

# CIVIL NUCLEAR POLICE FEDERATION

## ANNUAL CONFERENCE

22/23 JUNE 2010

Glasgow Hilton Hotel, Glasgow

### PRESENT:

Nigel Dennis	-	General Secretary, CNPF
Peter Storey	-	Chairman, CNPF
Gordon Allan	-	C.N.PF
David Hayes	-	CNPF
John Barber	-	CNPF
Kevin Carter	-	PSAEW –CNC
Paul Nevens	-	CNPF
Donald Wright	-	CNPF
Fergie Bell	-	CNPF
Howard Jackson	-	CNPF
Bob Bean	-	CNPF
Len Cotterell	-	CNPF
Keith Daniels	-	CNPF
Ian Poultney	-	Cumbria Police Federation JBB
Andy Wilson	-	Cumbria Police Federation JBB
Paul Davis	-	Police Federation of England & Wales
Mark Williams	-	Metropolitan Police Federation
Paul Ginger	-	Police Federation of England and Wales
George Gallimore	-	Police Federation of England and Wales
Jim Weeden	-	Civil Nuclear Constabulary
Louise Paton	-	CNPF
Mark Nelson	-	CNPF
Steven Forsyth	-	CNPF
Helene Williamson	-	CNPF
Adrian Harrison	-	CNPF
Paul McCue	-	CNPF
Ian D'Arcy	-	CNPF
Paul Davies	-	CNPF
Steven Fitzsimmons	-	CNPF
Harry Shone	-	CNPF – Executive
Hazel Deans	-	CNPF Executive
Terry Wroe	-	CNPF Executive
Binder Bansel	-	Pattinson & Brewer – Solicitors
Tom Bovingdon	-	Police Review -

## **1. CHAIRMAN'S OPENING ADDRESS**

The Chairman, Peter Storey, welcomed all present to the 2010 Annual Conference of the Civil Nuclear Police Federation.

## **2. ARRANGEMENTS FOR CONFERENCE**

Terry Wroe summarised the health and safety issues in relation to the hotel and provided an overview of the domestic arrangements.

Standing Orders were adopted for the duration of Conference.

## **3. GENERAL SECRETARY'S REPORT TO CONFERENCE**

Nigel Dennis, General Secretary commenced his verbal report with thanks to the branch officials at all the units around the country, as these are the people at the coal face. He also thanked the other national Police Federations, ie. the Police Federation of England and Wales, the Scottish Police Federation, the Police Federation of Northern Ireland, British Transport Police Federation, MOD Police Federation and the Isle of Man Police Federation for all their support, advice and guidance over the last year. In addition he thanked the other police organisations such as the Police Treatment Centre, Police Firearms Officers Association, Police Dependants' Trust and the National Police Memorial. Thanks were also offered to the CNPF parliamentary lobbyists, James Winston and Chris McEvoy and the CNPF Public Relations Consultant, Alan Burnside. These people provided their professionalism/expertise to the Federation and these are the people who can open doors when the CNPF requires to be heard. He also took the opportunity to thank Gordon Alan from PSD for his transparent approach to working with and alongside the Federation. It is a relationship that works out of mutual respect for each party's roles and responsibilities and for which he was grateful.

He then turned to the successes of the Federation. He stated that, first and foremost, our level success that can be measured regarding the CNPF reputation as a professional organisation. He stated that the Federation still had a long way to go and many obstacles to navigate, but progress was being made in the right direction. The increase in the current membership to 730 plus officers deployed UK and internationally was one of these successes.

The CNPF has, in partnership with others, made Government and others alert to its fears over the future Police and Security arrangements at both Capenhurst and Springfields. The Federation has significantly raised the profile of this particular issue in parliament and the national press. Meetings have taken place with Ministers past and present namely Lord Hunt and Charles Hendry MP to name but a few. And we have been successful in having questions about this very issue raised in the House of Commons, and having this very matter raised in the national press

The Federation has lobbied the Police Authority and parliamentarians of all political persuasions regarding its call for equality of pay and terms and conditions, and we firmly believe this has, in some part, brought about the Futures Programme This will be the most focused debate to happen regarding the CNC's future terms and conditions of employment since the Wright Report of 1979., We are about go into a consultation phase .and as the General Secretary , of the CNPF has had introductory discussions with the CNC consultants Ernst and Young in regard to this process . This will be about new terms and conditions for new recruits, and re joiners from the police service The General Secretary had an expectation that there would be a suite of options when formal consolation commence

He reminded delegates that their Police Federation wants to know what they believe to be a good benefits package and what should look like and that is why the Federation has commissioned a survey paid for by the CNPF. He encouraged all members to participate. This survey can be found on the CNPF web site which can be accessed through the Constabulary's intranet pages.

He stated that the Federation had also achieved South Allowance for applicable officers at the commencement of their careers Temporary transfers now had new and improved terms and conditions. On temporary transfers when negotiations started, management commenced with a derisory offer of £3.49 per month for out pocket expenses beyond the 30 day period At the end of negotiations the Federation had achieved in partnership with our colleagues from both the Supt Association and Prospect £60 unreceipted expenses and £24 receipted expenses per month for officers.

In another achievement, having members attending health and safety courses and Misconduct/UPP training courses with the PFEW this is all progress in the right direction and support members in there time of need

.At the Police Ministers intervention we attended the National Joint Federation meeting here in Glasgow We are also active observers with EuroCop

The Federation has been utilising the services of solicitors for personal injury claims and had some very good successes on behalf of members. The General Secretary advised that getting to the very limit on employment tribunal cases, has been very time consuming and costly both in terms of finance and personal sacrifice,

We now have six trained individuals to be friends and advocates and these people are available to all officers, if required. Access to Friends will be done through the General Secretary office who will co ordinate this function

He stated that there were a number of ongoing challenges, one of which was the Futures Programme. This will take time, patience and commitment on all sides. The Federation will be using legal counsel to get advice, as and when it becomes necessary

A further ongoing debate was the issue of DECC v. The Home Office and which of these should be the umbrella government department for the CNC. The Federation still believed it should be the Home Office – the office of security and counter terrorism should the CNC be seen as a national resource?

He went on to state that the CNC have had to meet the challenge in Cumbria of the floods and, more recently, the tragic events of 2 June in the West Cumbria area in which our colleagues were heavily involved.. We were heavily involved in assisting colleagues in time of need. The General Secretary wished to pay enormous tribute to all those involved at all different levels. The Federation have and will continue to play their part in partnership with the Constabulary and others and will continue to do so as long as it is required.

The General Secretary stated that we have a negotiating system within the organisation which was approved by the JCF and JCNC process. There has to be rational argument before we put anything forward it has to be costed in order that we can substantiate any proposal – We must become “match fit in this area “.

The General Secretary then returned to the subject of Branch officials. He emphasised how grateful he was for their assistance and time. He reminded branch officials that it was essential for them to engage on a regular basis with their unit governors. He asked them to ensure that they make diary time with unit managers in order to have constructive and open dialogue. He reminded everyone that the Federation must try to adopt a filtering system where local matters are dealt with at a local level. This, in turn, would help employee relations The General Secretary made a plea to please try and get

your meeting minutes published in order that members can see the work you are undertaking on their behalf

After the General Secretary had delivered his report, he answered questions from the floor on matters including the role of the Discipline Liaison Officer, the negotiating process, WTR in Capenhurst and Springfields and the single point sling. A summary is provided below.

Question

In relation to the role of the Discipline Liaison Officer, how will it function?

Answer

The liaison officer will liaise with the DLO's from Police Federation of England and Wales. We have appointed two national officers so that it is a step in the right direction. Both myself and Harry Shone, will be working in this area of work its about adopting best practice , embracing the new changes in regard to both misconduct and UPP and getting this federation integrated with the main players in this field

Question

In relation to the negotiating process, would it be possible for you to put something on paper that we can circulate to members?

Answer

It should be included in the employment manual. A section of this manual has been updated and I have requested that this update comes from the Official Side. It is important that we have clear channels of information flow and I will again ask the Official side to circulate this.

Question

In relation to Capenhurst and Springfields, how near the WTR are we getting?

Answer

This was debated last week due to concerns about supervisory levels. This comes back to the Government making decisions. The Chief Constable is having a meeting with Government officials in July. At the moment, the status quo prevails.

Question

Equipment – officers are getting frustrated that nothing is being done in relation to the single point sling.

Answer

This issue has been debated at the Firearms Standing Committee. The Firearms Standing Committee is looking at the matter and it will go to the Firearms Workshop for evaluation to establish whether this issue has any credence. He suggested that a system is developed where records are kept of any problems with this piece of equipment.

#### **4. TREASURER'S REPORT – MR DAVID MULHOLLAND**

Owing to David Mulholland having been called away at short notice, the General Secretary presented the Treasurer's report. This had been circulated to all present in advance of Conference. A request was submitted to break down the column entitled 'other' into two further columns, detailing the expenditure. It was noted that legal expenses were running at £33K for the year to date and this was expected to increase, in view of the work carried out thus far.

The surplus over income amounted to £23K and there were more members than ever before, 730 members.

Recoveries on personal injuries for the past year had been good, with some notable successes.

The death benefit scheme/group life insurance was now £5,000 and further benefits can be purchased, if so desired.

Fergie Bell proposed that the Treasurer's report be accepted. Steve Fitzsimmons seconded this. The Report was accepted by all present.

#### **5. HEALTH AND SAFETY REPORT – MR TERRY WROE**

Mr Terry Wroe, Health and Safety Lead, presented his report to Conference. He thanked his colleagues for undertaking the role of Health and Safety representatives and carrying out risk assessments. He urged the appointment of a Health and Safety Lead and asked that the Committee pursue this. He referred to the events of West Cumbria on 2 June and pointed out that the Civil Nuclear Constabulary were the best trained and equipped. . He asked that everyone submit 'near miss' reports so that an audit trail exists and any issues can be addressed by management. In closing he thanked the Scottish Police Federation, the Police Federation of Northern Ireland and the England and Wales Police Federation for all their assistance during the time he had performed the role of Health and Safety Lead.

#### **6. MOTIONS**

### **Motion 1 – Senior Officers' Branch**

'The Branch proposes that the full minutes of the Annual Delegates Conference are published within a reasonable timescale after Conference. In addition, the Branch proposes that ALL meetings that are chaired by the Executive Committee will be published under the same terms.'

Motion proposed by Len Cotterill. Len explained the rationale behind the motion. He explained that, although there was a constabulary website, he would like to see notes of other meetings as he felt this would assist in the flow of information to the membership.

The motion was carried unanimously.

### **Motion 2 – Senior Officers Branch**

'The branch proposes that whenever members of the Executive Committee attend consultative meetings and/or gatherings with Stakeholders, CNPA or other outside agencies, then it would be appropriate (whenever reasonably possible) for a briefing note as to the items discussed and/or content of any such meetings to be available on the CNPF intranet for the full membership to view. By utilising this medium the membership will be able to gain some impression as to the work streams that are presently being pursued by the Executive and/or the CNPF.'

Motion proposed by Len Cotterell. Len again explained the rationale behind the motion, which was similar to motion 1 above. He felt that by adopting this motion, it would keep members more up to date with events.

The motion was carried unanimously. It was agreed that the use of bullet points to illustrate the salient points of meetings would be further discussed with Webmasters at the next meeting with them.

### **Oldbury Branch**

#### **Motion 3 – Ballistic Plates**

'Reference CNC/POL/9.4.3 current instruction states officers WILL NOT wear ballistic plates unless operationally required. Should officers be given the choice as to whether they want to wear the ballistic plates, as it may not be practicable to put them on should a spontaneous incident occur in front of them, or should they be on foot patrol, or away from their vehicle.'

Motion proposed by Paul Davis. Paul explained that officers would like the choice as to whether or not to wear ballistic plates. It was agreed that this should be progressed via the ACPO Firearms Standing Committee and Paul would provide a report for submission to that forum.

The motion was carried unanimously, with action to be taken as detailed above.

### ***Oldbury Branch***

#### **Motion 4 – Return to Work Assistance**

‘Should the Federation make an approach to the force in relation to a policy of ‘Return to Work Assistance’ for officers with potentially long-term injuries? Surely this falls into our core value of Investment in People? Some Home Office forces have these policies in place in order to speed up the medical procedures because, in the long-term, it will save the force money by getting the officer back to work quicker than if the officer had to wait for the NHS. This could be looked at on an individual basis depending upon the requirements of the unit where they are based. It currently costs about £6,000 per month if an officer is sick or not operational.’

Motion proposed by Paul Davis. Paul explained that he had an officer who had been injured on duty in August 2009 and was still off sick. An MRI scan had been obtained with the Federation’s assistance and he is now on a waiting list for an NHS operation. He felt that if the force had a policy for assistance, officers would return to work sooner.

The motion was carried. It was agreed to look at a policy and to have health provision for staff.

### ***Oldbury Branch***

#### **Motion 5 – Fitness Test**

‘Should there be a corporate agreement on a required standard of gymnasium with suitable equipment based upon the fitness test.

Can we be assured that we will have sufficient advance notice as to when the fitness test will be introduced.

Consideration of PTI courses being made available so that we can have a qualified PTI at each unit to assist on a training programme for officers.

Officers to be made aware beforehand as to what Development Plan will be in place and timescales, should they not achieve the desired standard.’

## Amendment to Motion 5

### **Gymnasium Equipment**

‘Should there be a corporate agreement on a required standard of gymnasium with suitable equipment for officers being required to maintain a suitable fitness level.’

The amended motion was proposed by Paul Davis. The amendment was carried and thus became the substantive motion. The amended motion was then carried.

It was noted that the Federation was in dialogue with their solicitors so that checks and balances would be incorporated in any employment contracts.

### ***Oldbury Branch***

#### **Motion 6 – Qualification/Re-qualification**

‘Concern has been raised over officers not achieving the required level on the Glock qualification shoot and there being no agreed development plan with timescales. This is of grave concern as this is potentially job threatening.’

The motion was withdrawn by Paul Davis.

It was noted that this issue was currently being addressed by both force solicitors and Federation solicitors.

## **Day 2 – 23 June 2010**

### **1. ADDRESS TO CONFERENCE BY CHAIRMAN**

The Chairman, Peter Storey addressed Conference as follows:

‘Sir Chris Fox, Chief Constable, guests and delegates welcome to conference.

No-one is going to forget the name of Derrick Bird in a short period of time. Certainly not in Cumbria. In the space of five hours he shot dead 12 people and wounded another eleven before, perhaps mercifully, taking his own life.

To all the bereaved families I offer on behalf of the Federation our deepest condolences.

The effect on the community, especially in Whitehaven and on the Cumbria police and the Civil Nuclear Constabulary, has been one of profound shock. The incident was another obscene reminder, in the same bracket as Hungerford and Dunblane, that something terribly bizarre can overcome the sanity of a seemingly normal person. The result can be a murderous catastrophe.

Investigations are well under way and I do not propose to add any forensically based views about what happened and certainly we should all heed the advice to avoid kneejerk reactions which offer simplistic but unrealistic analysis.

From a Federation perspective I am proud of how the CNC supported our colleagues in the Cumbria police, firstly in our speed of response and secondly, with the numbers of firearms trained officers that we were able to deploy within minutes from Sellafield.

No-one can ever predict when those explosively violent incidents will occur. Just some unfortunate and rare combination of mental breakdown and a ready access to firearms can result in an indiscriminate killing rage.

The CNC has been specifically trained up to deal with any unexpected attack from terrorists. They would seek to be even more murderous than Derrick Bird. What the Whitehaven incident illustrates all too clearly is that the capability and response of the CNC can be tested by the breakdown of a member of the public just as thoroughly as through a planned terrorist attack.

We were glad to go to the aid of the Cumbria police and although our contribution did not determine the final outcome to the incident the whole affair is still an example of the added value that the CNC can bring to the policing service. It was therefore with particular satisfaction that I noted our CNC officers, who were deployed from Sellafield, met the Prime Minister David Cameron when he came to hear for himself about the efforts of police to track down Bird.

The CNC's highly developed skills in firearms should be considered a national asset to policing capability throughout the United Kingdom. By tradition our Home Department force colleagues are routinely unarmed and, as in Cumbria, frequently display considerable courage in pursuing armed criminals. While their assistance at a major incident at a CNC guarded nuclear base would be welcome, their deployment would be necessarily limited.

The converse of that point is that our extra skill in weaponry would be and has been proved to be of major assistance to a county force in need of mutual aid.

I mentioned the new Prime Minister there and of course we have had a change of Government. We have a coalition Government – perhaps an example of political parties benefiting from mutual aid. In the past few months in the run up to the general election the General Secretary, Nigel Dennis, and I had made a point of meeting Ministers and their potential successors. We need to ensure that Ministers understand the challenges facing policing. And to be fair we need to see and understand their difficulties as politicians as well. Dialogue cannot be all one way or people switch off.

The new Minister of State for the Department of Energy and Climate Change, Charles Hendry was the previous shadow Minister. We are fortunate in that our earlier meetings, pre-election, has been time well spent with the right people. We look forward to speaking to the Ministerial team now that they are in office.

Chief Constable, you will be aware of our ongoing concerns regarding the location of political oversight of the CNC being in DECC. The Federation believes that the CNC should be the direct responsibility of the Home Office. There was speculation about a new Homeland Security department for dealing with terrorism but little has been heard since the election.

I see advantage in this police service being accountable to a Government Department whose main responsibility is the security of the UK's infrastructure and the safety of the wider public. It is quite obvious that the CNC is a bolted on responsibility which is a distraction from the mainstream priorities of a Department focused on energy and climate change.

Secondly, it continues to cause the Federation unease that our system of indirect and largely public funding through the private sector contributions of the Nuclear Decommissioning Agency, British Energy and Uranco is an unnecessary complication to the financial administration of the CNC. It would be our preference for the funding of CNC to be at arm's length or at least routed through the Department and let the Department raise the money through the nuclear companies. At present our budgeting for the year is an inflexible process which each month can insist on expenditure going ahead even when changes in circumstances have rendered this unnecessary. Equally frustrating, delivering savings over the month, far from being applauded, is almost regarded as an act of administrative sabotage.

In making these criticisms of current financial arrangements I am mindful that we are grateful for the success that the Chief Constable and the Policing Authority have had in securing budget increases of over seven per cent for last year and for the next year. Money has been tight and undoubtedly as we

heard yesterday from the Chancellor in Parliament it is going to get even tighter. A massive cutting of public expenditure will have serious implications for the police service bringing cuts in police numbers, overtime, a public sector pay standstill and a freeze on recruitment.

The new Home Secretary, Theresa May, announced that this final year of our three year pay deal would be honoured. For that we are grateful but hard times are coming. Cutting overtime will cause massive problems for the CNC in meeting specific commitments on security. Freezing recruitment is a flawed principle and causes serious long-term structural imbalance and career blockage throughout any large scale organisation. It is simply not good practice.

And if I may borrow a phrase from the business world: every police service is going to have to sweat its assets harder. One way of sweating those assets, in other words us, is to ensure each officer is properly trained to maximum effectiveness. Training is the best investment the Force can make. While I recognise the tremendous progress made in firearms training, one area in particular should be addressed - driver training.

It remains a matter of serious concern to this Federation and to the general public that too many officers are being asked to deliver a level of driving skill beyond their competence. We are simply not training enough officers to the required driving standard. Entrusting a car to an insufficiently skilled officer is the equivalent of handing a lethal weapon to an untrained officer. If the officer has to engage in response to an incident in a marked police vehicle then the result could be the death of officers or members of the public.

Recent legal cases have indicated that if an officer commits a driving offence, particularly leading to a fatality, he or she may not be standing alone in the court. They may have the Chief Constable for company. Under the duty of care obligation the Force has a legal responsibility to ensure that officers are trained to a level of acceptable competence in order to perform their duty.

Shortcomings in training are but one example of failure in corporate governance. The Policing Authority has recently started to address this issue. Just a few days ago your General Secretary and I were invited to meet the Chairman of the Police Authority to discuss this very subject. I commend the Authority for recognising the need to review its performance in delivering good corporate governance even if it was, as I suspect, prompted by the attention of the Audit Office.

We welcome the invitation and you can all be sure that we are looking forward to that meeting.

One of the findings of the Authority's review was that staff consultation and engagement was limited... for limited I would read inadequate... and there was a limited resource spent on communication with stakeholders and the public and making accountability real.

In plain English what this means is that your elected Federation officials have not been regularly invited to attend Authority meetings. Far too much of the business of the Police Authority has been delegated to sub-committees which neither of us is invited to attend. As a result when the various sub-committees report, matters are often deemed not to need further discussion or can be taken through the agenda in closed session.

The criticism from the Audit Office is well founded and to put it bluntly: it is no way to consult with a major stakeholder such as this Federation. I would hope that the meeting with Sir Chris Fox will have - as number one item on the agenda - meaningful engagement with the Federation.

It may be symbolic that the Federation attends Police Authority meetings as observers – but it must not be tokenism. The symbolism is important to us. It signifies that the Police Authority takes the need to engage with us seriously. We are there to relay to our members the challenges facing the CNC. Our attendance can only be helpful to the overall management and functioning of the CNC. Better understanding of issues makes for better communication and improved co-operation with our members.

Within this theme of corporate governance I want to deal now with the approaching request for consultation on terms and conditions. Just over two weeks ago the discussions which Management were having with us, on the back of the appointment of consultants Ernst and Young, started to become more formal.

Under the wonderfully named project title of "Futures" the Federation is being invited to engage in consultation on developing our terms and conditions. We are advised that, at this stage, particular focus is being given to the application of the work of Ernst and Young to new CNC recruits and transferees in the rank of Constable and Sergeant. But the Futures Programme also includes: how the existing workforce could be re-profiled together with more appropriate terms and conditions for that workforce; and how our funding and business processes could be streamlined, modernised and better informed by the industry's timelines and business assumptions. According to the Policing Plan this programme will span the next three years.

We have immediately indicated to Management that the Federation will not shy away from our obligation and responsibility to operate a partnership with the CNC. More importantly, from a membership perspective we have stated we shall be striving for the best possible terms and conditions we can achieve for our members both now and in the future.

But I have two major concerns. First, where are we going with all this? The major reform I would like to see is across the board equality for the officers of this force with the rest of the Home Department police service. We are trained to the same standards, we carry the responsibility of being a fully and routinely armed police service and we have just proved our value in mutual aid to the Cumbria police.

I do not want to see, nor will this Federation entertain any moves that would seek to rewrite our relationship with the rest of the police service through changes in our terms and conditions as set by the Police Negotiating Board. Although we are not represented on the Board the PNB is the gold standard for all the UK federations. And if this Force has foisted on it worse terms and conditions than our colleagues under the guise of the Futures Programme will the next onslaught be on our pay and pensions and will other police forces be targeted after us?

We need reassurance that the Futures Programme is not some kind of Trojan horse which will eventually undermine everything the Federation has achieved on behalf of the membership.

My second concern, Chief Constable, and as a lay member of the Bar Council, you will appreciate the weight the courts attach to the legal concept of equality of arms between the parties. Now I know we will want to work in partnership in the forthcoming Futures review. But with the best will in the world, there is still going to be at times an adversarial debate between our respective positions.

On your side you have the entire resources of your management team and in Ernst and Young, a nationally known management and business consultancy. On our side we have a hard-working fulltime general secretary and a part-time chairman, yours truly, to represent the interests of an organisation with 730 federated members and distinctly limited resources. It is hardly an equal contest. And any unfair bargain is not going to endure and is therefore not worth striking.

As the first item on the agenda we will want to discuss how we can ensure that the Federation has reasonable access to all the necessary expertise and resources in order that we may best represent the interests of our members.

We too want to see a Civil Nuclear Constabulary fit for purpose but that definition must also include a police workforce which feels valued for their contribution and is properly rewarded.

Thank you.

Chief Constable, I invite you to address conference.'

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

Mr Richard Thompson, Chief Constable replied as follows:

'It is a great pleasure to be here this morning; thank-you for inviting me, once again, to your annual conference. The Command Team and I are delighted to attend. I have always found these conferences informative and interesting and I am sure that this year will be no different. Your Chairman's speech quite rightly focused on the welfare and interests of his membership. I hope to outline in my address to you how the Command Team and I also always place the greatest importance on the safety of our officers when we make decisions on what priorities the Constabulary must focus on to deliver the best possible operational effect.

This is the third time that I have had the privilege to address conference since my appointment in June 2007 as Chief Constable of the Civil Nuclear Constabulary. In the three years that I have worked with you, there has been a tremendous amount of change as the Constabulary has developed and grown to be better able to deliver on it's Mission Statement of 'Defend, Deny and Recover'. The Civil Nuclear Constabulary came into being on the 01<sup>st</sup> April 2005, potentially not the most auspicious date to choose, but the law makers did not seem to see it this way. Our friends from the Police Review published a piece to commemorate the occasion, together with a CNC 'front cover' which is in front of you now.

As you can see a CNC officer in 2005 looks very different to a CNC officer of 2010. Rather surprisingly there are no firearms being carried by the officers in this image, which seems strange considering that the core task of the constabulary even then, was to provide an immediate armed response for civil nuclear sites. And you will note how different the uniform looked then; a visible example of the many developments that have been undertaken to improve the effectiveness and efficiency of the Constabulary.

The Police Review article reported that there was a total of 588 officers and 75 police staff with a budget of £41.8 million when the constabulary was formed. Today these figures are very different; 828 officers, 139 police staff

and a budget of £61.7 million for Financial Year 10/11. But while it is clear that the organisation has grown significantly in five years, our story is much more than just about the numbers. The constabulary is on a journey. And we are set on a course to train and equip our officers in tactics that are more appropriate, so that they can confront the potential threat caused by deadly and determined attackers successfully and deliver against the mission. It remains the Civil Nuclear Constabulary's intention to continue to move in that direction (whilst keeping to National Police Improvement Agency guidelines) to a point where all our authorised firearms officers are trained to a standard which will allow them to defend a site if an attack takes place, to deny access to key areas by using our weapon systems, manoeuvrability and superior tactics within the physical security architecture of a site to defeat the enemy. And if necessary, to recover control of any fissile material that has been lost.

Whilst on this journey a number of significant milestones have already been achieved and I would like to take this opportunity to remind you of some of them:

In 2005 and 2006 we saw the Constabulary deploy to nine new locations (nuclear power generating stations) throughout England, Scotland and Wales. This was a significant undertaking and changed both the footprint and the public profile of the Constabulary. For the first time patrols would regularly be undertaken to the limits of our jurisdictional areas. Local communities became much more aware of the Civil Nuclear Constabulary and the role that it played in protecting and securing national assets. Now we are on the cusp of the prospect of 'Nuclear New Build' the Constabulary may once again be called upon to deploy to new locations. If this is the case, we will be ready for the challenge having gained a tremendous amount of experience in this type of extended deployment already.

2007 was also a busy year; we saw the development of the Basic Command Unit structure which has enabled better collaboration with Home Office and Scottish Government forces. The command structure was further reinforced by deploying an Inspector, as a minimum, to command at all operational policing units. An area where the constabulary plans to strengthen resilience and improve command capability still further when, in September 2010, Sellafield, our largest and most complex site, will have its own dedicated Superintendent to take on the day to day operational command of the unit. In addition a second Chief Superintendent post has been created, which will oversee operations in BCU Scotland and BCU North.

In early 2008, the Civil Nuclear Police Authority, our sponsoring department the Department of Energy and Climate Change and the industry regulator the Office for Civil Nuclear Security agreed our new Mission statement. This

provided the Constabulary with clarity of purpose. A capability review was undertaken to ensure that the Constabulary was resourced, organised and structured appropriately, a review that became known as 'New Dawn' and about which I will speak more later. We also conducted an extensive consultation exercise designed to identify the core values which we as an organisation believed best reflected our aspirations for the CNC, and which would help deliver the right culture and environment to drive future performance. These values, Respect, Integrity, a Commitment to Excellence, and Investment in People, together with the behaviours that underpin them, are a vital element in the future development of the Constabulary and will shape our collective sense of identity.

In 2009 the Constabulary undertook the first international maritime operation to Japan since 2002. The Civil Nuclear Constabulary holds a unique position in that it is the only armed police force that escorts nuclear material through international waters. Our officers are trained in very specialised weapon systems and these operations are at sea for a considerable length of time. Mr Chairman, I am aware of the significant supporting role that the Civil Nuclear Police Federation undertakes during these types of operations. I am grateful to you and the General Secretary for the support you provide.

As previously mentioned a review of the Constabulary's capability was undertaken in 2008, a number of recommendations were made to the Police Authority in November 2008 and the majority of the recommendations in the New Dawn business case were approved. A significant financial investment was made so that the Constabulary could embark on this work in April 2009.

I have no doubt that many of you in the audience will have benefited from the enhanced training and PPE equipment that has been introduced via the New Dawn programme. The number of annual firearms training days has increased for every authorised firearms officer. And as part of this uplift in training, all authorised firearms officers will have completed a 'response' course by the end of this financial year. Already 74% of officers have achieved this standard and the programme is on course to ensure that all authorised firearms officers will have achieved this higher level of proficiency by the end of this financial year. Weapon systems have been improved with the introduction of a new sighting system and the ammunition has also been changed. The firearms training department now has 49 full time firearms instructors compared with the 18 it had in 2008. Of course the training and equipment will improve the Constabulary's capability to neutralise the threat if it is necessary to do so but I also believe that the increased amounts of training will allow our officers to have greater confidence when dealing with difficult situations. As I mentioned earlier the safety of our officers is of paramount concern to the command team and me.

However, although the Constabulary has come a long way, I do believe we have further to go to become truly 'Match Fit'. A significant piece of work through the vulnerability assessments is currently being undertaken which will identify what uplift in capacity and what extra skills the Constabulary requires to deliver fully on the Mission statement. This work is still in train, but already it is quite clear that there will be a requirement for officers to receive more training than is currently being delivered.

So ladies and gentlemen, in summary I find it hard to believe that this organisation, with all the challenges and constraints it has confronted has come as far as it has since its creation. The Constabulary has continued to make an outstanding contribution to national security, with front line officers delivering a 24/7 protective service, ably supported by the rest of the Constabulary's police officers and staff. The late Colin Cramphorn formally Chief Constable of West Yorkshire Constabulary and ACPO non-Home Office Forces Working Group lead said in 2005 " The Civil Nuclear Constabulary has a very specialist role in UK policing services. Civil Nuclear Constabulary training and policing standards interlink with all fifteen host police services and the Constabulary interacts effectively in providing mutual support to local police services...It is a unique organisation and is highly regarded for the service it delivers within the policing family". I also believe that we are unique and that is why we must tailor our organisation in a unique way to meet the challenges that we face. I would like to think that if Colin could have visited our organisation now he would have been able to see a much improved, focused and better trained constabulary, striving to get better through a continuous improvement programme.

My personal commitment and that of the ACPO team to you all is that we will continue to ensure that officers and staff are fully supported as we continue on our journey.

Your Chairman has set out in his speech some key points for the federation. I don't have time available to me this morning to respond at length to all the points he has highlighted but I would like to take this opportunity to offer what I hope will be some words of reassurance.

Over recent months our sponsoring department has become much more actively engaged with the Constabulary. I recently hosted a visit by DECC officials at our headquarters where we were able to brief them on ongoing developments and share our concerns with them regarding amongst other things our funding arrangements. Regular meetings will now take place between DECC, the Chairman of the Police Authority and myself, which I hope will further enhance and develop our partnership working. I do believe

that by working more closely together we will better understand each other's role and be able to support each other with the common goal of ensuring that the Constabulary can best deliver on its Mission. I am aware that in the Conservative election manifesto there was an idea to move the Civil Nuclear Constabulary into the Home Office. Clearly it would seem that this is yet to be taken forward by the new coalition Government. I believe that it is important that we work with our existing sponsoring department to create a common sense of how the Constabulary will continue to develop rather than look to any future reorganisation at this time. The present is too important to be obscured by what may or may not happen in the future.

The Chairman mentions the Chancellor addressing Parliament yesterday in regard to announcing the emergency budget. By now it is clear I think to all the country that the Government must work hard to clear some of the national deficit. What that means specifically to our organisation is as yet an unknown. However it is known that the Government's priority is to cut the budget deficit and get the economy moving again. As Theresa May stated in her speech to the National Police Federation on 19<sup>th</sup> May we need to be honest about what that means for us. I suspect that we can expect leaner times and it will become more difficult to secure additional funding as the financial constraints start to bite. You can be assured that the Command team will strive to ensure that the best possible budget is secured and that the priority for expenditure will be focused on front line operational delivery.

I agree, Mr Chairman, that the issue of driver training for police officers is an important one. We need to find the right model of training for the CNC that meets our particular requirements. We hope to consult with the Federation on emerging models in the near future.

I hear your concerns with regards to the work that is being conducted on terms and conditions of employment, which includes both pay and pensions.

It would be inappropriate for me to speculate at this stage as to what the conclusions of that development process may be, but what I can say is that a number of options will be identified and they will, among others, include options to move the CNC to compliance with Police Regulations and to do nothing at all.

I would also take this opportunity to remind the Chairman and the General Secretary that they have been fully engaged from the outset in the Futures Programme, and that this engagement is set to continue with a significant period of time having been set aside for formal consultation on the options when they become available for consideration. As a result of this formal stage, all of your support and concerns with regards to the outcomes will be

documented and placed before the Police Authority as a part of the final report.

Moving to the question of Federation capacity, I acknowledge that this is an important time. As we move closer to when the initial findings of the terms and conditions review become available the involvement of the Federation in this important work will no doubt increase. This is an issue that the Command Team and I are currently considering and we will review carefully your request regarding resourcing.

I would finally like to end on what the Chairman opened his speech with, the tragic events that unfolded in West Cumbria on the 2<sup>nd</sup> June. I have had the opportunity to talk with most of the 27 authorised firearms officers who deployed from Sellafield, under the command and control of our colleagues in Cumbria Constabulary. I hope you have all by now received my letter that was distributed to all the Constabulary on Monday this week. I would like to share with you some of the contents of that letter:-

“Three separate peer reviews will now be conducted by ACPO which will focus on Cumbria’s response, the firearms tactics that were employed, and the procedure surrounding the issuing of Bird’s firearm’s licence. While it would be inappropriate to offer a view on any of the issues that will fall within the scope of the reviews, I would share with you some of the comments that I had the privilege of making to some of the CNC officers and staff whom I met on 10<sup>th</sup> June who had been involved in the events of that fateful day. First, that we owe them all an enormous debt of gratitude. I have received nothing but the highest praise from Cumbria’s Chief Constable Craig Mackey and others within policing for the magnificent contribution made by the men and women of the Civil Nuclear Constabulary. Second, I am in no doubt from the conversations I have had that our officers and staff responded and performed with exemplary professionalism, speed, determination and courage when confronted with confused and confusing circumstances.

Finding, fixing and neutralising an “active shooter” who is on the move is one of the most demanding and complex challenges that can befall the police.

A comprehensive Post Incident Management process, in partnership with the Civil Nuclear Police Federation, has been put in place that has, amongst other things, focussed on the welfare of the officers and staff involved to provide them with whatever support might be appropriate to meet their individual needs.

We must now as an organisation also begin the after action review that will enable us to capture the lessons to be learnt from this deployment and

employment of CNC officers and staff in such an extensive firearms incident. And which will enable us to build on all the hard work that has gone into developing the CNC's operational capability over the last two years. "

Mr Chairman, ladies and gentleman I have no doubt in my mind that the officers and staff involved in this dreadful tragedy did an outstanding job in the most difficult and challenging of circumstances. Do I believe that the enhanced training and equipment helped? Yes I do. Do I believe we should continue to strive to improve our training, capability and capacity? Yes I do. The Command team and I will continue to try to ensure that our officers and staff received the best equipment and training possible to deal with the most demanding challenges that they may face in the future.

Thank you.'

### **3. GENERAL SECRETARY'S REMARKS**

The General Secretary thanked the Chief Constable for his speech and also the Police Authority and ACPO for recognising that driver training and the emphasis on it had to be addressed.

The General Secretary was pleased to note that both ACPO and the Police Authority had recognised the federations concerns in resilience in command was needed and welcomed the forth coming new structure that will include a further Chief Superintendent and a Superintendent at Sellafield

He also thanked them for recognising that the Federation would require additional support and facilities as they engaged in the Futures Programme.

### **4. QUESTION AND ANSWER SESSION**

#### Question

With regard to DECC and the Home Office, how far are we down that avenue? Have any discussions taken place and, if so, at what level?

#### Answer

The Chief Constable stated that, pre-election, manifestos were published by all parties. The Conservatives published, alongside their manifesto, a White Paper on security. Firstly, there was the idea of creating and ensuring there was an appropriate level of resilience. A sub-set of this paper was moving CNC out of DECC and into the Home Office. He stated that this was not an

issue on which he led, but his understanding was that this was still a subject being considered and an area which they would like to explore further. However, we have to focus on the 'here and now' and the enhanced level of engagement given by DECC. We can watch and see if any of the thinking prior to the election is going to lead to anything. As they have taken command at the Home Office, their priorities will have perhaps altered and it is very difficult to tell how much significance they will give this over the next few months. They have more pressing priorities at present. The Chief Constable reiterated that we should focus on the 'here and now' in order to ensure the best outcome for the future.

#### Question

What is going to happen to officers in operational units who cannot carry firearms any longer before they retire?

#### Answer

The Chief Constable stated that we are committed to driving forward our skill set and capability in relation to firearms. He hoped that everyone agreed that the events in Cumbria were a demonstrable opportunity that the extra training has served our officers well. There may be no extra challenge put upon officers in the future in meeting extra standards. What are the most appropriate terms and conditions, given our role and, on the other hand, how do we manage officers' expectations? This is not easy. One of the key challenges now with financial constraints is very different from three years ago. This country's budget deficit will have to involve some significant belt tightening. The Chief Constable stated that he was just as affected and influenced as members are. He can see we recognise this is a potential problem and challenge. There are people here who are better qualified to comment on this. He understood that all of the officers being put through the enhanced level of training were passing. This says a lot for our officers who are rising to the challenge. However, we must get the correct terms and conditions in place. What do we do when people find this is too difficult? Let's not underestimate our officers' abilities. If someone cannot hit targets as quickly as they need to or maintain a level fitness, these people will be given every opportunity to meet the challenges.

Once we have options, there has to be clarity and transparency so everyone knows what is expected and how it is going to happen.

#### Question

The Health and Safety of officers is of paramount importance. Can you explain the exemption of the emergency services from Section 2 of the Health and Safety at Work Act? Is the legislation being diluted?

### Answer

Sir Chris Fox answered this question. The Police Authority is the employment body. The other side of the coin is the definition of the 'emergency services'. I would be surprised if the emergency services were to be exempted from Section 2 unless something else was in place. The public expect us to do something and it is important to have people who make careful and quick decisions. The concern of the Health and Safety legislation is to ensure safe operations and we need to look after our people. We should set an example and we will. I am slightly hesitant to comment until I have seen the whole article to which you refer.

A review is being conducted to address the imbalance in the approach towards risk. As a society, we are becoming risk averse. We will be ensuring you have the best training and kit to do your job. The way we allocate the resources we get is about meeting competing demands. The level of discretionary spend we have is pretty limited and that means we are a very lean organisation. We must be careful about how we prioritise things. The focus has been firearms and this means we have been unable to do some of the other stuff. When it comes to driver training, we must look at this very closely. Home Office forces have 6 weeks driver training. This is a long time, when considering abstractions. Regular top up training also amounts to a few days every year. Firearms officers spend 10.5 days per year training. I think we need to adopt a sensible approach and look at the course provided by the police and establish what is directly applicable to our needs and then adopt that. We must approach it in this way.

### Question

An article in 'Police Review' indicated money was being handed back to the authority?

### Answer

The Chief Constable stated that this had been taken slightly out of context but he was aware of what was being referred to. He explained that he has eight budget streams from eight different financial contributors. Each is checked and they want to know how their money has been spent and to be sure they are receiving the benefits. If savings are generated (as a result of working more efficiently) that attributes a saving to that operator and that budget. This is one of the real issues of managing budgets. We cannot change the funding mechanism so that any savings generated in one section can be spent elsewhere.

### Question

How do we deal with the auditable assessment of drivers who do not reach the required standard?

Answer

Alan Cooper, ACC responded to this question. There is an auditable process and we need to adopt and go back to basics and carry out the same process that we used for body armour. Having established that, we can then work through the NPIA driver standards. We can then cherry pick what we need for our drivers. This is about to be finalised in the next few days.

Question

How are forces implementing the 'Cycle to work' scheme?

Answer

Alan Cooper, ACC responded to this question. This is entirely down to budgets and how we slice and dice them. Our view is that, with our budget restrictions, we cannot afford the investment. There are other things higher up the operational requirement.

Question

Can you provide an update on the present situation with regard to Capenhurst and Springfields?

Answer

This matter has been referred to the Government departments. There is a sub group looking at this and there are some proposals being worked upon. I would hope that by mid July we will have some information on the CNC presence there.

## **5. ELECTION OF NATIONAL OFFICERS**

Harry Shone explained the format to all present. After a count, the results were as follows:

*Members of the Executive Committee* – Louise Paton and Mark Nelson were both elected to the Executive Committee.

*Vice Chairman* – Harry Shone was proposed by Fergie Bell and seconded by Ian Darcy. He was duly elected to the post of Vice-Chairman.

*Chairman* – Peter Storey was proposed by Len Cotterell and seconded by Gordon Allan. He was duly re-elected to the post of Chairman.

The Chairman thanked everyone for their support over the last year and paid tribute to the unstinting work carried out by Terry Wroe who was retiring and to Hazel who was moving on to another area. He wished them both well.

He then thanked Nigel Dennis for his work behind the scenes, the unsung hero.

He wished everyone a safe journey home.