF on joint replacement (hip, knee etc. replacement) policies / pension fund criteria.

FED251114-05: HR to keep the CNPF Chairman / Chief Executive informed regarding joint replacement (hip, knee etc. replacement) cases with a view to reducing non-deployability.

(viii) **AOB**

Chairman

The CNPA Chairman confirmed that the Biannual Federation Meeting Notes can be circulated to CNPF Members.

Date of Next Meeting: To be confirmed

Chairman CNPA

Sir Philip Trousdell

Actions arising from Biannual Federation Meeting 16 January 2014

Number	Who	Action	Status
Action FED160114-01	CNPA Executives	CNC Executives to fully brief the Chairman on Futures and terms & conditions.	DISCHARGED

Actions arising from Biannual Federation Meeting 25 October 2014

Number	Who	Action	Status
Action FED251114-01	Chairman	The Chairman to provide the CNPF with an update on the Working Time Directive.	DISCHARGED 3 July 2015: Working Time Agreement 2015-2017 e-mailed to all Staff
Action FED251114-02	Chairman	The Chairman to provide the CNPF with an update on CEM 16 (Conditions of Employment).	
Action FED251114-03	Executive Secretariat	A copy of the redacted CNPA Board Minutes to be supplied to the CNPF Chairman and the CNPF Chief Executive approximately two working days in advance of loading the Minutes on the CNPA website.	DISCHARGED 3 July 2015: Communications Team staff confirmed awareness of requirement.
Action FED251114-04	Chairman	Advice to be supplied to the CNPF on joint replacement (hip, knee etc. replacement) policies / pension fund criteria.	
Action FED251114-05	HR	HR to keep the CNPF Chairman / Chief Executive informed regarding joint replacement (hip, knee etc. replacement) cases with a view to reducing non-deployability.	