

## Federation 2018 New Year Message

As we start the New Year it is equally important that we review progress of 2017 before setting out the challenges ahead.

For many years the CNC was content to keep a low profile. It wasn't because publicity would have been unhelpful to such a specialist police service; more a case of wide public awareness being deemed unnecessary to the smooth operation of this rather unique police service.

Unfortunately this lack of profile proved a PR handicap which we have urgently addressed over the past few years and vigorously put right over the past eighteen months. Changing a Government's mind requires carefully thought out engagement. Running a lobbying campaign from a starting point of near national invisibility has been the first challenge for your Federation officials. Against a background of massive public and even official ignorance about the Civil Nuclear Constabulary the Federation has been pursuing two major issues: pay parity with the rest of the Home Department police forces and, still current, a normal retirement age of 60.

Pay Parity had been an issue for years and was taken up energetically by the Chief Executive and Chairman after their appointments. The breakthrough came last year with the proposal by management for the modernisation of our terms and conditions of Service (TACOS). The successful outcome to months of constructive and imaginative engagement between the Federation and CNC Management was an agreement which met all the financial obligations of the CNC budget and, importantly, satisfied HM Treasury.

Pay Parity with the Home Office forces recognised that while CNC police officers do not perform the full breadth of police duties, their responsibility for the security of civil nuclear assets and the depth of their specialist skills in weaponry and fitness fully justified parity. Pay parity is, of course, only part of the TACOS. Other adjustments to terms, conditions and additional remuneration opportunities will be implemented over the coming year. Some changes may be less welcomed by members but your National Federation Officials have ensured that the whole package of reform will be reviewed for any potential unintended consequences and unfair differential.

The modernisation of TACOS was mirrored during the year in the new and more publicly visible role entrusted to our members during Operation Temperer. The suicidal determination of Daesh terrorists has required a very robust response from Government through the mobilisation of police resources, especially highly trained armed units. The CNC was able to augment these units by deploying 800 officers to 23 different Home Office force areas, greatly reinforcing the confidence the public could feel in their personal safety and, at the same time, promoting our professionalism among other forces.

Now the outstanding issue for the Federation is retirement at 60. The loss of our judicial review rejecting our police status for the purposes of the 2013 Public Pensions Act was a major setback even if it was only on a legal point. Since then the Federation has stepped up the campaign and met or written to over 25 MPs (including all of the site MPs) and Opposition Party leaders, stimulated parliamentary debates and questions and engaged with no fewer than six successively appointed BEIS Energy Ministers.

We even submitted a Budget paper to Chancellor of the Exchequer in November detailing how retirement at 60 would be cheaper for the public purse. In addition, we met with Yvette Cooper MP, Chair of the Home Affairs Committee, the Shadow Police Minister Louise Haigh MP and strengthened relationships with senior civil servants at BEIS and HMT.

Given this parliamentary momentum, we have secured a meeting later this month with Richard Harrington MP to specifically discuss the pensions issue. As Minister for Energy and Industry at BEIS he has parliamentary accountability for the CNC. Our parliamentary engagement has resulted in him publicly declaring that he values the work that the CNC does.

We have not been alone in our campaigning. We remain grateful that our Chief Constable, Mr Mike Griffiths, and his Management Team and the Chairman of the Civil Nuclear Police Authority, Mr Vic Emery, have also been professionally supportive of the case for NRA at 60. Their support and that of our members for the Federation will be crucial in making our case to a Government which has much on its political plate.

In a spirit of optimism let's all look forward to a safe and productive 2018.

Nigel Dennis & Mark Nelson