

CIVIL NUCLEAR POLICE FEDERATION

ANNUAL CONFERENCE

7/8th SEPTEMBER 2011

The Liner Hotel, Liverpool.

PRESENT:

Peter Storey	-	Chairman, CNPF
Nigel Dennis	-	General Secretary, CNPF
David Mulholland	-	CNPF - Treasurer
Harry Shone	-	CNPF - Vice Chairman
Mark Nelson	-	CNPF - Executive
Len Cotterell	-	CNPF Senior Officers
Gordon Allan	-	CNPF HQ
Kevin Carter	-	CNC Supt Association
Paul Nevens	-	CNPF Hartlepool
Keith Daniels	-	CNPF Harwell
Paul Davies	-	CNPF Oldbury
Steven Forsyth	-	CNPF Sellafeld
Nicky Tubman	-	CNPF Sellafeld
Keith Bramhall	-	CNPF Dounreay
Joe Gallagher	-	CNPF Torness
Robert Cooper	-	CNPF Hinkley
Adrian Harrison	-	CNPF Springfield's
Arthur Finnegan	-	CNPF Capenhurst
Steven Fitzsimmons	-	CNPF Dungeness
Paul Donald	-	CNPF Chapelcross
Keith Daniels	-	CNPF Harwell
Andrew Theakstone	-	CNPF Sizewell
Richard Thompson	-	CC
John Sampson	-	DCC
Justin Rees	-	CNC
Tim Needham	-	CNC
Rt Hon Baroness Angela Smith		Shadow DECC spokesperson House of Lords
Les Gray	-	Scotland Police Federation
Calum Steele	-	Scotland Police Federation
Alex Robertson	-	British Transport Police Federation
Ian Leavers	-	Queensland Police Union
Bill Feldman	-	Queensland Police Union
Eamon Keating	-	Defence Police Federation

Mick Reynolds	-	Defence Police Federation
Martin Conroy	-	Police Federation Northern Ireland
Noel McKenzie	-	Police Federation Northern Ireland
Kath Kane	-	Merseyside Police Federation
Stuart Henderson	-	Merseyside Police Federation
Ken Davies	-	Cheshire Police Federation
Joe Holness	-	National Police Memorial Day
Sharon Holness	-	National Police Memorial Day
Dave Walker	-	IOM Police Federation
Peter Markham	-	CNCWelfare Ltd
Andy Beale	-	CNCWelfare Ltd
Alan Burnside	-	CNPF Public Relations
Norman Christy	-	George Hays & Co
Connor McGinn	-	Thornhill Communications
Binder Bansel	-	Pattinson & Brewer – Solicitors
Sheila Taylor	-	Philip Williams and Co
Andrew Bennings	-	Police Money Matters
Caroline Craig	-	Police Review

(Note – ***Not all present on both days***)

1. CHAIRMAN’S OPENING ADDRESS

The Chairman, opened the meeting by welcoming all the guest to The Liner Hotel in Liverpool

ARRANGEMENTS FOR CONFERENCE

Harry Shone Vice Chairman advised all delegates present of conference arrangements

2. GENERAL SECRETARY’S REPORT TO CONFERENCE

Nigel Dennis, General Secretary, thanked all the representatives present for all the work they have undertaken throughout the year He praised their commitment to the task they had taken on for the benefit of the membership of the CNPF.

The General Secretary went on to say that this reporting year had been a very demanding and challenging period, and in his view, he has every expectation that this shall continue into the near future and beyond.

The current convention that the CNPA adopts those PNB agreements in relation to our pay and reward appears from the “informal discussion “ that have taken place to be moving to an end for some of our future colleagues. ND went on to say that It is vitally important that we are provided with a clear picture of what our employers are considering in order for us to achieve the best outcome for our membership He stated that in moving forward, the challenges we face where the opportunities in relation to our terms of reward and conditions of service demand an effective, competent and professionally organised staff association, which can only be achieved by the memberships continued support. A considerable amount of work is undertaken, in the background by the “Negotiating team” which he leads, and he wished to place on record his personal thanks for their dedication and commitment they continually demonstrate to ensure that collectively we are effective and efficient in that role

The General Secretary expressed his appreciation that the percentage of membership in the Civil Nuclear Constabulary of the Civil Nuclear Police Federation had never been higher, and something that the Executive do not take for granted, and will through their endeavours strive to maintain the confidence and trust of their membership especially through this period of considerable change

The General Secretary then covered the areas below:

- Ernst& Young management consultants Report, re Futures
- Proposed options on new terms and conditions of employment for constables
- Conditions of service.
- Pensions.
- Winsor report.
- New contracts, for Police Officers joining post April 2011
- The Suspension of Consultation and Negotiation Framework.
- Fitness.
- Sellafield
- Tupe v Office holder status – CNPF position

- Schedule 8 Energy Act / Pension provision

The General Secretary announced to conference that as he spoke a Constabulary Order was to be published with a joint agreed statement between CNC and the CNPF, in relation to the position of non AFO's at Sellafield, in that no officer currently with non AFO status would be made subject of a "TUPE" provision. The finer details of how the mechanism will be mapped out have still to be decided, however the principle has been agreed at all levels of the decision making process . He went to say that this was a good news story He emphasised though that this agreement was for Sellafield only.

The Chairman thanked the General Secretary for his Report.

3. TREASURER'S REPORT – MR DAVID MULHOLLAND

The Treasurer David Mulholland gave his Treasurer's report to Conference on the accounts from 2010 to 2011. The Chairman thanked the Treasurer David Mulholland for his report on the accounts.

The Chairman asked if anyone had any question on accounts.

Question.

CNPF Seniors Officer Branch - Can the Executive provide an assurance that the issue raised in relation to how "Other expenditure" is accounted for in the financial statement and shown in the year accounts has been addressed?

Executive response: This issue has been addressed and is captured, in the financial statement (page 10,) these figures have been broken down and approved for publication by the CNPF regulated accountants

5. PROPOSITIONS

Question.

CNPF Sellafield Motion: Can the Executive pursue the "Working Time Regulations" in relation to omitting refreshment periods for the purpose of calculating hours worked? .

Executive: The European Trades Union Confederation (ETUC) and the European Commission DG Employment Social Affairs and Inclusion are in discussion about the general issue Sellafeld have raised , The General Secretary has been briefed by on this very issue by Patrick Itschert ETUC Deputy General Secretary and Madeleine Reid the European Commission Director General advisor in Employment Social Affairs and Inclusion. So the Executive are confident that at the highest level that this issue is still work in progress across Europe.

CNPA/CNC - Have taken leading counsel advice in this matter, which is based on current judicial UK direction in this issue, which as we have been made aware differs from that of a European Court of Justice ruling on this issue.

It is vitally important when we enter into consultations on these matters we are on firm ground, and this singular issue does not make the CNPF financially impotent to deal with forthcoming issues that our members will be facing in the future such as a potentially new pay and reward structure,

We note the position of other National Police Federations who are maintaining a watching brief on this matter and we strongly advice conference to follow that route of action

The chairman sought clarity on this matter and asked conference if they required more time to reflect on what had been debated before them this was declined by those delegates in attendance

The motion was then put forward to vote on:

For the motion= 0

Against the motion= 0

Abstained = 16

Not carried .

Point to note – This motion did not follow the correct route of proposition to conference -Rule 10 f refers, however the Executive felt given the important nature of the question it should be brought forward to conference

CNPF Sellafeld Motion Can the Executive pursue and challenge that officers at Sellafeld are training from 12 hour shifts, and would benefit from undertaking training for 8hrs.

As no other Branch wished to enter into this debate the chairman called for a vote

For the Motion = 1

Against the Motion = 0

Abstained = 15

Not carried

Point to note – This motion did not follow the correct route of proposition to conference -Rule 10 f refers, however the Executive felt given the important nature of the question it should be brought forward to conference

CNPF Dounreay

Can the Executive provide clarification on the following Question?

Are Police Officers in the Civil Nuclear Constabulary Employees or Police Constables?

Executive

The Energy Act 2004 chapter 3 55 (2) Members of the Constabulary are to employees of the Police Authority and (apart from the chief constable himself) under the direction and control of the chief constable

The Energy Act 2004 chapter 3 55 (3) A person appointed as a member of the constabulary must on appointment –

(A) Be attested as a constable by making the required declaration before a justice of the peace in England and Wales: or

(B) Make the required declaration before a sheriff or a Justice of the peace in Scotland

The Energy Act 2004 provides clear clarity for the clarification requested by the Dounreay Branch.

Rules Revision

The Draft amendments to the Civil Nuclear Police Federation rules had been circulated prior to conference for comment – No comments had been received up to conference

CNPF Senior Officers Branch – commented that they felt they had insufficient time to circulate to all their membership the amendments as contained in the draft

Executive - Drafts sent out electronically, so all branches had an equal opportunity to scrutinise those necessary amendments

Conference voted in favour of ratifying the draft rules as submitted to the 2011 conference

CNPF 2011 Rules shall be published on the CNPF web site.

6. UPDATE FROM GENERAL SECRETARY SCOTTISH POLICE FEDERATION Mr CALUM STEELE ON CURRENT PNB NEGOTIATIONS

7. IDENTITY DEBATE

A closed session, with only CNC delegates present, with our invited guest Mr John Sampson, Deputy Chief Constable of the Civil Nuclear Constabulary

Facilitator – Mr Nigel Dennis:

- Identity of the CNC
- Office holder status
- Employees or Police Officers
- Powers of a Constable
- Linking and supporting HO and SO Forces
- Equality of Pay
- Contracts
- Fitness
- Fitness Advisors
- Duty time for fitness training
- Firearms
- Consultation and Negotiation
- Capenhurst and Springfields
- AFO/Non AFO
- Redeployment of AFO
- Armed Security Force

The General Secretary Nigel Dennis welcomes all to the conference, and welcomes the Rt Hon Baroness Smith of Basildon, who opens the 2nd day of Conference.

1. CONFERENCE SPEECH BY CHAIRMAN

ADDRESS TO MEMBERS BY PETER STOREY CHAIRMAN OF THE FEDERATION

Baroness Smith, Chief Constable, guests and delegates welcome to conference.

We meet at a time when policing has been in turmoil. The riots in August were not confined to London but were also copycatted in such major cities as Birmingham, Manchester, and Leicester. The shock to society of seeing millions of pounds of wanton destruction to property and the theft of goods by rioters and opportunists was compounded by the murders of four decent people trying to protect their own livelihood or that of their communities.

The police chiefs, the social commentators and the politicians can argue the bit out as to who was at fault but I think it is safer to conclude that all parties were to blame in some measure as to the deeply seated and complex causes of the violence and as to how quickly and effectively the police service reacted. The important lesson that we should all learn is: never waste a good crisis. We need to improve how we police the community and we need to ensure we are maximising community consent if we are to be effective in the job that we do and respected for it.

The Civil Nuclear Constabulary is an integral part of the wider police family. We derive our culture from the overall ethos of British policing and, perhaps more importantly, our pay and terms and conditions of service from the agreements arrived at by the Police Negotiating Board. As bystanders to PNB we can only cheer on the best efforts of our vicarious representatives from the Home Department Federations. They have shown their determination to maintain the police service as an excellent and rewarding career attracting the best possible standards of recruit. The big picture for policing as a career is not looking good for recruits or serving officers. And this Federation is facing its own local difficulties which will be set out today.

But first I want to refer to the chairman of the Civil Nuclear Police Authority, Sir Philip Trousdell. Sir Philip took over the chair only in May when Sir Chris Fox unexpectedly resigned for reasons of commitments on his time. His resignation was regrettable from the Federation's perspective. He had been with us for just two years and we were developing a good working relationship.

You will be aware that Sir Philip joined us as interim chairman of the Authority. There is a possibility that his position might become more permanent and if so, he would certainly enjoy the support of this Federation. He has been clearly focussed on the organisational needs of the CNC and has fully engaged with the general secretary.

Perhaps uniquely in the present policing climate, the future of the Civil Nuclear Constabulary as a police service is bright. Over the past few years we have grown to a force of around 1,000 warranted officers and civilian support staff. We would expect, on present plans, to grow at least half as much again over the coming years.

The engine of growth is of course the recognition being given by the Government to the role that the nuclear industry should play in meeting the energy requirements of the United Kingdom. The Government has shown its commitment in the changes Parliament has recently made to speed the planning process and with the creation of new financial support for nuclear generators.

Although the first two nuclear stations are not scheduled to be built until 2018 in Somerset and by 2020 in Suffolk such is the lead time the CNC has already been gearing up operationally, with training and recruitment.

Evidence that the future of the CNC is relatively assured comes not only in recruitment prospects but the success of the Authority and the Chief Constable in delivering a significant budget increase of 27 per cent which is almost four times the increase of last year. The Chief Constable deserves our congratulations in securing such a major improvement in the budget. Apart from the understandable wobble caused by the tragic events at the Fukushima power station in Japan, a station incidentally with which some of our officers are familiar, the members of this Federation should be feeling relaxed about their careers and job security.

I am sorry to say Chief Constable that my members are in fact concerned about a number of issues. These issues come under three main categories: how we are treated as employees, or more accurately as office holders; how secure are the terms and conditions offered by CNC and thirdly the destabilising activity of the Home Office and its hostile attitude toward the overall British Policing Service. As our numbers grow the CNC will soon be one of the larger police forces in the UK and whatever happens at PNB directly affects our members.

When you operate in an age of uncertainty caused by anxiety about your personal career then the best way for management to address this problem is through consultation. The reputation of the CNC for meaningful engagement with this Federation has become woeful. It is not for want of a plethora of documents full of management speak with catchy phrases such as information architecture, cross-skilling, intelligent customer capability; I could go on but I see the eyes of my Federation members beginning to glaze over. It seems to me that what is needed is not just clear and simple language which does not obscure the messages the Force wants to communicate but evidence that the Force wants rank and file officers to feedback a useful contribution as to how the CNC might develop. Remember, the Federation represents a very healthy 95 per cent membership of CNC police officers. The General Secretary and I are absolutely confident that we speak authoritatively and accurately when we portray the views of the membership.

In any organisation the importance of consultation should not be underestimated. It is the key to higher productivity, maximum flexibility and willing cooperation from a contented work-force. I fully understand that consultation does not mean veto. The Federation will always carry out a lawful order and will always co-operate as necessary to ensure that we meet our obligations as a police service.

We do not have any statutory right of recourse to industrial action. But that should not mean that we should be treated as if management have us over a barrel.

One area which is crying out for meaningful engagement is the situation at Sellafield, Chapelcross, Capenhurst and Springfield where, because of reconfiguration, a few officers whose future is uncertain are likely to face a potential loss of earnings. The specific approach of Sellafield Sites Ltd is purely commercial but they and this Force need to remember that they are dealing with public servants, officers of the law, who have years of dedicated service behind them. How they are dealt with will be a precedent for how the rest of CNC officers might fare. So far the indications are not promising.

Consultation should be neither a perfunctory nor a token process. It should be genuine, exhaustive, meaningful and timely. Our views should be heard and where they don't find favour we should be apprised accordingly.

That is not what happens at the moment.

Our biggest upset was the decision by our management to abandon the requirement that the findings of arbitration should be binding on both parties. This curious decision was taken on the basis that the Secretary of State for Energy and Climate Change could not be bound by arbitration so what was the point of our management even offering arbitration as a route to agreement between parties. The decision by the then Home Secretary Jacqui Smyth was obviously in the minds of our command team and the Department of Energy when she set aside the police arbitration tribunal decision in 2009 on police pay. But it is a very big jump for our Command team, even if egged on by DECC, to decide that no arbitration process is worthwhile in any circumstances. Without access to a fair, impartial and objective forum then our negotiations process is open to abuse and bullying.

The one-sided nature of consultation is also compounded by the resistance of the Police Authority to giving Federation representatives proper attendance at their plenary meetings. Too much of the agenda is being discussed and decided at meetings of the Authority Management Board. At the regular once-a-year full Authority meeting further discussion is deemed unnecessary or discouraged because of this approach. It may be an efficient way of conducting business but it hardly meets any serious standards of corporate governance on stakeholder engagement. We are almost certainly the only police federation in the United Kingdom that is not permitted reasonable access to the meetings of its police authority. That should be a cause for embarrassment and is a matter I intend to pursue with the Secretary of State.

We are also the only police force that has at its head, an ex-army officer as Chief Constable and an even more senior ex-army officer as Chairman of the Police

Authority. What I say now is nothing to do with their qualifications or experience for the positions they hold. Under their stewardship the CNC has made magnificent strides in its focus and professionalism. But perhaps as a service we are being commanded rather than managed.

My concern is the balance that a mix of military and police cultures must achieve if the CNC is to derive maximum benefit from such a unique and even necessary combination.

There are similarities between the police and the army: we are both disciplined bodies, dependent upon the readiness of members to respond to lawful orders. But there is also a vital enduring difference. The army is not renowned for its consultation ethos. The police service by contrast is characterised by regular consultation with its staff associations, the largest of which are the Federations. These are statutory bodies set up by Acts of Parliament with clearly defined remits of welfare and efficiency. There are no comparable military equivalents.

I believe we are in danger of diminishing the police culture which should guide and, in the view of the Federation, dominate our management's thinking. Like the rest of our members here I joined the Civil Nuclear Constabulary because I wanted to be a police officer. To date I have been delighted with my choice of career but that will only be true as long as we remain a comfortable part of the wider police service.

The police service is not a particularly happy place at the moment. Two names spring to mind as the immediate cause of our anxiety. Lord Hutton and Tom Winsor.

Hutton's proposals on public sector pensions are out for consultation and the Federation will soon be consulted on additional employee contributions to the UK Atomic Energy Authority Pension Scheme. The only sure thing that we can see is that we will all be paying more into our pensions, in the clear knowledge that we will need to work longer to earn it and to live longer to enjoy a lesser retirement package than we had signed up to.

Under Winsor Part One's recommendations around 40 per cent of police officers will lose around 20 per cent of their pay as a result of the two year pay freeze, the abolition of Special Priority Payments, Competency Related Threshold Payments and reduced overtime rates. The slashing of the overall police budget will mean fewer officers on frontline duties also being paid less. This is commonly known as producing more for less or even more fatuously, as "working smarter". The current debate between the Home Department staff associations and the Home Office which has now gone to arbitration fully occupies this Federation's attention. The outcome of PNB has always had ramifications for our Federation. That is why we were only too glad to stand shoulder to shoulder with our colleagues at the protest rally of 15th July in London. It remains a key objective of this Federation that the Civil Nuclear Constabulary officers should enjoy equality of salary with the rest of the Home Department police services.

I have already mentioned the recent riots and the lessons we should learn from them. One lesson that I won't dwell on but I must mention is: just how motivated will officers be to routinely risk life and limb especially in future major public order

confrontations if the Government cannot show it values police officers' professional and personal commitment to the job.

Our credentials as a police service should not be in doubt. Each officer is a fully attested law officer exercising duties and responsibilities of the office of constable. As a police force we are routinely armed in order to fulfil our role as guardians of national assets.

However, the benefit of being a sizeable force, well trained in firearms, is that we can provide mutual aid as we did last year when called upon by the Cumbrian Police to assist in the search for Derrick Bird.

As a result of that otherwise horrific episode I am pleased to hear that our skills are leading to the development of a collaborative and interoperability partnership with other forces.

And as part of peer acceptance of the legitimacy of the CNC to be recognised as a police service I am pleased to confirm that last week, after 18 months of observer status, the Federation has been admitted as a full member of Eurocop, a body which represents over 600,000 police officers throughout Europe. Admission to its membership is by no means automatic and is offered only to a civilian based police service.

We may be a police force like no other but I know that our members take pride in that. We have skills and training which complement the capability of the everyday police officer. And like other police officers our terms and conditions, our careers will all be seriously undermined to the detriment of the police service and inevitably the public if Winsor Parts One and Two are implemented as set out in Part One and as strongly hinted at in Part two.

Specifically I note from Part Two that Winsor would like the police federations to consider the attractions of short term contracts or commissions as they more grandly describe them. The CNC is already pioneering the idea that policing should not be a life-long career. This short-termism is, apparently, the modern way. In the private sector it is widely promoted that far from a life time of service in a particular job or industry that employees should have a series of jobs, some with common skills and others, perhaps requiring complete retraining.

My members do not see policing as a fill-in job for transients. We see it as a life-long career for dedicated public servants. It's not just that we join the police in order to be a power for good; policing does not actually equip you or train you for any other form of civilian employment. Put simply, the opportunities for developing transferable civilian employment skills are few and far between. And none of us joined the police service expecting to find ourselves forced to leave, possibly with the only option being to work for a private security company.

The idea of short term contracts first surfaced in the 1994 Sheehy Report. It was lambasted then for failing to recognise that although people do and often should move between companies and between industry sectors they can only do so

because of the relevance and transferable application of their qualifications, skills and experience.

The idea that the CNC officers should be given contracts which require them to leave policing once they fail to meet the required firearms proficiency standards is short-sighted and inhumane. The application of such rigid standards to officers - only to constables and sergeants of course - means that officers will be regularly discarded to the unemployment scrapheap by their early 50s. That is hardly the best age to look for an alternative career. Neither should an economic recession be used as a recruitment agent.

When we eventually emerge from this sorry job market we cannot expect the CNC to be the obvious career choice for the best young men and women if they know that they will be unemployed again by possibly early middle age.

The experience elsewhere, for instance with our colleagues in the former Royal Ulster Constabulary GC and the PSNI where thousands of officers have left through voluntary severance and redundancy is that special, well funded schemes are needed to support and equip officers for civilian employment. Officers should not be terminated after many years of dedicated service because they fail a particular skills test. I said earlier that more could be achieved if the Federation were to be properly and sincerely consulted. The long-term future security of employment of officers is number one on that agenda.

The members of this Federation share the vision of CNC. We see our members as the keystone of a professional police service tasked with ensuring that we are acknowledged as providers of a world class service for the protection of nuclear materials and facilities. I am just not sure that we looking at that vision through the same prism. The vision needs to be shared and seen from the same perspective if we are to enjoy fully the confidence of our sponsoring Department, of Parliament and of the general public.

We could make great strides here through the development of our own leadership training programme starting with bronze commanders as an essential route to career fulfilment and to maximising the operational effectiveness of the CNC.

If we look ahead and as attention grows on the role of the nuclear energy industry it should be apparent that not all the noise will be welcoming. Resistance to a revitalised and enhanced nuclear energy profile will be vocal if unrepresentative. It is an organisational imperative that the CNC and this Federation are fully aligned on objectives - and working in harmony.

Thank you.

Chief Constable... I now invite you to address conference.

2. REPLY BY CHIEF CONSTABLE, MR RICHARD THOMPSON, OBE

Mr Chairman, colleagues, my thanks to you for inviting me and for giving me the opportunity to address your annual conference. The Command Team and I are delighted to attend. We have always found your conferences informative and interesting and this year is no exception. Your Chairman has made a number of interesting points, but before addressing them in some detail I wanted to place them in some context and offer a personal perspective on what the last twelve months have meant for the CNC.

This is the fourth time that I have had the privilege to address conference since my appointment in June 2007 as Chief Constable. It has now become a familiar mantra of mine to refer to the seemingly inexorable pace of change that continues to sweep the Constabulary forward. And the last year has been no different, bringing with it yet more change as we continue to develop and improve as an organisation to meet the unique role and challenges we have.

The facts speak for themselves: in this Financial Year, our budget will have increased by 27%, we will have recruited and deployed over 240 new AFOs by Year End and we are currently running two recruit courses concurrently. We should take great pride in the fact that as a result of work done by our Firearms Instructors with the military we have developed firearms tactical doctrine and training methods that are now being explored by the rest of policing which has a specialist firearms capability: that we now have a minimum level of training for our AFOs that exceeds the training given to AFOs elsewhere in policing; that our Intervention Response Team and Tactical Care training is at least as good as if not better than any training available elsewhere in England, Scotland and Wales; and that the equipment our officers use is amongst the best available. We obtained in November last year our full Firearms Licence over a year ahead of schedule from the NPIA which referred to the "cultural shift and positive mindset of the organisation".

Elsewhere, we have further developed and relocated the majority of our Special Branch into the South East Counter Terrorism Unit which has enabled us to enhance significantly our connectivity with the national CT architecture; and we have adopted a new Divisional structure to replace the Basic Command Units.

The list of improvements in the last few months could go on. The CNC is quite clearly an organisation that is on the move and which is going places. Which other Constabulary has received a 27% increase to its budget with the prospect of further increases in the next two years as the reviews currently underway deliver their results? At a time of considerable budgetary pressure and austerity within Government and by Government, this level of investment in the CNC represents a very significant vote of confidence by the Government and the nuclear industry in what we are doing and in how we are doing it. It is absolutely no coincidence that in

the last two weeks we have received two visits by our sponsoring Minister Lord Marland who was impressed with the training, professionalism and by the capability of the officers he witnessed at Sellafield and by the commitment and enthusiasm of the officers and staff he met at Culham. (And incidentally, his visit to the Headquarters was the first by a Minister since we first established a presence there in 1992!) We are seen as an organisation that can deliver under difficult and demanding circumstances whilst sustaining a high tempo of operational deployments.

Be assured, however, that neither I nor the Command Team take for granted the enormous amount of hard work that goes into delivering this kind of change programme that in turn generates the sort of continuous improvement we are experiencing. During the course of our visits to the nuclear sites, we (and that is a reference to the ACPO Team rather than the use of the Royal "We") have the opportunity to hear from the officers and staff who are the men and women who are actually responsible for delivery and without whose active support none of our progress would be possible. And almost without exception the anecdotal evidence would suggest that whilst people do feel under pressure from having to do more, that whilst in some quarters the stress from overtime is beginning to tell, the vast majority have embraced the investment and opportunity placed in them willingly and enthusiastically. And rest assured, I would not be foolish or naive enough to place all my faith in the responses I received from the meetings I attend. But the overwhelming feedback from all sources has been positive.

So it is with some surprise and sadness that I have listened to both the content and the tone of some of the remarks made by the Chairman today and which I would now like to address.

The Chairman has referred to the concern felt by your members about a range of issues that have, at their heart, the question of a CNC officer's status. Let us be clear. The CNC's origins can be traced back to the beginning of policing history and it has enjoyed a rich history. But since modern times, and I would for these purposes start the clock with the creation of the UKAEA, CNC officers have always been employees. Prior to the establishment of the CNC under the Energy Act, UKAEA officers were employed as "Specials". Post Energy Act, CNC officers have remained as employees but with full warranted powers within the limits of their jurisdiction. This dual status enjoyed by CNC officers may be difficult for some to accept, but it is a legal fact and it is time to recognise it as such. The CNC is not a Home Office force and CNC officers do not have the same legal status as Home Office police officers. The CNPA, as the employer, has in the past decided to follow the agreements on terms and conditions reached by the Police Negotiating Board but it is under no statutory obligation to do so. Nor, for instance, has the CNPA ever formally adopted police regulations but has chosen to follow them as a matter of convention. As the employer, the CNPA can choose to adopt whatever regulations or terms and conditions it believes are the most appropriate for the organisation. The Chairman has made reference to the proposed changes being tabled by Winsor and that "As bystanders to PNB we can only cheer on the best efforts of our vicarious representatives from the Home Departmental Federations". It is, of course, entirely a matter for you to decide on the extent to which you want to be drawn into a fight that is not yours. But I do think it ironic that you apparently want to link yourselves to a

Home Office pay and reward framework which by your own acknowledgement and calculation is threatened by a significant reduction.

What we have proposed through the Futures Programme is a pay and reward package which recognises our unique role and different status and which we believe will best reward our officers given their tasks and their level of training. The benchmarking we have conducted would indicate that the rates of pay will be very competitive when compared to salaries enjoyed in the military and other forms of government service including policing, and crucially they will recognise the fact that time served will no longer be a criteria for extra pay. And anyone who does not recognise this last reality in the current economic and political climate is misguided.

Far from turning your backs on what is being proposed, we collectively have an opportunity to implement changes to our terms and conditions that will place the CNC on an extremely secure footing, that reward achievement, commitment and effort, and which recognise the aspiration to become a force that specialises in the delivery of armed protective services.

Much has been made of the perceived lack of consultation by the ACPO Team and the reduced level of access enjoyed by the Federation executives to the CNPA under the new administrative arrangements agreed by the CNPA Board to operate as an NDPB. It is, of course, regrettable if the Federation executives feel that they have been unsighted on the development of the Futures programme. And I agree that since the changes relating to the attendance of Board meetings, the Federation executives have perhaps had less sight of Board business. However, on the former, it is not clear to me what could have been done to improve either the frequency or the quality of the briefings that were supplied. And on the latter, I believe the reality is that the Federation executives have been spared from attending and observing some fairly sterile and often formulaic meetings which is why they have been changed. But, as you know, my door is always open and I am keen to work with you to improve the level of dialogue wherever possible.

I also recognise that for one group of officers within the CNC, there has been uncertainty and as a consequence concern and anxiety over their future, namely our non-AFOs. As you know, we have not recruited any non-AFOs since 1997 and the service provided by the CNC since then has changed very considerably. They deserve our thanks and respect for the sterling job they have done and continue to perform. And they have my commitment and that of the ACPO Team that we will protect their future employment interests **WHEREVER POSSIBLE AND ON A SITE BY SITE BASIS**. Again, I have made it a priority to ensure that we communicate openly and transparently with them on the status of any discussions as the future intentions of the industry become known to us.

The Chairman raised my military background and that of Lieutenant General Sir Philip Trousdell, the acting interim Chairman of the CNPA, commenting that "perhaps as a service we are being commanded rather than managed" and then went on to say that "we are in danger of diminishing the police culture which should guide and, in the view of the federation, dominate our management thinking". What is the police culture to which the Chairman is making reference, do you want to return to the old culture of the CNC which, according to the cultural audit conducted

4 years ago, had almost one in four officers and staff complain that they were the victim of some form of harassment or bullying and where a significant majority of the constabulary felt undervalued. Do you want to return to the days when there was no transparency in the promotion process to senior ranks when favouritism and 'Buggin's turn' were essential criteria; when the pass rate for promotion from PC to Sergeant and from Sergeant to Inspector was so low we had to rely on transferees coming in from Home Office and Scottish Forces to reinforce the chain of command? If by "the police culture" you mean an ethos that captures a values based organisation staffed by men and women committed to public service, committed to those values, working in a disciplined environment where some know and accept that they may ultimately be called upon to take life and possibly surrender theirs for the greater good, then I would say that I wholeheartedly embrace that culture. But it is not unique to the police. And I would add that it is in part because we have changed the culture of the CNC in recognition of the Constabulary's specialist role that we have managed to secure the trust and confidence of Government and the industry and so their willingness to invest to the extent that they have. Because be under no illusion, if the CNC had not demonstrated its ability to change we would be having a very different type of conference today. The Chairman went on to describe how the CNC 'is already pioneering the idea that policing should not be a life long career, that his members do not see policing as a fill-in job for transients'.

I think it unfortunate to describe anyone who is prepared to serve their country or to engage in some form of public service but who may not or simply cannot give 30 year service as a 'transient'. I have certainly had the privilege and honour to serve along men and women in various capacities who were prepared to devote themselves to public service for only 3 to 5 years, some of whom suffered injury and some even lost their lives. So I would offer this view. There is a need to decouple the idea that a career can only be for a 30 year period. We should welcome anyone who wants to serve in the CNC in whatever capacity and we will thank them for their contributions. And the proposed changes to terms and conditions we have in mind are designed to reflect the fact that some people want to have short careers in public service; the proposed changes also reflect the fact that as we become exclusively focussed on delivering the top end of firearms capability in policing and we raise our professional standards accordingly requiring our AFOs to maintain certain minimum standards in fitness and skill at arms, so those requirements may become a barrier to people at certain points in their life. But to state that "officers will be regularly discarded to the unemployment scrapheap by their early 50s" does a disservice to the dedication and commitment of our officers who may find themselves at that stage in their careers. And the suggestion that "policing does not actually equip you or train you for any other form of civilian unemployment" seems to underestimate the quality and the qualities of the men and women who join the CNC and the police service. It ignores the extent to which society and the private sector value people who have integrity, a strong sense of duty and personal responsibility, self discipline, strong organisational and interpersonal skills and respond well under pressure. And that is before some of the specialist skills acquired by police officers, which are highly prized by the public sector, are taken into account.

So in conclusion, Mr Chairman, I would like to finish where I began - the CNC is currently enjoying the most significant period of sustained growth in its history. There are stresses and strains on the organisation and I know that some of your members

feel the pressure. But let us not lose sight of the fact that we are in a much better position than any of our colleagues elsewhere in policing. That many of the problems that we are having to resolve are linked to the delivery of an ambitious plan and not because we are having to manage a painful series of cuts.

Our relationship with DECC and the Regulator is closer than it has been for a long time, and there is a recognition amongst our stakeholders that we are a serious organisation with a significant operational capability. And I am in no doubt that our success is in large part driven by the professionalism and commitment of our police officers who have unfailingly risen to the challenges placed before them and I am confident when I see the quality of the recruits joining the CNC that we will continue to deliver success and continue to improve as an organisation. Mr Chairman, both you and The General Secretary have always been positive about the CNC's direction of travel - both of you and your colleagues have been supportive and helpful, sharing a common sense of purpose and ambition. I am sure that won't change, and the ACPO Team and I look forward to working with you all in the year ahead.

The General Secretary thanked the Chief Constable for his speech.

Question and Answer session, with the ACPO Team of Chief Constable Richard Thompson, Deputy Chief Constable John Sampson and Executive Director Justin Rees

A question and answer session covering the following topics :

Pensions
Fitness Testing
Consultation and Negotiation Framework
Policing the 2012 Olympics.

Delegates will provide their branch members a summary if requested

The Chairman then closed the conference and thanked all delegates for their participation in a successful conference.