



## **CNPF 2023 Conference Minutes.**

**Conference commenced @ 1200hrs on Wed the 6th of December 2023 at the CNPF office in Cockermouth. Remote delegates attended via Teams.**

### **Attendees**

**Gary Thwaite CEO (GT)  
Ian Muir Chair/Treasurer (IM)  
Darren Adams Vice-Chair (DA)  
Gemma Pettman PR (GP)  
Kellan Denny (KD)  
Nic Peck (NP)  
Ian Mckay (IMK)  
Oliver Waters (OW)  
Malcolm Morton (MM)  
John Thompson (JT)  
Paul Gilmartin (PG)  
Daniel Mifsud (DM)  
Ben Schroeder (BS)  
Gordon Winchester (GW)  
Mark Clucas (MC)**

### **Apologies**

**Colin Longstaff  
Adam French**

**GT** – Opens the conference thanking attendees for the hard work they do supporting members.

GT Explained that this BGM needed to be scheduled 'between years' (Bi annual) due to positions being advertised for Fed exec, which potentially needed branch votes depending on member interest. No expressions of interest were received but the teams meeting had already been organised.

**GT** – Confirmed and agreed that minutes from previous meeting were correct. also confirming no submissions from any branches had been received.

## **CEO overview**

### **Pensions**

**GT** - This is still a very much an alive campaign which has been ongoing for the past 10 years. Although it is likely we won't be moving into a new scheme until at least April 2026, the work needs to be ongoing to ensure our membership have a pension provision 'fit for purpose' to provide them with financial security in their retirement. DESNEZ our sponsoring department have indicated they are exploring options and will be engaging with both the employer and CNPF soon. GT stated that the CNPF are nervous but cautiously optimistic and are available for dialogue with the sponsoring department at any time.

### **Misconduct**

**GT** explained that we continue to support a high number of conduct cases, a theme which is also replicated throughout wider policing. The CNPF have previously voiced concerns around timeliness of investigations due to officers being in process longer than is desirable and the CNC PSD are currently undergoing a substantial uplift in resources to deal with the increase.

This year, CNPF conduct reps have proven invaluable in supporting the membership and GT expressed gratitude for this often-difficult support.

### **Vetting**

**GT** Advised that due to recommendations in the Casey/Angiolini enquiries, the Vetting APP has been amended with all police officers to be vetted to MV level. (Previously RV)

The CNC Vetting policy is currently undergoing a review to mirror the principles contained within the Vetting APP. The CNPF have requested that all CNC vetting requirements are detailed in a redrafted CNC policy, so members better understand the different requirements.

### **Resourcing**

**GT** – It's been a tough since the end of Covid, which overall had a negative impact on the recruitment pipeline and IFC numbers. Since then, we have continued to apply pressure on the CNC who have reacted positively. The recruitment pipeline now looks healthier in areas we need.

The CNPF appreciate that the resourcing piece is a complex and moving picture that takes into account various different factors including attrition, service expansion, site cessation and other uplifts/requirements.

### **Pay**

**GT** – As members will be aware, the PRRB recommend a 7% pay reward - which was most welcome, however policing is still behind where it should be in terms of pay. We will continue to raise and publicly highlight the financial struggles police officers face to the government/public.

We have full pay parity with our Home Office colleagues, as we adopted the full terms of the Winsor review, except for parity on the unsocial hours allowance. We are in positive talks with the organisation and hope to remove this final barrier and the CNPF have made a proposal to increase the unsocial hours allowance from 5hrs to 10hrs for our members. Further updates will be provided in due course.

further pay mechanisms are currently being explored for policing nationally and the CNPF/Employer are monitoring as an interested party.

### **Training update**

**DA** - We continue to provide training to unit reps. We have a good cohort of conduct trained reps, which currently sits at 22 with a good geographical spread.

We held a 1-day reps' course for the southern units, which was attended by 6 new reps. We have organised the same for Northern units which will also have 6 new reps attending on 7-12-23.

We are scheduling a new PIP course for reps who haven't previously been qualified. This will include a PIP accreditation course for existing reps. provisional dates in March.

Dates provisionally early May 24. Health and wellbeing to provide training for reps in Mental Health first aid.

Health & safety reps have been identified at units and will receive training in IOSH (managing safety) and NEBOSH (accident investigation)

Looking to providing training courses that reps identify as a need. Future possible ideas include ACAS courses in grievances and difficult conversations.

## **CNPF Finances**

**IM** - No issues have been uncovered and day to day business has continued as normal. We continue to bank money and our finances can be described as healthy. Our books for the last year have been independently audited with no issues noted.

On a cautionary note, there are pressures on our finances with suppliers increasing costs and lots of unknowns about increased legal support for potential conduct hearings. We also cannot discount the need to provide further legal funding on our pensions campaign and also have increased legal costs for areas including cessation & service expansion.

We have maintained the level of subscriptions at their current level for a number of years, utilising efficiency savings and careful control of finances to date, but we must consider increasing subscriptions in line with CNPF rules and due to receiving a 7% pay increase from September 2023.

We are cautious that increasing subscriptions in the current financial climate to the full 7% might be too impactful. As such, the CNPF executive make the proposal to the members that we increase subscription costs by 3.5% making subs £20.12. This proposal is to deviate from the default CNPF rules: ***J. the subscriptions shall be increased annually as the same percentage as the salary increase. The executive may recommend to conference to postpone an annual increase.***

**GT** – Can I ask that anyone opposed to the increase to raise a hand. ( No delegates raised a hand within the function on teams) Proposal passed.

### **Discussion about 3<sup>rd</sup> party providers (payroll/clothing)**

**GT**- We have raised our concerns with the CNC exec reference the 3<sup>rd</sup> party providers.

It took an unacceptable 14 months for NAMOS to build a system that allowed dog handlers to receive additional payments through payroll. Thank fully this issue has finally been resolved but it's clear that if the correct governance was implemented this time frame might have been reduced.

Cooneen- haven't been providing officers with correct uniform or equipment in timely fashion, if at all. This has been challenged in the force strategic clothing committee and meetings have taken place between the CNC and Cooneen to rectify these issues. This issue isn't resolved and is still being monitored by the CNPF with DA sitting on the CNC clothing committee.

Payroll – We've requested and are in discussions with CNC Payroll about allowing additional member services to have access to salary sacrifice via pay role. Allowing payments via salary sacrifice opposed to individual direct debts for services such as the Group Insurance will facilitate easier movements between insurers if we find better quotations from the other companies that offer this service.

### **Media/PR**

The executive appreciates that the CNPF would like to improve internal communications to members and as such will be looking to uplift in this area.

**GP** – We are looking at the way we communicate both internally to unit reps and the wider membership.

We are looking to build on the communications systems already in place. But we also want to introduce different communication mechanisms.

We want member feedback so we can tailor comms to suit the need of the membership. For 2024 this is to be an area of improved focus for the CNPF executive including local branches.

**Local branch issues.**

Each unit representative had an opportunity to highlight and discuss local issues with some good points being raised. GT advised that the exec are looking to improve communications to both local reps and members in the coming year.

**Any other business**

GT explained that in line with BGM, the CNPF would be looking to organise an in-person BGM for 2024. Arrangements will need to be made in early January to facilitate.

No other AOB.

**Meeting closed**