



DEFENCE POLICE FEDERATION

Established by Act of Parliament

Daniel Applegate
Head of HR Policy and Reward
Ministry of Defence
Main Building (06/1/25)
Whitehall
London
SW1A 2HB

Our Ref: 01/01/02/02/16

1st April 2016

Dear Daniel,

Ministry of Defence Police – Terms and Conditions of Service

As a result of our ballot on the revised offer provided to us, from yourselves, on the 16th November 2015, we returned with a counter offer, accepting that position if certain conditions were met.

After a lengthy wait, the only element outstanding was the issue surrounding our members pensions, the first two conditions being met.

The letter, from the Minister of the 14th March 2016 sets out the Department's final position on the pension issues raised. That is understood. The relevant pension schemes are statutory and, subject to the discussions we have had, it is a matter for Minister for the Civil Service to make decisions upon those within the relevant statutory provisions. There is no requirement for agreement in respect of those and the issue for our members to consider is the legality of the proposed course of action. We are taking legal advice in respect of this. Provisional indications are that there may well be very significant legal issues and we are exploring these further. Please rest assured that we will not hesitate to bring legal proceedings if so advised.

Different considerations arise in connection with our members conditions of service. These are not statutory and the negotiation process in respect of these is governed by the Memorandum of Agreement (MOA). You are required to seek our agreement in respect of proposed changes to conditions of service and the MOA provides for the relevant process where agreement cannot be reached. In respect of these matters, I am pleased to inform you that we do agree with the changes negotiated and set out in the letters of the 16th of November 2015 and 7th of December 2015. As set out above this agreement applies to conditions of service, not to statutory pension matters which are subject to a different process.

Clearly, further consultation on areas such as the Fitness Testing and the two year pay freeze implementation will need to take place and we look forward to consulting on these areas as quickly as possible.

We would welcome notification of the proposed timelines for remuneration of the historic pay rises and the removal of the NPD and other allowances, such as London Weighting and Dog Handling allowances, which were withheld during this process and clearly take effect from their respective implementation dates.

This has been a lengthy and difficult process, not least of which for our members. We thank you for your and Richard's time on this and hope matters can now move forward, with clarity for our members and a clear set of agreed Terms and Conditions for the future.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'E. Keating', written in a cursive style.

Eamon Keating
National Chairman

cc Mr A Hitchcock QPM - Chief Constable Ministry of Defence Police
Richard Clancy – MDP TACOS Review