



# CIVIL NUCLEAR POLICE FEDERATION

Established by Act of Parliament

Cinnamon House,  
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Mr. Jesse Norman MP  
Parliamentary Under Secretary of State,  
Minister for Industry and Energy.  
Department of Business Energy and Industrial Strategy.

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27<sup>th</sup> March 2017

Dear Minister,

You wrote to this Federation on 21st February regarding our concerns about the imposition of a pension age of 67/68 for Authorised Firearms Officers of the Civil Nuclear Constabulary. I am grateful for your assurance that these concerns as reflected in the submissions of the CNC and our own representations were still under your consideration.

Recent events have further reinforced the validity of our case and the need for urgent resolution.

Firstly, I note with obvious interest that the GMB and other unions representing workers in the nuclear industry have reached heads of agreement with your Department which concede that their current retirement ages should remain at 60/63 and 65. I see this as welcome evidence that the Department is prepared to show a pragmatic flexibility towards employees who would be physically challenged to reach the new retirement ages of 67/68 proposed under the 2013 Public Services Pensions Act. CNC officers are in an even more daunting position. Given the nature of the mandated levels of physical fitness and weaponry expertise required of our 1250 Authorised Firearms Officers throughout the entirety of their career I cannot see any publicly justifiable argument for persisting with the view that these officers should serve until 67/68.

As the Federation has repeatedly highlighted and has been robustly supported by our Chief Constable, the Police Authority Chairman and the College of Policing there is little or no prospect of AFOs serving in an effective capacity beyond 60. Indeed it is somewhat cynical for any employer, especially in the public sector, to insist knowingly on a retirement age that employees, no matter how willing, are unlikely to reach.

Secondly, the appalling atrocity of last week on Westminster Bridge and at the gates of Parliament raises the issue of public confidence in their security. The CNC is now part of the surge capacity in rapidly confronting any terrorist outrage. Our officers have stepped into the breach to fill the chronic national shortage of AFOs, a frontline

[All correspondence to Chief Executive](#)

role for which they are particularly well equipped and are proud to play, However, it would dismay the public and no doubt Members of Parliament and Peers to realise that the Government was expecting CNC officers in their mid to late sixties to engage with terrorists while carrying sophisticated semi-automatic weapons and wearing full body armour.

What gives this matter urgency is the Federation is shortly to start negotiations with our employers on pensions and related terms and conditions; The key decision awaited from the Department is whether CNC officers will be able to retire at 60 on full pension in common with the rest of the UK police service. I also respectfully remind the Department that the Federation has accepted in principle that it may expect increased pension contributions by its members in return for a more realistic retirement age.

I would very much welcome the opportunity to meet you and to elaborate on the difficulties a retirement age of 67/68 would give our members personally and which would in time render the CNC ineffective and unsustainable in the pursuit of its primary mission of protecting the nation's civil nuclear assets.

Yours Sincerely

Nigel Dennis  
Chief Executive Officer  
Civil Nuclear Police Federation.

Copy – Mr. Vic Emery OBE - Chairman CNPA

Mr. Mike Griffiths CBE – Chief Constable CNC

Mr. Simon Chesterman QPM Deputy Chief Constable CNC