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Dear Mr. Watkiss,

Civil Nuclear Police Federation: Meeting with HM Treasury and Cabinet Office Follow-up

As you are aware, representatives of the Civil Nuclear Police Federation, including Simon Chesterman, our Deputy Chief Constable and National Firearms Lead for the National Police Chief's Council met with Paul Kirk of HMT and Adam Blissett from the Cabinet Office on 13th July regarding the impending application of the Public Service Pensions Act 2013 to the Civil Nuclear Constabulary (CNC).

Our concern, shared by our employers, the CNC and the Civil Nuclear Police Authority, is that the proposed normal retirement age of 67/68 will jeopardise the national security of the UK's civil nuclear security assets by eventually rendering the CNC ineffective and unsustainable.

This letter is both an update on this meeting to the Department and a request concerning the Equality Analysis.

We thought the meeting was helpful to all parties and should lead to a constructive follow-up. As you would expect we recounted the arguments already made to the Business and Industry Minister, Mr. Richard Harrington MP and which he, in turn, had relayed in some detail to Ms. Elizabeth Truss MP, Chief Secretary to the Treasury and to Mr. Oliver Dowden MP, Implementation Minister, Cabinet Office.

Our key points which bear rehearsing were:

- The irrefutable fact that CNC Authorised Firearms Officers (AFOs) would almost certainly not be able to serve beyond 60 to the proposed National Retirement Age because of natural failings in health and fitness;
- The judicial review of August 2017 was lost on a technical legal point and the decision did not allow for consideration of the practical consequences on unsustainability;
- CNC wastage through recruitment and retention has risen from 0.8% in April 2017 to 11.7% in March 2018 and is still deteriorating as a direct result of the loss of confidence in the CNC as a career. Recruits are not coming forward and serving AFOs are leaving for Home Department police service forces where they could retire at 60;
- The Federation accepts that a full pension at 60 would require increased member contributions, currently 8.25%, compared to 14.2% by Home Department officers providing a scope for increase which was duly noted by HMT;

All correspondence to chief executive



- The exception made in the Alpha Scheme for prison governors was cited by the Federation and a discussion between the parties touched upon whether a similar concession could be accommodated in the scheme (understood to be planned for implementation next April);
- Referring to the letter of 11th May from the Chief Secretary, the Federation made the following responses: the vast majority of public servants will expect to serve to 67/68 although some will genuinely choose to retire earlier and accept the reduced pension. By contrast CNC AFOS will not be “choosing” to retire at 60 as they will be forced to retire on health grounds on a pension reduced by around 25%. This fact alone, clearly distinguishes the CNC pension injustice from the rest of the public service.
- The example of the Ministry of Defence Police also quoted in the Chief Secretary’s letter was rejected by the Federation and CNC as a valid comparator. The majority of its officers are neither required to meet the same mandatory College of Policing standards nor are its officers forced by fitness failure into early retirement.

As follow up we have agreed to meet again for a deeper discussion, this time with your Department invited.

An outstanding matter which has still to be factored in is the Equality Analysis of which BEIS is currently conducting. In an answer to a Parliamentary Question, Mr. Harrington indicated that he expected to be reviewing the findings of the analysis during the summer and would subsequently be discussing the way forward with interested parties.

We would respectfully request that the findings be shared with us as soon as practicable. The CNC is haemorrhaging its AFOs so quickly that the Chief Constable’s concern that the CNC will become unsustainable may happen sooner rather than later.

In the interest of ensuring that we all have a shared understanding as to the progress and content of our discussions across Departments, we are copying this letter to your colleagues Paul Kirk at HMT and Adam Blissett at the Cabinet Office.

In the meantime, if you have any questions, we can be contacted on the emails below or on 07860704601.

Yours Sincerely,

A handwritten signature in black ink that reads 'Nigel Dennis'.

Nigel Dennis  
CEO  
[gensec@cnpolfed.co.uk](mailto:gensec@cnpolfed.co.uk)

A handwritten signature in black ink that reads 'Mark Nelson'.

Mark Nelson  
Chairman  
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CC: Adam Blissett, Cabinet Office; Paul Kirk, HMT