DDef Sy/05/03/02

28 November 2007

MINUTES OF THE MOD POLICE COMMITTEE MEETING
THU 22 NOV 07

Members

David Riddle	Independent Chair	Chair
Sir Keith Povey	Police Adviser (England & Wales)	
Andrew Brown	Police Advisor (Scotland)	
Dr Marie Dickie	Independent Member	
Caroline Mitchell	Independent Member	
Dr Parvaiz Ali	Independent Member	
Richard Hatfield	Personnel Director & Owner	
Robert Rooks	DGS&S	
Karen Feather	Clerk to the Police Committee	Secretary

Attendees

Sir Ian Andrews	2nd PUS
CC Steve Love	Chief Constable, MDP
ACC Robert Chidley	D/Personnel & Professional Development
ACC Gerry McAuley	Chair, Chief Police Officers Association
Ch Supt Rob Hoblin	Head of Business Development MDPGA
Eamon Keating	Chair, Defence Police Federation
Paul O'Neill	Defence Police Federation
Reesa Rajesh	DDef Sy-Policing 1 Sp

Apologies

DCC David Ray	Deputy Chief Constable, MDP
Daniel Applegate	Director Resources & Planning, MDPGA

Chair's Opening Remarks

1. Mr Riddle, the new independent Chair, welcomed everyone to the first meeting of the restructured MOD Police Committee. The new Chair and independent members were pleased to be appointed and stated their intention to be independent and rigorous in their approach. They needed to ensure that the MDP was fit for purpose. and to be in a position to provide necessary assurances to 2nd PUS and the Secretary of State for Defence. The new members were looking forward to working with the Chief Constable, and acting as champions for MDP in the MOD and in the wider policing community.

2. Apologies were received from DCC David Ray and Daniel Applegate.

Agenda Item 1: Minutes of the last meeting

3. The minutes were accepted. No actions were outstanding.

Agenda Item 2: Chief Constable's Report

4. **Operations** Mr Love highlighted some of MDP's operations since Jun 07. These included nuclear convoys; the defeat of an attempted water incursion on the Clyde; the provision of assistance to Strathclyde Police following the terrorist incident at Glasgow Airport and an increased volume of joint MDP/Service Police investigations. MDP and Strathclyde Police had made 1,159 arrests over the year long Faslane 365 protest. Mr Love also reported that a case against MOD/MDP for alleged malicious investigation was successfully defended on 18 out of 19 counts at the Royal Courts of Justice.

5. In overseas theatres, Kosovo remained the largest MDP operation (55 officers). The newer Sudan and Sierra Leone operations were going well.

6. 2nd PUS had asked MDP to consider a deployment to Afghanistan in support of MOD and FCO requirements. There was an urgent need for police mentoring and assistance to the International Stabilization Afghanistan Force (ISAF). Mr Chidley had recently visited Afghanistan to discuss the deployment and a recent risk assessment concluded MDP participation could go ahead.

7. Sir Keith Povey asked about the OP VINTAGE posts. Mr Love explained that the posts were currently being filled by officers on temporary duty. The introduction of new MOD policy on supported moves may have deterred applicants but if necessary, the posts could be filled by transfers in from other police forces. Mr Love was due to meet with the Personnel Director after the meeting to discuss the funding and allowances packages for MDP. (Now resolved).

8. Sir Keith was concerned to understand how the Closing the Gap (CTG) exercise impacted on the MDP's capability, efficiency and effectiveness. Richard Hatfield briefly summarised the situation, the implications and the options to address it. The Chair noted that a possible managed recruitment freeze recently discussed at the OAB would have implications for the force. Mr Hatfield agreed to send the Chair a copy of his submission on CTG to 2nd PUS. The Committee recognised that this was an important issue and Mr Love offered to provide a briefing pack to the Clerk which could be circulated to the independent members and advisers. **Action:CCMDP/Clerk**

9. **Exercise of Constabulary Powers** Mr Love presented a series of papers which he would use for future meetings to inform the Police Committee about the MDP's exercise of constabulary authority: Key Management developments, ACPO Standards and Compliance; Surveillance; National Intelligence Model Priorities; Collaboration with other Police Forces or the Service Police; and Statistical Information on the use of force and powers. Mr Love noted that the provision of some of these statistics was a new requirement and more work needs to be done on how to capture some of the information throughout this national Force. The Committee welcomed the presentation of this information and it was agreed that future Chief Constable's reports would include a section on the impact of CTG on policing. **Action: CCMDP (DOS, DDO)**

10. Marie Dickie asked about the MDP's compliance with the ACPO Firearms Codes of Practice. Mr Love explained the force needed to ensure any use of firearms by MDP officers was compliant with national standards so that the deployment or use of lethal force could be defended and justified through the chain of command. All training was therefore ACPO compliant. Mr Love was less satisfied with the use of the Gold, Silver and Bronze Command regulations and therefore planned to review arrangements so that there was more consistent use of Silver Command. MDP is expected to be the 15th force out of 43 to be licenced compliant with the ACPO Code on the use of firearms.

11. Marie Dickie observed that MDP's Alcohol and Drugs (A&D) testing policy was not completely consistent with its requirement to be able to defend the use of force. Mr Love said that this had also been a concern of the previous Police Committee. He explained that a full A&D testing programme was delayed due to funding and staffing issues. However, there were several controls in place to mitigate the risk and new recruits and transferees were randomly tested. Sir Ian Andrews was in dialogue with the DPF on the issue and it remained MOD's intention to implement the policy.

The Chair suggested that this should be kept under review and that it might be helpful to examine how other forces implement A&D policy. **Action: CCMDP (DPD)**

12. Parvaiz Ali requested the definitions of the threat assessment levels and alert states. DGSS would write to members with this information. **Action: DGSS**

Agenda Item 3: HMIC Inspections

13. The MDP's inspection arrangements are currently in transition from the Baseline Assessment Model to the new themed approach. Before the new Police Committee members had been appointed, Mr Love agreed that the next three inspections would cover critical incidents, professional standards and major crime. There would also be a bespoke OP Vintage inspection. It was agreed that in future the Police Committee would be responsible for deciding themes and Terms of Reference.

14. Although inspections became a legislative requirement in 2002, HMIC has told MDP it was now expected to pay. There was some debate about this and the Chair agreed to consult HMCIC England and Wales. **Action: Chair**

15. Andrew Brown stressed it was important to ensure internal processes were continuously robust because of the length of time it would take to complete the thematic inspection programme. He also confirmed that HMIC Scotland had also moved from Primary Inspections of whole organisations to arrangements where forces self inspected and HMIC dip sampled. As a result there would be a greater emphasis on thematic inspections. HMIC Scotland was not charging at present. He suggested that MDP may wish to engage in some forthcoming inspections (terrorism, fraud and use of firearms). Mr Love agreed to pursue this. **Action: CCMDP(DPD)**

Agenda Item 4: Report on performance against key targets

16. On KT3 (95% delivery of MDP Customer Tasks) Mr Love reported an achievement of about 90% over the past three years. Scotland and AWE had achieved the best results, while results for the NE, SE and West were generally lower due to the impact of the non-nuclear overtime freeze. All other targets had been achieved or are forecast to be achieved by 31 Mar 08.

17. The Committee wanted to be engaged in agreeing the key targets and the performance process. It was therefore decided that this would be the main theme of the Away Day on 4-5 Feb 08. Andrew Brown stressed it was important to set sensible, maintainable targets and the main test was the direction of travel. The Chair suggested performance tracking would be a useful tool plus an explanation of any remedial action that should be taken where targets were not met. Richard Hatfield thought financial and management targets should be included. Mr Love agreed to consider how best to present the performance target material to future meetings. **Action: CCMDP(DRP)**

Agenda Item 5: Professional Standards Report

18. Mr Chidley reported that the MDP intended to adopt the new misconduct regulations at the same time as Home Department Police Forces. The Committee welcomed this.

19. It was reported that PSD had achieved their targets for misconduct cases but not for complaint cases. Caroline Mitchell and Sir Keith audited PSD on 20 Nov 07 and were generally content with their findings. They had identified two cases where lessons had been learned. Caroline Mitchell asked that PSD notify the Clerk of quarter end dates so future audits can be programmed early. **Action: CCMDP(DPD)**

20. Sir Keith noted the findings that 34% (5 cases) of recorded Harassment and Bullying Misconduct cases originated from CID in MDPGA HQ and asked how this was being addressed. Mr Love explained that the CID had been susceptible to recent cuts and concerned for its future due to the recent centralisation programme. He intended to create a focus for CID to deal with crime that significantly impacted on defence capability. This would often involve joint working with the Service Police. There were also two Key Targets for the CID in the Agency's business plan. He was also working to promote strategic partnership between CID and customers such as DE&S and Defence Estates. The Chair welcomed this candid answer and he thanked Caroline Mitchell and Sir Keith for their input. He also noted that Sir Keith had recently sat on an Appeal Tribunal and suggested any lessons learned from the cases should be reported at future meetings.

Agenda Item 6: Diversity Action Plan

21. Mr Love presented the Agency's current Diversity Action Plan. Parvaiz Ali stated that the ownership of the plan must be clear and that the Police Committee should be able to input into the plan as well as monitor it. Sir Ian Andrews supported his proposal explaining that diversity was a high priority for the Civil Service generally. The Police Committee had an important role to play in helping to shape and develop the Agency's plan. It was agreed that Marie Dickie would attend the Agency's Diversity Board meetings and dates should be sent to the Clerk. **Action: CCMDP**

Agenda Item 7: Member's Reports

22. The Clerk has been asked to prepare a programme of visits for 2008. She would also welcome any additional suggestions of topics to be covered at the Away Day in Feb 08. **Action: Clerk**

Agenda Item 8: Wider Policing Developments

23. Andrew Brown had made contact with representatives from the Scottish Executive and agencies. He noted that the MDP/MOD already had well established lines of communication in Scotland but offered his assistance where required.

24. Sir Keith reported that anticipated reduction in HDPF numbers and overtime in England and Wales would make mutual aid from other forces more difficult. Due to the decision not to proceed with the amalgamation of some forces we should expect more collaboration and a greater demand for joint exercises and ventures. The recently published Stockwell Report contained 14 recommendations for the police service to review procedures which will have a substantial impact on national protocols.

Agenda Item 9: Future Role of Police Committee

25. The Chair confirmed that the independent members and Police Advisers had been designated thematic leads in the following areas:

Firearms and Use of Force – David Riddle.
Performance - the Police Advisers
Contacts with External Agencies – the Police Advisers;
HR and Diversity – Marie Dickie;
Professional Standards – Caroline Mitchell;
CBRN – Parvaiz Ali
IT – Parvaiz Ali

26. The Committee also intended to establish regional relationships as follows:

Scotland – Andrew Brown;
North East – Keith Povey and Marie Dickie;
South East and AWE – David Riddle and Caroline Mitchell;
West - Parvaiz Ali.

27. CCMDP welcomed these arrangements and offered to write to the Chair suggesting how best to link members to AMB Directors. **Action: CCMDP**

28. The Chair proposed that arrangements should be made to affiliate the MOD Police Committee with the Association of Police Authorities following in the steps of BTP and CNC. The Chair and Marie Dickie would represent the Committee at the APA for the time being. This was accepted. **Action: Chair**

Agenda Item 10: Any other business

29. A draft paper entitled MDP: Outline Statement of Requirement, prepared by the Defence Security Department Deputy Director – Policing, examined the MOD's requirement for its own police force. The paper was tabled at the Owner's Advisory Board on 15 Nov and the Chair was keen for an opportunity for the Police Committee to contribute to the paper. He invited members to forward any comments to the Clerk. The paper should be then discussed at the Away Day recognising it would drive the Corporate Plan and future targets. An updated draft will be circulated out of committee. Sir Ian said the paper should be finalised by 1 Apr 08 in order to assist with the MOD's Streamlining Project.

30. In addition Mr Hatfield and Mr Love had discussed the provision of a Defence Crime Strategy for the MDP including the Service Police. They would welcome the Police Committee's engagement with this in due course.

31. Finally, Mr Love announced that he was attending the Police Officer of the Year Awards that evening. MDP Officer PC Fiona Franklin, a Unit Beat Officer from Hampshire and the founder of the Home Front Scheme, was a nomination. The Chair asked the CC to pass on the Committee's best wishes and requested to be informed of the outcome.

Agenda Item 11: Date of Next Meeting

32. The Away Day will be held on 4-5 Feb 08 and next meeting will be on 20 Mar 08.

[signed]

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