

Civil Nuclear Police Authority Board Meeting			
Meeting Date	24 September 2024	Venue	
Start Time	09.30 hrs	End Time	12.45 hrs
Reference No.	CNPA20240924		
MEMBERS:			
Susan Johnson	CNPA Chair		
Alyson Armett	Industry Representative Member		
Andrew Harvey	Independent Member		
Sir Craig Mackey	Independent Member		
Sue Scane	Independent Member		
Pamela Duerden	Industry Representative Member, NDA		
David Tomblin	Industry Representative Member, EDF		
In ATTENDANCE:			
Simon Chesterman	Simon Chesterman - Chief Constable		
Stephen Martin	Deputy Chief Constable		
Richard Cawdron	ACO Director, Governance and Enabling Services		
Karen Sanders	Interim Director of People		
Kerry Smith	Assistant Chief Constable		
	Ch/Supt – Operations		
	Board & Committee Secretary		
	Senior Staff Officer to Chief Constable Simon Chesterman		
	Head of Business Development, Sustainability and Estates		
	Head of Governance		
	Chief Finance Officer		
	Board and Committee Manager		
	Strategic Property Portfolio Asset Manager		
OBSERVERS:			
	Department for Energy Security & Net Zero		
	Head of CNC Sponsorship, Department for Energy Security & Net Zero		
	nominated Dounreay CNPA representative		
APOLOGIES			
Chris Pilgrim, Independent Member			
, Department for Energy Security & Net Zero			
1.	Welcome and Chair's Update (Susan Johnson)		
	1.1 The Chair welcomed attendees to the meeting.		
	1.2 Apologies Apologies were recorded above.		

	<b>1.3 Conflicts of Interest</b> No Conflicts were raised.
<b>2.</b>	<b>Update of events since last the Board</b> <div style="background-color: black; height: 15px; width: 100%; margin-top: 10px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <div style="background-color: black; height: 15px; width: 100%; margin-top: 5px;"></div> <p>The Chair notified the Board that Authority Members had accepted the recommendations relating to senior officer pay, pay structure and the pay remit which were discussed at the Senior Appointments Committees (SAC) in July and September. The individuals concerned would be notified of their pay award in writing.</p> <p>2.2 [REDACTED] provided the following updates:</p> <ul style="list-style-type: none"> <li>• Agreement received from the Department to provide CNC officers with a pension age of 65. Official notification of this position would be sent by Lord Hunt to the Chair of CNPA Board. Discussions had taken place with EDF and NDA regarding how this would be funded. [REDACTED] advised that discussions would take place with the Cabinet Office regarding the transition into the Alpha Civil Service Scheme from April 2026.</li> <li>• [REDACTED] expressed his thanks to [REDACTED] and colleagues for their support and patience in addressing the pension challenges, and offered assistance, if need be to CNC when communicating those pension updates to officers.</li> <li>• The team were waiting for the details of salary approvals so that the additional [REDACTED] submission could be progressed to the Minister.</li> <li>• [REDACTED]</li> </ul> <p>Members commented or sought assurance on the following:</p> <ul style="list-style-type: none"> <li>• Chief Constable Simon Chesterman (CC SC) advised that the pension agreement was a good news story and having a coordinated response between the Department, CNC and the Civil Nuclear Police Federation (CNPF) would be beneficial.</li> <li>• Noted that it would be down to officers to seek their own advice regarding the particulars of the pension such as additional contributions. [REDACTED] was happy to provide CNC with the modelling framework if required.</li> <li>• The Chair raised that CNC were still awaiting retrospective approval to sign off the Annual Reporting Accounts (ARA).</li> </ul>

	<ul style="list-style-type: none"> <li>• [REDACTED]</li> <li>• [REDACTED] would be leaving the Board next Summer. [REDACTED] assured the Board this was being addressed and would be advertised on Public Appointments in good time.</li> <li>• [REDACTED]</li> <li>• [REDACTED]</li> <li>• [REDACTED] asked for the SLC's to be informed of when the pension communication goes out to CNC officers so that he could brief his team internally if required.</li> </ul>
<b>Action 01</b>	[REDACTED]
<b>Action 02</b>	A member of the Executive team to inform the SLC's of the timeframe and details of the pension communication being sent to CNC officers, to enable SLC's to brief their own teams internally.
<b>Decision 01</b>	Authority Members have <b>AGREED</b> to proceed with the recommendation's relating to senior officer pay, pay structure and the pay remit that were discussed in July and September's SAC meetings.
<b>3.</b>	<b>Approval of minutes of the meeting held on 31 July 2024</b> (Susan Johnson) Report Ref: PAB(24)R82
<b>Decision 02</b>	The draft minutes of the CNPA meeting held on <b>31 July 2024</b> were <b>APPROVED</b> .
<b>4.</b>	<b>Review of the CNPA Rolling Action Log</b> (Susan Johnson) Report Ref: PAB(24)R83 Actions PAB23052024-03, PAB23052024-06 were updated during the meeting. Refer to the log for details.
<b>Decision 03</b>	Board Members <b>NOTED</b> the CNPA Rolling Action Log updates.
<b>5.</b>	<p><b>Chief Constable's Report</b> – Simon Chesterman (CC SC) Report Ref: PAB(24)R84</p> <p>CC SC provided an update on the headlines of routine and new business since 31 July 2024.</p> <p>An additional update included:</p> <ul style="list-style-type: none"> <li>• [REDACTED]</li> <li>■ [REDACTED]</li> <li>■ [REDACTED]</li> </ul>



	<ul style="list-style-type: none"><li>• The Chair gave assurances that she had rigorously reviewed the proposal and the original 2017 agreement with [REDACTED].</li><li>• [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]</li><li>■ [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]</li><li>■ [REDACTED] [REDACTED] [REDACTED]</li><li>■ [REDACTED] [REDACTED] [REDACTED] [REDACTED]</li><li>• [REDACTED] [REDACTED] [REDACTED]</li></ul>
Decision 06	<p>Members <b>APPROVED</b>:</p> <ul style="list-style-type: none"><li>• The in-year costs of a move from 5 to 8 hours unsocial hours from 1 October 2024 as part of the Q2FC, which will be found within the current budget allocations. [REDACTED].</li><li>• The ongoing costs of a move from 5 to 8 hours unsocial hours will be built into the budget for 2025/26 but savings will be identified as part of the budget build to ensure that there is no additional cost to SLCs. [REDACTED]</li><li>• The principle of alignment with Home Office forces to pay up to the full 10 hours unsocial hours from 1 April 2025 (move from 8 to 10 hours) which will be considered as part of the 2025/26 budget build and the MTFP refresh in March 2025, but at no cost to the SLCs. [REDACTED].</li></ul>
6.3	<p><b>Presentation of Medium-Term Financial Plan 2024-28 – [REDACTED]</b> Report Ref: PAB(24)R87</p> <p>The paper presented the updated CNPA MTFP 2024-2028 for review and approval.</p> <p>[REDACTED]</p> <li>■ [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]</li> <li>■ [REDACTED] [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] [REDACTED] ■ [REDACTED] [REDACTED] [REDACTED]</li> <li>■ [REDACTED] [REDACTED]</li>

[illegible]

7.2	<p><b>Pilot of MS CoPilot (AI) - Richard Cawdron</b> Report Ref: PAB(24)R90</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <ul style="list-style-type: none"> <li>■ [REDACTED]</li> <li>[REDACTED]</li> <li>[REDACTED]</li> <li>■ [REDACTED]</li> <li>[REDACTED]</li> <li>[REDACTED]</li> <li>■ [REDACTED]</li> <li>[REDACTED]</li> <li>[REDACTED]</li> <li>[REDACTED]</li> <li>■ [REDACTED]</li> <li>[REDACTED]</li> <li>[REDACTED]</li> <li>[REDACTED]</li> <li>[REDACTED]</li> <li>■ [REDACTED]</li> <li>[REDACTED]</li> </ul>
Action 06	<p>[REDACTED]</p> <p>[REDACTED]</p>
Decision 09	<p>[REDACTED] [REDACTED]</p> <p>[REDACTED]</p>
8.	<p><b>STANDING ITEMS</b></p>
8.1	<p><b>Operations Report ( [REDACTED] )</b> Report Ref: PAB(24)R91</p> <p>[REDACTED] provided Members with the latest update on CNC operations.</p> <p>Additional updates since the submission of the report were as follows:</p> <ul style="list-style-type: none"> <li>• [REDACTED]</li> <li>• [REDACTED]</li> <li>• The Dog Handlers have returned from Paris [REDACTED]</li> <li>[REDACTED]</li> <li>[REDACTED]</li> </ul> <p>Members comments were as follows:</p> <ul style="list-style-type: none"> <li>• [REDACTED]</li> <li>[REDACTED]</li> <li>■ [REDACTED]</li> <li>[REDACTED]</li> <li>[REDACTED]</li> </ul>
Decision 10	<p>Members <b>NOTED</b> the content of the Operations report</p>
8.2	<p><b>People Directorate Report (Karen Sanders)</b> Report Ref: PAB(24)R92</p> <p>Karen Sanders provided an update on the work of the People Directorate.</p> <p>No comments raised by Members</p>

<b>Decision 11</b>	Members <b>NOTED</b> the contents of the People Directorate Report
<b>8.3</b>	<p><b>Assets Update – Richard Cawdron</b> Report Ref: PAB(24)R93</p> <p>An Assets update was provided on the following initiatives:</p> <ol style="list-style-type: none"> <li>1) CNC Property Strategy</li> <li>2) CNC Decarbonisation Roadmap and deliverables</li> <li>3) [REDACTED]</li> <li>4) CNC Southern Firearms training facilities</li> <li>5) CNC Fleet strategy</li> </ol> <p>No comments or questions raised</p>
<b>Decision 12</b>	Members <b>NOTED</b> the work being planned and undertaken in respect of the Asset Update.
<b>8.4</b>	<p><b>SIRO report - Richard Cawdron</b> Report Ref: PAB(24)R94</p> <p>The report provided an update on information in respect of the CNC Cybersecurity Strategy, NIST cyber mediation project progress, and the work of the Information Governance team on policy governance.</p> <p>No comments or questions raised</p>
<b>Decision 13</b>	Members NOTED progress to date detailed in the SIRO Report.
<b>8.5</b>	<p><b>Finance Report (P5) - [REDACTED]</b> Report Ref: PAB(24)R95</p> <p>The paper presents CNC actual financial performance to period 5 (August) for noting.</p> <p>[REDACTED]</p> <p>■ [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
<b>Action 07</b>	[REDACTED]
<b>Decision 14</b>	<p>Members <b>NOTED</b>:</p> <ul style="list-style-type: none"> <li>• [REDACTED]</li> </ul> <p>■ [REDACTED]</p> <p>[REDACTED].</p>
<b>8.6</b>	<p><b>Service Change Update Report (Richard Cawdron)</b> Report Ref: PAB(24)R96</p> <p>The Service Change Update reported progress in relation to Service Change activities.</p> <p>[REDACTED]</p> <p>■ [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>

	<ul style="list-style-type: none"> <li>■ [REDACTED]</li> <li>■ [REDACTED]</li> </ul>
<b>Action 08</b>	[REDACTED]
<b>Decision 15</b>	Members NOTED progress to date detailed in the Service Change Report.
<b>9.</b>	<b>ITEMS FOR READING</b>
<b>9.1</b>	<p>9.1.1 ARFC – Chair’s Report of the ARFC meeting on 5 September</p> <p>9.1.2 ARFC draft minutes for the meeting held on 5 September</p> <p>9.1.3 Transforming Public Procurement Legislation Compliance – Presentation to ARFC</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
<b>Decision 16</b>	Members <b>NOTED</b> the items.
<b>9.2</b>	No People Committee meetings since the last Board meeting
<b>9.3</b>	<p><b>Board Forward Plan</b> – Susan Johnson</p> <p>Report Ref: PAB(24)R100</p>
<b>10.</b>	<b>ANY OTHER BUSINESS</b>
<b>10.1</b>	<p><b>November 2024 CNPA Board Meeting arrangements</b> (Chair)</p> <p>The next meeting will be held in [REDACTED] on 27 November</p> <p>As it was [REDACTED] last Board meeting, gratitude was expressed for her contributions as interim People Director, including the knowledge transfer that she shared with colleagues. She was wished all the best for the future.</p>
<b>Distribution of Minutes:</b> CNPA Members, CNC Executive	