



Ministry of Defence Police and Guarding Agency Annual Report and Accounts 2006 - 2007





Ministry of Defence
Police and Guarding Agency
Annual Report and Accounts
2006 – 2007

Presented to the House of Commons pursuant to section 7 of the Government Resources and Accounts Act 2000

Ordered by the House of Commons to be printed 23 July 2007

S. B. Love
Chief Executive

HC 624

London: The Stationery Office

£18.00



*Armed MDP at DMC Gosport
working jointly with MGS*

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Foreword

Mr S B Love – Chief Constable and Chief Executive

Following the year of the London bombings, the policing of the large-scale celebrations for the Trafalgar bicentenary and the G8 Summit at Gleneagles, all of which made significant demands on the counter-terrorist capability of the

MOD Police, 2006-07 was a welcome opportunity to regroup and take some benefit from a year of relative stability.

The most obvious and visible developments on the police side last year were in the area of equipment. The MP7 carbine is now in wide use throughout the MDP, and all Home Department Forces have accepted it for our use on their patches. The Force-wide roll-out of the PAVA incapacitant spray is now complete. We also completed, in one year, the procurement of personal issue body armour that might have taken us three more years. The Airwave radio and command and control system roll-out is largely complete too (being followed by provision to the Guard Service). Recently, the first of our new fleet of marine launches, for duty at HM Naval Bases, completed construction and I will be reporting on it in next year's Foreword. Taken together, these achievements represent a major re-equipping of the MDP.

On the operational front, Operation Bandsman - the operation supplying territorial security for the young Royals while they pursue their military careers - has been executed to a high standard. Our policing role at HM Naval Base, Clyde where the UK's nuclear submarines are based, and on nuclear movements generally, continues to put the MDP at the

forefront of joint working with the military. Officers have distinguished themselves working alongside Home Department Forces on a number of high-profile occasions, including the terrorist threat to passenger aircraft last August, and again in support of the huge investigation into the Suffolk murders.

We remain the leading UK Force in international policing. This past year we established a presence in Africa, first in the Sudan and later in Sierra Leone. The complexities of constitutional status and jurisdiction proved no obstacles to our ability to make a contribution on the ground, targeted as always at helping states with a poor civic infrastructure as a result of armed conflict, to construct a workable policing model on which to build.

Operation Vintage was a major departure for the MDP – a tasking via the Department of Trade and Industry to provide armed policing for critical national infrastructure in the oil and gas sector. This was delivered at short notice, on target and on budget, and to time, further enhancing our reputation as a Force that means business.

Our marine units, the largest capability of any Force, distinguished themselves by their bravery and seamanship at the time of the USS Minneapolis St Paul tragedy at HM Naval Base Devonport over the Christmas period. The rescue attempts of MDP officers have been recognised with commendations. In January at the Clyde Naval Base, a determined incursion into the restricted zone surrounding the submarine complex by a powerful Greenpeace vessel was completely repulsed and the vessel seized and boarded.



Working in partnership, police and guards

When the Agency was expanded in 2004 to include the MOD Guard Service (MGS), it made good sense to explore the extent to which we could achieve some measure of integration between the two organisations. The MOD's management consultancy body DMCS has now carried out a useful review for us. Their Report suggests some options for more integration at management level, but advises us to look at any options carefully so that they actually do, pragmatically, represent best value and are not just the natural impulse to restructure. The integration achieved so far is working well on the ground, so the "two badges, one service" approach will continue, with the MDP and MGS working seamlessly whenever co-located, but stopping short of irreversible structural merger.

Our CID's ability to contribute to Defence is considerable. We centralised our resource in year, to improve our focus and ensure that we use all the tools and skills of modern crime work to deter and detect Defence crime and recover defence assets. In 2006 I was pleased to launch the DIRC - the Defence Irregularity Reporting Cell - joint unit run by the MDP Fraud Squad and the MOD's own Defence Fraud Analysis Unit. Anybody in the MOD who wishes to report suspicions of financial irregularity can contact the DIRC and be sure the matter will be dealt with effectively.

I have met with the Director General of the Serious and Organised Crime Agency (SOCA) to discuss how we can pool our knowledge of the potential for criminals to target the Defence Capability. The MDP Fraud Squad's casebook already contains crimes which have deprived the Defence Capability of millions of pounds and potentially put fighting capability and front line Service lives at risk. Our regular success rate in the criminal courts is testament to CID effectiveness and acts as a visible deterrent.

We have been trying to resolve a significant shortfall in the budget allocation. The programme of work to close this funding gap should bear fruit by the end of Financial Year 2009-10. In essence, we need to find sensible efficiencies and explore smarter ways of working rather than expect a funding deal to restore the imbalance. The military operational pressures on the Defence budget will squeeze us harder than ever, but it is in the Defence interest that we take it, and get on with the job.

Our *Home Front* initiative - the provision of bespoke community policing to Service families - has a positive impact on Service welfare, morale and retention, perhaps disproportionately so for the fairly modest number of officers we devote to the task.

As this Report testifies, our outputs are numerous and integral to the day to day operation of the MOD. Our security role dominates, with the Guard Service adding a significant dimension to our unique Defence security skill-set. Whilst the terrorist threat remains, this role will continue to be the focus of much of our energies and thinking. It is also clear however that we will continue to play a vital role in the protection of Defence assets from fraud and in policing service communities who look to us for reassurance and support whilst some of its members are in theatre overseas. To retain the confidence of the Defence Management Board, MDPGA must and will continue to provide the level of support to the Defence Mission which this Report describes.

S.B. Love

Chief Constable & Chief Executive



2nd Permanent Under Secretary's Introduction

Sir Ian Andrews CBE TD



The contribution which the MOD Police & Guarding Agency makes to the Defence Mission is a very significant one. The Defence assets on many Defence sites are such that armed security is the only appropriate level of protection. The MOD looks to the MDP which specialises in armed security to fulfill this demanding role.

There are a number of advantages to making this a police rather than a military role, not the least of these being that the exercise of police powers to deal with threats to site security from non-terrorist elements results in a speedier resolution of incidents. The specialist expertise developed by MDP over the years has proved invaluable in the performance of this role.

Unarmed guarding is provided by MGS, now in its third year as part of the MDPGA. It is gratifying to see that the integration of the Guard Service into the Agency continues to run smoothly. The changes to the Police Committee which have recently been put in place will not only introduce an independent chair on the police side, bringing the Force more into line with other police forces, they will also through a restructured Owners's Advisory Board, allow Agency business and resources to be better handled at departmental level.

The Agency as a whole has had another good year. Security remains a very high priority right across the Defence estate, and policing skills whether aimed at preventing fraud in the procurement area, or supporting service family communities or contributing to post-conflict reconstruction work in UN or EU led missions overseas, are as much in demand as ever. However, financial constraints continue to mean that a very disciplined approach to the deployment of resources is required and I am confident that the Agency's "Closing the Gap" project will ensure that the outputs of both MDP and MGS over the next few years will more closely match the funding available.

For the foreseeable future, the armed services will have major operational commitments overseas. This puts further pressure on every support service in the Department to demonstrate very clearly the value to the armed forces of our particular specialisms.

It was a tribute to the Agency's high state of readiness that it was able to respond positively in year to the Department of Trade and Industry's request for armed security patrols at several oil and gas installations which form part of the UK's critical national infrastructure. MDP differs from other police forces in Britain in that the majority of its officers, rather than just a small specialist group, are trained in the handling of firearms. This enables the Force to deploy substantial numbers in an armed posture when required. As threat levels remain high, this counter terrorism capability is a significant asset to the country as a whole.

This was my last year as the Agency's "owner". The new arrangements I referred to earlier will mean that ownership passes to Richard Hatfield, Personnel and Corporate Services Director for the Department, who will now chair the Owner's Advisory Board. The Agency's governance will be better structured as a whole, and I will continue to be involved in policing issues on the Defence Management Board.

I have a high regard for the work of the MDPGA. It is a well equipped and well motivated organisation, performing an important Defence role. I am confident that it will continue to serve the Department well.

Sir Ian Andrews
Second Permanent Under Secretary of State



Crime Scene – gathering the evidence

Role, Vision, Values and Outputs

Strategic Vision

To provide high quality Constabulary Policing, Guarding and Armed Security in support of the UK's defence

Agency Role

Delivering effective Policing and Guarding as a part of the UK's Defence capability

Agency Outputs

The Defence Management Board, the Owner's Advisory Board, the principal stakeholders and all who work within the Agency are agreed that the main crime and security risks, which the Ministry of Defence and Armed Forces face, are:

- terrorist attack and the threat of it
- disruption and disorder caused by protesters
- theft of key assets
- major financial fraud
- unauthorised intrusion onto the Defence estate

We will combat these crime and security risks through the Agency's 8 key outputs:

- **Protection** of the Nuclear Deterrent
- **Defence Business Continuity:** the ability to reinforce the protection of Defence personnel and property.
- **Armed Security:** the capability to deter and to respond to an armed attack on our customers assets.
- **Uniformed Policing:** the effective use of police powers to deter, detect and respond to crime and disorder.
- **Guarding:** the provision of unarmed guarding and access control to Defence personnel and property.
- **Crime Investigation:** the prevention, detection and investigation of crime that impacts significantly against Defence capability and recovery of stolen assets.
- **International Capability:** the contribution of specialist Policing and Guarding expertise in support of wider Defence and foreign policy objectives.
- **Policy:** contributing to Defence policing and guarding policy.

In delivering the outputs we will directly contribute to the Defence vision of being a force for good in the world, providing a policing and guarding service fit for the challenges of today, ready for the tasks of tomorrow and capable of building for the future.

The Ministry of Defence Police Committee

Membership of the Committee 2006-07*

Sir Ian Andrews

2nd Permanent Under Secretary (Chairman)

Mr Richard Hatfield

Personnel Director

Mr Robert Rooks

Director General, Security & Safety

Brigadier Philip Mostyn

Assistant Chief of Staff (Personnel) HQ Land Command

Ann Kelly

Independent Member

John Harris

Independent Member

Sally Osment

Vice Chair of the Army Families Federation

Independent Member

Advisers to the Committee

Sir David O'Dowd CBE QPM CIMgt

Police Adviser (England & Wales)

(until November 2006)

Andrew Brown QPM,

HM Chief Inspector of Constabulary for Scotland

Police Adviser (Scotland)

* The Committee has now been re-formed and will be independently chaired.

End of Year Key Target Report

Key Target 1:

The in-year target was to have achieved 90% customer satisfaction. MDP customer satisfaction increased by 3.6% to 86.5% while MGS customer satisfaction increased by 7.4% to 85.8%.

Key Target 2:

The in-year target was to have increased the crime detection rate by 3% above that achieved in 2005/06. This target was fully achieved with the crime detection rate increasing by 41.6% to 72.2% for the year.

Key Target 3:

The target was to have achieved 95% of agreed customer taskings in-year. This target remained challenging for the Agency and achievement levels were comparable to previous years with 91.2% of MDP tasks delivered and 87.3% of MGS tasks delivered.

Key Target 4:

The target was to achieve all agreed international tasks with the Foreign and Commonwealth Office in support of wider Defence and foreign policy objectives. This target was fully met.

Key Target 5:

The in-year target was to have increased the diversity of the make-up of MDP officers. This target was not fully achieved. The make-up of the MDP within year increased female representation by 4.1%. However minority ethnic officer representation decreased by 3.8% from the levels recorded in the previous year.

Key Target 6:

The target was to have used new legislative powers to recover at least £2M Defence assets fraudulently stolen. This target was fully achieved with total monies recovered by way of compensation, restraint, forfeiture or disruption amounting to £4,410,855.00.

Key Target 7:

The in-year target was to have achieved delivery of the Agency Efficiency Plan. This target was partially achieved with 14 out of the 32 targets fully met and 8 targets partially met.

Agency Key Targets 2007/08

Key Target 1:

Customer Satisfaction

By 31 March 2008, to have maintained our customer satisfaction rate at the baseline level set in 2006/07.

Key Target 2:

Crime Detection Rates

By 31 March 2008, to achieve a detection rate for crime that impacts significantly against Defence capability of at least 50%.

Key Target 3:

Customer Tasking

By 31 March 2008, to have delivered at least 95% of MDP & 95% of MGS agreed customer taskings.

Key Target 4:

International Capability

By 31 March 2008, to achieve all International agreed tasks with the Foreign and Commonwealth Office in support of wider Defence and Foreign policy objectives.

Key Target 5:

Fraud Reduction

By 31 March 2008, to have demonstrated the recovery or prevention of loss to the MOD of a minimum of £2M in assets based on all criminal investigation activities within the Agency.

Key Target 6:

Closing the Gap

By 31 March 2008, to have agreed a Closing The Gap Plan with TLBs and implemented the in-year elements.



Chief of Staff and Deputy Chief Constable

Mr David Ray QPM

Business Continuity

It is the responsibility of the Chief of Staff (COS) as Agency champion for Business Continuity to raise the profile of Business Continuity within the Agency, by promoting and embedding the culture of business

continuity management in all work strands of the Agency, using a top down approach which cascades to every level. During Business Continuity Awareness week (March 2007), COS attended the MOD Business Continuity Conference at MOD Main Building and our business continuity / exercise planning team supported the week with promotional activities. Throughout the year, the team travelled across the UK, running tabletop exercise scenarios with Agency senior management, testing and exercising our plans to deal effectively with eventualities such as fire, flood, IT failure, terrorism or flu pandemic. Across the Force, local MDP senior officers have begun to build links with their site business continuity strategy with the aim of linking our own local business recovery plans with those of our customers. Our BC Strategy and Policy document has been amended to take into consideration the new British Standard BS25999.

Programme Review Board

The Agency Programme Review Board (PRB) is a sub committee of the main Agency Management Board (AMB). It meets quarterly and is chaired by the Chief of Staff. During the

past year the Agency's Programme and Project Support Office (PPSO) carried out an audit of the Agency's project management procedures, and recommended that acceptance of standard Agency definitions of project roles and responsibilities and a commitment to a formal project management approach should become mandatory. It was also recommended that projects needed to avoid "scope creep" if they were to deliver the benefits they were set up to deliver; and that there needed to be an understanding that a project cannot exist solely within the timeframes of individuals or departments if the scope of the project was Agency-wide or MOD-wide. All these recommendations have now been implemented and an effective project management culture is developing.

The PRB oversaw the project to re-centralise the management of the CID. From start to finish this project used approved methodologies and best practice and was thus able to avoid the pitfalls of "scope creep". It was a good example of a project that was successfully delivered within agreed timescales, proving the benefits of an ordered approach.

Another major achievement of the PRB has been the acceptance of the need for an Agency Information Knowledge Management (IKM) Programme which will act as an umbrella to a number of important individual projects such as the Agency transition to DII(F), the Knowledge Management project and the Intranet Phase 2 project, all of which were in danger of being run with mutually conflicting aims, resulting in the Agency failing to maximise the benefits of each project.



Communication and Information Systems (CIS) Department

Essential changes to the way police forces share information were demanded as a consequence of the Bichard Inquiry. As a result, CIS worked closely with the Force Intelligence Bureau to enable sharing of the nominal data contained within our crime database (known as MOSS). A searchable database of all nominal information held by all UK forces has now been created, enabling closer cooperation and helping to ensure that no vital details are overlooked in an investigation involving more than one force. This new database, the Impact Nominal Index (INI), is compatible with the upgraded system of crime reporting that MDP is currently developing. Following a hardware upgrade in 2004, the new system, known as UNIFI, is currently being tested with a view to operational use in the summer of 2007.

The provision of over 1200 Airwave radios to MGS personnel has furnished them with a reliable and secure link to their Control Rooms and to colleagues, and enabled police officers and guards to communicate with each other. Over 200 MGS sites are now equipped with a technology that saves time and increases security. At RAF Fylingdales, where concerns were raised as to whether Airwave would interfere with radar, we conducted extensive testing with the RAF and Defence Equipment & Services (DE&S) to ensure that no such problems occurred.

Further progress has been made on improving other methods of communication within the Agency. 142 sites now have broadband connection, providing quicker more reliable access to the MDP network, whilst many departments have welcomed their new standalone broadband terminals.

An incident recording system was provided to the Defence Irregularity Reporting Cell (DIRC), equipping the cell with a powerful tool to record and monitor the calls it receives and to track the development of all incidents.

Increased cooperation between different sections of the Agency has been facilitated by the formation of two new forums for exchanging information and guiding developments in the IT area. The CIS department guides the Agency Information System Steering Committee which meets to provide a strategic vision and set the agenda for the future of information technology. In conjunction with this committee, our Customer Focus Group enables us to receive feedback and suggestions from users.

In October 2006, the Agency Management Board decided that the CIS infrastructure would be transferred to the MOD's Defence Information Infrastructure Project (DII). The first stage of this process, the transfer of the IT balance sheet, was smoothly and swiftly completed with all the assets reassigned to DE&S by 1st May 2007. Progress towards DII(F) continues as work on Increment 3 of the Migration plan is completed.

In addition to pursuing and completing long term projects, the department responded nimbly when asked to supply Operation Vintage with telephone services and Airwave radios at short notice. We negotiated with National Grid and BT and 75% of the sites involved now benefit from a landline connection.

Our continued presence at the Defence Managed Mobile User Group ensures that future developments in mobile telephony are beneficial to MDPGA. At these bi-monthly, DE&S chaired, meetings we represent the interests of the Agency and lobby for changes that will improve the smooth running and efficiency of our business.





Director of Operational Support

Assistant Chief Constable John Bligh QPM

The Operational Support Department provides a range of specialist services, both uniform and CID, in support of the operational outputs and objectives of the MDP. These include equipment, particularly firearms, and the services of the

Operational Support Units, the Special Escort Group, the Central Control Room (CCR), CID Headquarters and the Fraud Squad. All operational policy as well as the provision and maintenance of vehicle and marine fleet capability is co-ordinated under this command.

During the year the Department underwent a team management restructure to ensure the effective management of our business area outputs and improve customer service. The HQ elements of the Department have now been split into three main areas; Policy & Police Dogs, Operations & Plans, and Marine & Operational Resources. In addition, the Force CID as a whole has been centralised and next year will be run wholly from HQ.

The **Central Control Room** at Wethersfield is the communications focal point for the Agency. Resilient links with key IT applications and with the Airwave system were completed in 2006. CCR now has a dedicated training facility, which enables the Force to use its own accredited training staff to deliver under licence standard police applications such as a Command & Control system, a CID database system and the PNC (Police National Computer). The training is delivered in accordance with national requirements such as National Crime Recording Standards and National Incident Recording Standards.

The **Operational Support Units** provided expertise and support to the Force throughout the country in the specialist areas of Public Order Method of Entry; Cutting and Rope Access; Counter-terrorist and Crime Searches; CBRN Response; Working at Heights; and Firearms capability; for events such as the protection of the Royal Princes and the provision of public order support to HM Naval Base Clyde, where persistent anti-Trident protest was a feature of the year. A considerable number of Operational Search commitments took place at venues such as Catterick Garrison, Welbeck College, York Minster and Ely Cathedrals (prior to Service events being held there).

A number of crime searches were carried out in support of other police forces, including Suffolk, the Metropolitan Police (at Heathrow) and numerous house searches in Lancashire, Yorkshire and Teesside areas. OSU also combined resources with several police forces during August 2006 in order to police a large-scale demonstration against pollution from the Drax power station.

The proposed year-long demonstration against Trident at HMNB Clyde began on 1st October 2006, when protest organisations within the UK, and a number of international groups from countries such as Finland, Sweden, Germany and Spain, began attending each day in order to protest against the Trident Nuclear programme. The policing operation is a joint one with MDP working alongside Strathclyde Police.

The **Special Escort Group** (SEG) has undertaken 61 operations this year involving the movement of Defence nuclear materials, and has in addition performed numerous support role tasks. A particularly challenging operation involved the movement of nuclear material from an MOD dockyard to a civil nuclear establishment using the rail network. This armed operation brought together MDP, the British Transport Police and the Civil Nuclear Constabulary, as well as other Forces on the transport route. SEG officers continue to qualify to a high skills level in relation to their specialist role, with audited evaluation exercises being held across the year.

During 2006, the National Police Dog Assessment Model was fully implemented, thus ensuring that all Agency Police Dogs are compliant with ACPO standards. The **Dog Section** within Operational Support has been restructured in order to allow it to provide maximum support to all police dog sections within the Agency. Work with Agency customers continues to ensure that the welfare of all police dogs is maintained, and where appropriate improved, to ensure compliance with the requirements of the Animal Welfare Act.

The canine nose of a MDP AES dog is finely tuned to sniff out explosives



Tools of the trade – Scenes of Crime Officer makes his selection

Criminal Investigation Department

The Fraud Squad achieved several high profile prosecutions during the year, with investigations and fraud health checks being conducted in ten different foreign jurisdictions, including the Falkland Islands, Belize, Cyprus, Tanzania, Brunei and North America.

As the MOD focuses more sharply on the direct impact that the theft of key assets and corruption of the supply chain has on the UK's frontline forces, the Squad has revised its structure during the last twelve months. There is now a dedicated Disclosure Team and the Financial Investigation Unit has been consolidated to guarantee a long term Financial Investigation capability. The Squad has also set up a dedicated Anti-Corruption Unit to disrupt and effectively prosecute offences in that area.

A total of just under £4.5m has been under consideration by the **Financial Investigation Unit** during this reporting period. This figure includes confiscation sums, compensation ordered, asset recovery and financial restraint measures, as well as assessed disruption to criminal activity.

The threat of attacks within the UK in 2006 has ensured that **Special Branch** remains firmly focused on the threat from terrorism against Defence capability. The Force has adopted the principles of the Police National Intelligence Model to ensure that the Force Intelligence Bureau (FIB) makes the best possible use of intelligence and FIB resources.

Over the last twelve months the **Computer Crime Unit** has recovered and analysed over 15,000 Gigabytes of electronic data. Items examined included over 200 computers, 1150 other items of portable storage media and 55 other digital devices. In August 2006, the Unit accepted responsibility for the recovery and analysis of mobile phone evidence. Since that date, the Unit has examined over 70 mobile phones seized in the course of investigations.

The **Major Incident Unit** supported numerous investigations throughout the period, especially in relation to firearms theft

within the MOD. The Unit's mobile HOLMES 2 facility demonstrated its versatility as a Casualty Information Unit during a large scale exercise with West Midlands Emergency Services and as a communications platform supporting uniformed colleagues on operations.

The past year has been a busy one for the **Crime Reduction Officers** delivering presentations, attending partnerships and promoting schemes such as Home Front. MDP participated in national policing events such as the Knife Amnesty and Road Safety Week. In 2006, the Force Display Vehicle went to RAF Aldergrove in Northern Ireland for the first time for the Base's public open day.

Revised crime reporting methods coupled with enhanced treatment of statistical data has greatly improved the information available to Force management. The **Crime Statistics Unit** is able to clearly demonstrate the achievement of Key Target 2 with a gratifying increase in the detection rate for crime that impacts significantly against Defence capability recorded for 2006/07 (see Annex F).

The Department started to issue body armour to all operational police officers in August 2005, with an estimated four year programme. Due to additional funding being made available, this programme will be complete by 31 May 2007, two years ahead of schedule. Each officer has been measured and fitted with body armour that provides both stab and ballistic protection. A further upgrade in ballistic plates is available to all officers.

During the year **Fleet Management** sourced almost 80 new assets, including a number of specialist vehicles in support of the Operational Support Unit and the Special Escort Group. New model additions to the wider Fleet include the Nissan Pathfinder as a general purpose 4x4 and the BMW F650 motorcycle as the replacement for the ageing Honda Pan European dockyard fleet. In line with ACPO recommendations, this year also saw the introduction of a new Force Livery for vehicles (the high conspicuity 'Battenburg' used by most Forces) replacing the traditional 'jam sandwich' stripe.



Director Regional Operations, MOD Guard Service

Mr Sandy MacCormick

The Guard Service has completed its third full year with a corporate structure. The organisation continued to deliver professional guarding on the ground whilst organisational changes flowed through it, or were being canvassed. The

top-down issues of funding, management structure and competition have progressed usefully but often at a frustratingly slow pace.

Operational Output

The organisation once again qualified in-year for the National Security Inspectorate (NSI) Silver Certificate, giving assurance of the organisation's adherence to BS7499 and BS7858 quality standards. This year, preparations have begun in earnest to put the organisation in a position to achieve the Gold Certificate. Performance by MGS guards on the ground continues to attract favourable comment from Defence customers, although recruitment and staff numbers have been identified as occasional friction points in meeting every allocated task.

The roll-out of the **Airwave communications system** to the MGS is complete and work is now in hand to complete training across the organisation and exploit the management and supervisory benefits that such a system, with its national coverage, can bestow.

The **training of guards** to reach the professional standard required of the organisation has a high priority and the initial training, known as Foundation Training, is being actively developed in conjunction with Agency Learning and Development staff. I reported last year that Foundation

Training had been revised to include material necessary to qualify guards for the Security Industry Authority (SIA) licence to operate. Although this qualification is not yet mandatory for in-house guard forces such as the MGS, the relevant training must be given in anticipation of mandatory status and to reduce the retrospective training burden once the qualification is mandatory. Further changes are envisaged for the coming year, which will bring recruits together for Foundation Training much earlier than hitherto and which will centralise the initial issue of uniform and equipment – altogether a much more efficient regime.

Management Structure

It has become increasingly clear that the MGS management structure carried forward largely unchanged into the unified MGS is not adequate for the volume of operational and administrative tasking shouldered by managers at local level. As the Department's People Programme has been implemented, the number of personnel-related tasks falling to managers at all levels, but particularly junior managers, has increased significantly as personnel management teams have been disbanded. While it might correctly be said that these tasks have always been the responsibility of managers, the reality has been that PM teams have done the bulk of that work and their disappearance, together with the increase in number of such tasks, has exposed MGS managers to a work burden far beyond that of equivalent grades elsewhere in the Department.

The solution is to increase the number of junior managers in the organisation and a plan of action will be implemented in the coming year. Having more managers allows the organisation to meet its responsibilities to individual guards in accordance with Departmental personnel policies by improving



the 'manager-to-managed' ratio. By the same token, managers will have more time to devote to quality, assuring the operational output, and to interacting with customers. It is recognised, however, that the solution will thicken a manager stratum that is already much thicker than that of the commercial companies against whom the MGS will soon compete. Furthermore, the additional managers have to be paid for and, in the current heavily constrained financial environment, the only viable option is to compensate from long-term gapped posts. This is a challenging balancing act.

Closing the Gap and Competition

During the early part of this financial year, it became clear that the well-documented underfunding of the MGS – an issue arising from the inadequate levels of funding transferred by the previous 'owners' of the MGS – would not be resolved in the long term by resource control total adjustments in favour of the MGS. Instead, the Agency was directed to close the gap between the current levels of tasking and resourcing. For the MGS the practical implications are that the levels of tasking, funding and complementing will be brought into harmony.

The MGS has already begun a programme of self-scrutiny to identify where processes might be improved, eg roster management, with a view to maximising the efficiency of its output. But there is little doubt that a reduction in the level of customer tasking will also be essential if the required harmony is to be achieved. An extensive round of discussions with customers is under way.

The Departmental policy that up to 25% of its unarmed guarding requirement may be met by commercial guard forces (CGF) is a number of steps closer to implementation. The "Two-tier Workforce" code of practice has been adopted by the Department and the Closing the Gap programme serves as a plan to resolve the underfunding issue. Putting these two elements in place enabled a submission to be put to Ministers that competition should be tested, and this has now been endorsed. In the coming year, a pilot scheme will be conducted, experience of which will inform decisions on the breadth and depth of future competition. In the meantime, the identification of more efficient MGS processes for the Closing the Gap programme will serve the MGS well as it prepares for the reality of competition.

In this financial year, the MGS has continued successfully to guard over 200 Ministry of Defence establishments and sites. The guards' professionalism has been maintained despite serious staff shortages in some areas and general over commitment. Programmes of action have been put in place to resolve the tasking and resourcing mismatch that underlies the present position. Closing the Gap and the arrival of competition will encourage the organisation to capitalise on an internal scrutiny of processes and working practices to maximise efficiency. In the coming financial year, the MGS will have to show its mettle through dynamic preparation for and implementation of these changes.

Guard Service personnel now use Airwave radios





Director of Personnel and Professional Development

Assistant Chief Constable Robert Chidley

International Policing & Secondments Office

MDP continued to develop its reputation as a centre of excellence in the International Policing field. We continue to supply officers to

international policing missions, our contribution representing one third of all UK police officers on Peace Support Operations or Post Conflict Reconstruction missions arranged through the Foreign & Commonwealth Office. Most MDP officers have been in Kosovo this year, seeking to bring stability to that troubled area of the Balkans; other officers are supporting EU and African Union Missions in the Sudan; and a more recent mission supported the elections in Sierra Leone. The small MDP contingent on the Pitcairn Islands came to an end after seven years. MDP also completed its mission in Iraq, having contributed significantly to the training of new Iraqi police officers at the Jordanian International Police Training Centre.

Defence Training Review

The Defence Training Review is the largest Public Private Partnership (PPP) arrangement ever initiated in the UK. Its purpose is to rationalise the delivery of military and police training in order to reduce the costs of training delivery and site maintenance within MOD and free up a large number of Defence estate sites for disposal. Due to its size the project is

split into two packages with MDPGA training (provided largely at the Wethersfield HQ site in Essex) in Package 2. The Agency is fully represented in the governance structure at all levels of the project up to and including the Programme Management Board. In January 2007, the Defence Secretary announced that the Metrix Consortium was the provisional Preferred Partner for Package 2. Under the consortium's proposed plan, training is likely to remain at Wethersfield.

Human Resources Management

The MOD's People Programme continues to influence Personnel and HR services within the Agency since the new People, Pay and Pensions Agency (PPPA) has yet to assume full HR responsibility, though this is the planned objective. HR Business Partner functions were separated into two elements in readiness for the transfer to PPPA; the first, the HR Partnering Team, is located at MDPGA HQ with Business Partners throughout Divisions and Regions and the second, HR Policy, is wholly based at HQ.

207 officers were recruited through the Structured Entrance Assessment for Recruiting Constables Holistically (SEARCH) process at the dedicated Wethersfield facility.

Health & Safety

The Agency Safety, Health, Environment & Fire (SHEF) structure was reviewed, with all Divisional and Regional activity linking directly into the SHEF Cell at HQ.



Children of Darfur; just one of the several International locations to which MDP officers are sent



A helping hand; the Library at the Agency Training College provides students with much-needed information.

Learning & Development

The Agency Training College (ATC) has continued to grow in terms of output and quality, gaining academic recognition for many of its learning programmes. It has developed in-house crime training, and achieved Level 4 BTEC status for trainers and Level 2 status in Security Operations for MGS guards. Firearms Training Centre provided training to 400 police officers this year and aligned all firearms training with the National Police Firearms Training Curriculum to achieve compliance with the Code of Practice on Police Use of Firearms and Less Lethal Weapons. Delivery of in-house leadership and management training is provided by the Management Training Centre where courses have gained accreditation from the Institute of Leadership and Management (ILM). ILM accreditation of the MGS Leadership Course is imminent. A significant percentage of police officers have undergone driver training at Wethersfield and at various sites throughout Divisions with zero casualties during the year. The first female driving instructor will shortly join the staff. ATC remains the preferred international policing training provider to the Foreign & Commonwealth Office.

MDP Professional Standards Department (PSD)

The department continues to work closely with other police forces and enjoys a good working relationship with the Independent Police Complaints Commission (IPCC). The formal agreement with the Commission has been signed by MOD Ministers and has now gone to the Home Office for ratification. MDP continues to have a strong representation on the relevant ACPO and ACPOS committees.

All investigations of complaints and misconduct were completed within target dates. A new Misconduct Policy and Standards of Professional Behaviour is due to be introduced for all UK Police Forces, and PSD has representatives on the relevant committee to enable the Agency to be properly prepared when the new legislation is introduced.

Intelligence and information provided by the PSD's Professional Standards Intelligence Unit (PSIU) has provided vital support to the work of PSD, resulting in the prompt and economical resolution of cases. Agency standards are being raised through effective PSIU vetting procedures for staff joining the organisation.

DIVERSITY AND EQUALITY

Although the Agency has had a strong track record on promoting diversity, a major stocktake of our position has led to some changes. Key was the need for us to take a more strategic approach. To spearhead this, the Chief Executive has personally taken on the role of diversity champion across the Agency, making top level commitment as visible as it can be and sending a message across the Agency that diversity is not just about employment issues.

We needed to identify and articulate our strategic goals so that everyone in the Agency could see where we wanted to get to and broadly how we would get there. A new Diversity Strategy, which flows from the MOD's own Unified Diversity Strategy, was developed in Spring 2006 and endorsed by the Agency Management Board.

The strategy underpins a revised Diversity Action Plan which has clear links between each action and the strategic goals we intend to achieve. We are in no doubt that the things we are doing on diversity contribute to the achievement of our business goals and are fundamental to the success of the Agency.

Our diversity work is overseen by a Diversity Programme Board formed in May 2006, with broad representation, including MDP Divisional Commanders and MGS Regional Managers, the trades unions, our Women's Staff Association and the fledgling support groups for ethnic minority and lesbian/gay/bisexual (LGB) staff.

Continuing work

A new harassment complaints procedure was introduced for police officers in August 2006. For the first time this included detailed advice about the handling of complaints which are not the subject of formal conduct investigations and we will be reviewing the success of the new procedures in summer 2007.

We are keen to realise the benefits both to the business and to individual members of staff of support groups for minority or under-represented groups, particularly ethnic minority staff,

disabled staff and LGB staff. Work is under way on all of these and has included a seminar for ethnic minority staff at which the particular issues they face and the ways in which we might address any issues was discussed. Similar seminars for disabled and LGB staff are expected to take place before the end of 2007.

A key piece of work which is being done to discharge our obligations under equality legislation is the impact assessment of existing and emerging policies which are owned by the Agency, to "design out" discrimination during the development of policy and so reduce the risk of institutionalised discrimination.

Much work has been done to organise the introduction of the highly acclaimed "Springboard" women's development programme. The first programme will start in September 2007 and we plan to run the companion men's programme, Navigator, early in 2008.

We have published a guide to cultures and beliefs, which includes information of particular relevance to police and guard service operations such as advice on searching, visiting homes and places of worship and dealing with sudden death. The guide is supplemented by the publication in our Agency Notices of a monthly guide to religious festivals and events, both of which have received very favourable feedback from our staff.

We have continued to benchmark our work against other organisations, participating again in the Opportunity Now benchmarking exercise and for the first time in the Stonewall workplace equality index exercise. We also began work in February 2007 on the Employers Forum on Disability benchmarking.

Finally, a senior MDP officer, Chief Superintendent Wendy Benson, won the Leadership category at the first ever Civil Service Diversity Awards, receiving her award from the Cabinet Secretary, Sir Gus O'Donnell.



Director of Resources and Planning

Mr Daniel Applegate

Business Development

The Agency Consultancy Services team recorded an increase in demand for station reviews of both MDP and MGS detachments, with the team visiting 47 different locations. Additional work was undertaken

for a variety of customers and included reviews for other Government departments in respect of policing and security at sites of national importance outside the Defence estate.

The Customer Account Team conducted a customer satisfaction survey which looked at overall satisfaction with MDP and MGS services. This showed a satisfaction rate of 86.5% for MDP customers and 85.8% for MGS.

Like other police forces, the MDP is subject to ongoing and rigorous external assessment by HM Inspectorate of Constabulary (HMIC). This year the MDP internal inspections team facilitated both a Baseline and a Thematic Inspection by HMIC, in addition to inspecting all five MDP Divisions internally and conducting a thematic inspection of the Attendance Management Strategy Plan. The internal team also undertook at their request an audit of the Gibraltar Services Police. The Crime Registrar completed a full internal audit programme for crime and incident recording against national standards. The most important in-house task was the development of a 'match fitness' performance measurement methodology which will be used to track MDP performance in this area.

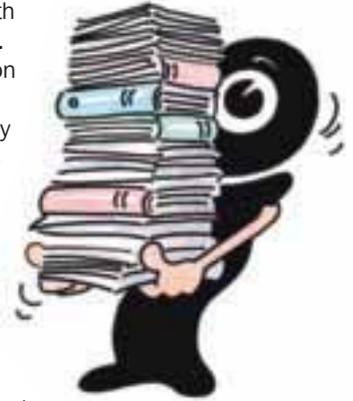
The Management of Police Information (MOPI) project, a national initiative resulting from the Bichard Inquiry on the sharing of police information following the Soham murders, began in MDP this year. We are implementing this project to

ensure that the MDP complies with national standards and guidelines. We also began work on Information Knowledge Management (IKM), a programme which looks at the way we store and access our business information and is part of the wider MOD Defence Information Infrastructure (DII) project.

Agency Secretariat

The Secretariat continues to handle all Agency parliamentary business and ministerial correspondence. In year, the structure and terms of reference for a new independently chaired Police Committee and Agency Owner's Advisory Board were drawn up and agreed. Taken together, these changes give the MDP a tripartite governance structure that parallels other police forces and at the same time provides the Guard Service with new and greater access to MOD senior management.

The Agency publishes information proactively on the MOD Freedom of Information (FOI) website (www.foi.mod.uk) and responds to all written requests for information made. We answered 66 requests in year. The branch continues to oversee compliance with the Data Protection (DP) Act 1998 and dealt successfully with 109 Subject Access Requests. The first full year of personal data audits were undertaken, including the auditing of Police National Computer (PNC) transactions and data. In the Information Technology field, an interim MOD security accreditation for the Agency's computer networks was obtained.



A Nissan Pathfinder displays the new Battenburg livery for MDP

Finance

The main focus for the finance teams was reducing in-year expenditure in order to alleviate the continued underfunding of the Agency. The Agency submitted a robust Short Term Plan (STP) and was successful in securing additional funds from the MOD to enable gradual implementation of the “Closing the Gap” project which aims to re-align outputs with funding over the next 4 years. The STP process has been protracted and the Agency was required to contribute towards MOD savings exercises on numerous occasions throughout the year. A great deal of effort has been expended in producing and costing robust impact statements in order to preserve the Agency’s funding position.

The new Planning, Budgeting and Forecasting tools are now embedded in the core financial processes. This, along with improved staffing levels, has enabled the Finance Department to meet all of its financial reporting obligations whilst still enhancing its processes and driving through continuous performance improvement. With Programme Review (PR08) and implementation of Closing the Gap due to commence, 2007-08 is set to be another extremely busy year for finance staff.

HQ Administration

The past twelve months have seen responsibility for the day to day maintenance of the Wethersfield site pass to the control of Defence Estates, with the demise of the old Property Management systems and the launch of Regional Prime Contracting (RPC). The HQ site forms part of the RPC (East) contract which was let in March 2006 to Babcock Dyncorp, for a period of seven years. The changeover has not been without its teething problems and provided staff with challenges as the new procedures bedded in.

Corporate Communications

The press office has always been a busy area of this small department, and its workload continued to increase, with a doubling of activity compared to the previous year. The office was also involved in a variety of planned publicity initiatives with articles appearing in military journals and in the mainstream press.

Both the MDP magazine *Talk Through* and its MGS equivalent *Flashlight* continued to develop as high quality publications, used to promote the Agency’s professional expertise and operational effectiveness to a variety of key audiences. They both also played a vital role in providing internal communications links to more hard-to-reach areas of the Agency, where electronic communication is not the ideal method of transmitting news and information, and hard copy remains a better option. As ever, the contribution of our two photographers was indispensable. Both photographers distinguished themselves by winning major awards, one in the police world and one in the MOD.

The Agency intranet played an increasing part in the internal communications mix, though access by the Guard Service is not yet developed.

Publicity materials remained important, with the major contribution being a comprehensive capability brochure designed to better inform all parts of the defence community about the wide range of security and policing services available to them from the Agency.

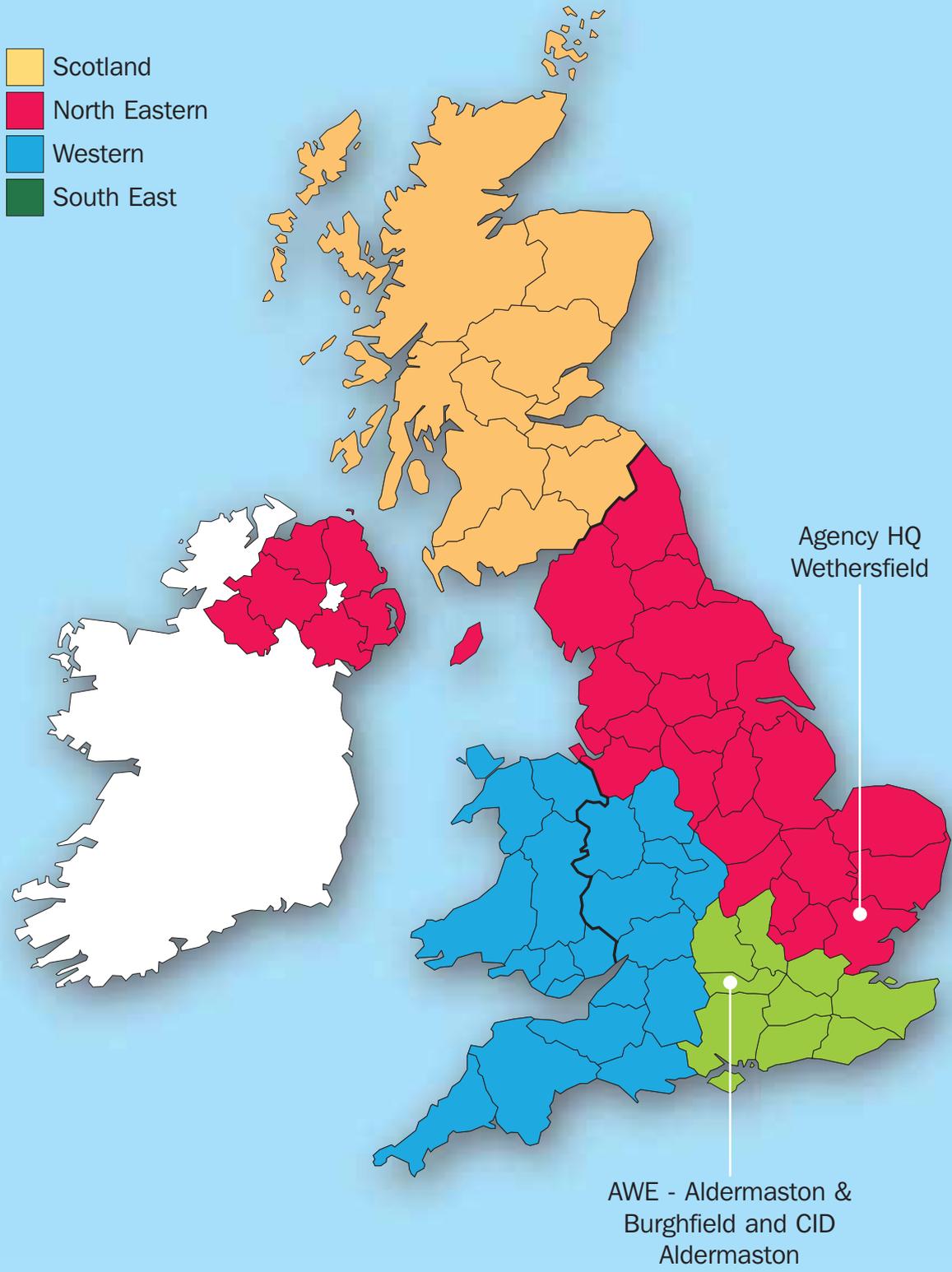
CONSERVATION & ENVIRONMENT

Wildlife enthusiasts at MDPGA HQ have formed the Wethersfield Wildlife Group (WWG), which is open to all Agency staff and residents on the 800 acre site. Volunteers plan initially to carry out baseline surveys and record sightings on a wildlife database. With expert advice from Essex Wildlife Trust, projects are now under way aimed at protecting and improving habitats to encourage native flora and fauna such as Bee Orchids (*Ophrys apifer*) and Great Crested Newts (*Triturus cristatus*). Keen bird-watchers have already recorded resident Lesser Spotted Woodpecker (*Dendrocopos minor*) and an unusual migrant Ring Ouzel (*Turdus torquatus*). Longer term plans include bringing an area of ancient woodland back into favourable condition, and improving grassland management in line with objectives set out in the Framework for Sustainable Development on the Government Estate (HMSO 2001).

A new Environmental Policy has now been adopted by the MDPGA Training College at Wethersfield with a view to raising environmental awareness among training staff, students and visitors. The policy is being implemented by the College ‘Green Team’ who are initially targeting energy savings, waste reduction, increased recycling and green purchasing. It is anticipated that this policy and other measures will be adopted by other HQ departments in 2007-09.



MDP Divisional Boundaries





Director of Divisional Operations

Assistant Chief Constable Gerry McAuley

As the Divisional Commanders' reports which follow indicate, the past year has been a demanding and wide ranging one in respect of the operational challenges faced by the MDP.

Perhaps the most significant development has been Operation Vintage where for the first time, MDP officers were drafted into a non-MOD environment to protect gas facilities within the critical national infrastructure from the threat of terrorist attack. This has been a significant operation built from scratch but with the support of local police forces and others with knowledge of the new and challenging operating environment. The role of MDP in surging to protect these parts of the CNI has been acknowledged at senior level across Whitehall and further endorses our role in support of the Government's anti-terrorist strategy. In a very visible way, we are now operating at the forefront of the "Protect" element of the strategy. Elsewhere, our principal role within the MOD, that of guarding its people and assets vital to our national defence, continues to develop as the various threats evolve.

The MOD estate has seen a marked increase in protest activity, particularly in Scotland with almost daily protest at HMNB Clyde, and a determined sea-borne action on the Clyde which led to the boarding by MDP of a Greenpeace vessel and its temporary seizure. South of the border, Greenpeace

activity was directed at the Atomic Weapons Establishment at Aldermaston. Operational flexibility to deal with these demands is maintained by drawing upon Divisional Support Groups to meet emerging tasks. These are key assets of the Force and of the MOD, providing a capability to flex staff in response to intelligence requirements such as often occur around AWE and on the Clyde but also in response to special policing tasks across the Force area.

It has also been a year of much diversity in what we have been asked to do. The presence of MDP marine units during the security escort of the Hebridean Princess with HM The Queen and Royal Family on board around the West coast of Scotland was a challenging but rewarding operation for those involved. At the other end of the UK, the brave rescue attempt of stricken US sailors on board the USS Minneapolis St Paul by MDP marine officers at Devonport led to an unprecedented 11 commendations for bravery being approved. On these and many more occasions, MDP officers have shown their thorough professionalism in the highest tradition of the police service.

The following pages present a more detailed assessment of the year under review. I am indebted to each Divisional Commander and all of their staff, police and civilian alike, who help keep the Ministry of Defence, its people and its assets safe and who are now also protecting parts of the non-MOD CNI in the same committed and professional manner.

MDP officers deployed to national energy installations at several locations within the UK





MDP provide support to a protest in Whitehall.



Scotland Division

Chief Supt. Steve Walker

Over what has been a particularly demanding year for officers in Scotland Division two overarching challenges have presented themselves to MDP: the enduring terrorist threat, and the threat to public order presented by various protest groups.

The former ensures that the substantial armed security resources of MDP are on continuous high alert, to protect the Defence nuclear deterrent at the Naval Base. In relation to the latter, the emergence of a newly formed anti-Trident pressure group known as 'Faslane 365' began to test MDP resourcefulness in October 2006. The group exists as an umbrella organisation for assorted groups of protesters who are given to civil disobedience in pursuit of their aims. The stated objective of Faslane 365, which comprises foreign as well as UK nationals, is to maximise disruption to site operations through protest stunts and persistent attendance at the entry gates of HM Naval Base, Clyde. Their aim was, and remains, to capture media coverage which it is hoped will further influence debate on the subject of next generation UK nuclear deterrence policy.

Protest on the Clyde

Over the six months up to 1 April 2007, Strathclyde Police and MDP jointly policed the protests with some 700 arrests made in total. Many unusual and demanding policing situations presented themselves over this period. For example, some 350 incidents involving 'lock on' tactics by protesters had to be dealt with. MDP has special expertise in dealing with lock-ons, but the process of safely removing locks and dealing with the subsequent arrests is a long one. Through the collective efforts of the DSG, the permanent MDP complement at Clyde, officers from RNAD Coulport and on occasion support from the MDP Operational Support Unit (OSU) based at York, disruption to Faslane has overwhelmingly been kept to a minimum. This was largely a result of swift deployment of specialist officers, working in very close support of Strathclyde Police public order operations.

In February 2007, a planned visit to the Clyde by the Greenpeace vessel Arctic Sunrise, which was intended to promote the anti-Trident debate taking place shortly afterwards in Parliament, culminated in a demanding sea-borne operation at night to prevent an attempted illegal incursion to key berthing facilities within the Faslane restricted zone where nuclear vessels were present. Arctic Sunrise was finally boarded, the captain and 47 crew arrested and safely detained, and the vessel seized and towed to a place of safety under police guard. Led by the MDP Clyde Marine Unit, officers distinguished themselves in a professional and robust policing operation. A number of charges against the captain of Arctic Sunrise are currently being considered by the procurator fiscal.

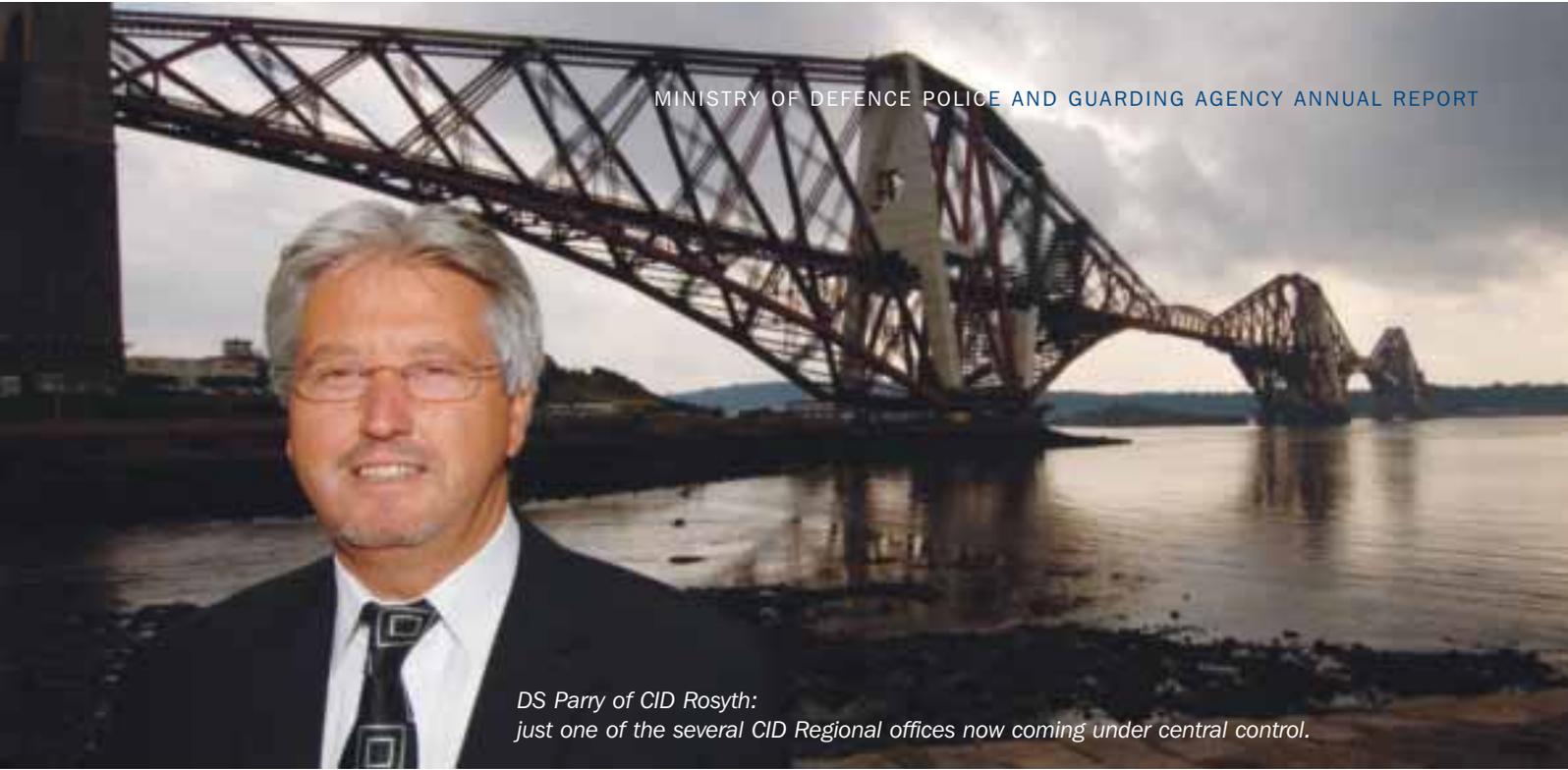
Elsewhere in the Division the protest group known as the 'Stop the War Coalition' continued to show interest in DSDA Beith. Whilst the interest triggered one incursion and one planned protest at the site in June 2006, several other planned trespass events were disrupted through high levels of police vigilance. MDP counter-terrorist operations at all of the larger stations within the Division continued to deliver a high quality and credible level of armed security to Defence customers.

Alterations to the armed nuclear security tasking requirements at HMNB Clyde, as distilled through the CONOPS mandate, and in conjunction with Royal Marine personnel, continued to evolve favourably. Several exercises throughout the year demonstrated the successful evolution of the MDP complements at Clyde and Coulport to meet this highly specialised requirement, illustrating the ability of the Force to work effectively alongside the military component of the MOD's Nuclear Guarding organisation.

Operation Vintage which involved armed officers being deployed at short notice to protect critical national infrastructure in the energy sector, demonstrated the commitment and 'can-do' outlook which prevails in Scotland Division. This ongoing operation which first became operational in January 2007 involved virtually all of the stations across the Division in terms of re-deployment of personnel. The speed and smoothness of the transition of trained officers to meet the security requirements of the energy installations once again demonstrated the Agency's expertise in pulling together this type of specialised protection of sensitive locations.



Policing Faslane 365 – Operational Support Unit officers release 'lock-ons'



*DS Parry of CID Rosyth:
just one of the several CID Regional offices now coming under central control.*

MV Hebridean Princess

MDP provided waterborne security protection to HM The Queen and almost all members of the Royal family over a sailing period of 10 days on the MV Hebridean Princess on the Western Isles of Scotland. Such was the success of this discreet operation that a memorable and event-free 80th birthday celebration was thoroughly enjoyed by Her Majesty.

Divisional Support Group

Divisional Support Group officers were highly visible throughout the year, their professionalism and dedication enhancing the MDP reputation with Defence customers and the wider police service. DSG officers not only played a key part in the major operations already described but also supported MDP CID and other colleagues on a regular basis. CID taskings included: providing an armed close escort for a convicted terrorist from prison to an interview facility; and undertaking Operation Bandsman commitments in Dumfries in support of Royal Protection officers. There were also frequent security-related duties in support of the nuclear deterrent.

Defence community policing

The increasing deployment of military personnel to combat areas has necessitated a renewed focus on delivering community reassurance at Defence residential locations where members of the armed services are absent overseas. Unit Beat officers (UBOs) at Helensburgh, Edinburgh, Glencorse and notably HMS Condor, from where Royal Marine personnel were until recently deployed to Afghanistan, have continually pursued the objective of being highly visible within Service family areas in order to address quality of life issues such as petty criminality or anti-social behaviour, which can be disruptive to these communities.

CID operations

CID operations running from the Rosyth and Faslane offices have been dominated by a few complex major investigations. Some of these involved theft of, or conspiracy to steal, firearms, which gave them a high priority. Highly publicised protest-related offences, such as arose from the Arctic Sunrise incident, were also high priority, and there were sensitive investigations involving National Security. Full support was provided by the Divisional Intelligence Bureau with crucial and associated analytical work carried out by trained civilian support staff.

Police Dog Units

Two significant and long running projects, one to upgrade the kennelling accommodation for the dog complements at HMNB Clyde, and the other to provide critical incident training to operational and support staff, have borne fruit within the Division over the past year.

In the case of the kennelling, contracts were recently awarded for a rebuild of existing kennels, which it is envisaged will be achieved around autumn 2007. This will address many of the animal care and welfare concerns previously documented and will take our dog accommodation right up to stipulated MOD standards.

The provision of critical incident training under the tutelage of the Scottish Police College, which also provided the technology, has proven to be of particular value. It is envisaged that the wider Agency could benefit further from the interactive model of training which middle ranking officers in Scotland have very successfully received to date. To that end an officer has been seconded to the Scottish Police College to ensure that the maximum potential of the training technique is captured.



*Unit Beat Officers
keeping MOD families
safe and secure.*

North Eastern Division

Chief Supt. Steve Walker

Operationally, North East Division experienced a varied workload over the past year. Officers responded in a professional manner to a request to provide armed policing for two critical national infrastructure Gas sites (Operation Vintage) located within the Division. This was a new area of business for the Force requiring high profile armed patrols in response to the ever increasing global threat of international terrorism. It is particularly pleasing to report that the officers deployed responded with a high level of enthusiasm and professionalism to the task requirements, despite spending a great deal of time away from their homes and families.

CID

CID officers from NE Division have focused primarily, in accordance with the Division's Control Strategy, on crime which impacts significantly upon Defence capabilities and have led major ongoing investigations into theft of a quantity of precious metals, theft of an SA80 Rifle, sale of firearm components on e-Bay and misappropriation of MOD funds.

Divisional Firearms Department

Through the year, the Divisional Firearms Department continued to focus on converting the Division to the new single weapon, the Heckler and Koch MP7. DSDA Longtown became the first Divisional station to become fully trained and deployed in this new utility weapon, following earlier conversion by the Divisional Support Group (DSG). Full MP7 conversion was achieved during the reporting period. Additionally the Firearms Department supported Op Vintage in relation to tactical advice and ensuring firearms qualifications to carry out the task.

Divisional Training Team

The Division has the largest number of Defence sites designated under the Serious Crime and Police Act (SOCAP) for the purposes of the new criminal trespass offence. The Training Team therefore ensured that all officers received the appropriate training for the new offence under the legislation (in force from 1 April 2006). Mandatory Training has been ongoing and monitored for effectiveness to ensure operational capability.

Unit Beat Officers

Anti-social behaviour of young people around the MOD estate was a principal concern of Commanding Officers at nearly all the stations in Division. Each of the Unit Beat (singleton) officers was set a target to reduce the incidence of reported anti-social behaviour by 10% within the reporting year. It is pleasing to report that each of the five Unit Beat stations exceeded these targets. The Division was pleased to pilot the MDP *Home Front* initiative at RAF Coningsby under the auspices of the local Unit Beat Officer. The scheme has had the full endorsement of the RAF Station Management Board and is supported by all stakeholders.

RAF Croughton

Since the arrival of MDP at RAF Croughton, protesters have continued to carry out protest actions and attempted site incursions. MDP and US Air Force officers regularly enhanced their joint programme of regular exercises, with the overall aim of ensuring that both policing and US security personnel work together in partnership, protecting the operational mission and its community. MDP at RAF Croughton one year on has produced such a significant impact on the community that the local Community Liaison Officer was awarded the "Civilian of the Quarter" award for October-December 2006 and also "Civilian of the Year, Category One 2006" award by the Station Commander.



MDP and US Air Force officers work in partnership



RAF Menwith Hill

In support of the government's national counter-terrorist strategy, the joint counter-terrorist unit, comprising specially trained officers from both MDP and North Yorkshire Police, continued to conduct high visibility joint operational patrols in the vicinity of RAF Menwith Hill. During this year over 150 stop and search activities were conducted under section 44 of the Terrorism Act. Protester activity continues, and it remains a key focus of our policing outputs. The regularity of such activity demands that we maintain our officers at a state of operational readiness to deal with any incidents.

Colchester Garrison

The annual Colchester Garrison Military Festival again demonstrated a multi-agency policing approach between the Ministry of Defence Police, Essex Police, and the Royal Military Police. The festival attracted approximately 25,000 visitors per day and was a huge success both in terms of placing Defence in the public eye and from an operational policing perspective.

MDP is an integral member of the local Neighbourhood Action Panel formed as part of the Colchester Borough Council Crime and Disorder Partnership. We specifically targeted youth nuisance and criminal damage on the military housing estate and following several successful prosecutions anti-social behaviour has decreased.

Divisional Support Group

Throughout the year, DSG officers supported many Defence events in the public eye which might otherwise have been at risk of disruption. Policing support was given to Royal Salutes, Open Days, and Army School Exhibitions. High visibility reassurance patrols at Catterick Garrison, one of the UK's largest Defence communities, was provided in support of Royal Military Police.

Operational Preparedness Programme

Both table-top and ground response exercises were planned and staged at RAF Menwith Hill during the year, as well as a major Divisional Command Team Business Continuity exercise. The table-top exercise involved both MDP and US Air Force personnel. Scenarios covering civil and policing contingencies were exercised, assessed and evaluated, with a willingness to participate and learn from the experiences demonstrated by all. The lessons have been reviewed by the Station Executive and incorporated into their revised procedures.

Divisional Crime Reduction Officers (DCROs)

During the year the DCROs conducted a number of Crime Reduction Survey Reports across the Division. Working in close liaison with the Divisional Crime Support Unit a system has been developed to ensure victims of crime within the Division are furnished with general or specific advice directly from the DCRO in order to improve customer service and to reduce incidences of repeat victimisation.

In addition to successfully launching a new Office Watch scheme at Defence Bills Agency Liverpool, DCRO also - in co-operation with counterparts in all MDP Divisions - took the lead in planning and delivering a National MOD Road Safety Week Road show. This highly successful event built on the success of previous initiatives run within the Division, using the Force Display Vehicle to reinforce and complement local Road Safety events. It is anticipated that the MDP commitment to Road Safety Week will be featured in the 2007 edition of JSP 485 (Defence Annual Road Safety Report).

During May 2006 the Division supported the annual Families Day event at RAF Aldergrove in Belfast, and provided the Force Display Vehicle for the event. Our participation was well received and featured joint working between MDP, RAF Police and the Police Service of Northern Ireland (PSNI).



South East Division

Chief Supt. Wendy Benson

In April 2006 HRH Prince Harry graduated from RMA Sandhurst and in September 2006 began his Army career, based at Combermere Barracks Windsor. In December 2006 Prince William also graduated from RMA Sandhurst and also began his

Army career at Combermere. As a consequence, Operation Bandsman, an MDP operation to provide police protection to the Princes on the Defence estate was commenced in January 2006 at RMA Sandhurst and continued throughout the reporting year, moving to other locations as required. The Division provided a 24/7 Safety & Security Team (SST) of police officers who liaised closely with the dedicated Metropolitan Police Royalty Protection Team and the local Thames Valley Police in ensuring the overall security of both principals. The operation involved a multi agency approach in all areas, from the sharing of information to dealing with Royal fixators who tried to gain access to the two principals.

The demands of planning, staffing and providing specialist training to the officers deployed on this operation placed a significant burden on the Division over the year, as did the considerable media attention. High profile press coverage was new territory for MDP officers and was quickly to become the norm. Here are a few examples the team had to deal with:

- ◆ "A £2 million "ring of steel" has been thrown around Sandhurst to protect Prince William as he joins his brother Harry at the military academy". (The Sun newspaper).
- ◆ ".....On 10th February, Prince William completed his first five weeks of intensive training at Sandhurst....."
- ◆ "Kate trip boost for Wills: Prince William's girlfriend Kate Middleton visits him at Sandhurst".
- ◆ "..... the second in line to the throne went to a bingo club near Sandhurst last Friday, where he is currently training".....
- ◆ "Wills loses a machine gun" - Daily Mail front page, 31 October 2006.

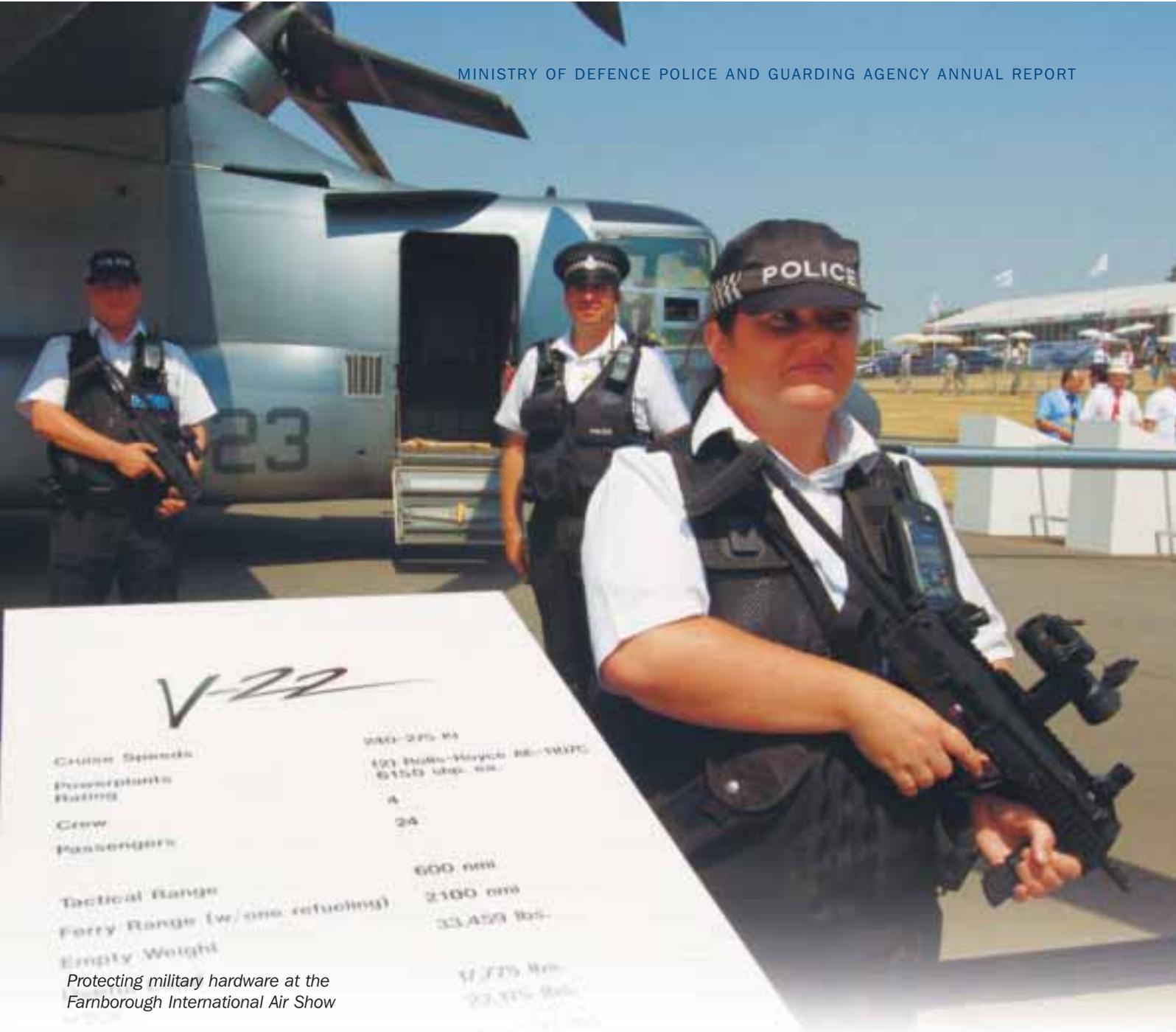
The training for officer cadets took the principals all around the country and assistance was sought from MDP Western Division officers (Divisional Support Group) on a number of occasions to carry out the Safety and Security role at locations in their area.

Predictably, the year proved to be very busy for the SST particularly at RMA Sandhurst. As well as the the normal day-to-day operation, there were a number of events of note, which had a significant impact on the protection of the principals. These included:

- ◆ Three Sovereign's Parades. HM The Queen attended two and HM The King of Jordan represented The Queen at the other.
- ◆ Visit of HM The Queen to RMA Sandhurst (April 2006).
- ◆ Heritage Day: a public open day for the residents of Camberley / Bracknell area. Approximately 5,000 members of the public attended throughout the day (June).
- ◆ All Ranks party by the lakes (July).
- ◆ Chief Constable MDP visit (July).
- ◆ Charity Polo Match at which the Princes William and Harry played (July). 500 + guests.
- ◆ Freedom of Bracknell Forest (July). 200 Cadets marched through the town.
- ◆ Music on Fire - ran over a weekend in September and attracted approx 30,000 guests over the three nights.
- ◆ The passing out Parade for HRH Prince Harry – a joint operation between the MDP, Metropolitan Police, Thames Valley Police, The Army and the military provost guard service (MPGS) staff. The media were in attendance in force and around 3,500 invited guests attended.
- ◆ The Queen, Prince Charles and other members of the Royal family attended a parade in December 2006, marking the end of Prince William's training at the Royal Military Academy.

The relaxed atmosphere belies the strict measures taken to ensure the Princes' safety at RMA Sandhurst





V-22

Crash Speeds	280-275 kt
Powerplants	103 Pratt & Whitney PW4000
Rating	6150 hp ea.
Crew	4
Passengers	24
Tactical Range	600 nm
Ferry Range (w/one refueling)	2100 nm
Empty Weight	33,450 lbs
	11,775 kg
	27,115 lbs

Protecting military hardware at the Farnborough International Air Show

Farnborough International Air Show

Held every two years, the Farnborough International Air Show is a major event which generates billions of pounds within the aerospace communities. Companies and customers worldwide attend and display the latest technologies in aerospace, from the new 380 Airbus, the largest passenger carrier in production, down to the small business producing the nuts and bolts.

The MDP last policed the Air Show in 2000. In the following years, security for the event was handed over to Hampshire Police and numerous private security companies. However, at the request of Farnborough International Ltd and with agreement of the US Authorities this year saw the return of the MDP to the policing of this event.

MDP were tasked with the provision of the armed guarding of the American assets during the lead-up week and throughout the week of the show. All officers were provided from South East Division resources and armed with the MP7 carbine.

Over a two day period prior to the Show, a joint Hampshire Constabulary and MDP Operation was devised and tested together with the contributions of other services, including

Ambulance, Doctors, Fire and Air Traffic Control. This highlighted both strong and weak points and gave all the opportunity to make necessary changes, using their respective specialist skills. Throughout the Show, whilst regular intelligence updates were made to the Threat Assessment, this remained low. In spite of this, officers worked long and arduous hours in readiness for the unexpected. Their professionalism and attitude once again displayed to all agencies the abilities and integrity of the MDP. The Farnborough International organisers, the American Embassy and Hampshire Constabulary also acknowledged this in numerous letters and expressions of thanks for a job well done. The MDP firearms operation integrated seamlessly into the overall Hampshire Constabulary policing operation, the result of a partnership approach between the two respective firearms departments.

One of the major plus points in this operation was the successful integration of all agencies within the Silver Command suite (the Show control office). All agency Silver Commanders and control operators were on duty in this one office. The sound working knowledge of each agency and their combined efforts helped to ensure that all incidents were dealt with promptly and in a professional manner.

Operation Home Front

Turning to our Defence Community policing role, September 2006 saw the successful launch of the Home Front initiative at Arborfield Garrison, following a pilot scheme over a two year period. The launch adopted the theme of a 2nd birthday party and proved to be a well attended community event with contributions from MDP, Arborfield & Newlands Parish Council, Wokingham District Council, Maidenhead & District Housing Association, NAAFI / Spar, local Neighbourhood Watch, Thames Valley Police, the Army and not least the community themselves, which includes many Service families.

Home Front is a form of local policing which reflects the aims of the Home Office National Community Safety Plan. Its aims are:

- ◆ Making communities stronger and more effective
- ◆ Reducing crime and anti-social behaviour
- ◆ Creating safer environments
- ◆ Protecting the public and building community confidence
- ◆ Improving the quality of people's lives so they are less likely to commit offences or re-offend

The title of the initiative was prompted by a phrase used when MDP Crime Reduction Officers first discussed its introduction: their aim was to "...provide peace of mind to the defence community, from the front line to the home front...".

Whilst the main focus of MDP Home Front is to provide reassurance, safety and security to the Service community here in the UK, its impact on personnel serving overseas, particularly those on deployment in conflict zones, who have families living on the Defence estate back in Britain, should not be underestimated. It is important that Service personnel who are deployed do not have worries "on the home front" which could have an impact on MOD business capabilities; i.e. the ability to perform their jobs as well as possible. If all is well on the home front, then performance has the best chance of being up to the mark on the front line. MDP sees itself as making a key contribution to Defence morale through its Unit Beat Officers, Crime Reduction officers and Community Safety officers engaging in the Home Front project.

Since the pilot began at Arborfield, working relationships with a variety of local agencies have been enhanced and communications with the community have improved. Community issues are being addressed more effectively, especially quality of life issues, and this has led to an increased flow of intelligence on which the police can act, producing a virtuous circle.

Home Front is now being rolled out to MDP Unit Beat Officer stations nationally and is well supported by the Force at senior level.

Divisional Support Group Tasking.

Over the past year the number of taskings for the DSG has increased as per target from the 98 tasks for 2005/6 to over 180 for 2006/07. The tasking is broken down into four categories: Counter Terrorism; Public Order; Crime; Operation Bandsman.

DSG officers have also been supplied for deployments through the Agency TTCG (Tactical Tasking and Co-ordination Group) for commitments such as Operation Vintage, Operation Overt and The Farnborough Air Show.

When the Unit Beat Officers have requested additional support for Special Events or VIP Visits, these have been accommodated within our Divisional Tasking numbers, but regular assistance and cover is provided by DSG officers under Operation Mainsheet when not tasked through the TTCG.

Since the beginning of November 2006, this Division has been running Divisional Support Vehicles (DSVs) crewed by three DSG officers, as our effort to assist in the "Closing the Gap" project (a project to reduce overall expenditure on policing and guarding resources). Following research, it was identified that the main causes of short notice overtime were sickness, especially in the evening, so a mobile support vehicle under the direction of the Control Room Inspector reports to the various stations who are running light to give assistance between 3pm and 1am. This is estimated to have saved this Division several thousand pounds in overtime.

Additional cover by DSG officers was planned on several occasions over the past year at Portsmouth to enable other officers to receive training, for example in use of the MP7 carbine. Again this resulted in financial savings which though modest made their own contribution to the overall effort.

Counter-terrorist Searches

South East Division has two qualified Police Search Advisers and search-trained officers who conducted a total of 18 Counter Terrorist Searches during 2006.

Six were at RMA Sandhurst, under Operation Bandsman, culminating in the passing out parade with members of the Royal Family present. Other locations were HMNB Portsmouth, (four searches including Royal visits), the Cenotaph in London, Aldershot Sports Centre and Combermere Barracks, Windsor.





AWE Division

Chief Supt. Dave Allard

This too has been an extremely challenging year for AWE Division, both on the operational front and in addressing significant challenges emerging from a major strand of work to determine the future strategic role of the Ministry of Defence Police at both AWE Aldermaston and AWE Burghfield.

The introduction of a new offence of criminal trespass at both AWE establishments under the Serious Organised Crime and Police Act, 2006 and the introduction of new byelaws for AWE Aldermaston in May 2007 will provide MDP officers with more options and proportionate responses in the policing of future demonstrations.

Anti-nuclear demonstrations

A major building and investment programme at both Aldermaston and Burghfield has led to a significant increase in interest by anti-nuclear lobbying groups, such as Greenpeace, CND, Trident Ploughshares and Christian CND. Their protest activity and that of other affinity groupings is expected to increase as the programme develops. The Aldermaston Women's Peace Camp continued to hold its monthly gathering although the numbers attending have reduced. Over the past few years, there has been a steady increase in demonstrator activity by a group calling themselves Block the Builders. This is a relatively new campaign of anti-nuclear demonstrators, whose aim, using non-violent means, is to stop the building of the Orion Laser project through a series of "blockades" of the Aldermaston site.

There have been 12 protest actions since they started in May 2005, and these demonstrations are now happening on a monthly basis. To date there have been 49 arrests in total, mostly for obstruction of the highway.

Other tactics include secondary action against contractors associated with the building programme. Activists have demonstrated at various contractor sites within close proximity of the Aldermaston site. They have also targeted a main contractor for the Orion project both by visits to their offices in Chippenham and also by writing to their offices in Germany. In November 2006, 200 Greenpeace demonstrators visited Aldermaston and, whilst the demonstration passed off peacefully and generally without incident or arrests, the large numbers involved disrupted traffic on the roads surrounding the establishment for most of that morning.

The key to the success of all future policing operations involving demonstrators is the ability to put into place, in partnership with police colleagues from the Thames Valley and Hampshire Forces, well practised and robust policing operations, based on known demonstration plans.

Policing in partnership

To facilitate and develop these important partnerships and to provide a consolidated response to the orderly policing of demonstrations across the AWE establishments, AWE plc has provided a Silver Command Suite located within Aldermaston station. The Suite includes Airwave and Command & Control facilities being available for use jointly by Ministry of Defence Police and Thames Valley Police (TVP), so that future events can be commanded jointly by both Forces working from the same location. A recently revised Firearms Memorandum of Understanding and an Airwave Interoperability Agreement between both MDP and TVP means that both Forces can work closely together when dealing with major incidents and offer support to each other both inside and outside the perimeter "fence".

To further enhance our response to demonstrator lock-ons, the Division has invested in a programme of training for Cutting Teams involving a total of 27 officers from both Aldermaston and Burghfield. This training has been carried out in partnership with, and with the support and expertise of, the highly experienced Rope Access Team/ Divisional Support Group based in Scotland Division. AWE Plc is in the process of procuring the necessary equipment and vehicles to make the Cutting Team operational by June 2007. It is anticipated that further training in rope access and dynamic entry will be scheduled into the training programme next year.

To assess the capabilities of the MDP to deal with a Terrorist Incident within the Nuclear Storage and Processing Areas at AWE Aldermaston, major table-top exercises were held over the year.

Policing Block the Builder – Operational Support Unit officers release a 'locked-on' protestor.

Firearms Review

A full review of the existing firearms role and capability of the Ministry of Defence Police at the AWE was carried out in July 2006 by a team from the MDP HQ Operational Support Department. All key stakeholders were consulted and briefed at key stages throughout the review. A full report was produced in August 2006. Several Committees and Steering Groups have been formed to progress the many strategic issues falling out of the main recommendations, particularly in the areas of MDP training, capability, equipment and defensive infrastructure improvement.

To maintain a high level of cooperation between MDP, NWIPT and AWE Plc in the policing and security of the AWE establishments there is a formal network of meetings built into the yearly AWE Division programme. Central to these is the

tripartite meeting held on a bi-monthly basis. Through the tripartite arrangement much of the initial work identified in the Firearms Review has progressed, in particular improvements within existing resources.

Within the year several other projects were commissioned to address problems being encountered in the area of recruitment and retention at both Aldermaston and Burghfield. A study of this issue is coming to fruition, and its findings will be used to set a plan for the MDP to reach the additional complemented numbers identified in a recent Study. Visits by AWE Division officers to talk to probationers at their initial training at the HQ Agency Training Centre in Essex have been helpful as has the publication of a brochure giving a factual insight into the policing role recruits will be expected to carry out at AWE stations.





Western Division

Chief Supt. Ray Morrison

Extending from Cornwall to Stafford, Western Division's geographical span is extensive and encompasses a customer base comprising almost all Top Level Budgets (TLB) areas within the MOD, as well as some non-MOD customers. The diverse

nature of Western Division's operational role is a reflection of this unique customer base. For example, this year operational activities have ranged from armed escort and security of munitions movements to assisting Royalty Protection Officers at various Army training establishments, as well as assisting with the security of critical national infrastructure sites outside the Defence estate.

At the same time the importance of fulfilling our customary commitments for the provision of policing and armed security at military training establishments and MOD operational sites remains paramount in providing reassurance to the Defence community.

Operations

Our divisional Tactical Tasking and Co-ordinating Group (TT&CG) - a component of the Police National Intelligence Model - continues to be one of the main strategic forums through which operational matters and resources are directed. Convening fortnightly, the TT&CG is chaired by Divisional Superintendent (Operations) and is informed by the Divisional Intelligence Bureau and intelligence information submitted from stations. It links in to the Agency TT&CG and the Agency Strategic Tasking and Co-ordinating Group.

The Divisional Support Group

Comprising nearly 60 officers at three locations, the Divisional Support Group (DSG) provides surge capacity to the Force and the Division. It is primarily intelligence-led with over 450 taskings by the TT&CG during the year - an increase of around 60% over the preceding year. The DSG also augments current security measures on a more routine basis to stations by carrying out such activities as searches, high-profile patrols and development of Security Vigilance Areas. The DSG is staffed by officers who are trained to carry out enhanced firearms and public order training. Officers are also "white-powder first-responders" as well as carrying other specialisms including firearms Bronze and Silver Commander capability.

Examples of operational activity during the year include:-

- ◆ Armed escort and security of munitions movements
- ◆ Policing assistance at Public Military Events
- ◆ Support to AWE Aldermaston during the 'Block the Builder' protester campaign
- ◆ Support to Royalty Protection Officers
- ◆ Armed security of national Energy installations
- ◆ Support to MDP Whitehall during the lead up to the parliamentary debate on Trident and the future of the UK nuclear deterrent.
- ◆ Trident Ploughshares demonstrations at HMNB Devonport
- ◆ Support to MDP CID, particularly with arrests and house searches
- ◆ Support to Metropolitan Police and Thames Valley Police during operations
- ◆ Waterborne policing of the Annual Powerboat Race and British Fireworks Championships at Plymouth (deploying marine unit resources from HM Naval Base Devonport)
- ◆ Policing assistance by Divisional Support Group at a series of highly publicised courts martial of Service personnel at Bulford Court Martial Centre
- ◆ Counter-terrorist and crime searches using trained search personnel

The MDP has the largest police marine unit in the UK





Unit Beat Officers (UBOs)

By the end of the year there were 13 ‘stand alone’ Unit Beat Officers (UBOs) in Western Division, along with a number of Community Liaison Officers and Rural Beat Officers (RBOs). As well as deterring illegal activities, the RBOs’ main role is to ensure that the extensive amount of military training which takes place on Salisbury Plain is not disrupted.

UBOs work closely within the community and provide reassurance policing to Service and civilian personnel on station and to dependents who live in Service Family Accommodation. This is achieved through a significant amount of community liaison with the customer.

Traditionally UBOs have maintained good liaison with local Home Office police forces and there is an increasing trend for the MDP UBO and local Neighbourhood Policing Teams to be co-located. There are clear benefits to the local community, with greater sharing of intelligence, increased policing availability and less duplication - all of which leads to a more effective service.

Police Dog Handlers

The Division has 12 dog holding units, the largest number in the Force, with 84 dogs in total. The latter do not engage in track or property search and the Division is on target to achieve its objective of phasing out PLC2s. The Divisional Dog Team achieved a total of 488 tasking reports over the twelve month period.

A significant achievement has been adapting training and systems to comply with the National Police Dog Assessment Model. Work towards this standard began and was completed in year, with all dogs now licensed to the Home Office Police standard.

The Divisional Dog Team was instrumental in the Force’s inaugural “in-house” breeding of seven Malinois dogs. Divisional dog handlers participated by way of parent selection and assisting the trainers to licence the dogs.

The Malinois dogs were brought to the Force through a home kennelling scheme, an approach which has obvious benefits for both handler and dog in terms of dog welfare and the relationship between the dog and handler. During the year, nine dogs were included on this scheme, with four Malinois and six other dogs accepted for home kennelling on welfare grounds.

Marine Policing

The role of Devonport Marine Unit is to enforce the Dockyard Port of Plymouth Order, and to escort all Naval, Royal Fleet Auxiliary and foreign shipping into the docks. It also plays an important role in the fight against terrorism in what is a diverse port of both Defence and commercial shipping. Most notably, the Marine Unit was involved in year in the recovery of casualties from a US Navy Submarine, the USS St Paul Minneapolis, in treacherous weather conditions. Though there were fatalities, two sailors were rescued.

Crime Investigation

During the year Western Division CID dealt with approximately 1000 reported offences ranging from serious assault through to fraud, theft and criminal damage. Over 60 offences were regarded as serious enough to be classified as impacting significantly against Defence capability. For example, during the year CID dealt with a case involving a former member of the Royal Fleet Auxiliary who submitted a number of false claims. The value of the claims totalled some £38,000. The offender was subsequently convicted at Crown Court.

VIP Visits and Public Military Events

During the year officers supported a number of VIP visits to those stations where we provide a policing and security service. For example, during January 2007 the Prime Minister visited Britannia Royal Naval College, Dartmouth, Commando Training Centre (CTC) Lymstone and HM Naval Base Devonport.

BRNC Dartmouth has enjoyed Royal patronage and numerous high profile visits over its 102 year history. However this was the first ever visit of a serving Prime Minister. On completion of his whistle-stop tour, Mr Blair flew by helicopter to CTC Lymstone where he met families of Royal Marines and gave a live Press broadcast. Albeit without incident, there were several dozen demonstrators from various protest groups present during the visit, and MDP provided appropriate policing.

Western Division officers policed a number of military events including The Royal International Air Tattoo at RAF Fairford in July. A high profile and ever-popular Air Show, this year RIAT attracted some 170,000 visitors over the two days.

Annual Air shows also took place at RNAS Culdrose and RNAS Yeovilton in July. A showcase for the role, diversity and skill of the Fleet Air Arm, both events attracted some 20,000 and 30,000 visitors respectively, and involved a multi-agency approach with collaborative policing from both MDP and officers from the Avon and Somerset and Devon and Cornwall Constabularies.

Devonport Naval Base hosted its annual Navy Days during August 2006, attracting over 30,000 visitors. Some of the Royal Navy's biggest ships, including HMS Albion, one of the largest ships in the Fleet, welcomed visitors on board for the three days. Also alongside were 13 Royal Navy ships together with a Royal Fleet Auxiliary ship, the tall ship Tenacious and four foreign warships.

Training and Exercises

Since the introduction of the PAVA incapacitant spray in March 2006, 93% of officers across the Division are now trained and carry the spray.

The roll-out of the MP7 carbine continued throughout the year with all armed stations operationally deployed with the weapon by October 2006, and all 9mm Browning pistol and MP5 weapon training ceased within the Division at the same time.

During the year Western Division undertook and contributed to 77 operational exercises. A demonstration of our operational effectiveness was illustrated during September when a Blue Light Exercise was executed at the Joint Support Unit (JSU) in Corsham. A multi-agency exercise involving in excess of 500 people, the objective was to test JSU incident response and Business Continuity Plan.

As part of the objective to contribute to MOD's business continuity planning, a pandemic flu exercise was also conducted at Divisional Headquarters. It involved key stakeholders including representatives from MGS Region 5.

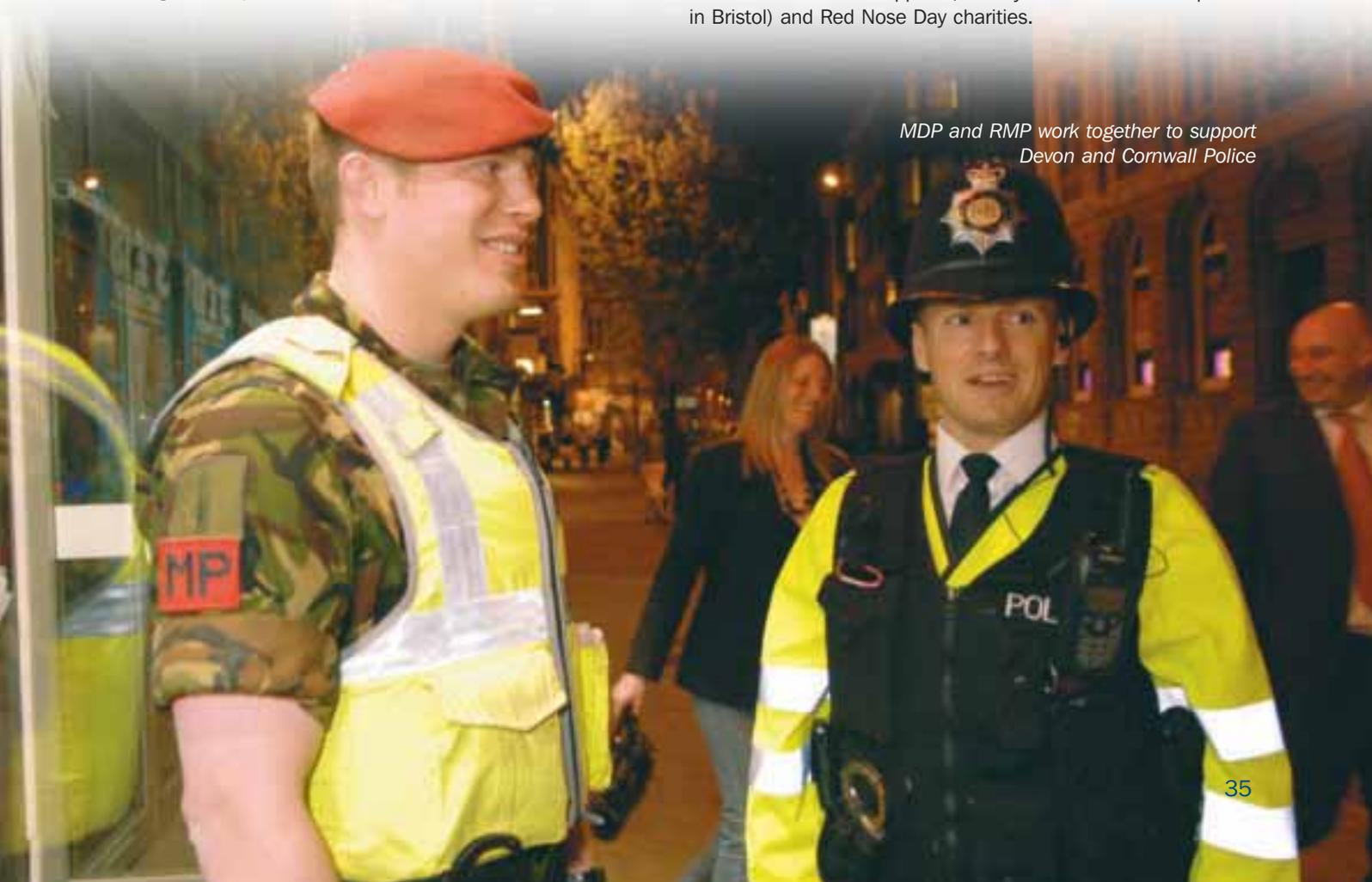
Communications

With a geographically spread Division, the Agency intranet continued to be developed to facilitate improved communications.

The Divisional Commander continues to ensure direct communications with key stakeholders, police officers and civilian staff during his biannual visits to stations and where possible, with MGS Region 5.

The quarterly coffee mornings also offer the Divisional Management Team and Divisional HQ staff an opportunity to get together in an informal setting and at the same time raise money for a good cause. During the year the proceeds were donated to The Babe Appeal (a newly built children's hospice in Bristol) and Red Nose Day charities.

MDP and RMP work together to support Devon and Cornwall Police



Agency Key Targets 2004 – 2007

Annex A

KEY TARGET	2004 - 2005	2005 - 2006	2006 - 2007
<p>Patrol Activity</p> <p>By 31 March 2005, as a means of providing greater public reassurance, to ensure that no more than 25% of the duty time of dedicated patrol officers is expended on activities not directly related to patrol duties.</p>	Green	Target Discontinued	
<p>Reported Crime</p> <p>By 31 March 2005, as a means of reducing crime and protecting MOD property and interests, to achieve a crime solving rate of 50% for the investigation of primary crime.</p> <p>By 31 March 2006, achieve a crime solving rate of 50% for the investigation of crime that impacts significantly against Defence capability.</p> <p>By 31 March 2007, to have increased the detection rate of crime that impacts significantly against Defence capability by 3% above the level achieved in 2005/06.</p>	Green	Target Discontinued in the following line	Target Developed in the following line
<p>Recruitment & Diversity</p> <p>By 31 March 2005, within the overall recruitment of police staff and as part of an overall programme to retain personnel levels, to have recruited at least 15% women and 4% from minority ethnic communities.</p> <p>By 31 March 2006, within the overall recruitment of police officers, to have recruited at least 15% women and 4% from minority ethnic communities.</p> <p>By 31 March 2007, to have increased the number of female officers by 6% and ethnic minority officers by 5% within the Agency from the levels recorded in 2005/06.</p>	Red	Target Developed in the following line	Target Developed in the following line
<p>Security Measures</p> <p>By 31 March 2005, in order to maintain appropriate levels of security as defined in relevant MDP CSA's, seek to maintain and improve upon the average baseline Security Contribution Index score achieved in the previous quarter at each establishment contributing to the Index system.</p>	Green	Target Discontinued	
<p>Customer Tasking</p> <p>To ensure that the Agency fulfils at least 95% of its funded and agreed customer taskings.</p>	Yellow	Yellow	Yellow
<p>Overtime</p> <p>By 31 March 2005, excepting unforeseen operational commitments, and with the intention of providing cost effective policing and guarding as well as maintaining an appropriate work-life balance for personnel, reduce the amount of overtime worked by each officer to no more than 8 hours worked per week.</p>	Yellow	Target Discontinued	

KEY TARGET	2004 - 2005	2005 - 2006	2006 - 2007
<p>Sickness</p> <p>By 31 March, in order to maintain a healthy and effective workforce and contribute to the achievement of other Key Targets, to reduce the overall level of sickness lost within the Agency (excluding MGS personnel) by 1 hour per member of staff per month against the corresponding achievement in the previous year.</p>	Green	Target Discontinued	
<p>Fraud Reduction</p> <p>By 31 March 2005 to have provided greater clarity as to the extent of fraud within the MOD and thereby to have raised awareness, by engaging with, and encouraging the MOD community to provide intelligence, with a view to increasing the number of reported fraud cases.</p> <p>By 31 March 2006, to have delivered a minimum of 10 Fraud Reduction Audits to identified MOD organisations.</p> <p>By 31 March 2007, to have demonstrated the recovery or prevention of loss to the MOD of a minimum of £2M in assets based on all Fraud investigation activities within the Agency.</p>	Yellow	Target Discontinued in the following line	Target Developed in the following line
<p>Customer Satisfaction</p> <p>By 31 March 2006, from a baseline established by the 2004 Customer Satisfaction Survey to have implemented an agreed plan to improve customer satisfaction with services provided.</p> <p>By 31 March 2007, to have increased overall customer satisfaction with MDP & MGS services to 90%.</p>		Green	Target Developed in the following line
<p>International Capability</p> <p>By 31 March 2006, deliver all in-year options for achieving savings agreed with MOD centre in support of wider Defence and foreign policy objectives.</p>		Green	Green
<p>Efficiency</p> <p>By 31 March 2006, deliver all in-year options for achieving savings agreed with the Central Top Level Budget (CTLB).</p> <p>By 31 March 2007, to have increased overall customer satisfaction with MDP and MGS services to 90%.</p>		Red	Target Developed in the following line
			Yellow

BSC Colour	Definition of target achievement
Green 	Target achieved
Yellow 	Minor deviation from target set
Amber 	Major deviation from target set
Red 	Serious weakness in performance against target set

Balanced Scorecard Summary

Annex B

Are we delivering what our customers want?

OUTPUTS

- 1.1 Customer Satisfaction
- 1.2 Customer Consultation
- 1.3 Services Provided

How well are we managing our resources?

RESOURCES

- 2.1 People Management
- 2.2 Financial Management
- 2.3 Management of Equipment & Facilities

Are we as organised as we should be?

PROCESSES

- 3.1 Recruitment & Retention
- 3.2 Management & Leadership
- 3.3 Improved Communication
- 3.4 Performance Measurement

Delivering effective Policing and Guarding as part of the UK's Defence capability

DEVELOPMENT

- 4.1 Staff Development & Training
- 4.2 Develop Our Business

Are we developing our people and Agency for the future?

Agency Objectives

Annex C

OUTPUTS

To meet customer requirements

- 1.1 – **Customer Satisfaction:** To continually improve customer satisfaction with the range and quality of services delivered by the MDPGA.
- 1.2 – **Customer Consultation:** To listen and respond to the needs of our customers increasing their satisfaction with MDPGA services.
- 1.3 – **Services Provided:** To meet the needs of the Department and our customers with our services as part of the UK's Defence capability.

RESOURCES

To efficiently manage our resources

- 2.1 – **People Management:** To ensure the effective and efficient development and deployment of personnel within the Agency to deliver our outputs.
- 2.2 – **Financial Management:** To remain financially viable and achieve value for money safeguarding public funds.
- 2.3 – **Management of Equipment & Facilities:** To ensure the effective use of all resources to deliver high quality services to our customers to meet their needs.

PROCESSES

To operate efficient processes for the delivery of our outputs

- 3.1 – **Recruitment & Retention:** To recruit and retain a skilled and motivated workforce to deliver the outputs of the Agency ensuring we remain capable of responding to and meeting customer needs.
- 3.2 – **Management & Leadership:** To ensure effective management processes are in place to support the delivery of Agency outputs providing clear direction for Agency staff.
- 3.3 – **Improved Communication:** To ensure effective internal and external communication and improve the passage of information.
- 3.4 – **Performance Measurement:** To measure Agency performance to develop, enhance and improve on services delivered to our customers.

DEVELOPMENT

To build for the future developing the Agency and its staff

- 4.1 – **Staff Development & Training:** To provide all Agency staff with the training and development opportunities they need to realise their own potential and effectively deliver Agency outputs.
- 4.2 – **Develop Our Business:** To embrace business change and develop our outputs to enhance the services offered to our customers.

Personnel Statistics

Annex D

STRENGTH AT 31 MARCH 2007

Police	Total	Male	Female
Chief Constable	1	1	0
Deputy Chief Constable	1	1	0
Assistant Chief Constables	3	3	0
Chief Superintendents	10	8	2
Superintendents	25	23	2
Chief Inspectors	71	66	5
Inspectors	145	137	8
Sergeants	505	458	47
Constables	2781	2493	288
Total Police Officers	3542	3190	352
Total Probationers	297	254	43

MGS

CSO 1	7	6	1
CSO 2	23	21	2
CSO 3	82	70	12
CSO 4	519	490	29
CSO 5	3309	3003	306
Total MGS	3940	3590	350

Civilians

Grade 5	1	1	0
Band B1	2	2	0
Band B2	5	4	1
Band C1 (Senior Executive Officer)	25	17	8
Band C2 (Higher Executive Officer)	46	22	24
Investigation Officer Physical 1	0	0	0
Investigation Officer Physical 2	0	0	0
Band D (Executive Officer)	107	49	58
Band E1 (Administrative Officer)	251	57	194
Band E2 (Administrative Assistant)	33	4	29
Personal Secretary	0	0	0
Others	53	20	33
Total Civilians	523	176	347

Complaints & Discipline

Annex E

COMPLAINTS AGAINST THE POLICE 2006 -2007

	2004/5	2005/6	2006/7
Total number of complaints	41	34	36
OUTCOMES			
Withdrawn	1	4	1
Informally resolved/Locally Resolved	17	9	11
Dispensation granted by PCA/IPCC	2	2	2
Unsubstantiated	12	16	29
Substantiated	6	6	3
Total cases completed	38	37	46

DISCIPLINARY HEARINGS 2006 - 2007

Classification	2004/5	2005/6	2006/7
Dismissal from the Force	1	1	1
Requirement to Resign	3	4	0
Reduction in Rank	3	0	1
Reduction in Pay	0	0	0
Fine	0	0	4
Reprimand	5	2	5
Caution	2	0	0
Not Guilty/Not Proven	3	2	5
Total (charges)	17	9	16

Crime Statistics 2006-2007

Annex F

OFFENCE CATEGORY

CRIME	England, Wales & Northern Ireland		Scotland		% Solved
	Recorded	Solved	Recorded	Solved	
Assaults Non-Police	355	148	16	17	44.47
Assaults on Police	7	7	1	1	100.00
Bomb Hoaxes	2	2	0	0	100.00
Burglary	345	42	49	6	12.18
Child Sexual Offences	16	3	0	0	18.75
Criminal Damage	635	73	128	17	11.73
Customs Offences	2	0	0	0	
Drugs Offences	20	16	1	1	80.95
Forgery	38	26	19	14	70.18
Fraud	146	72	58	60	64.71
Life Threatening	23	8	0	0	34.78
Other Child Offences	2	0	0	0	
Other Offences	236	149	112	97	70.09
Other Theft Act	1630	263	163	20	15.76
Public Order Offences	26	14	4	4	60.00
Sexual Offences	57	14	1	1	25.86
State Offences	0	0	1	1	100.00
Totals	3543	837	553	239	
United Kingdom overall total	Recorded 4096		Solved 1076		26.26%

CRIME PROPERTY VALUES

United Kingdom overall	Stolen	Recovered	Damaged
2005/2006	£6,281,304	£1,126,158	£393,204
2006/2007	£9,042,011	£297,767	£382,800

Extended Jurisdiction Statistics 2006/2007 Annex G

Introduction

The Anti-Terrorism, Crime and Security Act (ATCSA) 2001, came into effect on 14 December 2001 in England, Wales and Northern Ireland, and on 7 January 2002 in Scotland. The legislation includes provisions that made modest changes to the jurisdiction of the MDP by amending the Ministry of Defence Police Act 1987. The principal changes were:

Requests for MDP Officers to assist an officer from another Force

MDP now have jurisdiction if requested by either a constable of the Police Force for any area in Great Britain, Northern Ireland, or of British Transport Police (BTP) or of the United Kingdom Atomic Energy Authority Constabulary (the Civil Nuclear Constabulary) to assist an officer from that Force in the execution of his/her duties in relation to a particular incident, investigation or operation.

MDP Jurisdiction in Emergency Situations

MDP now have jurisdiction in relation to persons suspected of committing an offence or to protect life or risk of injury, if it is reasonably believed that waiting to secure the attendance of the local force would seriously prejudice the situation

Authorisations under the Terrorism Act 2000

MDP jurisdiction was altered as a result of amendments to the Terrorism Act 2000 which authorised MDP ACPO level officers and Superintendents to make designations under the Act in areas of current MDP jurisdiction.

Privy Counsellor Review

Section 122(4) of ATCSA provided for an independent review two years after the provisions became statutory. Evidence relating to the MDP elements was collated and made available to the Privy Counsellor Review Committee (the Newton Committee).

The report of the Review Committee was published on 18 December 2003. In supporting the extension of MDP jurisdiction, the Committee's report intimated that it was desirable, within the limited scope of sections 98-101 of the Act, that MDP officers should be able to act with all the authority of Home Department constables.

The subsequent publication of the Government discussion paper Counter Terrorism Powers gave a welcome endorsement of the review. Whilst further reviews of terrorism legislation have taken place since 2003, none have dealt with MDP extended jurisdiction.

Statistical Information

In order to ensure that we maintain accurate statistical information in anticipation of any future review of the legislation, a uniform method of reporting all occasions when a member of the Force provided "assistance" to other law enforcement agencies was introduced. The data gathered is continually analysed, provided to the Home Office and the Cabinet Office and is used internally for management purposes.

Policing Protocols

Following the legislative changes, revised policing protocols with other UK police forces were agreed:

Home Office Forces (HO Circular 24/2004)
(England and Wales)

Police Service of N Ireland (HO Circular 13/2002)
Scottish Police Forces (HO Circular 13/2002)

The overarching principles of the protocols were to outline areas of responsibility and accountability, and made provision for consultation between forces to achieve good practice policing.

1. Table 1 provides a monthly breakdown of incidents where MDP officers assisted other Police agencies or otherwise used the new jurisdiction during the FY 2006 - 2007.

Apr 06	May 06	Jun 06	Jul 06	Aug 06	Sep 06	Oct 06	Nov 06	Dec 06	Jan 07	Feb 07	Mar 07	Total
369	328	393	401	457	415	436	384	330	368	421	325	4627

2. Table 2 provides a breakdown of the five extended jurisdiction categories, including occurrences involving off-duty officers.

	(1) Requests	(2) Emergency	(3) Off Duty	(4) P of T 2000	(5) Misc
Qtr 1	406	71	3	488	10
Qtr 2	417	42	4	908	18
Qtr 3	220	48	2	850	26
Qtr 4	232	47	2	799	34
Totals	1290	229	11	3045	104

(All information listed under column 4 refers to Stop and Search patrols under Home Office Force authorisations. No authorisations by MDP ACPO officers or Superintendents were used.)

3. Table 3 provides information about the details of reported instances of MDP officers who provided assistance to other Agencies. Each element is self explanatory. However the column relating to whether MDP officers were armed when so doing should be read in context. MDP officers are routinely armed, and on each occasion any firearms being carried would be secured in a safe within the Police vehicle.

	(1) Terrorist Related	(2) MOD Related	(3) Officers Armed	(4) Police Powers Used
Qtr 1	48	109	58	234
Qtr 2	55	55	30	141
Qtr 3	30	62	18	113
Qtr 4	1	59	23	94
Totals	134	195	129	582

4. Table 4 provides historical information and monthly averages in respect of additional powers legislation.

	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007
Monthly Ave	170	138	245	547	385
Annual Total	2040	1665	2940	6564	4627

5. Table 5 provides a breakdown by MDP Division of the reported use of the extended jurisdiction provisions

	(1) AWE	(2) Scotland	(3) South East	(4) North East	(5) Western
Qtr 1	33	43	237	42	168
Qtr 2	24	34	229	72	159
Qtr 3	18	42	106	41	303
Qtr 4	13	27	146	34	315
Totals	78	146	718	189	945

Does not include figures relating to Sections 44 - 47 of the Terrorism Act 2000: refer to Table 2

Summarised Examples of the use of Extended Jurisdiction

- ◆ Whilst carrying out a Section 44 Stop & Search operation with the Metropolitan Police, MDP officers stopped a motor car. During the subsequent vehicle search, a quantity of illegal drugs (cocaine) was found. The driver admitted ownership. Following a search of a passenger further drugs were found. Both persons admitted possession and were subsequently processed for the offences.
- ◆ Two MDP officers in a marked vehicle witnessed an incident in which a lorry collided with the protection barrier, rolled on its side and slid off the motorway down an embankment. Whilst dealing with the incident and communicating with the local Police Force they further attempted to aid the single casualty. Once all emergency services were present, the two officers were able to withdraw and resume their journey. Unfortunately the driver of the lorry was pronounced dead at the scene.
- ◆ An MDP patrol vehicle crewed by two officers came upon a violent disturbance in Trafalgar Square, London. British Transport Police officers were present, one of whom was being violently assaulted. MDP officers raised a call for further assistance from the Met police and went to the assistance of the BTP officers. Unarmed defensive techniques and PAVA disabling spray were used before the situation was resolved. One MDP and one BTP officer needed hospital treatment.
- ◆ Hampshire Police requested support from MDP resources at the scene of an alleged attempted murder and serious sexual assault. Officers were deployed to assist with cordon duties for forensic purposes. The operation was protracted and MDP continued with support for the duration of the requirement. In total MDP provided officers for over 40 hours to supplement Hampshire officers.
- ◆ A marked Police patrol vehicle in High Wycombe noted a female with a very young baby sitting at a bus stop crying hysterically. A male was standing a short distance away. Following enquiries with the woman it was established that the male was alleged to have made a threat on the female's life. Thames Valley Police were unable to attend and requested the male be detained and brought to the nearest police station. Following due process of the male for Threats to Kill, the MDP officers were able to resume normal patrols.
- ◆ An incident in Northern Ireland involved two swimmers who got into difficulties offshore but were rescued. However, two people involved in the rescue died. An appeal by local authorities for assistance by anyone capable of helping with the search for the then missing people was answered by an off duty MDP officer who resides in that area. The officer was subsequently put in charge of a large element of the search team and proceeded to carry out systematic searches over a period of 3 days after which the officer resumed his normal duties. The officer reported that only one of the bodies had been recovered.
- ◆ Information was received from junior soldiers serving in England that in a local town a particular house was being used as a brothel. During a subsequent police operation, MDP officers assisted the local Police and the Home Office Immigration Department to raid the house. A number of arrests were made. Financial documents, money and firearms were seized.
- ◆ Hampshire Police asked MDP officers at the Sea Mounting Centre at Marchwood to assist in locating a car alleged to have been involved in a traffic incident in the local village. MDP officers found the vehicle off the road in a ditch embedded in trees. A search of the vehicle produced a gate pass for the local military barracks, where a suspect was identified. Hampshire Police assumed full reporting process for the offences.





Management Commentary for the year ended 31 March 2007

History

The Ministry of Defence Police (MDP) was formed in 1971 from the amalgamation of the Admiralty, War Office and Air Ministry Constabularies, and in 1996 became a Defence Agency within the MOD. In 2004, the Agency was enlarged to include the MOD Guard Service (MGS) and was renamed the MOD Police & Guarding Agency (MDPGA). The Agency Chief Executive is also Chief Constable of the MDP, which has a statutory status under the Ministry of Defence Police Act 1987. The Act defines the jurisdiction of the Force and confers constabulary powers on its officers, many of whom carry firearms. The MGS was formed in 1992, following a review which identified the need for a professional unarmed guarding service across the Defence estate. Until 2004, MGS officers were tasked and managed locally by Service and MOD units. Since the creation of the MDPGA however, MGS has a corporate structure and its management is the responsibility of the MDPGA Management Board.

Principal Activities

- **Armed Security:** the capability to deter and to respond to an armed attack on Defence personnel and property.
- **Uniformed Policing:** the effective use of police powers to deter, detect and respond to crime and disorder.
- **Guarding:** the provision of unarmed guarding to Defence personnel and property.
- **Crime Investigation:** the investigation of crime that impacts significantly against Defence capability.
- **International Capability:** the contribution of specialist policing and guarding expertise in support of wider Defence and foreign policy objectives.
- **Policy:** contributing to Defence policing and guarding policy.

Post Balance Sheet Events

See Note 20 to the accounts.

Financial Performance

The gross operating costs of the Agency for the year ended 31 March 2007 were £355.4M. Operating income totalled £35.8M. The balance, representing net operating costs, as detailed in the Operating Cost Statement was £319.6M.

Net Assets were £12.0M at 31 March 2007. This represented Net Current Assets of £2.2M, Fixed Assets of £10.2M, Long Term Debtors of £0.6M and the balance of £1.0M represents provisions for liabilities and charges. Changes in Fixed Assets are detailed in Note 8 to the accounts.

The Agency is a Higher Level Budget and Management Group reporting to the Central Top Level Budget. As such we also produce accounts for consolidation into the Departmental Resource Accounts, these accounts do not include communicated costs.

Further details of our resources, including personnel, assets and equipment can be found in the directors' reports and Annexes C and D.

Business Development and Review of Activities

These are fully described in the foregoing Report. There have been no significant changes to the Agency's objectives and activities. There are issues surrounding the funding of MGS that remain unresolved, as detailed in the foregoing report by Director of Regional Operations.

There is a resource gap between that which the Agency is tasked to do and the budget allocation. This gap is to be closed through a full review of the Agency's activities by customer, to re-align tasking and funding.

MDP is subject to external assessment by Her Majesty's Inspectorate of Constabulary using the baseline assessment model. MGS has qualified for the National Security Inspectorate (NSI) Silver Certificate following inspection by NSI. MGS aims to ensure all guards hold Security Industry Authority qualifications.

The strategies for achieving the Agency's objectives along with the development and performance of the Agency are highlighted in the foregoing report.

Key Performance Targets

Key Performance Targets are covered on page 9 of the foregoing Report.

Contractual Arrangements

The Agency has a contractual arrangement with Vivista and O2 to supply the Airwave telecommunications and command and control services as outlined in the foregoing report by Deputy Chief Constable.

Risks and Uncertainties

MOD plans to enable some MOD establishments to open up the provision of unarmed guarding services to competition. Details of the Agency's policies for risk management can be found in the Statement on Internal Control.

Equal Opportunities Policy and the Employment and Training of Disabled Persons

The Agency has a Diversity and Equality Unit (DEU) the role of which is to promote and build upon a systematic approach to diversity. A diversity programme board is being formed to shape and direct the diversity agenda. The Agency also has a Race Equality Scheme (RES) along with a disability equality scheme. An annual report of progress on the RES has been published as part of the overall MOD report.

Further information regarding diversity and equality can be found in the foregoing report. The Agency employed 204 disabled personnel as at 31 March 2007.

Police Officers who are injured or whose health deteriorates during their career are not automatically retired. Much will depend on the overall health of the individual, the nature of the injury and the likelihood of recovery in an acceptable timescale. Each case will be considered on its merits by the Occupational Health Service. Where retention is not possible, medical retirement terms are offered.

Pension Arrangements

These are covered at Notes 1(p) and 3(c) to the accounts.

Management of the Agency

The day to day management of the Agency is carried out by the Agency's Management Board which during the year consisted of:

Steve Love

Chief Constable and Chief Executive

David A Ray QPM MA LLM (Cantab) FIMgt

Chief of Staff and Deputy Chief Constable

Gerry P McAuley MSc MCIM

Director Divisional Operations and Assistant Chief Constable

John P Bligh QPM

Director Operational Support and Assistant Chief Constable

Sandy MacCormick

Director of Regional Operations

Robert Chidley

Director Professional Development and
Assistant Chief Constable

Steve Beedle

Director Resources and Planning
(Until October 2006)

Daniel Applegate

Director Resources and Planning
(Joined October 2006)

Steve Love joined as Chief Constable and Chief Executive in May 2005. The new Chief Constable was recruited through open competition and has a fixed term contract of five years with a possible mutually agreed extension.

His appointment may be terminated in accordance with the Civil Service Management Code.

Details of Management Board members' remuneration are given in the Remuneration Report.

No member of the Management Board holds any directorships or has any other significant interests that may conflict with their management responsibilities.

Policy on Payment of Creditors

All MDPGA's bills, with the exception of a very small number of minor payments through a local imprest account, are paid through the Defence Bills Agency (DBA). In 2006-2007, DBA had a target of paying 99.9% of correctly presented bills within 11 calendar days of receipt. Actual performance against this target was 99.9 %. No interest payments arose from the implementation of the Late Payment of Commercial Debts (Interest) Act 1998.

Staff Involvement

Employees are kept informed of all relevant matters through MDPGA Intranet, the Talk Through and Flashlight magazines and through other periodic publications. Weekly Force Orders are issued to MDP officers.

Employees are represented by Trade Unions (membership of which is voluntary), who are involved with negotiations including the Terms and Conditions of employment.

Auditors

The accounts of the Agency are audited by the Comptroller and Auditor General under section 7(3)(b) of the Government Resources and Accounts Act 2000. The notional cost of the statutory audit is £83,000. The auditors received no remuneration during the year for the provision of non-audit services.

As far as I am aware, there is no relevant audit information of which the Agency's auditors are unaware; I have taken all necessary steps to make myself aware of any relevant audit information and to establish that the Agency's auditors are aware of that information.



S B Love

Chief Executive

2 July 2007

Remuneration Report for year ending 31 March 2007

Remuneration Policy

In the absence of a remuneration committee, the salary and pension entitlements of the senior members of the Ministry of Defence Police and Guarding Agency are determined by the advice and recommendations from the Senior Salaries Review Body.

Salaries and Pension Entitlements

The salary and pension entitlements of the most senior members of the Ministry of Defence Police and Guarding Agency were as follows (with comparative salary disclosures for 2005/06):

	Salary 2006-2007 £'000	Salary 2005-2006 £'000	Real Increase in Pension and Lump Sum at Age 60 £'000	Total Accrued Pension at Age 60 and Lump Sum at 31 March 2007 £'000	Cash Equivalent Transfer Value (CETV) at 31 March 2006 £'000	Cash Equivalent Transfer Value at 31 March 2007 £'000	Real increase in CETV after adjustment for inflation and changes in market investment factors £'000
S Love	150 - 155	120 - 125	0 - 2.5 plus lump sum N/A	2.5 - 5 plus lump sum N/A	22	49	22
D Applegate	25 - 30	N/A	0-2.5 plus 0 - 2.5 lump sum	22.5 - 25 plus 15 - 17.5 lump sum	N/A	397	1
D A Ray	100 - 105	110 - 115	0 - 2.5 plus 2.5 - 5 lump sum	7.5 - 10 plus 67.5 - 70 lump sum	202	228	24
S MacCormick	65 - 70	65 - 70	0 - 2.5 plus lump sum N/A	2.5 - 5 plus lump sum N/A	42	62	17
G P McAuley	95 - 100	100 - 105	0 - 2.5 plus 5 - 7.5 lump sum	27.5 - 30 plus 82.5 - 85 lump sum	385	416	24
J P Bligh	95 - 100	95 - 100	0 - 2.5 plus lump sum N/A	5 - 7.5 plus lump sum N/A	83	113	23
R Chidley	90 - 95	85 - 90	0 - 2.5 plus lump sum N/A	2.5 - 5 plus lump sum N/A	29	57	24
S Beedle	45 - 50	70 - 75	2.5 - 5 plus 10 - 12.5 lump sum	35 - 37.5 plus 107.5 - 110 lump sum	766	884	94

The table above is subject to audit.

None of the above other than S Love £47.6k (2005/06 £47.9k) received any benefits in kind.

Salary

"Salary" includes gross salary; performance pay or bonuses; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation.

Benefits in Kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by the HM Revenue and Customs as a taxable emolument.

Pension

Pension benefits for MDPGA and civilian staff are provided through the Civil Service pension arrangements. From 1 October 2002, civil servants may be in one of three statutory based "final salary" defined benefit schemes (Classic, Premium, and Classic Plus). The schemes are unfunded with the cost of benefits met by monies voted by Parliament each year. Pensions payable under Classic, Premium and Classic Plus are increased annually in line with changes in the Retail Prices Index. New entrants after 1 October 2002 may choose between membership of Premium or joining a good quality "money purchase" stakeholder arrangement with a significant employer contribution (partnership pension account).

Employee contributions are set at the rate of 1.5% of pensionable earnings for Classic and 3.5% for Premium and Classic Plus. Benefits in Classic accrue at the rate of 1/80th of pensionable salary for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For Premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike Classic, there is no automatic lump sum (but members may give up (commute) some of their pension to provide a lump sum). Classic Plus is essentially a variation of Premium, but with benefits in respect of service before 1 October 2002 calculated broadly as per Classic.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% (depending on the age of the member) into a stakeholder pension product chosen by the employee. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

Further details about the Civil Service Pension (CSP) arrangements can be found at the website www.civilservice-pensions.gov.uk

Columns six and seven of the above table shows the member's Cash Equivalent Transfer Value (CETV) accrued at the beginning and the end of the reporting period. The increase in CETV effectively funded by the employer is shown in the last column. It takes account of the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

A CETV is the actuarially assessed capitalisation value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme.

A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which the disclosure applies.

The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the CSP arrangements and for which the Civil Service Vote has received a transfer payment commensurate to the additional pension liabilities being assumed. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries.

The factors used to calculate the CETV for members of the PCSPS were revised for 2006-07, following advice from the Cabinet Office. The figures for 31 March 2006 have been recalculated using the new factors and this has led to changes to the figures published last year.



S B Love
Chief Executive
2 July 2007.

Statement of the Agency's and Chief Executive's Responsibilities

Under section 7(2) of the Government Resources and Accounts Act 2000, the Treasury have directed the Ministry of Defence Police and Guarding Agency to prepare a statement of accounts for each financial year in the form and on the basis set out in the Accounts Direction dated 18 th. December 2006. The Accounts are prepared on an accruals basis and must give a true and fair view of the Agency's state of affairs at the year end and of its net operating cost, recognised gains and losses and cash flows for the financial year.

In preparing the accounts, the Agency is required to:-

- observe the Accounts Direction issued by the Treasury, including the relevant accounting and disclosure requirements and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed and disclose and explain any material departures in the financial statements;
- prepare the financial statements on the 'going concern' basis, unless it is inappropriate to presume that the Agency will continue in operation.

The Departmental Accounting Officer for the Ministry of Defence has designated the Chief Executive of the Ministry of Defence Police and Guarding Agency as the Accounting Officer for the Agency. His relevant responsibilities as Accounting Officer, including responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Accounting Officers' Memorandum issued by the Treasury and published in 'Government Accounting'.

Statement on Internal Control

1. Scope of Responsibility

As Accounting Officer, I have responsibility for maintaining a sound system of internal control that supports the achievement of Agency policies, aims and objectives, whilst safeguarding the public funds and departmental assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Government Accounting.

2. The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Agency policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the Agency for the year end 31 March 2007 and up to the date of approval of the annual report and accounts, and accords with Treasury guidance.

3. Capacity to Handle Risk

The Agency has defined risk as "A future uncertain event that could influence the achievement of our objectives and statutory obligations". It has an established risk management process which manages the risks against defined business targets and Agency outputs. The Agency Management Board (AMB) maintains a Corporate Risk Register which is reviewed every quarter to track the management of risks and identify any new areas of concern on the Business. Risks affecting our business plan are defined at the start of the year and associated against relevant targets. Every quarter these targets are reported on as part of our bi-lateral reporting process and areas of concern are highlighted by each board member.

The Agency maintains and published in-depth risk management guidelines that link the management of risk to the Agency Planning process. These are reviewed each year through benchmarking with the wider MOD and other Home Office Police Forces. These guidelines detail the Agency risk management process which is used to maintain the Agency Corporate Risk Register and identify risks against Business Plan targets.

4. The Risk Control Framework

Our risk management framework is designed to ensure risk is managed within the Agency at appropriate levels with action managers of targets being responsible for managing the associated risks. This ensures that risk is considered as part of our planning process and that managers have the capacity to manage risk effectively should they be realised. Business Plan targets and risks cascade throughout the Agency from the AMB Portfolio Plans right down to our Local Policing Plan level at individual stations. The reporting and management of these targets cascades up from the action manager to the AMB member responsible for the whole portfolio. This ensures a top down cascade of risk and a link to all areas of the Agency for its management.

The Agency has a Business Continuity (BC) Strategy and subordinate business areas have developed BC Plans which comply with requirements of Joint Service Publication (JSP) 503. BC Plans are to be kept up-to-date and tested at an appropriate frequency and all staff must be aware of the BC Plan and their own roles and responsibilities. Critical Business Outputs must be identified in the BC Plan and arrangements must be made for their recovery.

The Agency has an Audit Committee which advises me on the effectiveness of the Agency's Corporate Governance. The Agency Audit Committee monitors, on my behalf, the management of significant risks, the operation of internal control systems, the arrangements for the prevention of fraud and theft, and the adequacy of internal and external audit including other assurance arrangements. The committee comprises three Independent Members from the Police Committee, one of whom is the Chair, the MDPGA Director of Resources and Planning, and a member of the Agency Management Board (excluding the Chief Executive). The Agency Management Board member rotates on an annual basis and the appointment of the Independent Members are subject to review after three years and at three yearly intervals thereafter. Three Members, of whom two are Independent, constitute a quorum. Representatives of the National Audit Office (NAO) and Director of Internal Audit (DIA) also attend meetings and contribute fully. In addition, the Independent Members meet with the NAO and DIA privately out of Committee each year.

The Committee report to me as the Agency Chief Executive, and are responsible for advising me in my capacity as the Agency Account Officer. The Chair has a responsibility to inform 2nd PUS, as Owner of the Agency, of any assurance issues that cannot be resolved within the Agency.

In addition, the Agency has a dedicated Assurance Team (AT) which acts as a link to the Agency Audit Committee, providing them with a variety of information to review as part of their normal agenda which is organised through an annual cycle of business at four meetings per year. The Audit Committee has encouraged and supported the formation and development of the AT which will be a key point of engagement for them within the Agency.

5. Review of Effectiveness

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the executive managers within the Agency who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports. I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the Board, the Audit Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The Agency has an Inspectorate Department, which operates to standards defined by Her Majesty's Inspectorate of Constabulary (HMIC). They submit regular reports, which include an independent opinion on the adequacy and effectiveness of the Agency's system of internal control together with recommendations for improvement. Part of the work of HMIC is a Baseline Assessment of the Agency in line with other Home Office Forces. This process generates "Areas for Improvement", which are linked to the Agency Bi-Lateral process so that Board Members can report on achievement in line with other assurance activities.

The AT provides assurance services complementary to those provided by the DIA and other 'in-house' assurance providers. The AT is an independent and objective assurance service designed to support the continued improvement of the operation of the Agency. It contributes to the Agency's systematic disciplined approach to the evaluation and improvement of the effectiveness of risk management, control and governance processes.

The AT conducted annual Finance Inspections on all principle Budget Holders and Budget Managers within the Agency in order to ensure that the relevant delegations and financial controls are in place and being maintained. Other compliance checks carried out by the AT to underpin our use of public funds include a Travel & Subsistence (T&S), overtime and housing allowance audit. As well as carrying out the role of Fraud Focal Point, the AT also carried out individual reviews within Financial Year 2006/07 on Risk Management, Financial Processes, the Planning Process and the Permanent Transfer Budget for MDP officers.

Within the Agency, I have directed that there is no need for a specific Safety, Health, Environmental and Fire (SHEF) Risk Register at corporate level, where critical SHEF risks are identified these will be included within the Agency Risk Register. Each business unit will create and maintain a lower level SHEF Risk Register, either as a stand-alone document or included within existing business unit management processes. Each MDP Division currently produces a SHEF Action Plan based on the content of the Agency SHEF Action Plan, with progress against these targets monitored by the Divisional SHEF Advisors. This process will be expanded within the 2007/08 SHEF Action Plan to incorporate MGS Regions and all HQ Departments.

Divisional SHEF Action Plans also include assurance activity through quarterly workplace inspection reports submitted to the Divisional Commander, supported by a rolling audit programme carried out by the SHEF Advisors. Further developments of these activities are planned during 2007/08 to include HQ departments and eventually MGS locations.



S B Love
Chief Executive
2 July 2007.

The Certificate and Report of the Comptroller and Auditor General to the House of Commons

I certify that I have audited the financial statements of the Ministry of Defence Police and Guarding Agency for the year ended 31 March 2007 under the Government Resources and Accounts Act 2000. These comprise the Operating Cost Statement and Statement of Recognised Gains and Losses, the Balance Sheet, the Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective Responsibilities of the Agency, the Chief Executive and Auditor

The Agency and Chief Executive, as Accounting Officer, are responsible for preparing the Annual Report, which includes the Remuneration Report, and the financial statements in accordance with the Government Resources and Accounts Act 2000 and HM Treasury directions made thereunder and for ensuring the regularity of financial transactions. These responsibilities are set out in the Statement of Accounting Officer's Responsibilities.

My responsibility is to audit the financial statements and the part of the Remuneration Report to be audited in accordance with relevant legal and regulatory requirements, and with International Standards on Auditing (UK and Ireland).

I report to you my opinion as to whether the financial statements give a true and fair view and whether the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000. I report to you whether, in my opinion, certain information given in the Annual Report, which includes the Management Commentary and Remuneration Report, is consistent with the financial statements. I also report whether in all material respects the expenditure and income have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

In addition, I report to you if the Agency has not kept proper accounting records, if I have not received all the information and explanations I require for my audit, or if information specified by HM Treasury regarding remuneration and other transactions is not disclosed.

I review whether the Statement on Internal Control reflects the Agency's compliance with HM Treasury's guidance, and I report if it does not. I am not required to consider whether this statement covers all risks and controls, or to form an opinion on the effectiveness of the Agency's corporate governance procedures or its risk and control procedures.

I read the other information contained in the Annual Report and consider whether it is consistent with the audited financial statements. I consider the implications for my report if I become aware of any apparent misstatements or material inconsistencies with the financial statements. My responsibilities do not extend to any other information.

Basis of Audit Opinion

I conducted my audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. My audit includes examination, on a test

basis, of evidence relevant to the amounts, disclosures and regularity of financial transactions included in the financial statements and the part of the Remuneration Report to be audited. It also includes an assessment of the significant estimates and judgments made by the Agency and Chief Executive in the preparation of the financial statements, and of whether the accounting policies are most appropriate to the Agency's circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations which I considered necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements and the part of the Remuneration Report to be audited are free from material misstatement, whether caused by fraud or error, and that in all material respects the expenditure and income have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements and the part of the Remuneration Report to be audited.

Opinions

Audit Opinion

In my opinion:

- the financial statements give a true and fair view, in accordance with the Government Resources and Accounts Act 2000 and directions made thereunder by HM Treasury, of the state of the Agency's affairs as at 31 March 2007, and of the net operating cost, recognised gains and losses and cashflows for the year then ended;
- the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000; and
- the information given within the Annual Report is consistent with the financial statements.

Audit Opinion on Regularity

In my opinion, in all material respects, the expenditure and income have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Report

I have no observations to make on these financial statements.



John Bourn

Comptroller and Auditor General
National Audit Office
157-197 Buckingham Palace Road
Victoria, London SW1W 9SP
4 July 2007

Operating Cost Statement

for the year ended 31 March 2007

		2006/2007	2005/2006
	Notes	£'000	£'000
OPERATING COSTS			
Staff Costs	3	293,436	280,905
Supplies and Services Consumed	4	13,239	13,555
Accommodation Costs	5	11,792	13,760
Other Administration Costs	6	36,917	35,626
GROSS OPERATING COSTS		355,384	343,846
OPERATING INCOME			
Less Income from Repayment Customers	2	(35,781)	(31,208)
NET OPERATING COST	14	319,603	312,638

All activities undertaken during the year are continuing.

Statement of Recognised Gains and Losses

for the year ended 31 March 2007

		2006/2007	2005/2006
	Notes	£'000	£'000
Net gain on revaluation credited to the revaluation reserve	13	419	1,951
Recognised gains during the year		419	1,951

The notes on pages 58 to 70 form part of these accounts

Balance Sheet

as at 31 March 2007

	Notes	2007 £'000	2007 £'000	2006 £'000	2006 £'000
FIXED ASSETS					
Tangible Assets	8		10,154		30,170
CURRENT ASSETS					
Stock	9	869		742	
Debtors: Amounts falling due within 1 year	10	7,857		3,754	
Debtors: Amounts falling due after more than 1 year	10	632		467	
		9,358		4,963	
CURRENT LIABILITIES					
Creditors: Amounts falling due within 1 year	11	(6,524)		(7,224)	
NET CURRENT ASSETS/(LIABILITIES)			2,834		(2,261)
TOTAL ASSETS LESS CURRENT LIABILITIES			12,988		27,909
Provision for Liabilities and Charges	12		(978)		(1,027)
NET ASSETS			12,010		26,882
TAXPAYERS' EQUITY					
General Fund	14		7,940		12,975
Revaluation Reserve	13		4,070		13,907
GOVERNMENT FUNDS	15		12,010		26,882



S B Love
Chief Executive
2 July 2007

The notes on pages 58 to 70 form part of these accounts

Cash Flow Statement

for the year ended 31 March 2007

		2006/2007	2005/2006
	Notes	£'000	£'000
Net Cash Outflow From Operating Activities		288,080	281,831
Capital Expenditure	23e	2,940	1,285
Net Financing from the Defence Resource Account	23d	(291,020)	(283,116)
Increase/(Decrease) in Cash in Period		0	0

Notes to the Accounts

1. STATEMENT OF ACCOUNTING POLICIES

a. Basis of Accounting

These accounts have been prepared in accordance with the 2006-07 Financial Reporting Manual and with a Direction dated 16 December 2006, both issued by HM Treasury. The principal accounting policies adopted by the Agency are summarised below. The policies set out the framework within which the Agency conducts financial management and have been applied consistently in dealing with items considered material to the accounts.

The accounts have been prepared under the historical cost convention, modified to include the revaluation of tangible fixed assets to reflect their current cost.

The Agency does not pay or receive money on its own account. Cash payments are made and receipts collected by the MOD central accounting organisation on behalf of the Agency.

b. Value Added Tax

The Agency is not separately registered for Value Added Tax (VAT). VAT collected is accounted for centrally by the Ministry of Defence. The Agency's accounts do however, include non-recoverable VAT attributable to its activities.

c. Income

Income represents the invoiced value of transactions with the private sector, the wider public sector and Government Departments other than the MOD. Income is accounted for and recognised in the Operating Cost Statement net of VAT.

d. Tangible Fixed Assets

On 1 April the Ministry of Defence transferred responsibility for accounting for fixed assets from the MDPGA to other parts of the Department. Where the Agency retains the risks and rewards of ownership of these assets they continue to be accounted for on the Agency's balance sheet in accordance with FRS 5 and SSAP 21. In all other cases the costs of the use of these assets are communicated to the MDPGA by the asset owners and charged to the operating cost statement.

Land & Buildings

All land and buildings have been transferred to Defence Estates.

Other Assets

Where the MDPGA retains the risks and rewards of ownership of plant, equipment, computers, boats and vehicles these are capitalised where their cost or estimated purchase price is equal to or exceeds the Agency's capitalisation threshold of £10,000 (2005/2006: £10,000) and where their useful life exceeds one year. For fighting equipment, IT and communications equipment the capitalisation threshold of £10,000 (2005/2006: £10,000) relates to grouped assets. The change to the capitalisation threshold has not made a material difference to the accounts.

Depreciation

Depreciation is calculated so as to write off the cost, or valuation, of tangible fixed assets, less their estimated residual values, on a straight line basis over their estimated useful economic lives.

The principal asset categories and their estimated useful economic lives are as follows:

Land and Buildings:

Land:	indefinite, not depreciated
Freehold Buildings:	20-50 years
Fighting Equipment:	10 years

Vehicles:

Vehicles:	3-10 years
Boats:	6-20 years

Computer Equipment:

3-5 years

Communications Equipment:

12 years

Other Equipment:

3-35 years

Depreciation of assets under construction commences after they have been commissioned for policing activities.

Revaluation of Fixed Assets

MDPGA's fixed assets are formally revalued every five years as part of the MoD Quinquennial review of fixed assets. In the period between professional valuations assets are revalued annually using indices provided by the MOD.

Any reduction in valuation below historical cost arising either from the use of indices or from professional revaluation is treated by the Agency as an impairment and charged to the Operating Cost Statement.

Disposal of Tangible Fixed Assets

Assets declared for disposal are removed from tangible fixed assets only on disposal to a third party and any surplus or deficit is shown in the Operating Cost Statement under Operating Costs.

f. Stock

Stocks are stated at the lower of current replacement cost (or historical cost, if not materially different from current replacement cost) or net realisable value.

g. Creditors

Individual creditors and accruals of less than £1000.00 are not included as they are deemed to be immaterial.

h. Reserves

The revaluation reserve reflects the unrealised element of the cumulative balance of revaluation and indexation adjustments on fixed assets.

i. Notional and Non Cash Charges

Intra-Departmental Charges

Non-cash amounts are included in the Operating Cost Statement for charges in respect of services provided from other areas of the MoD. The amounts so charged are calculated to reflect the full cost of providing these services to the Agency and include centrally provided training and administration costs.

With specific regard to accommodation on other sites, the costs communicated are based on actual costs supplied by the host establishment or estimates where actual costs were unavailable.

Audit Fee

MDPGA is not charged an audit fee by the National Audit Office. The audit fee shown represents the notional charge to the Operating Cost Statement based on the cost of the services provided.

j. Capital Charge

A charge reflecting the cost of capital utilised by the Agency is included in operating costs. The charge is calculated using HM Treasury's standard rate of 3.5% of the average value of net assets (3.5% in 2005/06).

k. Early Retirement Scheme

The Civil Service White Paper, 'Continuity and Change' (CM2627) published in July 1994, announced new arrangements for funding early departure costs of civil servants departing between 1 October 1994 and 31 March 1997. Under these arrangements 20 per cent of the cost was to be borne by Agencies and Departments and the remaining 80 per cent, which would have otherwise fallen upon the Departments' running costs, was to be met centrally from the Civil Superannuation Vote. For 1996/97 the 80:20 arrangements applied only after the body had used all its existing 1996/97 expenditure provision for early departure costs.

HM Treasury issued a direction that the 20% borne by the Agency should be charged to the Operating Cost Statement straight away and taken to a Provision on the Balance Sheet. The Treasury also directed that a notional charge for the 80% element borne by the Civil Superannuation Vote should be reflected in the Agency's Operating Cost Statement each year. However, from 1 April 1999 H M Treasury's Resource Accounting Manual (now replaced by the Financial Reporting Manual) no longer requires this notional charge to be made.

With regard to retirements that took place after 1 April 1997, the Agency has made 100% provision for liabilities to be incurred in future years.

l. Provisions

Provisions for liabilities and charges have been established under the criteria of FRS 12 and are based on realistic and prudent estimates of the expenditure required to settle future legal or constructive obligations that exist at the Balance Sheet date.

Provisions are charged to the Operating Cost Statement. All long-term provisions are discounted to current prices by the use of H M Treasury's Test Discount Rate, which is currently 2.2% (2.2% in 2005/06). The discount is unwound over the remaining life of the provision and shown as an interest charge in the Operating Cost Statement.

m. Leases

Rentals payable under operating leases are charged to the Operating Cost Statement over the term of the lease.

There are no assets held on finance leases or on hire purchase agreements.

n. Salary Advances

Where applicable, MOD staff are entitled to salary advances for house purchase, in accordance with MOD regulations. These advances are paid through the payroll system. Balances outstanding at 31 March 2007 relate to 62 MDP Officers and are included in Debtors at Note 10.

o. Taxation and Social Security

As the Ministry of Defence charges the Agency during the year with the gross payments, inclusive of PAYE and National Insurance contributions, due to Agency employees, the Department is liable for the payment of any liabilities which may be due to the HM Revenue and Customs or Department for Work and Pensions at the balance sheet date, and these are not disclosed in the Agency's Balance Sheet.

p. Pensions

Past and present employees are covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS) and the Armed Forces Pension Scheme (AFPS) which are described at Note 3c. These defined benefit schemes are unfunded and non-contributory except in respect of dependents' benefits.

The Agency recognises the expected cost of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payment to the PCSPS or AFPS of amounts calculated on an accruing basis.

Notes to the Accounts

2. INCOME

In addition to Policing, Guarding and Criminal Investigation services provided to the MOD Estate, MDPGA also provides these services to non-MOD Customers on a repayment basis. UK Customers include QinetiQ, DSTL, FCO and The Royal Mint.

The Overseas Customer is the United States Government. MDPGA provides services at sites utilised by US Visiting Forces (USVF).

Other Income derives from the use of parts of the MDPGA estate by non-MOD organisations.

The Agency is required, in accordance with the Treasury's Fees and Charges Guide, to disclose performance results for the areas of its activities where fees and charges are made. This segmental analysis is not intended to meet the requirements of Statement of Standard Accounting Practice 25: Segmental Reporting. Full cost recovery includes certain items not charged to operating costs.

	2006/2007			2005/2006		
	Turnover	Cost	Surplus/ (Deficit)	Turnover	Cost	Surplus/ (Deficit)
	£'000	£'000	£'000	£'000	£'000	£'000
Repayment Work for non-MOD Customers	20,042	21,913	(1,871)	15,782	22,256	(6,474)
Repayment Work for Overseas Customers	14,524	17,976	(3,452)	15,093	21,002	(5,909)
Other Income	1,215	1,215	0	333	0	333
Total Activity	35,781	41,104	(5,323)	31,208	43,258	(12,050)

This shortfall stems from separate inherited agreements with customers, which prevents MDPGA from claiming the full cost of services provided.

3. STAFF COSTS AND NUMBERS

a. Staff costs during the year were as follows:

	2006/2007				2005/2006			
	MDP	Civilian	Service	Total	MDP	Civilian	Service	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Wages and salaries	131,505	103,252	0	234,757	127,953	98,597	0	226,550
Social Security costs (E R N I C)	11,779	7,624	0	19,403	11,613	7,268	0	18,881
Superannuation	22,105	16,712	0	38,817	20,036	15,277	0	35,313
Early Retirement Costs	459	0	0	459	161	0	0	161
Total	165,848	127,588	0	293,436	159,763	121,142	0	280,905

Civilian Wages and salaries include costs of £ 114,000 (2006:£59,000) for agency/temporary staff

b. The average number of full time equivalent persons employed during the year was as follows:

	2006/2007	2005/2006
	Number	Number
MDP	3,525	3,462
Civilian including MGS, Non-Industrials and Industrial	4,456	4,338
	7,981	7,800

The number of whole time equivalent staff who are classified as civil service staff was 7981 (2006: 7,800), including 7 (2) agency/temporary staff.

- c. The PCSPS is an unfunded multi employer defined benefit scheme but the Ministry of Defence Police and Guarding Agency is unable to identify its share of the underlying assets and liabilities.

A full actuarial valuation was carried out at 31 March 2003 for the PCSPS. Details can be found in the resource accounts for this scheme which is published and laid before the House of Commons. The PCSPS accounts are also available on www.civilservice-pensions.gov.uk

For 2006/2007, employers' contributions of £38,816,659 were payable to the PCSPS (£35,308,158 in 2005/2006) at one of four rates in the range of 17.1% to 25.5% of pensionable pay based on salary bands.

The scheme's Actuary reviews employer contributions every four years following a full scheme valuation.

The contribution rates reflect benefits as they are accrued, not when the costs are actually incurred, and reflect past experience of the scheme.

Employees joining after 1 October 2002 could opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £Nil (£4,217 in 2005/2006) were paid to one or more of a panel of four appointed stakeholder pension providers. Employer contributions are age related and range from 3% to 12.5% of pensionable pay. Employers also match employee contributions up to 3% of pensionable pay. In addition, employer contributions of £Nil, 0.8% of pensionable pay, were payable to the PCSPS to cover the cost of the future provision of lump sum benefits on death in service and ill health retirements of these employees.

The contribution rates reflect benefits as they are accrued, not when the costs are actually incurred, and reflect past experience of the scheme.

Early departure costs are partly funded from the Civil Superannuation Resource Account under the 80:20 scheme. The amount borne by the Agency in 2006/2007 was £459,320 (£161,002 in 2005/2006).

d. Remuneration of the Members of the Police Committee

	2006/2007	2005/2006
	£	£
Sir D. O'Dowd	10,859	16,885
S. Osment	4,668	3,973
J. Harris	10,859	9,932
A. Kelly	10,860	11,240
	37,246	42,030

Police Committee Members are employees of the MoD with the exception of four. These four board members receive fees for their services as shown above. In addition to these fees, travel costs of £4,328 (£4,848 for 2005/06) were incurred by the Agency for these Committee Members.

Notes to the Accounts

4. SUPPLIES AND SERVICES CONSUMED

	2006/2007	2005/2006
	£'000	£'000
Depreciation on Fixed Assets - excluding Land and Buildings	4,150	4,327
(Reversal of Impairment)/Impairment of Fixed Assets	26	(471)
Write (back)/down of Stock	0	0
Write (up)/down of Fixed Assets	901	903
MOD Stores and services	3,078	3,618
Vehicle/Equipment Support	5,179	4,979
Loss on Disposal of Tangible Fixed Assets	(95)	199
	13,239	13,555

The (reversal of impairment) of fixed assets 2005-06 (£471,000) includes £634,000 for a previous period, being the correction arising from the quinquennial review undertaken in 2003 which had been included in the revaluation reserve in error.

5. ACCOMMODATION COSTS

	2006/2007	2005/2006
	£'000	£'000
Utilities Consumed	624	566
Rent & Other Charges (CILOR)	75	402
Estates & Facilities Management Services	1,164	1,850
Depreciation on Buildings	0	1,120
Accommodation Stores	307	1,728
Communicated Costs Relating to Accommodation on Other MOD sites	9,622	8,094
	11,792	13,760

6. OTHER ADMINISTRATION COSTS

	2006/2007	2005/2006
	£'000	£'000
MOD HQ Overhead	16,265	15,509
Permanent Transfers	4,486	4,107
Travel and Subsistence	4,195	4,746
IT Maintenance and Software	1,628	1,983
Telecommunications	759	1,180
Leased office equipment	3,306	1,886
Professional Fees	750	618
Audit Fee	83	80
Recruitment	199	250
Shared Service Centre costs for Fixed Assets	2,399	0
External Education, Medical and Welfare	872	1,143
Administration Services, Supplies & Expenses excluding leased equipment	1,354	2,662
Unwinding of Discount on Provisions	23	42
Entertainment and Hospitality	44	41
Provision for Bad and Doubtful Debts	114	3
Debtors balance written off	0	415
Provision for Housing Allowance	0	0
Cost of Capital	440	961
	36,917	35,626

Operating lease expenditure (£'000) amounting to £4,574 (2005/2006 £3784) is included above and relates to other types of lease, i.e. non-plant and machinery leases.

7. COST OF CAPITAL

	2006/2007	2005/2006
	£'000	£'000
Land and Buildings - Dwellings	0	82
Land and Buildings - Non Dwellings	0	464
Plant & Machinery	15	14
Vehicles	333	337
Fighting Equipment	62	101
IT & Comms	18	23
Assets Under Construction	16	67
Other assets and liabilities	(4)	(127)
	440	961

Notes to the Accounts

8. TANGIBLE FIXED ASSETS

	Land & Buildings Dwellings	Land & Buildings Non - Dwellings	Plant, Machinery	Transport Other	Single Use Military Equipment	Information Technology & Comms.	Assets Under Construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Cost or Valuation as at 1 April 2006	3,116	17,109	837	23,309	4,938	2,109	694	52,112
Additions	0	0	17	1,882	151	0	979	3,029
Disposals	0	0	0	(1,430)	0	(231)	0	(1,661)
Revaluation	0	0	27	1,736	3	(53)	0	1,713
Reclassification/Transfers within MOD	(3,116)	(17,109)	0	(125)	(3,081)	0	(1,417)	(24,848)
Impairment / Write down	0	0	0	(901)	0	0	0	(901)
Cost or Valuation as at 31 March 2007	0	0	881	24,471	2,011	1,825	256	29,444
Depreciation to 1 April 2006	826	4,213	354	13,457	1,643	1,449	0	21,942
Current year Charge	0	0	146	3,536	194	274	0	4,150
Disposals	0	0	0	(1,313)	0	(231)	0	(1,544)
Revaluation	0	0	22	1,280	0	92	0	1,394
Reclassification/Transfers within MOD	(826)	(4,213)	0	(15)	(1,598)	0	0	(2,691)
Impairment / Write down	0	0	0	0	0	0	0	0
Depreciation to 31 March 2007	0	0	522	16,945	239	1,584	0	19,290
Net Book Value as at 31 March 2007	0	0	359	7,526	1,772	241	256	10,154
Net Book Value as at 1 April 2006	2,290	12,896	483	9,852	3,295	660	694	30,170

The transfers above are between MDPGA and Defence Estates and Defence Logistics Organisation.

Following a physical verification during the year, boats valued at £1,212k. not previously included have now been included within the Agency asset register.

Land and Buildings were revalued as at 1 April 2004, all other assets were revalued as at 1 April 2003 as part of the Quinquennial review process using the Beacon Book. Where values have not been determined by the Beacon Book, the Valuation Office Agency (VOA) was contracted to determine the valuation.

9. STOCK

	2007 £'000	2006 £'000
Ammunition Stores	365	256
Clothing Stores	533	497
Gross Total	898	753
Less Provision for Slow Moving Clothing Stock	(29)	(11)
Net Total	869	742

10. DEBTORS

	2007 £'000	2006 £'000
Amounts Falling Due within one year		
Trade Debtors	1,852	1,358
Prepayments and Accrued Income	6,066	2,348
Advance of Salary for House Purchase	61	56
	7,979	3,762
Less Provision for Bad and Doubtful Debts	(122)	(8)
	7,857	3,754

Amounts Falling Due in More Than One Year

Advance of Salary for House Purchase	632	467
	8,489	4,221

	2007 £'000	2006 £'000
Analysis of Debtors		
Balances with Central Government Bodies	3,956	1,216
Balances with Public Corporations and Trading Funds	903	682
Intra-Government Balances	4,859	1,898
Balances with bodies external to Government	3,630	2,323
Total Debtors at 31 March	8,489	4,221

11. CREDITORS

	2007 £'000	2006 £'000
Amounts Falling Due within one year		
Trade Creditors	1,520	3,213
Accruals and Deferred Income	5,004	4,011
	6,524	7,224

There are no intra-government creditors included above.

Notes to the Accounts

12. PROVISION FOR LIABILITIES AND CHARGES

	Early Retirement Costs £'000
Provision as at 1 April 2006	1,027
Provided in Year	459
Paid in Year	(531)
Unwinding of Discount On Provision	23
Provision as at 31 March 2007	978

Early Retirement Provision

This provision represents the future liability to pay officers and civilians early retirement pensions. There are some uncertainties with regard to the likelihood, timing and amounts that are due arising from assumptions made regarding the life expectancy of retirees and changes to Treasury discount rates.

13. REVALUATION RESERVE

	2007 £'000	2006 £'000
Revaluation Reserve as at 1 April	13,907	17,434
Add: Surplus on Revaluation of Fixed Assets	1,766	2,885
Less: Adjustment on Revaluation, Disposal and Transfer	0	(634)
Revaluation	74	(300)
Transfer to SBSO	(8,622)	0
Backlog Depreciation	(1,421)	0
Transfer to General Fund	(1,634)	(5,478)
Revaluation Reserve as at 31 March	4,070	13,907

14. GENERAL FUND

	2007 £'000	2006 £'000
General Fund as at 1 April	12,975	9,562
Add: Net Financing from the Defence Resource Account	291,020	283,116
Non-Cash Expenditure Items (excluding movement in early retirement provision)	31,480	27,358
Transfer of assets	(9,566)	99
Less: Net Operating Cost	(319,603)	(312,638)
Transfer From Revaluation Reserve	1,634	5,478
General Fund as at 31 March	7,940	12,975

15. RECONCILIATION OF MOVEMENTS IN GOVERNMENT FUNDS

	2007 £'000	2006 £'000
Government Funds as at 1 April	26,882	26,996
Revaluation Reserve Movements In Year	(9,837)	(3,527)
General Fund Movement in Year	(5,035)	3,413
Government funds as at 31 March	12,010	26,882

16. CAPITAL COMMITMENTS

There were capital commitments of £44,000 as at 31 March 2007.

17. OTHER FINANCIAL COMMITMENTS

At 31 March 2007, the Agency was committed to making the following payments under non-cancellable operating leases in the year to 31 March 2008. These leases were in respect of office and radio equipment.

Leases expiring:	2007 £'000	2006 £'000
Within 1 year	23	32
Within 1 to 5 years	3,371	2,470
After 5 years	1,120	2,014
	4,514	4,516

18. CONTINGENT LIABILITIES

No contingent liabilities have been identified at 31 March 2007.

19. RELATED PARTY TRANSACTIONS

The Ministry of Defence Police and Guarding Agency is an Executive Agency of the Ministry of Defence.

The Ministry of Defence is regarded as a related party. During the year, the Ministry of Defence Police and Guarding Agency had a significant number of material transactions with the Ministry of Defence and with other entities for which the Ministry of Defence is regarded as the parent department. These include the Army Base Repair Organisation and the Defence Science and Technology Laboratory.

In addition, the Ministry of Defence Police and Guarding Agency has had a significant number of transactions with the Royal Mint and the Foreign and Commonwealth Office.

During the year none of the Board Members, key management staff or other related parties has undertaken any material transactions with the Ministry of Defence Police and Guarding Agency.

Notes to the Accounts

20. POST BALANCE SHEET EVENTS

Pursuant to the Agency's adoption of the Defence Information Infrastructure programme, on 1 May 2007 the Ministry of Defence transferred responsibility for accounting for all non-police critical application hardware and applications from the Ministry of Defence Police and Guarding Agency to Defence Equipment and Support. The costs of the use of these assets will be communicated to Ministry of Defence Police and Guarding Agency and charged to the operating cost statement. There is no effect on the 2006-07 accounts as a result of this change.

In accordance with FRS 21, S B Love duly authorized the issue of these financial statements on 20 July 2007.

21. LOSSES AND SPECIAL PAYMENTS

Closed Case- Bookkeeping Loss

A detailed reconciliation of the Fixed Asset Register with the General Ledger for the Central Top Level Budget was undertaken prior to the transfer of assets and balances to the Single Balance Sheet Owner, resulting with a write off of £901k. in respect of the final un-reconciled balance which has arisen over a period of several years.

22. FINANCIAL INSTRUMENTS

FRS 13, Derivatives and Other Financial Instruments, requires disclosure of the role which financial instruments have had during the period in creating or changing the risks an entity faces in undertaking its activities.

Because of the largely non-trading nature of its activities and the way in which government Agencies are financed, the Agency is not exposed to the degree of financial risk faced by business entities. Moreover, financial instruments play a much more limited role in creating or changing risk than would be typical of the listed companies to which FRS 13 mainly applies.

Financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks facing the Agency in undertaking its activities, or for trading. The fair values of all the Agency's financial assets and liabilities approximate to their book values. In line with FRS 13, short term debtors and creditors (those which mature or become payable within 12 months from the balance sheet date) have been excluded from these disclosures.

Interest rate risk

The Agency has no financial assets and liabilities on which interest is earned or paid, and is therefore not exposed to significant interest rate risk.

Currency risk

The Agency does not transact in foreign currencies and therefore is not exposed to foreign currency risk.

Liquidity risk

The Agency is not exposed to significant liquidity risk, as liquidity requirements are met by financing from the Ministry of Defence Resource Account, and it has no borrowing facilities. The Department's resource requirements are voted annually by Parliament.

23. NOTES TO THE CASH FLOW STATEMENT

Reconciliation of Net Operating Cost to Operating Cash Outflow	Notes	2006/2007 £'000	2005/2006 £'000
Net Operating Cost		319,603	312,638
Depreciation	8	(4,150)	(5,447)
Impairment Arising from a Fall in Market Value of Fixed Assets	4	(26)	471
Write off Tangible Fixed Assets		(909)	(749)
Gain/(Loss) on Disposal of Tangible Fixed Assets	4	95	(199)
MoD Non-cash Transactions (Excluding movement in early retirement provision)	23a/c	(31,480)	(27,358)
Adjustments for Movements in Working Capital other than Cash	23b	4,972	2,051
Stock Revaluation		(74)	
Movements in Provisions for Liabilities and Charges	23c	49	424
Net Cash Outflow From Operating Activities		288,080	281,831

Analysis of Capital Expenditure and Financial Investments	Notes	2006/2007 £'000	2005/2006 £'000
Acquisition of Fixed Assets	23f	3,152	1,573
Proceeds from Disposal of Fixed Assets	23e	(212)	(288)
Net Cash Outflow From Investing Activities		2,940	1,285

a - Notional and Non-cash Costs	2006/2007 £'000	2005/2006 £'000
Shared cost of training services	2,040	6
Rates communicated	359	0
MoD Training costs specific to MDPGA	2,139	2,086
Audit Fee	83	80
MoD Purchased Ammunition stores	0	0
MoD Purchased Clothing Stores	0	0
Communicated costs relating to accommodation on other MoD sites	9,622	8,094
Cost of Capital	440	962
MoD HQ overhead	16,265	15,509
Early retirement costs	459	161
Unwinding of discount on provisions	23	42
	31,431	26,934

b - Movements in Working Capital other than cash	2006/2007 £'000	2005/2006 £'000
(Increase) in stocks	(145)	(66)
Movement in slow moving clothing provision	18	0
(Increase) / decrease in debtors	(4,269)	1,180
(Decrease) / increase in creditors	(700)	(3,165)
Decrease in Capital accruals	124	0
	(4,972)	(2,051)

Notes to the Accounts

c - Movement in Provision for Liabilities and Charges	2006/2007 £'000	2005/2006 £'000
(Decrease) / increase in provision for early retirement	(49)	(424)
(Decrease) in housing allowance provision	0	0
	(49)	(424)

d - Financing	2006/2007 £'000	2005/2006 £'000
Payments on Defence Resource Account	325,688	300,478
Receipts on Defence Resource Account	(34,668)	(17,362)
	291,020	283,116

e - Capital Expenditure	2006/2007 £'000	2005/2006 £'000
Payments to acquire tangible fixed assets	3,152	1,573
Receipts from sales of fixed assets	(212)	(288)
	2,940	1,285

f - Major Non-cash transactions through the MOD

MOD non-cash costs which flow through the Operating Cost Statement are shown in note a above.

The total capital expenditure in the year was as follows:	Notes	2006/2007 £'000	2005/2006 £'000
Cash payments to acquire tangible fixed assets	8	3,152	1,573
Accrual for tangible fixed assets		26	149
Non-cash payments to acquire tangible fixed assets		(18,188)	99
Total Capital Expenditure		(15,010)	1,821



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ID55603938 07/07

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