



DEFENCE POLICE FEDERATION

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Circular 27/15

Dear Members

Ministry of Defence Police: Terms and Conditions of Service - Formal Offer

I am writing to inform you that the Department has now made the Federation a formal offer with regards to members' Terms and Conditions of Service (TACOS).

Details of this offer are available for members' attention and consideration for ballot at the annex's to this circular, including a breakdown from the NEC on the package and its impacts.

To provide some context to the offer made by the Department, it has been grounded in the budget restrictions placed upon the Ministry of Defence and the expectation that further savings be made. As such, the Federation takes the view that the offer as a whole does not fully meet our or our members expectations.

While we are disappointed that TACOS has been used as part of the Department's efforts to meet its budget requirements, we are also aware of the political environment in which this offer has been made, following the election of the new government and its commitment to public spending reductions. Consequently, it is likely that this offer represents the best the Department is able and willing to put forward at this time.

We would like to reassure members that this offer does not preclude the Federation from continuing its negotiations on pay parity and on officers' pensions. These are issues we will continue to robustly discuss with the Department to ensure the best possible solution for officers.

We will additionally continue to highlight the role of the MDP and its importance to national security and to the Department specifically, given that we remain vulnerable to further requests for reductions in our resources.

I hope you will carefully consider this offer and its impacts and direct the Federation appropriately through your vote.

Once the vote is concluded we will have the full mandate of the membership to allow us to engage with both the Force and the Department fully.

We will continue to add information to the website, on the impacts of this package, as we progress through the process.

Eamon Keating
National Chairman