

CNPA BOARD MEETING

Minutes of the meeting held on Wednesday, 29 July 2015

Futura & Garamond Rooms, Blue Fin Building, 110 Southwark Street, London SE1 0SU

Present Sir Philip Trousdell (Chairman)
Ian Abbott
Stephen Barrett (via telecom for Official Items only)
George Beveridge
Paul Kernaghan
Rob Wright
Mike Griffiths, CEO / Chief Constable
Christopher Armit, Operations Director
Kenneth Kilpatrick, Business Director
Joyce Robertson, People Programme Director

Apologies Gwen Parry-Jones
Mark Rouse
Simon Chesterman, Capability Director

In Attendance Victoria Bartlett, Head of Engagement and Communications
Richard Cawdron, Head of Executive Office and Legal Advisor
Phil Bishop, Divisional Commander Capability Directorate (for the Capability Director)
Sheree Owen, Principal Staff Officer
Catherine Pepler, Board and Committee Secretary
Lesley Ramsden, Senior Executive Assistant – Chairman & CEO/CC

Start: 12:00 hrs approx.

1 Chairman's Announcements

The Chairman advised that Stephen Barrett would attend the Meeting via telecom and that items with an Official-Sensitive security classification would be discussed before the telecom commenced.

The Chairman welcomed Chris Armit to his first Board meeting.

2 Minutes of the meeting held on 27 May 2015

The Minutes of the Board Meeting held on 27 May 2015 were accepted.

3 Matters Arising

The Chairman advised that Matters Arising would be covered in the course of the Meeting.

4 Standing items

4.1 Chief Executive Officer's Business Report



Infrastructure Policing:

The CNC had received a copy of a letter dated 20 July 2015 from The Home Secretary regarding Infrastructure Policing with associated Terms of Reference, copies of which were circulated at the Board Meeting. The Chairman will discuss the situation at DECC on 3 August 2015.

[REDACTED]

[REDACTED]

[REDACTED]

Sellafield Training Facilities:

The [REDACTED] estimated cost for the Sellafield Training Facilities exceeded the DECC approved budget. Review work is in progress to deliver within the cost envelope.

Stephen Barrett joined the Meeting via telecom.

Fitness Standards:

The Fitness Standards Gold Group (including the Federation Chairman) had requested a detailed Fitness Standards implementation plan, which will be submitted to the Planning and Performance Committee for sign-off in due course. On 15 May 2015, a communication had been sent to CNC employees advising them why the fitness standards need to be introduced. Requests had been received from Officers for the opportunity to make an early attempt at achieving the fitness standards. The accommodation of these requests is being investigated in order to be as forward-leaning as possible.

[REDACTED]

The CEO/CC's Business Report May – July 2015 was noted, which also included updates on:

- General operational activities;
- SEG deployment to the British Transport Police ending on 29 June 2015;
- Budget meetings with NDA representatives;

- Completion of the Security Enhanced Programme 3 at Dounreay;
- The commissioning of work to examine job enrichment and the operational model at Sellafield;
- The Sellafield CNC Training Facility specification review with NDA and Deloitte on 28 July 2015;
- [REDACTED]
- The final Investors in People assessment, which is due to take place in August;
- [REDACTED]
- [REDACTED]
- [REDACTED]
- The Emergency Services Mobile Communications Programme (ESMCP); and
- The Ballistically Protected Vehicle revised delivery schedule.

4.2 Audit, Risk and Governance Committee (ARGC) Chairman's Report

The ARGC Chairman advised that the Board had approved the 2014/15 Annual Report and Accounts.

5 Standing Items

5.1

[REDACTED]

[REDACTED]

[REDACTED]

5.2 Outline People Programme Mandate

The People Programme Mandate had formed part of the definition process and had been the strategic trigger for the 'official' Programme start-up. A critical success factor for optimising the delivery of the Programme benefits was highlighted noting that the one of the mitigations put in place had been the implementation of fortnightly interdependency meetings. Next steps include taking forward other programme management activities,

[REDACTED]

During the discussion it was clarified that:

- [REDACTED]

- [REDACTED]

[REDACTED]

- [REDACTED]

[REDACTED]

5.3

[REDACTED]

[REDACTED]

[REDACTED]

5.4 Impact of the Employment Appeal Tribunal Holiday Pay Ruling

Following the Bear Scotland vs Fulton Employment Tribunal Ruling on Holiday Pay, the Civil Nuclear Police Federation advised their members to submit employment tribunal claims for unpaid wages within holiday pay calculations. [REDACTED]

[REDACTED]

The report on the Impact of the Employment Appeal Tribunal Holiday Pay Ruling was noted.

6 Items for approval / discussion

6.1 Performance Report to 30 June 2015

A stable performance had been reported regarding Strategic Objective 1 and 3 and a mixed performance had been reported regarding Strategic Objective 2 and 4.

On 13 July 2015, the Planning and Performance Committee had approved the following change requests:

- [REDACTED]
- 3.4 Migration to shared service provider – change to April 2016;

- 3.5 Deliver ICT strategy and roadmap – change to extend into 2017/18; and
- Strategic Objective 4 realignment to match the People Programme Mandate submission contained in Board Report PAB(15)R33.

The Performance Report against key deliverables contained in the Strategy and Business Plan 2015-18 for the 3 months to 30 June 2015 (including the above-mentioned change requests) was noted.

6.2

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

6.3 Health, Safety and Environmental Report to the end of June 2015

Overall the number of reported injury events had dropped considerably during the period to the end of June 2015. The number of RIDDOR reports and civil claims had increased but no trends were present.

A Wellbeing Survey had been concluded on 8 May 2015 (with a 63% response rate), which indicated an unusually high number of responders reporting bullying.

Action PAB290715-02: The CEO/CC to report to the Board on mitigating action being undertaken regarding stress and bullying within the Constabulary.

[REDACTED]

It was confirmed that the Constabulary insures against civil liability claims. It was also suggested that the Constabulary develops an understanding of the process employed by DECC in approaching the Treasury.

The Board noted the Health, Safety and Environmental Report to the end of June 2015.

6.4 HMIC Inspection

Her Majesty's Inspector of Constabulary (HMIC) had inspected the CNC in the autumn of 2014 and had submitted their report (which had contained 16 recommendations) to the Under Secretary of State for the Department of Energy and Climate Change (DECC). Five of the recommendations had now been completed.

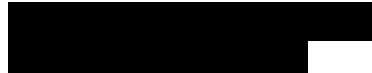
Progress regarding the outstanding recommendations was noted.

It was observed that it is the responsibility of the CNPA / Board to secure the maintenance of an efficient and effective Constabulary.

6.5 Investors in People Update

The update on progress to retain Investors in People accreditation was noted (the final accreditation assessment is due to take place in August).

6.6



6.7 Wellbeing Survey

Reported under Item 6.3

6.8 Employment Tribunals - Update

The Head of Executive Office and Legal Advisor provided an update on the current live employment tribunal cases.

7 AOB

7.1 Board Meeting Venues

The September 2015 Board Meeting is due to be held at Arundel House, 13 – 15 Arundel Street, London WC2R 3DX.

The venue for the November Strategic Conference is currently under consideration.

There being no further items of business, the meeting closed at approximately 15.15 hrs