

Civil Nuclear Police Authority Board Meeting			
Meeting Date	26 July 2023	Venue	
Start Time	11.00 hrs	End Time	13.30 hrs
Reference No.	CNPA20230726		
MEMBERS:			
Susan Johnson	CNPA Chair		
Andrew Harvey	Independent Member		
Susan Lussem	Industry Representative Member, Sellafield		
Sir Craig Mackey	Independent Member		
Chris Pilgrim	Independent Member		
David Tomblin	Industry Representative Member, EDF		
Mark Rouse	Industry Representative Member, DSRL		
Sue Scane	Independent Member		
In ATTENDANCE:			
Simon Chesterman	Chief Constable		
Stephen Martin	Deputy Chief Constable		
Richard Cawdron	Director, Governance and Enabling Services		
	Chief Finance Officer		
	Senior Specialist Consultant – Pensions and TACOS		
	Board and Committee Manager		
	Board & Committee Secretary		
	Head of Engagement & Communications		
	C/Supt – Head of Strategic Development		
OBSERVERS:			
	Director, Nuclear Protection, Department for Energy Security & Net Zero (Observer)		
	Head of CNC Sponsorship, Department for Energy Security & Net Zero (Observer)		
	RSM (Observer)		
APOLOGIES			
Pamela Duerden	Industry Representative Member, NDA		
Nicola Bacon	Interim Director, People & Organisational Development		
1.	Welcome and Chair's Update (Susan Johnson)		
	The Chair welcomed attendees to the meeting (including and and advised that was observing		

	proceedings in connection with the Board Effectiveness Review currently in progress.
	<p><b>1.2 Apologies</b> Apologies were as detailed above.</p> <p><b>1.3 Conflicts of Interest</b> No conflicts of interest were declared.</p>
2.	<p><b>Update of events since last the Board, including items circulated/decided and papers for reading</b> (Susan Johnson)</p> <p>[REDACTED] advised that he had been in Post as the Director, Nuclear Protection, Department for Energy Security and Net Zero (DESNZ) for six weeks, having previously worked for the Department for Transport and the Home Office</p> <p>[REDACTED] highlighted that:</p> <ul style="list-style-type: none"> <li>The previous week's announcement regarding Great British Nuclear [<i>and how it would drive the rapid expansion of new nuclear power plants in the UK at an unprecedented scale and pace</i>], was a significant step for the sector, from which the CNPA/CNC should draw confidence.</li> <li>[REDACTED]</li> <li>[REDACTED]</li> <li>In his opinion, [REDACTED] was a remarkable facility and significant asset for [REDACTED]</li> <li>He understood the difficulty of undertaking an Authorised Firearms Officer (AFO) role at 68 years old and committed to support a resolution of the pension issue.</li> </ul> <p>The following issues were raised:</p> <ul style="list-style-type: none"> <li>[REDACTED]</li> <li>CC SC queried whether the briefing on the CNC's cultural activities had been provided to the Minister. [REDACTED] advised that the Minister had been provided with a copy of the 3-year Strategy, and the Secretary of State had responded via a letter to the Chair.</li> </ul>
3.	<p><b>Approval of minutes of the meeting held on 31 May 2023</b> (Susan Johnson) Report Ref: PAB(23)R49 The Chair advised that an error had been identified in Item 2 of the draft minutes of the CNPA Board meeting on 31 May 2023.</p>
<b>Decision 01</b>	The draft minutes of the CNPA Board meeting held on 31 May 2023 were <b>APPROVED</b> as an accurate record on the meeting, subject to the correction of the wording in Item 2 from "... the Secretary of State. of the Board..." to ... the Secretary of State. The Board...".
4.	<p><b>Review of the CNPA Rolling Action Log</b> (Susan Johnson) Report Ref: PAB(23)R50</p>

	PAB301122-06, it was queried whether a timeline had been established in connection with the CNC Decarbonisation Strategy. [REDACTED] responded that the CNC hoped to make progress on this front before the end of the year and that an external resource would be sought to support this work.
<b>Action 01</b>	<b>CNC Decarbonisation Strategy – Timeline</b> CNC Decarbonisation Strategy – Timeline to be placed on the agenda for the October 2023 CNPA Board Meeting.
<b>Decision 02</b>	Board Members <b>NOTED</b> the CNPA Rolling Action Log updates.
<b>5.</b>	<b>Chief Constable/Chief Executive's Report (CC Simon Chesterman)</b> Report Ref: PAB(23)R51
	<p>The Chief Constable/Chief Executive's Report provided an update on general business since 31 May 2023 and CC SC highlighted that:</p> <ul style="list-style-type: none"> <li>• [REDACTED]</li> <li>• His Majesty's Inspectorate of Constabulary and Fire &amp; Rescue Services had just published its annual review entitled "State of Policing".</li> <li>• [REDACTED]</li> <li>• [REDACTED] (the second female to hold the Chief Superintendent rank in the history of the CNC) was now leading on all training and reporting to [REDACTED]. A Training Strategy was being formulated.</li> <li>• The College of Policing had agreed to a deferral of the "go live" of the non-Home Office forces apprenticeship scheme by a few months.</li> <li>• [REDACTED]</li> <li>• [REDACTED]</li> <li>• The Government had announced that it would comply with the recommendations of the Police Remuneration Review Body in respect of police pay, which would result in a 7% consolidated pay rise across all ranks up to Chief Officer, taking effect on 1 September 2023.</li> </ul> <p>[REDACTED]</p> <p>Comments/queries were raised as follows:</p> <ul style="list-style-type: none"> <li>• The Training Strategy would have links to People Directorate activities.</li> <li>• [REDACTED]</li> </ul>

[illegible]

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	<ul style="list-style-type: none"> <li>██████████ observed that there were six CNPA Board meetings per year and he queried the necessity of all the additional <i>ad hoc</i> meetings that occurred. The Chair indicated that this would be considered as part of the current Board Effectiveness Review.</li> </ul>
<b>Action 9</b>	<b>Board Effectiveness Review</b> The Chair to review the practice of the CNPA Board <i>ad hoc</i> meetings.
<b>Decision 06</b>	Members <b>APPROVED</b> the Terms of Reference for the CNPA Board, Audit, Risk and Finance Committee, Senior Appointments Committee and People Committee.
<b>6.4</b>	<b>CNC and CNPA Communications Protocol</b> ██████████ Report Ref: PAB(23)R54a
	<p>The CNC and CNPA Communications Protocol paper sought to revisit the communication process and responsibilities in the event of a major/critical incident.</p> <p>Comments/queries were raised as follows:</p> <ul style="list-style-type: none"> <li>The Chair observed that in a major/critical incident, CNPA industry representatives may be called upon to comment for their own employers.</li> <li>██████████ suggested that it might be helpful to test the protocol in a simulated environment as a desktop exercise..</li> <li>██████████ welcomed the protocol and opined that it was pragmatic. He also observed that testing generally led to improvements.</li> <li>The Chair indicated that a single source bank of contact details would be beneficial.</li> <li>The Chair also raised that media training at CNPA Board-level would be welcome, perhaps including a collective, immersive session.</li> <li>██████████ asked (██████████) whether she felt well-sighted, as the Head of Engagement and Communications, on Site Licence Company (SLC) plans. ██████████            ██████████            ██████████.</li> </ul>
<b>Action 10</b>	<b>CNC and CNPA Communications Protocol</b> ██████████ to arrange for the exercising of the CNC and CNPA Communications Protocol.
<b>Action 11</b>	<b>CNPA Contact Details</b> The Board and Committee Manager to ensure a single source bank of contact details is held for use in a major/critical incident.
<b>Action 12</b>	<b>CNPA Media Training</b> ██████████ to arrange for CNPA Board-level media training, perhaps including a collective, immersive session.
<b>Action 13</b>	<b>CNC and CNPA Communications Protocol</b> ██████████ to share the CNC and CNPA Communications Protocol with the Site Licence Companies.
<b>Decision 06</b>	Board Members <b>APPROVED</b> the CNC and CNPA Communications Protocol.
<b>7.</b>	<b>STANDING ITEMS</b>
<b>7.1</b>	<b>Service Change Update Report</b> (Richard Cawdron/██████████) Report Ref: PAB(23)R55
	The Service Change Update reported progress in relation to Service Change activities.

	<p>[REDACTED]</p> <p>The following comment was raised:</p> <ul style="list-style-type: none"> <li>[REDACTED]</li> </ul>
<b>Action 14</b>	<p>[REDACTED]</p>
<b>Decision 07</b>	Board Members <b>NOTED</b> progress to date detailed in the Service Change Report.
<b>7.2</b>	<b>Corporate Performance Report</b> (DCC Stephen Martin) Report Ref: PAB(23)R56
	<p>The Corporate Performance Report presented progress, performance and risk information across the strategic goals, the Annual Business Plan and the Portfolio projects.</p> <p>[REDACTED]</p> <p>Comments/queries were raised as follows:</p> <ul style="list-style-type: none"> <li>[REDACTED] observed that increased PSD proactive capability would inevitably result in an increase in the issues identified. He was nevertheless impressed with the CNC's Professional Standards Team, which had a good working relationship with the Independent Office for Police Conduct (IOPC). DCC SM advised that the CNC was building the capacity and capability to undertake proactive cultural work. The Chair also highlighted that Bystander Training had been rolled out, but that continued messaging on this topic was important.</li> <li>[REDACTED]</li> </ul>
<b>Action 15</b>	<p>[REDACTED]</p>
<b>Decision 08</b>	<p>Board Members:</p> <ul style="list-style-type: none"> <li><b>NOTED</b> the corporate performance recorded in Appendix A for each of the three goals in the CNPA Strategic Plan 2023/26.</li> <li><b>NOTED</b> the additional commentary for the exceptions under each goal area.</li> </ul>
<b>7.3</b>	<b>Operations Report</b> (DCC Stephen Martin) Report Ref: PAB(23)R57



	<p>The Operations Report provided an update on the status of CNC operations and policing activities.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>No comments or queries were raised.</p>
<b>Decision 09</b>	Board Members <b>NOTED</b> the Operations Report.
<b>7.4</b>	<b>People Directorate Report</b> [REDACTED] for Nicola Bacon) Report Ref: PAB(23)R58
	<p>The People Directorate Report provided an update on people management and organisational development activity and an oversight of people performance metrics.</p> <p>The People Directorate Report was taken as read and it was noted that it had been aired at People Committee level. No queries were raised.</p>
<b>Decision 10</b>	Board Members <b>NOTED</b> the contents of the People Directorate Report and the details in Appendix 1.
	<p><b>Police Staff Pay Remit 2023 to 2024</b> [REDACTED] Report Ref: PAB(23)R58a</p> <p><b>Pay Remit Addendum Guidance 2023/24</b> [REDACTED] Report Ref: PAB(23)R58b</p>
	On 20 July 2023, the People Committee endorsed a police staff pay remit proposal for the period 1 September 2023 to 31 August 2024. The Police Staff Pay Remit 2023 to 2024 report and the Pay Remit Addendum Guidance 2023/24 report recommended the CNPA/CNC's adoption of the proposal.
<b>Decision 11</b>	Board Members endorsed the pay award recommendations.
<b>8.</b>	<b>ITEMS FOR READING</b>
<b>8.1</b>	<b>Audit, Risk and Finance Committee (ARFC) Sue Scane</b>
	<p><b>8.1.1 Chair's Report of the ARFC Annual Report and Accounts Meetings on 25 May 2023 and 29 June 2023</b> (Sue Scane) Paper Ref: PAB(23)R59</p> <p><b>8.1.2 Minutes of the ARFC Annual Report &amp; Accounts Scrutiny Panel Meeting held on 25 May 2023</b> Paper Ref: PAB(23)R60a</p> <p><b>9.1.3 Minutes of the ARFC Annual Report &amp; Accounts (Telecon) Meeting held on 29 June 2023</b> Paper Ref: PAB(23)R60b</p>
<b>8.2</b>	<b>People Committee: (Chris Pilgrim)</b>
	<p><b>8.2.1 Chair's Report of the People Committee Meeting held on 5 July 2023</b> (Chris Pilgrim) Paper Ref PAB(23)R61</p> <p><b>8.2.2 Minutes of the People Committee Meeting held on 5 July 2023</b> Paper Ref PAB(23)R62</p>
<b>9.</b>	<b>ANY OTHER BUSINESS</b>
<b>9.1</b>	<p><b>October 2023 CNPA Board Meeting arrangements</b> (Chair)</p> <p>The CNPA Board Meeting on 4/5 October 2023 is scheduled to be held at [REDACTED].</p>
<b>Distribution of Minutes: CNPA Board Members, CNC Executive</b>	

