

CNPA BOARD MEETING

**Minutes of the meeting held on Wednesday, 25 January 2017
at the
Oak Room, Milton Hill House, Milton Hill, Steventon, Oxfordshire OX13 6AF**

Present Vic Emery (Chairman)
Phil Craig
Paul Kernaghan
Kenna Kintrea
Mark Neate
Gwen Parry-Jones
Neelam Sarkaria
Rob Wright
Mike Griffiths, CEO / Chief Constable
Christopher Armitt, Operations Director
Simon Chesterman, Capability Director (from 11.45 am)
Kenneth Kilpatrick, Business Director
Joyce Robertson, People Programme Director

Apologies

In Attendance Richard Cawdron, Head of Executive Office and Legal Advisor
Catherine Pepler, Board and Committee Secretary
Rosemary Powdrill, Board and Committee Manager
Richard Saunders, Interim Head of HR
Rebecca Webber, Interim Head of Engagement and Communications
Mike Wilkinson, Principal Staff Officer

Peter Henderson, Cruxludi (for Item 4.2 TACOS Business Case only)

Start: 11:00 hrs approx.

1 Chairman's Announcements

The CNPA Chairman welcomed members to the Board Meeting. No potential conflicts of interest had been reported.

The Chairman advised that, since the November 2016 Board Meeting, he had met Richard Westlake, Director, Nuclear Resilience & Assurance, Department of Business, Energy and Industrial Strategy (BEIS) and Jeremy Pocklington, Director General, Energy and Security, BEIS. The Chairman and the CEO were due to meet the new BEIS Minister, Jesse Norman, on 26 January 2017.

2 Minutes of the Board Meeting held on 23 November 2016

The Minutes of the Board Meeting held on 23 November 2016 were accepted as a true record of the Meeting, subject to an amendment to item 4.5, TACOS, as detailed in the draft Minutes circulated in the pack of Board documents.

3 Standing items**3.1 CEO / Chief Constable's Business Report November 2016 to January 2017**

The CEO's Business Report had covered the period from November 2016 to January 2017 (report reference PAB(17)R01). It had been reported that:

Infrastructure Policing (IP) Early in January, a streamlined brief had been sent by the Cabinet Secretary to the Prime Minister for consideration and decision.

Pensions The Cabinet Office Minister had agreed that the CNC could on-board to the Alpha Scheme and the Civil Nuclear Police Federation had written to the new minister and had given its position on the Normal Pension Age of 60, which was in-line with the CNPA/CNC view.

Her Majesty's Inspector of Constabulary for England and Wales (HMIC) Inspection. The HMIC team had visited the Constabulary in December 2016 and the verbal feedback had been positive.

[REDACTED]

Sellafield Limited (SL)

In the last few weeks, the Constabulary had hosted and / or supported visits from the Duke of Edinburgh, the US and Canadian Government and Regulatory officials and HMIC and had demonstrated its capabilities to the SL Nuclear Security Committee. The Constabulary had also received a visit from the Minister of State for Security, Home Office. At the end of November 2016, Sellafield had held its annual ONR regulatory-observed counter-terrorism Exercise.

EDF and MARSO

A programme of joint EDF and CNC / Site Security Control Room (SSCR) training was currently underway, which would assist with the transition from EDF's Managed Response Solution (MARSO) programme to business as usual.

[REDACTED]

Incident Management System (IMS). The final quarter of 2016 had seen steady progress on the IMS project, although this had remained in exception, as an information security derogation was required from ONR.

Emergency Services Mobile Communication Programme (ESMCP). Progress had been slower than expected [REDACTED]

Metropolitan Police Service (MPS) initial AFO training. To date, the CNC had successfully trained a number of MPS officers.

Role profile delivery. To deliver against the updated Authorised Firearms Officer (AFO) role profile, training would be undertaken and an integration plan would be developed regarding the use of pyrotechnics.

National Firearms Instructor (NFI) recruitment. Four initial NFI courses had been scheduled for FY17-18.

New Capability. The CNC New Capability Generation and Planning Group had prioritised three areas of work, namely: Body Worn Video (BWV), which as a non-Home Office force, the Constabulary had been invited to consider; Driver Training; and Ballistic Shields. The need for dialogue with Site Licence Companies (SLCs) regarding BWVs had been recognised.

[REDACTED]

Security Update. Since the last report, there had been three security breaches (two low risk incidents and one medium risk incident) and one near miss. The medium risk incident had been reported to ONR.

AGREED:

- (i) The CEO / Chief Constable's Business Report November 2016 to January 2017 was noted.

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

The ARGC Chairman advised that an ARGC Meeting had not been held since the last Board Meeting and that the next ARGC Meeting was scheduled to take place on 9 February 2017.

4 Items for approval**4.1 Strategy and Business Plan 2017-20**

The Draft Strategy and Business Plan 2017-20 had been updated in the light of comments provided at November's CNPA Board Meeting and it was now in the final phase of preparation before publication.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

The inclusion of timescale details in respect of the Emergency Services Mobile Communications Programme was requested, when appropriate. The need to consider the potential impact of Brexit was also raised.

The Draft Strategic and Business Plan 2017-20 Strategic Context, Operations and Training, had been discussed in relation to the Constabulary's 'raison d'être' and it was proposed that this should refer to the security of nuclear material. In relation to strategic objective 1, the Constabulary's deter and deny stance was questioned and it was agreed that 'respond' was covered by the word 'deny.'

AGREED:

- (i) The draft Strategy and Business Plan 2017-20 was noted for final submission to the Board in March 2017, subject to the above-noted updates.

[REDACTED]

AGREED:

- (i) The Draft Budget 2017/18 was noted.

4.2 TACOS Business Case

[Peter Henderson, Cruxludi, joined the Meeting]

A presentation to members set out the developments that had taken place since the last Board meeting in November. It was clarified that the Board was being asked to:

- (i) Approve the TACOS business case, taken as read, that had been submitted under cover of the Report, PAB(17)R04.
- (ii) Provide the delegated authority to the Capability Director / DCC to open a formal consultation and negotiation process with the Staff Associations

[REDACTED]

AGREED:

[REDACTED]

ACTION: PAB250117-01: The CNPA Chairman to meet Federation representatives before March 2017, if possible, to introduce the principles of a negotiation strategy for TACOS.

[Peter Henderson, Cruxludi left the Meeting.]

5 Items for discussion

5.1 Infrastructure Policing

The CEO updated members on the current position in relation to the Infrastructure Policing Review and advised that a decision regarding the Home Office-led project was awaited from the Prime Minister. She had been briefed by the Cabinet Secretary and provided with a streamlined brief for consideration and decision earlier in January 2017.

[REDACTED]

AGREED:

- (i) The update on the Infrastructure Policing Review was noted.

6 Business Updates

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

6.3 Principal Risk Report to 31 December 2016

The Principal Risk Register had shown a stable performance to 31 December 2016. [REDACTED]

[REDACTED]

[REDACTED]

A risk workshop was being planned for February / March 2017, to update the principal risk register and to align the principal risks with the agreed strategic objectives contained in the Strategy and Business Plan 2016-20.

AGREED:

- (i) The Principal Risk Report to 31 December 2016 was noted.

6.4 Health, Safety & Environmental Report to 31 December 2016

Key findings presents in the Health, Safety and Environmental Report to 31 December 2016 were that:

- the total number of injury reports to this point in the reporting year had been the lowest number for the five years that data had been recorded using the Home Office Police Force methodology;
- a significant increase had occurred in the number of RIDDOR reports, which were primarily within the training environment. These were believed to have been connected to fitness levels, increases in intensity / realism of Personal Safety Training and the age / injury profile of CNC officers;
- the cumulative dosimetry data had shown that, in radiological terms, CNC personnel had had negligible radiation exposure, with over 81% of all monitored personnel not having had any measureable exposure this reporting year; and
- two civil liability claims had been received since the last report. Overall, the nine claims to date this reporting year had been the lowest number of claims to this point of the year for the five years that the CNC data had been recorded in this format.

The importance of ensuring that the Constabulary was doing everything it could to reduce health, safety and environmental incidents and maintain a focus on avoidable incidents was noted. In the course of discussions, it was also confirmed that fast-track physio support process had been introduced to precipitate the return-to-work process.

It was suggested that benchmarking health and safety with other police forces and investigating leading statistics could be beneficial.

AGREED:

- (i) The Health, Safety and Environmental Report to 31 December 2016 was noted.

6.5 Emergency Services Mobile Communications Programme Report

The Emergency Services Network (ESN) was scheduled to replace the current emergency communications network for over 300 'blue light' services and organisations and would be delivered through the Home Office-led Emergency Services Mobile Communications Programme (ESMCP). The Board was invited to note the implications, particularly the financial risk, in transitioning to ESN.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

AGREED:

- (i) The Emergency Services Mobile Communications programme update was noted including the financial risk in transitioning to the Emergency Services Network (ESN).

6.6 Sellafield Training Facility

The Capability Director updated on progress with the new [REDACTED] Sellafield Training Facility (STF) that was currently under construction and was currently ten weeks ahead of schedule with a target completion date of 29 August 2017. It was expected that a Facilities Management contract would be in place by June 2017. A transition plan was being developed to cover the period between the STF handover and the start of full training delivery in January 2018. The Constabulary would make maximum use of the STF before making an assessment of what training could be delivered to outside organisations.

AGREED:

- (i) The Sellafield Training Facility update was noted.

7 AOB**7.1 Board Meeting self-assessment**

Board members reflected on the conduct of the Board Meeting. It was considered to have been business-like, with an appropriate level of debate, although occasionally, a little more context would have been helpful. It was felt that there had been a growth in interest in current issues by Authority members and that Board Meetings were a good opportunity to bring the members up-to-date with Constabulary business in an open atmosphere where challenge was encouraged.

[REDACTED]

[REDACTED]