

Civil NUCLEAR POLICE FEDERATION



Established by Act of Parliament

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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.

25/04/2017

Dear Minister

Your letter of 28th March to Michael Matteson MSP Scottish Justice Minister has of course, been passed to me.

On behalf of the Federation I must express our great disappointment that you still feel that more time is needed before you can conclude that it is an unreasonable and unrealistic proposition that CNC police officers should serve until 67/68. The legality of CNC officers not being defined as police for the purposes of the Public Service Pensions Act was indeed affirmed by the High Court but that entirely law bound decision does not make the proposed retirement age either sensible or practicable. This is ironic, given that policing restrictions on CNC are being removed from the 2004 Energy Act so that our officers can provide additional firearms support to Home Department police services in responding to the very real threat to the public of random terrorist attacks.

I also note that your letter to Mr Matheson does not recognise the fact that the CPS did not close in April. Because of legal challenges by the Government over recent conflicting industrial tribunal decisions the CPS has been extended for a further year. This postponement should surely prove helpful to us all in resolving the issue of an appropriate NRA.

While the Federation is surprised (as no doubt the CNC and the CNPA are) of the apparent necessity for your officials to prepare their own equality analysis on the impact of a late retirement age on the CNC we are confident that their findings will reflect the Human Rights & Equality Impact Assessment already submitted to the Department by CNC. Their two main conclusions were: 86 per cent of officers (almost 1400) would be individually adversely affected under Alpha by pensions being reduced by 35 per cent because of enforced early retirement. Secondly, the public purse would also be adversely affected because the increased management and exit costs for a NRA of 67/68 over a period of 2023 to 2030 would cost the CNC £4.3m more each year.

It must also be relevant to your deliberations that such are the exacting standards of fitness and weapon expertise set by the College of Policing I understand there are very few operational AFOs over the age of 50 in the Home Office police services. As

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well as having a NRA of 60 as UK police their AFOs can switch at any time to other non-armed duties without ending their careers. There are very few non-armed roles in the CNC.

Given the impending general election I appreciate that you may have more immediate priorities but on behalf of my members I urge you as Minister to accept that insisting on a retirement age of 67/68, in the full knowledge that few if any officers will ever achieve it, would be unworthy and even cynical for any employer, particularly a public service organisation which should normally be setting a best practice example.

In the meantime I offer you our good wishes for the forthcoming general election.

Nigel Dennis

Yours Sincerely

Nigel Dennis
Chief Executive Officer
Civil Nuclear Police Federation.

Copy –Mr Michael Matteson MSP

Mr. Vic Emery OBE - Chairman CNPA

Mr. Mike Griffiths CBE – Chief Constable CNC

Mr. Simon Chesterman QPM Deputy Chief Constable CNC