

# CIVIL NUCLEAR POLICE FEDERATION



Established by act of Parliament

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Mr Richard Thompson OBE  
Chief Constable  
Civil Nuclear Constabulary  
23<sup>RD</sup> January 2012.

Telephone +44(0)1946 815239

## **Re: AFO Qualification**

Dear Mr Thompson,

The CNPF have made initial evaluations of the recently published documents relating to AFO Qualification, and correspondences to individual members regarding this matter. We will continue to evaluate these and take legal advice on this as appropriate.

In the interim, I can confirm that the CNPF does not accept that pre 1997 AFOs contracts have been varied by custom and practice or otherwise to enable such officers to be required to maintain an appropriate qualification for the use of firearms and to carry the same.

I can also confirm that the CNPF and its members reserve their positions as to any legal challenge that will be made in the event that pre 1997 AFOs are required to be trained and/or carry such firearms and the consequences of a failure to do this.

We can also confirm that post 1997 AFOs, the CNPF would expect that any process applied to manage the performance of such officers should be in accordance with all agreed procedures and compliant with the relevant legislation, such as the Equality Act 2010.

*All correspondence to General Secretary*

I have also noted the content of the flow chart provided in a CNC ACPO briefing paper, on this issue that was openly provided to us through an agreed route recently and was in relation to this specific issue, and I would make the following comments in relation to this:-

1. In considering any reasonable adjustment on account of disability, the requirement to make such an adjustment would arise before the examples that you have provided and in any event, is not limited to finding an alternative role, but also considering alternative ways in which an AFO role could be carried out. We would expect the Force procedures to reflect this.
2. We note that there is no reference to any other protected characteristic such as gender. We would expect the Force's procedures to take other relevant protective characteristics into account.

We acknowledge the challenges that face both parties in having to manage the legacy that we have both been left to deal with by our predecessors in regard to some of the matters I have raised in this correspondence to you. We appreciate and support the requirement for CNPA, CNC and the CNPF to have a positive working relationship in order that the Constabulary can operate effectively and efficiently, to that end I hope that this important and relevant issue we have raised can be resolved without seeking judicial direction in relation to this contractual issue?

Yours sincerely

Nigel Dennis  
General Secretary  
Civil Nuclear Police Federation.

Cc:  
Mr John Sampson Deputy Chief Constable CNC  
Mr Richard Cawdron – Legal Advisor CNPA/CNC