

Corporate Communication

Foundation Collective Agreement

You will already know that as part of the process of producing the Terms and Conditions of Service (TACOS) agreement, the CNPA and the CNPF have signed a Foundation Collective Agreement.

Such agreements enable an employer (the CNPA) and a trade union or staff association to negotiate new terms and conditions of service for specified groups or categories of employees. In this case the CNPF is the relevant staff association as it has a statutory representative function for federated rank employees under the Energy Act, 2004, enabling it to negotiate on behalf of CNC federated rank officers.

This Agreement is in effect a legally enforceable contract between the CNPA and the CNPF to try and agree terms and conditions of service. Either party can agree to revoke the Agreement, but both the CNPA and CNPF believe that the Agreement is the most appropriate way to try and agree future terms for federated rank officers. Once such terms are agreed the CNPA and/or CNPF will advise the federated rank employees of the proposed changes.

The Agreement's purpose is to establish a legal mechanism which enables the CNPA and the CNPF to conduct collective bargaining, with a view to regulating the terms and conditions of federated rank employees of the CNPA and to resolve any disagreements.

This Agreement provides us with the legal structure necessary to undertake the process of future pay and benefits reviews, modernising the Terms and Conditions of Employment for CNC federated officers and bring us more in to line with our Home Office colleagues.

There are three phases of procedures established by this Agreement: Consultation, Negotiation and Dispute Resolution.

The Agreement is a variation to federated officer's contracts of employment. It is available to view on either the TACOS sections of the People Programme intranet pages or CNPF's website.

Officers do have the opportunity to comment on the Agreement.

The Agreement will be deemed to have been accepted by officers as the method of negotiating their conditions of service and a variation to their existing conditions of

service, and any comments to the Agreement should be sent in writing to the Head of Human Resources by Monday 21 May 2018 midday.

Whether or not an officer of federated rank is a member of the CNPF this variation will take effect from 1 July 2018

This agreement is a positive approach in providing for a constructive climate in which to facilitate change within a clear and transparent framework and process in which all parties can work in an effective way to the benefit of all.

Signed by:



Richard Saunders
Director of Human Resources

Signed by:



Nigel Dennis
Chief Executive
Civil Nuclear Police Federation