



# CIVIL NUCLEAR POLICE AUTHORITY

## **DRAFT BIENNIAL FEDERATION MEETING NOTES v3**

**Date** 26 January 2016  
**Time** 11.00 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.

### **2. Minutes of Meeting held on 14 July 2015**

**Chairman**

The Minutes of the Federation Meeting held on 14 July 2015 were accepted as a true and accurate record of the Meeting.

### **3. Matters discussed**

**All**

- **Pensions**

It was reported that, in the next few weeks, DECC would send a submission to the Minister regarding pensions. The CNPA Chairman hoped to see an advance copy of this document. Dialogue would then commence. The moral component of the outcome was viewed by the CNPA Chairman as an important issue.

The CNPA Chairman confirmed that the Federation could publish his letter to it dated 14 January 2016, which stated "the position of the CNPA is that members of this constabulary are police officers as defined by the Energy Act 2004 and that as described here and in previous submissions to government we support the principle of a retirement age aligned to that of colleagues within the Home Office Forces."

- **Infrastructure Policing**

It was advised that the Infrastructure Policing review was being run by the Home Office. Challenge and Stakeholder Panels were being established and outcome outlines were currently anticipated in the summer / autumn of 2016. Unless informed otherwise, the CNPA would continue to operate its 3-Year Strategy and Business Plan together with its underpinning 3-Year Budget.

The continuing need to guard nuclear power stations was observed.

Recent incorrect statements in the public news had not been helpful.

The need to review Terms and Conditions of Service (TACOS) was also noted.

- **Triennial Review**

The Triennial Review [was with the Cabinet Office and] was highly unlikely to be published. A great deal of work had been put into the Constabulary's Triennial Review and it was disappointing that no feedback had been received. In future, non-departmental public bodies, including the CNPA, may be subject to theme-orientated reviews.

#### 4. AOB

All

- **Length of time taken to assess mental health problems**

Concern was raised regarding the length of time that was currently being taken to formally assess mental health problems / ill-health retirement options. (The possible establishment of a panel of consultant psychiatrists who understand the work of the Constabulary was suggested.)

Action FED260116-01: The Capability Director to provide the CNPA Chairman with a Briefing Note (preferably including a flow chart with timelines) with a view to reducing the length of time taken to formally assess mental health situations.

- **CNPA Membership Changes**

The CNPA Chairman advised the Federation of imminent CNPA membership changes.

- **Federation Reception at the House of Commons on 15 June 2016**

The Federation confirmed to the CNPA Chairman that there would be a Federation Reception at the House of Commons on 15 June 2016.

As there was no other business, the Meeting closed at Noon.

**Date of Next Meeting: 7 July 2016**

**Chairman CNPA**

**Sir Philip Trousdell**

**Actions arising from Biannual Federation Meeting 26 January 2016**

| Number                     | Who                    | Action   | Status | Target Date |
|----------------------------|------------------------|--|--------|-------------|
| Action<br>FED270116-<br>01 | Capability<br>Director | The Capability Director to provide the CNPA Chairman with a Briefing Note (preferably including a flow chart with timelines) with a view to reducing the length of time taken to formally assess mental health situations. |        |             |

**Actions arising from Biannual Federation Meeting 25 October 2014**

| Number                     | Who | Action  | Status  | Target Date |
|----------------------------|-----|---|---|-------------|
| Action<br>FED251114-<br>04 | HR  | <p>Advice to be supplied to the CNPF on joint replacement (hip, knee etc. replacement) policies / pension fund criteria.</p> <p>HR also to keep the CNPF Chairman / CNPF Chief Executive informed regarding joint replacement (hip, knee etc. replacement) cases with a view to reducing non-deployability.</p> | <p>Update 04.01.16: Interim Head of HR confirmed that work regarding this area sits with the HR Manager – Health and Wellbeing and is under review.</p> <p>Update 14.07.15: Copy of Action e-mailed to Head of HR.</p> <p>Update 07.07.15: [Occupational Health and Well-being Manager in e-mail correspondence with CEO CNPF 22.05.15.] Case by case reviews to be undertaken. Surgeons need to be clear on job roles. Creation of joint replacement case file suggested. Benefit of the early, correct medical evidence noted. HR working on Paper detailing advice received, expectations of employment etc. ONGOING</p> |             |