

MINISTRY OF DEFENCE POLICE AND GUARDING AGENCY
AGENCY MANAGEMENT BOARD MINUTES

20071030-AMB 14 2007 Final Minutes U

Business Development
Room 102 Bldg 1071

Distribution: AMB Members and Advisers

30 October 2007

MEETING HELD IN THE CONFERENCE ROOM MDPGA HQ WETHERSFIELD AT 14-00 HRS
ON 29 OCTOBER 2007

Present:	CC S Love DCC D Ray QPM ACC G McAuley ACC J Bligh QPM Mr D Applegate Ch Supt R Hoblin Mr P Taylor	Chief Executive (CE) - Chair Chief of Staff (COS) Director Divisional Operations (DDO) Director of Operational Support (DOS) Director Resource and Planning (DRP) Head of Business Development Head of HR & Representing Director Personnel and Professional Development (DPD) Representing Director Regional Operations (DRO)
In Attendance	Mr J Oliver Mr A Oughton Mr D Farrow	T/Head of Finance Secretary
Item 4 Only	Mr D Taylor	MDP Shef
Item 6 Only	Mr D Hubbard	Hd DEU
Apologies	ACC R Chidley Mr S MacCormick Det/Ch Supt G Nicholls Mr P Nealon	Director Personnel and Professional Development (DPD) Director Regional Operations (DRO) Head of CID Head of Corporate Communications

Item (a)	Discussion and Decision (b)	Action (c)
1 Opening Remarks and Apologies	1.	
2 Confirmation of Any Other Business	1. Attendance of MDP Officer seconded to D Def Sy as an observer at future AMB meetings.	DRP
3 Minutes and Actions arising from AMB on 29 Sep 07 20070925-AMB 13 2007 Draft Minutes U	1. With two slight corrections of wording the minutes were agreed for publication.	
4 SHE 2 nd Quarter Report 20071017-AMB 14 Paper	1. Hd HR introduced the paper explaining that it related to the MDP only as the MGS was not yet in a position to report in the same way. DRP pointed out that as the Agency was audited on SHE matter as an Agency then a	

<p>DPD 6 monthly SHE Action Plan U</p>	<p>report covering the whole Agency, MDP, MGS and HQ should be compiled.</p> <p>2. CE stated that he would find it helpful to have 3 individual reports, one for the MDP, one for the MGS and one for the Wethersfield establishment plus a document owned by DPD that would list the major gaps in all three.</p> <p>3. CE thanked David Taylor for his work in compiling the report and the AMB agreed that the next quarterly report would include an MDP report, an MGS report (based on what data they could compile) a Wethersfield Establishment report and the gap analysis to be done by DPD.</p>	<p>DPD</p>
<p>5 Policing Protocol 20070815-AMB 14 Paper CE Policing Protocol U</p>	<p>1. CE explained the imperatives driving the need for the protocol and stated that much of what was included was a bringing together of previous protocols and what was already happening on the ground. The sticking point could be how MoD crime is dealt with by other Forces. CE also stated that he could see the document changing and evolving once the small print is discussed.</p> <p>2. The AMB noted the protocol in its present state of development.</p>	
<p>6 Diversity Action Plan 20071015-AMB 14 Paper DPD Diversity Action Plan 2007-2010</p>	<p>1. Hd HR introduced the Plan by asking the meeting for any comments or questions. DRP stated that Strategic Goal 4.1 <i>“Implement diversity communications strategy and 10 point action plan”</i> should be assigned to the ownership of CE and not himself, which CE agreed to.</p> <p>2. DOS observed that in pursuing Strategic Goal 2.4 <i>“Positive action taken to encourage women to take up specialist posts in SEG, OSU, Marine Units and Dog Sections”</i>, some comments had been made, particularly regarding the OSU and SEG, that by trying to recruit women officers to these units there would be a detrimental impact on the numbers of women officers in Divisions. CE explained this by stating that it was incumbent on the Force to market these units to women officers as they were particularly under-represented when compared to Divisions.</p> <p>3. CE explained that all of the “owners” of the strategic goals were deliberately at Director level or above in order that he could manage them directly through the line-management/bi-lateral process. He also reminded Directors that they should negotiate any changes to targets directly with him and they should also do this as early as possible.</p> <p>4. Thanks was given by the AMB to David Hubbard and</p>	

	the Plan was accepted.	
7 AWE Firearms Capability Review and Training Update	1. DDO gave a verbal update.	
8 Agency Performance Pack	<p>1. CE introduced the discussion by re-stating that the analysis of MGS sickness figures and trends was needed by the next AMB. He also asked the question of DPD, via Hd HR, as to whether attendance criteria could be introduced for things other than Competency Related Threshold Payments to MDP officers.</p> <p>2. COS raised the issue of discrepancies in the figures particularly with regard to the non-MGS sickness figures which showed both an upward and downward trend depending on if they were measured in hours or days. Hd BD to clarify how the measurement is done.</p> <p>3. CE pointed out that the MDP Taskings figures masked the impact of the overtime embargo on the nuclear and non-nuclear divisions and even though this didn't show an overall downward trend the overtime figures themselves did show the trend. DRP asked about the impact of the embargo and how this would be reported to the Owner's Advisory Board (OAB). DDO responded that he had the relevant information and this would be given.</p> <p>4. A number of establishments had started to show an overbearing of MGS which they previously hadn't and CE wanted assurances that this wasn't as a result of new recruitment into these areas. Mr Oliver gave assurances that this was not the cause of the overbearing.</p>	<p>DPD</p> <p>Hd BD</p>
9 Financial Performance Report 20070912-AMB 13 Paper DRP AP5 Finance Report U	<p>1. Mr Oughton presented the report by stating that the forecast had gone up by £2.2m since AP5 with most of that falling to DDO's area as a result of Ops Vintage and Layer. CE asked DDO for his comments and he stated that this rise had always been predicted to appear in AP6 and includes the major housekeeping work for the rest of the FY that had been flagged up previously.</p> <p>2. COS clarified the position on future DII(F) costs, explaining that a PR08 "Option" had now been put in, not a "bid", and that further information would be forthcoming on what expenditure would be expected at the CTLB 1* meeting to be held on 3rd Dec 07. DRP expanded on this by explaining that the DII(F) funding shortfall wasn't in any way unique to the MDPGA and was impacting on other parts of the wider organisation.</p>	
10	1. DRP gave a verbal update. The Closing The Gap	

Closing The Gap	(CTG) Steering Group recognised the good work being done were still concerned that there was a gap. He also explained that some TLBs will have closed their gap by the end of the financial year but that those that hadn't would have to start to make the hard decisions as to whether they are prepared to pay for the services or tolerate the risk of reduced tasks.	
11 Any Other Business	1. Attendance of MDP Officer seconded to D Def Sy as an observer at future AMB meetings. DRP proposed that in order to strengthen ties with D Def Sy then the MDP Officer seconded to that organisation should be invited to attend future AMB meetings as an observer; currently that officer is Supt Rob Allan. The proposal was accepted by the AMB and DRP will issue the invitation.	DRP
12 Next Meeting	<p>1. The next AMB will be on Mon 12 Nov 07 at 14-00 hours in the Conference Room, Building 1070 to consider:</p> <ul style="list-style-type: none"> a. Business Continuity Management b. The Planning Process c. AWE Weapon d. TCG Strategic Assessment e. AWE Firearms Capability Review and Training Update f. Closing The Gap 	<p>CE</p> <p>COS</p> <p>DRP</p> <p>DOS</p> <p>DOS</p> <p>DDO</p> <p>COS/DRP</p>