

Def Sy/5/3/2

16 June 2010

**MINUTES OF THE MOD POLICE COMMITTEE**  
**THURS 10 JUNE 2010**

**Members**

David Riddle	Independent	<b>Chair</b>
Sir Keith Povey	Police Adviser (England & Wales)	
Andrew Brown	Police Adviser (Scotland)	
Dr Marie Dickie	Independent Member	
Caroline Mitchell	Independent Member	
Dr Parvaiz Ali	Independent Member	
Susan Scholefield	Director General Human Resources & Corporate Services & Agency Owner	
Mark Preston	Director Business Resilience	
Karen Feather	Clerk to MOD Police Committee	<b>Secretary</b>

**Attendees**

Mr Steve Love	Chief Constable, MDP
Mr Gerry McAuley	DCC, MDP
Mr Robert Chidley	ACC Operational Support
Mr John Bligh	ACC Professional Development
Mr Dave Allard	ACC Divisional Operations
Eamon Keating	Chair, Defence Police Federation
Mr Richard Clancy	DefSy-Physical Security & Policing Policy Assistant Head
Supt Dave Pawley	DefSy-Policing Pol 2
Mrs Dawn Wiggins	APS/DGHRCS
Mrs Reesa Rajesh	DefSy-Policing Pol Coord

**Apologies**

Ch Supt Rob Hoblin.  
David King

**Chair's Opening Remarks**

1. The Committee wished to convey their best wishes to Ch Supt Wendy Benson, who is convalescing. The Chair undertook to write to her on behalf of all the members. **Action: Chair**

**Agenda Item 1: Minutes of the last meeting**

2. Mr Bligh referred to small typographical errors at paras 30 and 40. The action at para 31 should be for ACC PD not OS. Caroline Mitchell requested that the word "just" be inserted before "welfare based" at para 30. **Action: Clerk**

**Agenda Item 2: Chief Constable's Report**

**Operational Report**

3. The Chief Constable invited Mr McAuley, DCC, to present the Operational Report.

4. Mr McAuley said that the SEG had passed a Nuclear Standardisation Test and Operating Proficiency Inspection, as part of the MOD's assurance programme.
5. A Trident Ploughshares demonstration at AWE in February had resulted in 26 arrests.
6. Following the Ministerial endorsement of the CNI Armed Policing Review, MDP's Vintage Deployment had been revised.
7. Part of the MDP's responsibility for OP Bandsman had now been handed over to North Wales Police, as Prince William was currently training in North Wales.
8. MDP was now represented on the MOD 2012 Olympic Planning Group, in order that they could keep MOD fully informed on mutual aid requests from other forces. The Chair mentioned that he had attended the National Olympic Steering Group (which was attended by all the blue light authorities, associated government departments, and police and fire authorities). He understood that all chief constables would soon receive a list of mutual aid requirements for the Olympics. Mr Love confirmed that MDP would not commit any resources without sanction from MOD.

### Crime

9. Mr McAuley highlighted several examples of MOD crime where employees or contractors had attempted to de-fraud the department of significant sums of money. Susan Scholefield assured the independent members of the Committee that, despite the sizeable amounts involved, the department operated a zero tolerance of fraud and that the Defence Fraud Analysis Unit (DFAU) and forensic accountants were fully engaged with this. It was the role of the MOD Audit Committee, which was chaired by the Non-Executive Director from the Defence Board, to hold the MOD to account for these losses. The Committee also recalled that DG Fin was working with the force on developing a Crime Reduction Strategy for the MOD. It was noted that the year to date total for recovered assets and monies seized by CID was £983,646.79 with total restraints in place for the amount of £1,698,000.
10. Mr McAuley then provided examples of other work by CID that was highly valued by the department, such as the investigation of leaks of MOD information to the media or data losses, and forensic support with the repatriation of deceased service personnel.

### Mission Deployments

11. Mr Love had recently visited Afghanistan (as illustrated on the front cover of the latest edition of the force magazine "Talk Through"). The Committee were pleased to hear his account of how the officers were coping in the environment, and applauded the excellent work that they were doing in challenging and difficult conditions.
12. The MDP were pleased to support DFID's request to provide a Police Adviser to the Central Training Administration, Ministry of Interior, Palestine. An officer has been seconded and was based at Ramallah.

### Key Management Issues

13. Mr Love reminded the Committee that the Agency had been operating within the PR09 constraints for almost a year. The members would soon have an opportunity to see the effects when they carry out their State of Force visits over July and August. Several top level reviews were progressing which, although not directly focussed on the MDP, would influence the future size and shape of the force. Mr Love considered that his most important current priority as Chief Constable was therefore to ensure that he contributes to this work in order to ensure there would be a coherent and functional MDP organisation for the future.

14. The new Home Secretary had announced a review of Police Terms and Conditions of Service. This meant that Phase 2 of Trevor Woolley's review of MDP TACOS might be delayed in order to take account of the national work. However, work on the MDP specific issues, such as pensions, pay parity and the fitness issue should be able to continue.

15. Mr Love reported that he had recently met with Gerry Grimstone, who was reviewing the role of civilians in defence, to discuss the MDP, MGS and ownership of security. He was also pleased to report that he had been offered a place on the 2\* defence-wide HR review board. Importantly, this would ensure that policing aspects were given due consideration from the outset.

#### Standards and Compliance

16. Mr Bligh confirmed that engagement with the DPF was ongoing in respect of the new Drugs and Alcohol testing policy. He confirmed that the tender for contract of testing services had been prepared. He anticipated that the draft policy could be circulated to the Police Committee members in 2 weeks. The Committee looked forward to receiving this through the Clerk. **Action: ACC PD/Clerk**

#### MDP sickness levels

17. Parvaiz Ali expressed concerns about the MDP sickness levels. Eamon Keating commented that MDP's measurement of sickness absence was based on the recording of days rather than hours lost, which would better show the actual loss in productivity caused by absence. He also pointed out that the Agency's ability to retire MDP officers who were on Long Term Sick and clearly unable to return to work was limited in comparison to other organisations and as a consequence took much longer, increasing the MDP absence figure exponentially. Sir Keith Povey accepted that comparison with other organisations was difficult and suggested that the best comparison was internal, by charting sickness levels month by month to see the trend. The Chair said it would be helpful to see the sickness levels from the previous 12 month period on a rolling basis in future reports  
**Action: ACC PD**

#### Agenda Item 3: Update on Planning Rounds, Reviews and future of force

18. Susan Scholefield hoped that PR11, and the ongoing Strategic Defence and Security Review (SDSR) would result in some clarity for MDP and the Agency as a whole. She confirmed the Government's £6.2 Bn savings exercises did not include MOD, although the PR09 savings measures would continue, so in effect there would be no change. MOD was committed to a 25% reduction of running costs. The SDSR, led by the Cabinet Office and Sir Peter Ricketts, the new National Security Adviser, would report in the autumn. She agreed to keep the Police Committee informed of developments. **Action: DGHR CS**

19. Mark Preston said that he had asked Richard Clancy to lead two short reviews; the requirement for Defence-wide MDP services (initial report due by 31 Aug 10) and the future TLB Requirement for defensive armed and wider civil policing services (initial report due by 30 Sep 10). Both reviews were building on the information contained in the MDP Statement of Requirement which had been issued in Sept 08. The timescales for delivering this work were dictated by the requirement to feed the resultant resource implications into the PR11 process, but Mark Preston assured the Committee that there would be an opportunity for refinements at a later stage. The Chair also suggested that ACPO should be consulted to provide a sense of HDPF changing capabilities for policing in the areas other than guarding. This was agreed. **Action: DBR/PSPP**

20. The Chair also wanted to be satisfied that the Chief Constable would have an opportunity to provide his professional opinion on the appropriate complement to meet the agreed MDP requirements. Mark Preston confirmed that there was a routine ongoing dialogue with the CC to discuss the work and emerging findings. He would also encourage TLB PSyAs to engage with local MDP Senior Police Officers during the process of reviewing future requirements for defensive armed and wider civil policing services. Mr Keating said should the opportunity arise, the DPF would welcome providing a subject matter expert to assist with the review.

21. The Chair asked how the Police Committee could provide a contribution into the review, accepting that the issue of affordability was one for the MOD.. Mark Preston stressed that the work must meet the timescales for the PR11 process, and suggested that the penultimate draft should be circulated to the members in Aug to allow for comments via the Chair and then the final version should appear on the agenda for the Police Committee meeting in November. The Committee welcomed this. **Action: DBR/Clerk**

#### **Agenda Item 4: Key Targets**

##### 09/10 End of Year performance

22. The Chair stated that MDP's achievement of 5 out of their 9 Key Targets was commendable in the current climate, and in particular the customer satisfaction rate of 89.1% (which improved on last year's performance despite gapped posts) and the ability to remain within 1% of the resource control total for the fourth year in succession

##### 10/11 Approval of Key Targets

23. The Committee noted that the Key Targets for 10/11 had been endorsed by the Owner's Advisory Board meeting on 27 Apr 10.

#### **Agenda Item 5: MOD Police Committee Re-appointments**

24. Susan Scholefield confirmed that the Secretary of State had approved the re-appointment of all members and Police Advisers to the Committee. The re-appointments are for periods of 1, 2 and 3 years in order to introduce new members with effect from 2011 onwards. She thanked all the members for their willingness to continue to serve on the Committee.

#### **Agenda Item 6: MOD Police Committee Work Plan**

##### 09/10 - Temporary Promotion

25. Sir Keith Povey welcomed the report and the reductions in TMP from 115 to 91 since his report last year. However, he remained concerned over the number of officers on TMP for over 2 years (which contravened the force's new policy), including 1 Ch Supt, 2 Insp and 11 Sgts. He urged the force to consider whether some of the Sgts who were performing satisfactorily in the post, had passed the examinations but had failed at the interview stage, should be substantively promoted. He was also aware that the force currently had a large percentage of Ch Supt TMPs, which the AMB needed to address as a matter of priority. Andrew Brown supported this. The Chair commented that this impacted on the command resilience of the force.

26. Mr Bligh accepted that some of the Police Committee's recommendations needed to be re-visited at a later stage. A review of the lower ranks promotion policy was ongoing but it was important that officers met the requirements of the appropriate rank, not just a particular post. The number of TMPs may increase in the future because of the recruitment freeze. However, he hoped the reviews being led by DBR would soon provide some clarity of the force structure, especially for the superintending ranks.

27. The Chair suggested that an update should be provided at the meeting in November.  
**Action : ACC PD.**

28. The Chair agreed to discuss Ch Supt complementing separately with the Chief Constable with regard to command resilience and continuity. **Action: Chair/CCMDP**

#### 09/10 - Section 44 Stop and Search

29. The Committee had found the force's response to their report very positive. Mr Allard confirmed that the force had accepted most of the Police Committee's recommendations arising from their scrutiny of MDP's S44 Stop and Search operations in the Government Security Zone; some had been implemented while others were in hand in preparation for the next Police Committee meeting. Only one recommendation was not supported. However, following discussion at the meeting it was agreed that the committee's recommendation should be re-worded to "*giving MDP's account of the extent and reasons for any disproportionality to mitigate the impact*" Mr Allard confirmed that this would be acceptable.

#### 09/10 - Crime

30. This subject was originally on the agenda for the Away Day, but had been postponed due to other priorities. Andrew Brown agreed to engage with Mr Chidley to find out what information would be available to give the Committee a better overall picture of crime in the MOD. This would enable the Committee to gain a better idea of the extent of MDP engagement in crime prevention and investigation and therefore the effective use of their constabulary powers and resources.

**Action: Andrew Brown/ACC OS**

#### MOD Police Committee Work Plan 10/11

31. The Committee formally approved their 10/11 work plan. The Chair had asked the Agency Secretary what information might be regularly reported to them to enable them to monitor the impact of the current financial measures, and to complement the State of the

Force visits, which are included in the Work Plan and are due to take place over July and August. He will follow this up. **Action: Chair**

#### 10/11 – Green on Blue Firearms Risk

32. The Chief Constable confirmed that the work being taken forward by DBR to look at armed guarding safety issues should address this perceived risk. The Chair said that he had provided a contribution to Daniel Applegate's report in February and was content that his future work would address this. It was therefore agreed that this work would no longer feature in the Committee's work plan.

#### Defence Community Police Officers Seminar

33. Parvaiz Ali reported that he had attended the first DCPO Seminar at Wethersfield in May which was hosted by Mr Allard. The event was well attended with interesting presentations and lots of pertinent questions. He considered it a useful forum for the Committee's engagement and supported the proposal that this should be an annual event. Most DCPOs work in isolation from their MDP colleagues, so it was important that they could come together to share experiences. A focus group with about 20 officers had highlighted some issues and concerns over subjects such as IT connectivity, bureaucracy and inefficient processes, a desire for a Single Point of Contact number, and better support from the Central Control Room when DCPOs are off duty. Dr Ali thought it would be helpful for the Committee to agree a mechanism for providing feedback to officers on how any issues raised with Committee members are dealt with. . The Chief Constable noted this and suggested that he discusses this at his monthly meeting with the Chair and Clerk. **Action: CCMP/Chair/Clerk**

#### Agenda Item 7: MOD Police Committee Annual Report to Ministers

34. The Chair said that the Clerk had provided a first draft of the report to Ministers which should be completed before the Parliamentary recess at the end of July. The report would be short and concise. Members would be invited to comment around the end of June and then the report would go to the Chief Constable for an accuracy check by mid-July. Recognising the pressures on the new Ministers, the Chair would indicate he would be available to discuss the content of the report if desired. **Action: Clerk**

#### Agenda Item 8: HMIC report on OPERATION VINTAGE

35. Mr McAuley explained that an annual HMIC inspection of OP VINTAGE was a requirement contained in the MOU that covered the requirement for armed policing at certain CNI sites. The inspection provided DECC and OFGEM with an assessment of the level of service being provided by the MDP and the operational effectiveness of the Force at CNI sites.

36. The report had been agreed by DECC in Feb 10, although the recommendations on tactical doctrine were not agreed until March. Mr McAuley accepted that the annual cycle may be rather frequent but the report was useful to engaging with the MDP's customers for the CNI task. Most of the actions were complete.

37. The Chair said this was a very good report, although he noted it had not reached the Police Committee until recently despite being dated Jul 09. He therefore asked the DCC

to ensure that the future HMIC reports were referred to the Committee on receipt since they provided a vital part of their assurance to the Defence Secretary. **Action: DCC**

### **Agenda Item 9: Diversity**

38. Marie Dickie presented her report on the Diversity Strategy and Action Plan 2010/11 following her engagement with Mr Love and Mr Bligh. The strategy orientated the force towards what may be achieved in the present financial climate and recruitment freeze. She wanted to ensure that the Action Plan was monitored and the force continues to meet its aspiration to improve, or at least maintain, its diversity goals. Mr Love thanked Marie Dickie for her continued interest, but expected some of the diversity positions in the force may come under pressure given the current resources constraints.

39. Susan Scholefield highlighted Sgt McManus's excellent achievement in winning the Civil Service Champions Award for her work with the Afghan women police force. The Chair confirmed that he had written personally to congratulate her on behalf of the Committee.

### **Agenda Item 10: Professional Standards Department**

40. The DCC reported that the new MDP conduct regulations that were introduced 6 months ago were bedding down well. PSD was meeting the tight timescales that were required for misconduct meetings (20 days) and misconduct hearings (30 days) despite staff shortages in the department at present. The force was soon to have its first gross misconduct hearing. PSD continued to monitor trends for misconduct matters.

41. Caroline Mitchell reported on the PSD audit that took place on 26 May 10. She noted that out of the 4 cases she had reviewed, 3 related to former MOD/MDP employees (or family members of) and one was a regular complainant. The conduct issues arising from incidents in connection with Op Vintage were historical and had been dealt with properly. She had seen the IPCC report on the MDP contact with an individual before he was killed in a road traffic incident at Burghfield. This had led to clarification of the force policy on the carrying of passengers in police vehicles.

42. Sir Keith Povey welcomed the PSD initiative to engage with Operational Assurance to ensure any areas of vulnerability that may have a bearing on service delivery or reduce the potential for public complaints are addressed.

43. The Chair said that the PSD report to the Committee was very good; the information was accessible and the graphs were used well.

### **Agenda Item 11: Wider Policing Issues**

44. Andrew Brown reported that he had visited the Police Complaints Commissioner in Scotland, where he signed the Commission's agreement with MOD in respect of MDP officers serving in Scotland.

### **Agenda Item 12: Any other business**

45. The Chair informed the committee that the Clerk had recently sent a submission to 2<sup>nd</sup> PUS which recommended some areas for engagement with the Police Committee. These were proportionate to 2<sup>nd</sup> PUS's role as Defence Policing Champion, while acknowledging her extensive portfolio. A response is awaited.

46. Mr Love said that the HMIC Public Order report was due to be issued to the force. This should appear on the agenda for the next meeting, and he undertook to report on the action maxtrix arising from HMIC recommendations. **Action: Clerk/CCMDP**

47. The Chair advised that HMIC, Mr Bernard Hogan-Howe has been invited to attend the Police Committee meeting on 16 November.

**Agenda Item 13: Date of next meeting**

48. Tues 14 Sep 1400-1630.

**[signed]**

**KAREN FEATHER**  
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