

**MINISTRY OF DEFENCE POLICE COMMITTEE**  
**MINUTES OF MEETING HELD ON THURS 1 MAR 07**

**Present:**

Sir Ian Andrews	2 <sup>nd</sup> PUS	<b>Chair</b>
Richard Hatfield	Personnel Director & Owner(desig)	
Brig Philip Mostyn	ACOS(Pers) Land Command	
Gill Avis	rep DGS&S	
Ann Kelly	Independent Member	
Sally Osment	Independent Member & Army Families Fed	
John Harris	Independent Member	
Andrew Brown	Police Advisor (Scotland)	
Karen Feather	DDef Sy – Policing	<b>Clerk</b>

**In Attendance:**

CC Steve Love	CE
ACC Robert Chidley	D/Personnel & Professional Development
Steve Beedle	COS/Special Projects
Eamon Keating	DPF
Mick O'Byrne	DDef Sy – Policing

**Apologies:**

Robert Rooks	DGS&S
DCC David Ray	DCC, MDPGA
Daniel Applegate	DRP, MDPGA
CSuperintendent Rob Hoblin	Hd/BD, MDPGA

**Agenda Item 1: Chairman's Opening Remarks**

1. 2<sup>nd</sup> PUS welcomed Karen Feather, attending her first Police Committee as Clerk. 2<sup>nd</sup> PUS paid tribute to Steve Beedle who retires next month. He thanked him for his 39 years service to MOD, his work with the Agency and his contribution to Police Committee business. Andrew Brown was also attending his last meeting before retiring as HMIC Scotland. 2<sup>nd</sup> PUS expressed gratitude for his work on behalf of the Committee and wished him well. He confirmed that the department will be writing to his successor, Mr Paddy Tomkins, asking him to take the role of Police Advisor, Scotland, on the Committee. We were also in contact with Sir Keith Povey, who we hope will come onboard soon as Police Adviser (England and Wales).

**Agenda Item 2: Minutes of the last meeting**

2. 2<sup>nd</sup> PUS was minded to invite Nicola Williams of the IPCC to one meeting per year (the timing of this to be agreed with IPCC). **Action: Clerk**
3. Andrew Brown referred to Agenda Item 7 and updated the Committee on the work to bring MDP within the remit of the Police Complaints Commissioner for Scotland and the requirement for a Section 104 order provision.
4. The minutes were approved as a record of the proceedings.

### **Agenda Item 3: MDPGA Governance and the MOD Police Committee**

5. The Chair announced that ministerial agreement was received on 28 Feb 07 to the proposal for a two committee structure and the transfer of agency ownership from him to Richard Hatfield in his capacity as Corporate Services HLB Holder. A paper had been circulated for consultation and he would now appreciate the Members' assistance in discussing the proposals and how they might best be taken forward.

6. Gill Avis explained that we needed to agree the TORs for the Police Committee and the OAB (which were in line with other Agency Boards in MOD). We believed that there was no further requirement for the Plans, Target and Performance Sub-Committee as this would clearly fall to the OAB. However, we should consider how Customers/Stakeholders would feed their views into the Owner in the future. It was likely that the new Police Committee would not hold its inaugural meeting until September. Recruitment of independent members was expected to take around 3 months. There would also need to be a thorough induction process. 2<sup>nd</sup> PUS confirmed that he would continue to chair the Police committee until the new arrangements take effect. It was also recognised that the Complaints and Discipline sub-committee must continue to operate effectively over the transition period and will clearly continue to exist under the new arrangements.

7. The Chair was conscious that under the existing structure the Police Committee could not give the adequate attention to Plans, Target and Performance, nor could he as the Owner of the Agency. He was confident the new structures would remedy this. He proposed that ownership should pass to Richard Hatfield on 1 Apr 07. He would very much welcome the continued engagement of the independent members until their contracts expire later this year.

8. The Chief Constable strongly endorsed the new arrangements which would be far more open and independent.

9. The Chair invited the independent members to give their views. The key points of discussion were:

- Concern whether a serving HMIC Scotland could fulfil responsibilities to Police Committee with sufficient independence, particularly in respect of any HMIC reports. A retired officer might be more appropriate (and would mirror the current arrangement for England and Wales);
- That the two committees were complimentary rather than equal; the TORs for the OAB were much stronger than those of the Police Committee.
- Acceptance that SofS needs to be able to ensure operational independence;
- Clarification of 2<sup>nd</sup> PUS' role as Policing Champion. This was defined as listening equally to independent chair and agency owner in his capacity as TLB holder. He would then take decisions and represent the interests of the force on the DMB.
- The CE might choose to invite the Chair of the Agency's Audit Committee, and others, to attend the Police Committee when relevant.
- Whether there should be larger representation of customers (top 5?) at the OAB rather than a separate Customer/Stakeholder sub committee. At the same time it was recognised that this would need to be balanced to ensure that all customers felt included in the process;
- Consensus that the general public is represented through the normal parliamentary channels;
- The issue of interaction between committees.

10. The Chair accepted that the TORs might be more explicit and asked for re-drafted versions to be circulated around members for agreement by cop 9 Mar 07.  
**Action: Independent Members and DDef Sy**

11. Following USofS 'approval of the proposals for changes in the governance arrangements, Mr Keating asked about formal consultation with the Trades Unions. The Chair said that changes which required formal consultation would be handled through the normal procedures. **Action: D Def Sy**

12. As 2<sup>nd</sup> PUS was required for other business he asked Richard Hatfield to take over as Chair of the meeting.

#### **Agenda Item 4: Chief Constable's Operational Brief**

13. CCMDP gave a short update on operational matters including the new task of guarding critical national infrastructure. John Harris and Andrew Brown spoke in support of the MDP's excellent contribution. John Harris asked that a short update on the work of the Defence Irregularity Reporting Cell be included in the brief future.  
**Action: CCMDP**

#### **Agenda Item 5: Achievement Report against Key Targets 2006-07**

14. CCMDP gave a short update on progress against Key Targets at the end of Qtr 3. KT1 Customer satisfaction stood at 86.5% against a target of 90% but regional data was not collected which might enable MDP to identify strengths and weaknesses in specific locations. There was a 91.1% achievement of KT3 against a target of delivering 95% of funded and agreed tasking. This was encouraging against the reduction of overtime. KT5 on female and ethnic recruitment could not be delivered due to the MOD directive to scale down recruitment.

#### **Agenda Item 6: Draft 07/08 Corporate/Business Plan and Key Targets**

15. CCMDP explained that changes had been made to the Corporate Plan to reflect the defence strategic vision. Some outputs had been sharpened, these included defence capability to surge, recovery of stolen assets and the Agency's contribution to international operations in support of wider defence and foreign policy objectives. The Chair welcomed this. The Committee examined the Key Targets for 07/08. Recognising that the Closing the Gap exercise would impact on customer satisfaction at KT1 & KT3, the Chair suggested these might be re-visited after the exercise. KT2 target on the detection of crime impacting significantly on defence capability had been raised to 50% . There was discussion about KT5 Increasing Recruitment of Women/Ethnic minorities. The target was not output related and would be unachievable given the current freeze on recruitment. The Committee agreed that we should need to consider how to manage this while ensuring that visibility of the target was maintained. Sally Osment suggested that monitoring diversity might be a role for the Police Committee. It was agreed that KT5 should be removed from the plan and CCMDP mandated to find an alternative way of presenting Diversity progress and action to the Police Committee. **Action CCMDP.** KT7 is dependent on the CTG exercise which will not be approved until 30 Jun 07

#### **Agenda Item 7: Closing the Gap**

16. Steve Beedle updated the Committee on progress. Work should be done to enlist support from the chain of commands for the way ahead as this would be vital to drive the changes. A second consultation round with DPF and TUs was required.

He was confident the Phase 1 Action Plan would be delivered by 30 Jun 07. The Chair thanked the team for this work and noted that he would need to discuss with TLB holders how to manage this up to Jun 2010. **Action: CS Dir**

#### **Agenda Item 8: DGS&S Update**

17. Gill Avis said that following CDS' agreement to the Armed Guarding Policy Review, the paper would be submitted to the DMB in mid Mar 07. The USVF MOU is now agreed but we are currently awaiting clarification of Host Nation funding from ACPO Terrorist and Associated Matters (TAM).

#### **Agenda Item 9: Professional Standards**

18. The Chair praised PSD for over achievement of their targets for handling Complaint and Misconduct cases within 120 days. Ann Kelly echoed this particularly noting that the department were currently short staffed.

#### **Agenda Item 10: Financial Report**

19. The Chair confirmed that MOD was still unaware of its funding for 07/08. CCMDP was confident that the MDPGA would come in under its spend allocation for 06/07.

#### **Any Other Business**

20. No issues were raised.

#### **Date of Next Meeting**

21. The next meeting will chaired by 2<sup>nd</sup> PUS on 29 Jun 07.

**KAREN FEATHER**  
**Clerk to the MOD Police Committee**