



CIVIL NUCLEAR CONSTABULARY

CIVIL NUCLEAR POLICE FEDERATION.

Nigel Dennis – General Secretary

Peter Storey – Vice chair

Gordon Allan - Member



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PAY PARITY

FOR THE OFFICE
OF
CONSTABLE
IN THE
CIVIL NUCLEAR CONSTABULARY



History

- Wright Report 1979.
- An Inquiry into the pay and conditions of the Non Home Department Police Forces.
- This covered three broad headings
 - Duties and Responsibilities
 - Staffing, Recruitment and Wastage
 - The Right to Strike



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Recommendations of the Wright Report on the pay
and conditions
of the UKAEAC.

**That for ranks up to Chief Superintendent a
pay relativity of 95% with Home Office Forces.**



Uniqueness of the office of Constable as identified by the Civil Nuclear Police Federation.

The CNPF identified the following factors as either unique to the police or shared with few others namely the armed forces and the fire service.



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Can be required to present themselves for duty when ordered so to do.

In certain circumstances are expected to put themselves at risk to protect members of the public and property.

Have restrictions placed on their private and business interests (Must abstain from activities likely to interfere with their impartial discharge of duties; shall not take an active part in politics;



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- Notification and approval requirements apply to the business interests of Police officers, and their spouses and immediate family
- Are prevented by law from being a member of a Trade union or taking part in any form of industrial action.



What has changed ?

The Energy Act 2004.

The Attestation in the office of constable, in
Accordance with section 29 of Police Act 1996
(c16)

Statuary Police Authority

Membership of A.C.P.O.

Inspected by HMIC, as required by statue.

CNC Conduct regs 2005 mirror other Home
Office forces.



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- RIPA Authorisations – Audited by Surveillance Commissioners.
- Recruit potential Constables to National Policing Improvement Agency standards
- Nationally Qualified Firearms Instructors, Dog Trainers, law trainers.
- Police Officers trained to national standards.
- POLSA – licensed



How have we changed ?

- The role Profile of a Civil Nuclear Police Officer is now linked to the integrated national framework policy, as laid down by the “Skills for Justice” and our performance is measured against this standard.
- The model of policing undertaken by the Civil Nuclear Constabulary has completely changed from 1979.



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- High profile policing that meet the demands of the current terrorist threat and our current external patrol strategy.
- The demands in providing the planning and delivery of fit for purpose Marine Escort Teams for international movements of SNM in accordance with international requirements.



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- The requirement to have fully qualified authorised firearms officers that have the knowledge, understanding skills, attitude and behaviour, on various weapon systems, that can transcend from the less lethal option, to highly technical weapon technology, which far exceeds the expectations of our Constabulary in 1979.
- The demands placed on federated ranks to meet the requirements of being a “Non Departmental Public Body”



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- A fit for purpose special branch department that provides up to date intelligence and analysis for the role the CNC undertake.
- Firearms tactical advisors on call to respond to incidents requiring their specialist knowledge.



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- In accordance with current legislation we have adopted across all areas the principles and standards of the National Intelligence Model.
- Superintendents, that are on call for RIPA Authorisations, and other operational requirements, on a 24/7 basis.



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The terrorist threat is constant and evolving,
And your police officers have met the
challenge at each stage, working alongside
our Home Office colleagues.

And yet they receive across the police base
pay rate a pay structure 5% less than their
Home office colleagues.



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Her Majesty Government and you the Police Authority expect and quite rightly expect the same quality of service provided by our Home office partners.



COSTINGS

- Based on the current pay scales, the cost per annum for each grade would be as follows in order to provide Police base pay parity with our Home office partners.
- These figures are based on officers at the top of their pay scale.



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(Figures provided by CNC H.R. dept)

- Constable £1155
- Sgt £1074
- Insp £1330
- C/Insp £1436
- Supt £1901
- C/Supt £2060
- Note these figures do not include national insurance contributions or pension contributions



Equal pay for an Equal Job

- The Civil Nuclear Police Federation feel that its members with the support of our police staff, provide a first class policing service to the community we are charged to serve, both nationally and internationally.



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- The Civil Nuclear Police Federation believe that the C.N.P.A. have the authority under section 58 Energy Act 2004 (C3),to give consideration and reward their officers with pay parity with their Home office partners
- Please afford your police officers the respect of the correct pay for the job they undertake professionally on a daily basis, and for the office of constable they hold.