

Talk THROUGH

ISSUE 159



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Fit and ready



... FOCUS ON FITNESS

INSIDE

- OPERATIONAL ACHIEVEMENTS ■
- MDP ROLE AT PUBLIC MILITARY EVENT ■

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Fitness Special

Fitness Programme reaches crucial stage

Final decision imminent . . .



With the MDP MANAGEMENT BOARD set to discuss the recommendations of the Institute of Naval Medicine (INM) on a future fitness standard for the Force, **TalkThrough** asked Chief Constable Alf Hitchcock for his views on the significance of this milestone.

It's generally agreed that the INM work carried out in Force has been comprehensive and we are undoubtedly now one of the leading Forces in terms of assessing roles and fitness. There is significant interest in the work we are doing from Home Office policing – with its Chief Officer lead ACC Rob Price (Kent) as recently as February and the DCC Civil Nuclear Constabulary Simon Chesterman (pictured) also keen to look at what we are doing.



“Hopefully the INM report will give us some clear parameters for a test in the near future.

“In terms of why have I been interested in this topic for the last 18 months and why I have been keen to introduce voluntary fitness

testing, and continued support through gym accessibility for officers, through Global Corporate Challenge (GCC) events and the introduction of enhanced Occupational Health within the Force, it's because fitness and good health are inextricably linked to the well-being of officers and thereby our operational capability to deliver for the MOD.

“That capability to deliver is a key factor in the future of the Force and in the story we tell as we present the future contribution of the MOD Police to the Strategic Defence Security Review 2015 (SDSR15).

Talk THROUGH

Editor:

Norman Hicks
Corporate Communications
Room 124/1070
MDP Wethersfield
Braintree, Essex CM7 4AZ
tel: 01371 854053
e-mail: norman.hicks905@mdpqa.mod.uk

We welcome articles and photos of interest to readers, but reserve the right to shorten/edit contributions.

Staff contributing articles should ensure they are suitable for open publication.

If you would like to discuss your contribution, please contact the Editor.



“It is also key to our interoperability with Home Office Forces and Police Scotland. Given the recent events in France and Belgium, the vital importance of us being interoperable, competent and capable to provide armed policing to the nation’s responses to a similar scenario, depends on our fitness. ➔

BACKGROUND

With the aid of the INM, the Force continues to work towards:

- **An Occupational Fitness Standard (the measures of fitness appropriate to PST/armed guarding)**
- **Alternative fitness tests (the means to meet the fitness standard)**
- **A Fitness and Occupational Health support structure to support officers**

Between August and October 2014, INM carried out on behalf of the MDP ‘Operation Curaite’, an Occupational Fitness Standard Trial with a total 76 volunteer officers. The breakdown of age and gender represented the age and gender profile of the Force. The trial covered the most critically demanding role-related tasks undertaken by the MDP when being assessed during Personal Safety Training and Authorised Firearms Training. In addition physical stats and performance ability were measured during sub maximal fitness testing.

The results were expected at the end of December 2014. However, INM requested more time for analysis of the results to understand and explore the comparable data and methodology behind Home Office fitness research, trials and standards for the wider police service, in the interest of research comparability and interoperability. Note: the MDP standards agreed will then apply to all officers (including new entrants currently tested to the Home Office ‘bleep test’ 7:6 standard for AFOs).

Data captured during the Op Curaite trial will allow INM to recommend the occupational fitness standard for

MDP, taking account of their scientific understanding of how that data should be interpreted and applied. The standard will be based on our role, will be defensible as a proportionate means of achieving a legitimate aim and be representative for all ages and each gender, in accordance with the positive action provision of the Equality Act 2010.

INM will also recommend a selection of fitness tests – the ways to meet and measure officer performance against the standard. Like other police forces MDP expects to have the ‘bleep test’ or Multi-Stage Fitness Test (MSFT) but also to have a choice of alternatives such as Chester Treadmill Test or Rockport Walk (see page 6) which will test fitness to the same standard. The alternative test will only be used when occupational health advice suggests that the alternative test would be more suitable for an officer based on their age/gender and/or existing medical condition.

NEXT STEPS

The INM report will be presented to the Chief Constable and Management Board (and the DPF) in April 2015. Discussions over the recommendations and implementation will follow.

MDP has continued to build the supporting structure prior to any implementation of a proposed Mandatory Fitness test. There are now 45 Gym Instructors located throughout the UK and officers have access to Tri-Service MOD sports facilities, where available, although a local small membership fee may apply.

The Force also has also embraced the Global Corporate Challenge (GCC), which promotes team and individual healthy lifestyle changes to manage body weight and incorporate physical activity into daily life.

A full time Fitness Adviser has been appointed and will continue to support further Fitness Gym Instructor courses through 2015-16 and share advice on health and well being.

By Inspr Simon Munro and DC Clare Trew



Gym and fitness facilities and instructors



Our Key Priorities

- **PRIORITY 1 :** To provide specialist armed policing and security services and capabilities in support of the protection of the Defence estate and Defence assets
- **PRIORITY 2 :** To provide specialist armed policing and security services and capabilities to our non-Defence customers
- **PRIORITY 3 :** MDP Recruitment

■ PRIORITY 4 : Officer Capability and Fitness

- **PRIORITY 5 :** MDP Terms and Conditions of Service Review
- **PRIORITY 6 :** Crime Prevention and Investigation
- **PRIORITY 7 :** Value for Money

■ **CAN YOU BELIEVE** we are heading to a whole year since the new HQ Gym facility equipment started to roll in, walls being painted, weekends spent fitting flooring and the echoes of ‘Force fitness testing’ getting louder?

We thought we would take a few words just to recap on what has been achieved, why and what the future holds; but it is important to acknow-

ledge all the support, ideas and assistance we have picked up over the last 12 months – thank you.

Regular users would have been aware of the substantial investment in kit and equipment that started to arrive last March, but work really started almost 12 months before that in securing funding, designing the space, short listing the equipment and getting the buildings fit for purpose.

Days, nights, weeks at a time were spent writing and adjusting business cases and user requirements,

designing floor space and getting to grips with the MOD processes of maintenance contracts, insurance and membership. The rest is history as they say, but it's not stopping there; our membership continues to grow, we are at nearly 400+ members across MDP, police staff, contractors, Service Personnel and dependants and visitors. The word has even hit the local villages and we are receiving calls from local residents wishing to join. We are reaching the point where demand tips the balance of facility and infrastructure.

CONTINUED ...

FULLY FUNCTIONING 24/7

The reality is that it is a fully functioning 24/7 gym, and over a 24-hour period we are seeing upwards of 80 users, some days significantly more. So the facility is taking a hammering. It is little wonder our day starts before 0600hrs most weekday mornings, replacing, cleaning, safety checks, tidying and prepping, lost property, found property, memberships and auditing before the main users start coming in from 0700 onwards. What started out as an interest has ended up being a full-time job on top of a full-time job.

Overseen by the Wethersfield Sports and Recreations Committee (WRSC) the facility benefits from a regular working group of volunteers where the everyday issues such as building maintenance, equipment and administration are dealt with; it has grown beyond two people being able to manage it 'a bit here and there'.

We are wholly grateful for the support from the Outreach Team PTIs who regularly assist in the facilities functions, the result being what appears to be an effective process of cross-department usage given their mandated access to facilities such as these. But again, the word spread and now we have a sizeable contribution from the Royal Marines, not only in money terms, but also their assistance when they attend HQ; it really has 'snowballed' in such a short amount of time.

So what does the future hold? Well members will know that we have

a high-tech security system in place, to protect not only the facilities and equipment within but also the members who use it.

We are all but live with the electronic 'swipe in - swipe out' access system that records 'who', 'when' and 'where'. Doors are alarmed, panic and emergency buttons have been installed throughout the changing rooms and facilities and 24/7 recording of all access and egress areas is in place.



WEEKLY TIMETABLE OF SESSIONS

We acknowledge that the changing rooms need a significant refresh, along with the sports hall being made fit for purpose and we will continue to follow process, where funding allows to achieve this, but in parallel, we will be publishing very soon our weekly timetable of sessions available to all members.

Look out for Group Cycle (spin), circuits, running club, cycling club, PTI 'drop in sessions', Multi Stage Fitness Test (MSFT) familiarisations, badminton, volleyball and 5-a-side

leagues, gym inductions and hopefully more. The Wethersfield PTIs will be busy, and we certainly hope to have a bigger presence in the gym office. So come on in and tell us what you want.

Furthermore, we have the plans ready to move for a Multi-Use Games Area and woodland/airfield activity trail and running tracks, along with re-firing of the saunas, bringing back the TVs and of course all the extra kit members have bid for. You could say we are just 'warming up'.

The other part of our messaging is, if you want to get involved in helping out, please do drop us a line. There is a huge amount to be done and we only need a small commitment in return.

MILITARY GRADE TRAINING RIG

MDP HQ Gym has a 'Beaver Fit Functional Training Rig' situated in the first squash court in the gymnasium at HQ.

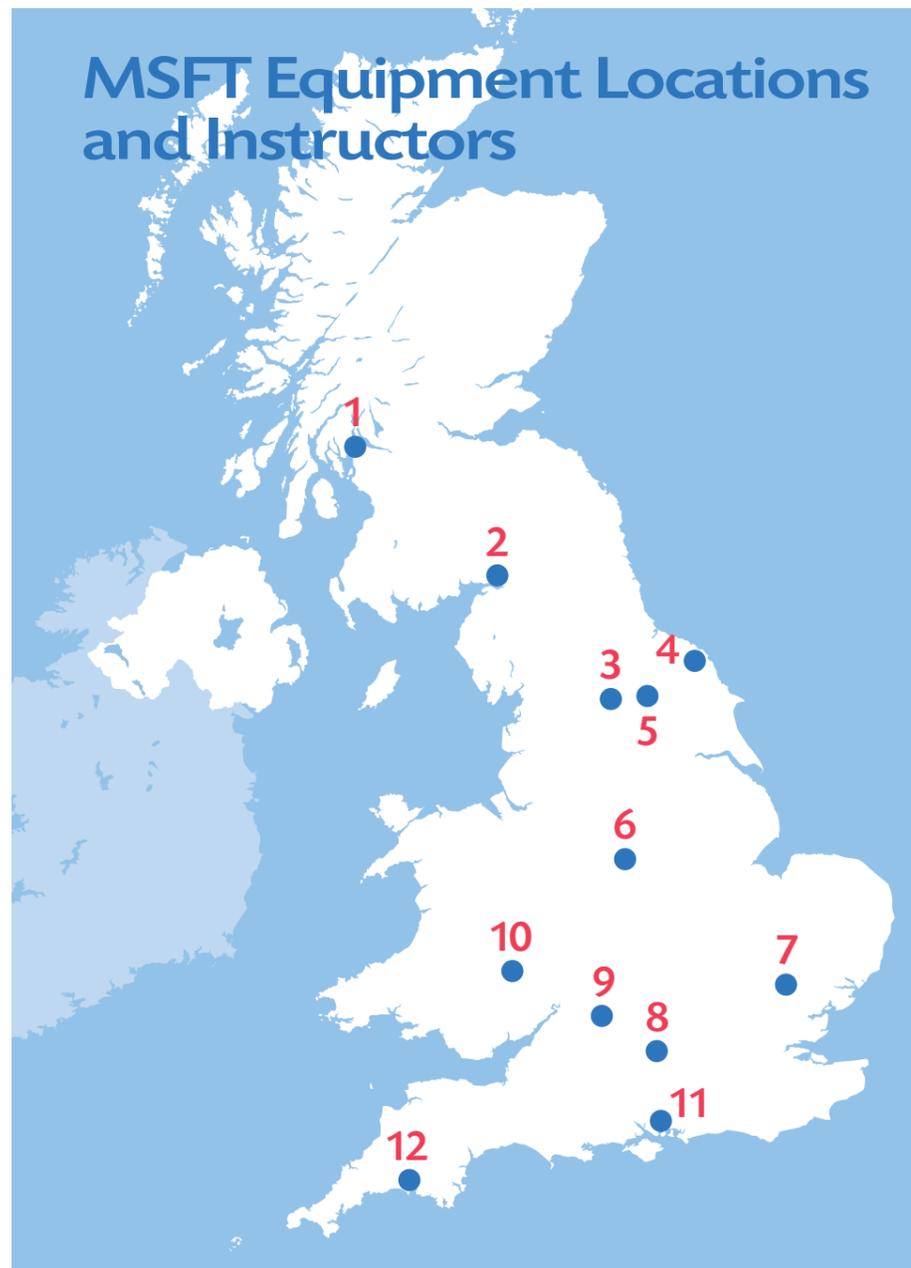
Impressively high tech, this military grade rig is actually a very practical piece of equipment for those starting out or returning to exercise. The concept is to work the muscles from within, concentrating on stability, which we know supports and contributes to our correct posture, whether sitting at a desk, standing, or carrying weighted equipment.

Additionally, the rig provides variations of total body weight exercises, from hanging, stepping, balancing and lifting, all of which can be assisted, so ideal for those under rehabilitation programmes or those looking to increase their strength and endurance.

The rig can take up to eight users at a time (see front cover picture) building in a circuit type session, or stations, 'crossing' your cardio and weight sessions as one, saving time and providing you an all-round workout in one session.

So, next time you're passing, drop in for a familiarisation and ideas on how you too can use everyday obstacles like steps, bars, ropes and balls to support your fitness goals.

MSFT Equipment Locations and Instructors



- 1 CLYDE**
John Bean, Jane Allan, Gary Erskine, John Rowan, Anthony Borthwick, Allan Edwards
CMU
Allan Murray, Thomas J Gillies
- 2 LONGTOWN**
Robert Currie
- 3 MENWITH HILL**
Rick Hughes
YORK
Steve Corrie
- 4 FYLINGDALES**
Chris Thompson
- 5 OSU(N)**
John Spencer, George Findlay, Allan Davies
- 6 DONNINGTON**
David Platt
- 7 WETHERSFIELD HQ**
Brian Abram, Liz Richardson, Andy Whitfield, Clare Trew, Martin Taylor, Simon Munro, Colin Bland
- 8 SEG**
Aaron Wilson, Terry Godfrey, Shelley Groves
TSG
Phil Lythe, Rob Barnes, Matt Francis
AWE B
James Dunne, Ian Brake, Gary Davies
AWE A
Trevor Hannant, Brett Ranford
- 9 FAIRFORD**
Rhys Jones
- 10 HEREFORD**
Andrew Stevens, Matthew James
- 11 PORTSMOUTH**
Amelia Jane Dowler
- 12 DEVONPORT**
Darren Lawton, Les Oman, Sharon Nicol

It is fully recognised that HQ is just one part of the organisation and we have taken the calls saying "yes, very good HQ, but what about us at station x?" Well, the last 24 months has been a huge education for us in MOD contract enabling, procurement and insurance processes. We now have some great corporate knowledge in achieving this sort of thing.

Already we have worked with Devonport and Abbey Wood (to name a few), and assisted them in the development of their own fitness and gym facilities. Recognising what is round the corner for all officers, if you have ideas, get in touch and we can

probably save you a lot of learning. We even have surplus kit, and certainly now have the contacts within the Tri-Services and beyond where we can probably find you what you want. Get in touch and let us help you in building your own MDP Gym facility!

And a final, final word on fitness testing. It's coming, albeit the final test has not been yet described or agreed; but that doesn't matter, it's still coming, so why not take this opportunity to increase your activity, such as GCC 2015/16, join a gym, or even build your station gym or chat to one of us PTIs; in the long run (or shuttle) you'll be ahead of the game!



Alternatives to the 'bleep test'...



*a measure of aerobic fitness that will increase with aerobic training

■ The **ROCKPORT ONE-MILE WALKING TEST** was used during the *Op Curaite* trial and is described as a maximal test, only requiring the individuals being tested to walk, rather than run, albeit at a brisk pace.

The test was specifically developed for men and women between the ages of 18 and 69. On completion of one measured mile (1609 metres), the heart rate of the individual being tested is immediately self-measured over 10 or 15 seconds, and then converted to minutes by a division of 60.

The VO2 Max* score is then predicted using an established equation specific to the test, which factors in weight, gender, age, walk time and heart rate.

Advantages: Individuals being tested are relatively safe from over exertion, as the test is conducted at a walking pace, and as such joint impact is also significantly reduced. The test is

inexpensive, as the equipment required is minimal other than a stopwatch, weighing scales and a one-mile measured track. Large groups of individuals can be tested at one time, and the process is very easy to implement by the tester, and to follow by those being tested.

Disadvantages: If conducted outdoors, which is most common, the weather conditions would have a big effect on the scores. It can be achieved indoors on a treadmill. As this test is against the clock, individuals have to motivate themselves to walk as fast as they can for the full mile. You have no idea on whether you achieve the Fitness level required until the data is inputted within an equation.

CHESTER TREADMILL TEST

An alternative test under consideration is the Chester Treadmill Test (CTT) which has two modes: CTT Performance and CTT Prediction (of aerobic capacity).

CTT PERFORMANCE is a 12-minute graded, treadmill walk test, in which

the subject walks at 6.2km/hr at a flat gradient for two minutes, the gradient increasing by three per cent every two minutes until the test ends.

Advantages: The test uses leg muscles to climb increasingly severe gradients, involves walking, rather than running – thereby reducing the health risks where knee or other conditions exist – and is a familiar exercise, easy to practice and train for. It can be self-monitored and provides straightforward feedback on fitness levels.

Disadvantages: Care is needed when testing unfit, or for those unaccustomed to vigorous exercise. Proper calibration of the treadmill is important to achieve accurate results.

CTT PREDICTION is a submaximal test, designed to predict aerobic capacity. It uses the same walk protocol as CTT Performance but wearing a heart rate monitor. The test is stopped when the subject reaches 80 per cent of the maximum heart rate. Heart rates are plotted on graphical datasheets or inputted to PC software and aerobic capacity predicted.

Dedication is the key to Colin's success

AN APTITUDE FOR ACCOUNTANCY and high sporting achievement are rarely found in one person, but both are most definitely attributes of MDP Finance Budget and Procurement Team Leader Colin Stallwood.

If evidence was required, just look inside Colin's office at MDP Headquarters, where you will see proudly displayed the 2013 Defence Sports and Recreational Association's 'Sportsperson of the Year' trophy, presented to him last year by Director General Head Office and Commissioning Services Jonathan Slater.

A keen sportsman and regular attendee at many Table Tennis and Tennis opportunities organised by DSRA – both MOD events and representative competitions – Colin has always been a strong performer in both sports, but chose in 2013 to concentrate his efforts on Table Tennis, winning multiple medals.

His biggest achievement that year was his overall success at the CSSC Sports and Leisure Table Tennis Championships (often referred to as the Civil Service Championships) at Loughborough in the autumn. Despite playing in and reaching the final of the Men's Doubles Tournament at the same event, Colin managed to come out on top of a long and challenging best-of-five-game final, in the men's singles.

In addition to this success at representative level, Colin enjoyed a busy and prosperous competition at Lilleshall National Sports Centre in the MOD Table Tennis Championships. Playing in all available disciplines, Colin reached every final and although tired on the second day, stormed to overall victory in all events including the men's and veteran's singles.

Dom White of DSRA told those attending the Association's 24th AGM, where he collected the top trophy: "As well as being a talented sportsman and competitor, Colin is a kind, supportive and considerate colleague.

"He is always willing to help oversee the progress of our tournaments (which has been particularly important in recent years as Table Tennis has taken place at the same time as two other Championships) and he is never happier than when



giving playing advice and support to his team-mates and opponents."

Colin told *TalkThrough*: "I have been playing competitive Tennis and Table Tennis for over 25 years at county level standard for both. I have been representing Tennis for the MOD for about 15 years.

"I play twice per week in the Spring/Summer season for tennis and Autumn/Winter for Table Tennis (this does not include tournaments held at weekends). However it is difficult juggling between family, work commitments and a variety of injuries!

❶ I use the gym facilities here at Wethersfield three times per week, which consists of compound strength training exercises. At weekends if not playing Table Tennis or Tennis I try to do some cardiovascular exercises, which involves running or cycling. ❷

"I have also been a participant in the Global Corporate Challenge and recently completed the 'Insanity' workout, which was probably the hardest workout I have ever done.

"It is based on six days per week over two months of max interval training – usually starting at 6am every morning before leaving for work. If you have ever done it then you would know how difficult it is!

"Before Christmas I achieved 11.5 on the Bleep test held here at Wethersfield. Not bad for an over 40s Accountant!

"I normally take leave for competitions involving Civil Service or MOD as Special Paid Leave for Sport is virtually non-existent nowadays.

"However I would like to thank the DSRA for organising MOD sports events and for their support in funding these activities throughout the year."

Global Corporate Challenge (GCC) 2015/16

With the focus on the forthcoming fitness testing for officers, we plan to use participation in the GCC scheme as a support mechanism available to officers who may need help to improve their fitness levels. It provides an informed, progressive and fun way to get active and introduce lifestyle changes that will improve fitness levels, regardless of your base level of fitness at the start.

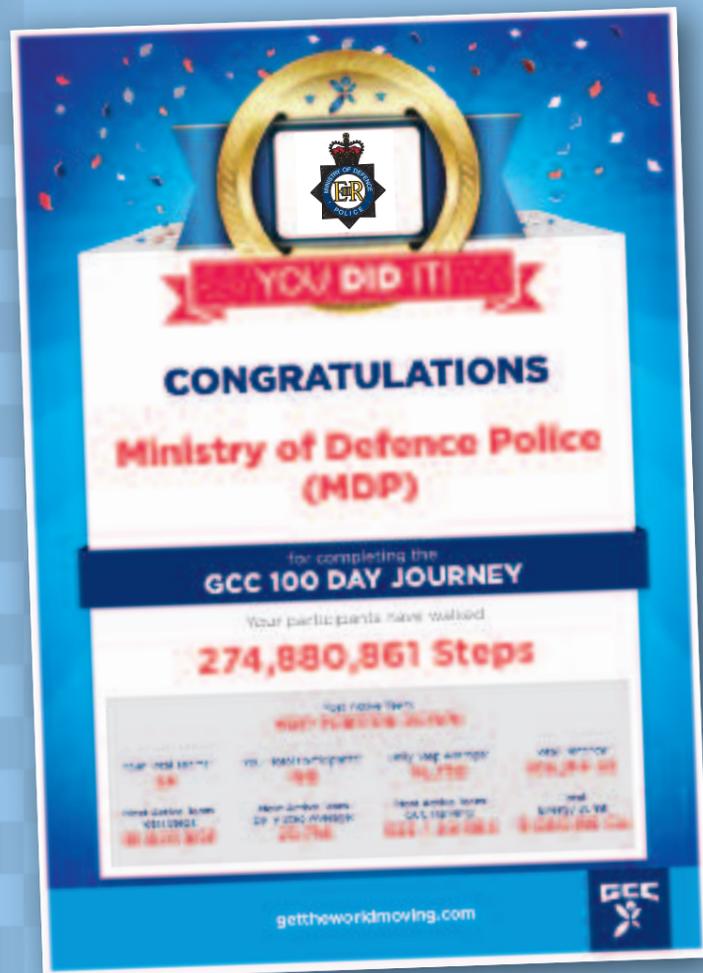
At this point we are looking for expressions of interest to be a **GCC Team Captain**. This is a critical role for the success of GCC. Being a Captain is less about your MDP role, and more about what you can bring to the team! You may be a PTI, a police officer or non-uniform member of staff, it doesn't matter. What counts is that you can motivate, educate and lead a team of six colleagues, of varying fitness levels into increased activity, lifestyle changes and possibly competitive participation – depending on what motivates them.

What it takes to be a great Team Captain:

- **A MOTIVATOR** for their team – can you help people regardless of their starting level of fitness? How would you keep others motivated?
- **COMMITMENT** to keep active and encouraging others to do likewise
- If you have **FITNESS** skills and experience great – can you share them with others?
- An **INNOVATIVE** approach to wellbeing – can you think outside the box? It's not just about the gym!
- **LEADING** your team to get the best out of everybody – how would you get your team working together? Especially if they aren't competitive?
- The main point of contact for the team – do you have good **COMMUNICATION** skills?

If you've got what it takes to be a great Captain please send your expression of interest covering the above areas to **Lucy Selkirk** and **Simon Munro** to be received no later than 14 April 2015 via the email system. A few lines on each skill will be sufficient.

Once Captains have been identified we will start team selection with Captains playing an active role in selecting their team mates.



■ **FOLLOWING THE SUCCESS** of the GCC pilot in 2014/15, the Chief Constable recently threw the gauntlet down to all other Police Forces to challenge MDP to the 'Top GCC Spot'.

Looking ahead to GCC in 2015/16 and balancing the Chief Constable's aspirations against organisational preparedness to police fitness testing, from May 2015 we're aiming to increase the number of MDP people who get involved by doubling the number of teams to 50, which would enable 350 people to participate.

RELEASE YOUR CAPTAINCY SPIRIT



IT'S YOUR TIME TO SHINE

STARTS
MAY
27

APPLY TO BE A CAPTAIN NOW

Lucy.Selkirk100@mod.uk Simon.Munro676@mod.uk





Physical Activity



The benefits of daily physical activity

- Reduces the risk of serious health problems (e.g. cardiovascular disease and stroke).
- Helps maintain a healthy body weight.
- Helps maintain the ability to perform everyday tasks with ease and will assist you in passing your annual fitness test when it is implemented.
- Improves self-esteem and reduces symptoms of depression and anxiety.

Physical activity guidelines for adults

- **Adults should aim to be active daily.** Over a week, activity should add up to at least **150 minutes (2 ½ hours)** of moderate intensity activity in bouts of 10 minutes or more (i.e. **30 minutes of moderate intensity activity on at least 5 days a week**).
- **Comparable benefits** can be achieved through **75 minutes of vigorous intensity activity every week**, or combinations of moderate and vigorous intensity activity.
- Adults should also undertake **physical activity to improve muscle strength** on at least **two days a week** that work all major muscle groups (legs, hips, back, abdomen, chest, shoulders and arms).

What aerobic activities count?

- **Moderate intensity aerobic activity** means that you are working hard enough to **raise your heart rate and break a sweat**.
- **Vigorous intensity aerobic activity** means that you are **breathing hard and fast**, and your heart rate has gone up quite a bit.
- Examples of moderate and vigorous intensity aerobic activities are shown below.

Moderate intensity aerobic activity		Vigorous intensity aerobic activity	
- Fast walking	- Water aerobics	- Jogging/running	- Swimming fast
- Doubles tennis	- Pushing a lawn mower	- Singles tennis	- Football
- Skateboarding	- Cycling on level ground	- Cycling fast or uphill	- Rugby
- Rollerblading	- Volleyball	- Circuit training	- Hockey
- Basketball	- Netball	- Aerobics	- Martial arts

Being active to lose body weight

- To lose body weight you need to **use** more energy than you eat and drink.
- For best results you should combine reducing energy intake, with using more energy by being more active. Please refer to the 'Get Active' 'Healthy Eating', 'Weight Management' and 'Feed Yourself Fuller' factsheets for more information.
- Do not reward yourself with high energy density treats after exercising – if you do feel hungry choose foods or drinks that have a low energy density.

What muscle strengthening activities count?

- Muscle strengthening exercises are counted in repetitions and sets. A repetition is one complete movement of an activity (e.g. lifting a weight or doing a press-up). A set is a group of repetitions.
- For each activity, do 8 to 12 repetitions in each set. Complete at least one set of each activity; you will benefit more if you do two or three sets.
- Examples of muscle strengthening activities are shown below.

Muscle strengthening activities

- | | |
|---|--------------------------------|
| - Exercising with weights | - Yoga/ Pilates |
| - Working with resistance bands | - Carrying/ moving heavy loads |
| - Exercise that use your body weight for resistance (e.g. press-ups, sit-ups) | |
| - Heavy gardening, such as digging and shovelling | |

Planning a training programme

- Use the **F.I.T.T.** principle to help you get the most out of your training:
 - **Frequency:** How often you train – you should conduct moderate intensity exercise on at least 5 days a week and strength training on at least 2 days a week.
 - **Intensity:** How hard you train – you need to work hard enough to overload the body so that you improve and get better, but not too hard that you get injured.
 - **Time:** How long the exercise sessions are – this will vary depending upon the intensity and the type of exercise you are doing. Generally, aim for between 30 and 60 minutes.
 - **Type:** The type of exercise you are going to do. Try to include a variety of cardiovascular and strength based exercises into your training programme.

Practical tips to increase your physical activity levels

- Aim to increase your physical activity levels gradually.
- Pick activities that you like and that fit easily into your daily routine.
- Identify what time of day is best for you to exercise... and keep to it.
- Find ways to fit more activity into your daily life. Please refer to the 'Get Active' factsheet for ideas on how to get active.
- If you have any health problems check with your GP before starting a physical activity programme.
- Your GP can also offer you advice on how to increase your physical activity levels and on making healthier lifestyle choices.

For more information

- National Health Service – Live Well: <http://www.nhs.uk/Livewell/fitness>
- British Heart Foundation: <http://www.bhf.org.uk/heart-health/prevention>
- Defence Nutrition Advisory Service (DNAS): NAVYINM-EMSDNAS@mod.uk



Interview by Norman Hicks, Editor TalkThrough
Photographs by Neil Parry and Paul Kemp

Keeping pace with change...

■ **With a GENERAL ELECTION pending in May and expected to lead to more Government spending cuts, Chief Constable Alf Hitchcock and his Management Board colleagues have been preparing the Force for the anticipated challenges ahead.**

In addition, as the increased pace of world events prompts enhanced counter-terrorism activity throughout the UK – much of it involving the MDP – *TalkThrough* asked the Chief how we have been responding and what he thinks we bring to the table.

☉ The world changed very rapidly with the Charlie Hebdo and Belgian incidents. It provided an additional wake-up call – not that any was probably needed – to the uncertainties of the world at the moment. What it also re-emphasises for us is the vitally important role we have in protecting Defence people and assets and the nation’s critical infrastructure, people and assets.”

“During this period we have stepped into providing additional capability and capacity for the Department with Op Topcap, which has seen our officers widen their armed policing role in the Government

Security Zone to additional areas around Whitehall.

“In order to expand into these roles and deliver for our Department we are and must remain completely interoperable with Home Office armed policing in the areas in which we work. In this case we are working hand in glove with the Metropolitan Police to deliver these central London security services.

“Our ability to provide high quality unique specialist policing, especially in the armed policing environment, has meant that the MOD has been approached for us to provide additional armed capability in the Gloucestershire Police area in respect of GCHQ.

“The role we perform and the skills required to do it are sometimes overlooked by our Home Office colleagues. The recent emphasis on large-scale protracted firearms policing operations has provided an opportunity for me to remind others of our capability and capacity. We are an essential part of the policing and defence contribution.”

SDSR15 AND BEYOND

Reflecting on the work needed to prepare for the Strategic Defence and Security Review 2015 the Chief said:

☉ We have had some initial correspondence between ourselves and the security lead within Defence Business Resilience (DBR) to look at how we can provide enhanced capability and capacity to the MOD requirement, at the same time as looking for areas where we can do things differently and transform the organisation and also save money in the delivery of policing services.

“Supt Dave Pawley – working to ACC John Fletcher – is currently leading a piece of work that will define what the future disposition of the MDP Operational Policing Model might be.

“A Chief Officers’ session has started to bring together ideas and Dave is now progressing that work. When it is completed, it will give us clarity on how we can provide a better policing service to MOD and others, our role in protecting the nation – especially its national infrastructure – what cost savings we can provide which have least impact on operations, and whether or not there are other things we should be doing for MOD, within existing resource or growth in these areas.

“This is a significant piece of work in a very short timeframe, but we are not starting from scratch. The work to



re-define our purpose, our style, our key contribution to MOD, and our efforts to enhance the understanding of senior decision makers provide a foundation for the work.

“Ahead of SDSR15 we have already provided some early responses on issues raised by DBR, but are developing a more comprehensive response for March, which is the time frame we were given. Recent visits and interact-

ion with the Vice Chief of the Defence Staff (VCDS), pictured below, have provided additional areas where we may want to articulate more clearly to the Department what our contribution might be to the wider MOD agenda.

“The MOD will want to be clear on its capability, capacity and costings for the incoming Government in May and it would be normal for a new Government to be seeking to define its budgetary position by October for implementation in the following April.

“What I have suggested to DBR is that rather than try to salami slice pieces out of the organisation we should look more clearly at what are the areas that are most important to us in using our policing skills and powers and focus on those.

“We are a police force that operates in a different environment, under different governance mechanisms. We have and must continue to have a very strong focus on our customer ethos, which is a round-about way of saying we have got to deliver effectively and efficiently for the MOD and the nation.”



CONTINUED...

RECRUITMENT PROGRAMME ON TRACK

With the next cohort of recruits passing out from their basic training earlier this month, the Chief said the Force is on track to deliver on its target of recruiting 300 new officers by June this year.

He said:

“We are bringing lots of highly skilled, well-trained police officers through the system, ready to deliver a great service. These are the most highly trained officers in British policing, because they not only have to complete and successfully pass the normal training course for a uniformed police officer, but they also have to pass the extraordinarily demanding firearms elements of police training. The combination of these two things makes them the best.

“In terms of numbers, we aim to have delivered 300 officers coming through our training system by the end of June this year. The initial target people will remember was 200, but we have increased the numbers to

meet an increased requirement, so we will have done fifty per cent more than we planned for.

“That is a huge pat on the back for the incredible achievement by the recruiting team who have done all that hard work and for those involved in the training in the law, policing and firearms and DBS. Given the likely future profile of the Force in relation to its counter terrorism, policing and security roles and the likelihood of new requirements including the future Queen Elizabeth carriers, we will need to keep this recruitment and training momentum going for the foreseeable future.”

‘MY MDP SURVEY’

Finally, we asked the Chief what work was being done in response to the 2014 ‘My MDP’ survey, which had sounded out the views of officers and staff on a range of management and personnel issues.

He said:

“We have brought together a series of important pieces of work for the organisation. There’s the ‘My

MDP Survey’, which has given us a wealth of information from the views of officers; there is the Police Committee Culture Review, there is the Peer Review of supervision techniques being carried out by the Metropolitan Police Service and, perhaps most importantly for each local site, we have conducted the Centre for the Protection of National Infrastructure (CPNI) ‘Secure 3’ security culture analysis.

“All of these things have given us a variety of new areas to address as we seek to improve the Force, modernise working practices to improve our operational capability and make our working environment good for operational officers and staff.

“Bringing all of those things together into a single Action Plan and ensuring we deliver against the commitments I have given to these reviews and surveys is vitally important to me and as such I have asked Supt Pam Hewitt, working to ACC John Fletcher, to take this work forward. We should be able to say a little bit more soon about what that looks like.”

Operational visits by Chief

CONTINUING HIS ROUND of operational visits to MDP stations, Chief Constable Alf Hitchcock got his first sight of the new police facility at HMS Vulcan and met key stakeholders there and at other locations, all of whom provided him with reassuring reports of how the Force is performing out on the ground.

At **Whitehall** he met up with the MDP team at their new location within MOD Main Building. He said: “The transition from Old War Office into Main Building ran extremely smoothly and the working environment our officers and staff have been provided with is really good. The feedback at the focus group I ran was that people are very happy with their new accommodation.” (See story on page 19 for details of the move).



“A huge thank you to Vulcan CO Commander Ken Dyke and the Royal Navy for the work they have done with Paul Chalmers to develop, design and deliver such a great working environment, in what can be a location where they occasionally get inclement weather!

“The new station has got a modern, well-equipped drying room and a briefing room with the latest briefing screen. We also met with CNC – who police the adjoining Dounreay nuclear power station – and viewed their extensive range facilities and 50 metre range at the site. Closer relationships have been created, with many potential interoperability opportunities being created.

“The hotel that our officers stay at is first class with all modern new facilities, which is a great place to go back to after a long shift at work. The Scottish Tunnock’s teacakes were also very nice and my staff officer seemed to enjoy eating lots of them,” said the Chief.

“At **Abbey Wood** I met with PCs Steve Goodwin and Paul Self, who has been serving at Abbey Wood for some time. We had a patrol of the site and a full briefing on the policing issues.

“I had meetings with Rear Admiral Wareham and the lead of strategic weapons Andy McKinder, for discussions on current policing and security matters. I also received great reviews regarding the active shooter presentations that were delivered at this site.

“After **Abbey Wood** we went to **Corsham** and we were hosted by SPO Sergt Kevin Thorn. MOD Corsham has a number of sites with various units and lodger units. Sadly we did not have time to visit the underground tunnels this time, but we were assured that no aliens or spacecraft were inside any of them. We met a number of key stakeholders who were very impressed with MDP and we held a focus group.

“Finally I visited **Longtown** after 18 months with the MDP and was offered far too much cake by the SPO Sergt Sam Shields. However, my driver Robbie Boyle could not resist for long. It was an interesting complex site which is on the border with Scotland and is very close to the M6. The site is quite large and again the security officer was very complimentary about MDP.”



Photographs by Neil Parry

“At the same time as the Whitehall trip, I went to see officers working in the Horseguards area, who seemed to be enjoying their enhanced role within the wider Government Security Zone.

“At the same time important discussions took place about how we can continue to work closely with our Ministry of Defence colleagues, especially the Army, in the central London area.

At **Hereford**, he said: “SPO Dave Whitson and his officers briefed us on the future changes to the infrastructure at the site and discussion of the policing implications. We had an aerial view of the site which was very interesting to see the various training venues.

“I visited **Vulcan**. The weather was really ‘nice’ for the time of year. We were hosted by the SPO Inspector Paul Chalmers and he was accompanied by Supt Dennis Jackson and Chief Supt Beth Dishar.

“Since the last time I was there the police post on site has now opened operationally and I can say without fear or favour it is the best operational policing base on any MOD site.”



Young soldiers and their families kept safe by MDP vigilance

Interview by Norman Hicks, Editor TalkThrough
Photographs by Paul Kemp

■ **THE FOUR THOUSAND** family members and friends of the 240 Junior Soldiers passing out from the Army Foundation College (AFC), Harrogate in February only had eyes for their loved ones, with little thought of all the planning and preparation that went into it.

As you would expect from a Public Military Event – as such occasions are termed – the parade passed off faultlessly, without a single beat missed, despite the glowering Yorkshire skies and frequent downpours that punctuated the day.

Preparations for the parade had been planned and executed over many weeks leading up to it, not least by the MOD Police contingent tasked with ensuring the safety of those thronging the parade ground and surrounding area.



Focus on Policing a Public Military Event ...



The twice-yearly parades are the second biggest the Army conducts, exceeded only by the annual Trooping of the Colour events.

The young men and women, all aged 16 and 17, who join the College each year “are stripped down as civilians and built up as soldiers”, as the MDP’s resident Defence Community Police Officer **DCPO Rob Jessiman** told *TalkThrough*.

There are around 1300 Junior Soldiers and around 450 staff at the AFC at any one time, with two courses running – a short basic course for those who arrive with educational qualifications and a longer course for those who need extra tuition – with passing out parades taking place in February and August.

Said Rob: “We have a quick turnover, because the Junior Soldiers only do one year here. My duties include normal policing activity, including dealing with any domestic issues. We tend not to get too many problem families because of the demanding and high profile role that the permanent staff carry out whilst stationed here and that their posting is only for two years.

“I engage in educational activities with the Junior Soldiers, including drink-driving advice and alerting them to some of the problems they might encounter off camp, including the dangers associated with alcohol and drugs misuse.

“Many of them come from poor backgrounds and are not used to having a large disposable income. When they come here they are paid £800 a month, which goes up to £1,000 after six months. That can make them vulnerable to exploitation

by local girls and others who see them as a ripe target when they venture out into the community.

“I work closely with North Yorkshire Police, to give presentations to the Junior Soldiers and to the permanent staff – because they are the ones who know the soldiers best – on a range of issues, including the dangers of drinking to excess, or engaging in under-age sex, for example.

“I also get British Transport Police to come over and do a presentation on what they expect when the Junior Soldiers travel on the railways.

“Royal Military Police (RMP) deal with any incidents involving the Junior Soldiers which are classed as ‘green on green’. There aren’t any RMP stationed here. They come over from York or Catterick.

“For the passing out parades, we use the search expertise of OSU (North).

They carry out searches of the Officers’ Mess – ahead of the Dine Out on the night before and on the day itself – as well as the parade ground seating and surrounding area immediately before the families and other guests arrive.

“I am joined by other DCPOs to do baggage searches as people come on to the site, before the gates are locked for the parade itself. Afterwards we create a sterile area outside the main gate, to make sure the traffic is free flowing.”



FOCUS ON POLICING A PUBLIC MILITARY EVENT...

For last month's eve of parade searches, the OSU (North) team split into two teams, one following a specialist AES dog and handler searching the Mess and dining hall, with the second team targeting potential hot spots where devices could have been hidden.

On the day of the parade further checks of the Mess were conducted, together with the gymnasium – where friends and family were ushered for pre-parade refreshments – the seating area around the parade ground and the chapel, with two dogs and handlers involved.

All searches were conducted and recorded in meticulous detail as the MOD Police went about its daily business of keeping the Defence community safe.



MDP Whitehall finally leaves Old War Office

AS ONE OF THE LAST TEAMS to vacate the Old War Office, it has taken MOD Police almost a year to say goodbye to the dated (by modern standards) accommodation and offices.

The team is now established in new purpose-built accommodation in Main Building, where the joint MOD Police/MOD Guard Service Control Room is already situated, alongside the MDP Operational Support Team.

"It's all part of the London Rationalisation Project, which is in essence the work surrounding the disposal and sale of the Old War Office Building," said Sue Johnson, Head of Establishment for MOD Main Building.

"The move was a year in the planning, which gave MDP the opportunity to influence and support the development of the accommodation project for their Central London police unit, which supports MOD HQ with effective 24/7 policing and security operations."

Insp'r Peter McDonald led the MDP requirement planning team. He said: "The move was thoroughly planned down to the last detail, with assistance from the contract services. In fact, the move was so seamless, operations continued uninterrupted and even allowed for officers to immediately start supporting extended armed security operations within the Government Security Zone just before Christmas, whilst still unpacking!"

Chief Insp'r Alan Piggott, who leads the MDP Whitehall complement as Senior Police Officer, really notices the change from Old War Office facilities. "Now that we have settled into

Main Building, our officers and support staff can appreciate the huge difference in style, decoration and fixtures in the new accommodation.

"A large rest room equipped with brand new furniture allows officers to relax in comfortable surroundings whilst on their break, and also allows them to keep up to date with the latest news (local and national) on the large flat screen TV monitor. The kitchen area provides officers with additional fridges and microwaves, which you need to support the demands of operational policing duties over the full range of shift patterns and the occasional surge operation.

"There's also a large drying room, new locker rooms, a PC writing room with DII/F, a Sergeants' office, a property store, an admin office and, finally, my SPO office which completes the picture."

The modern armoury was designed specifically to meet MDP requirements and allows the Whitehall station to store sufficient weapons for use during any surge operation within London, such as those seen after the 7/7 bombings. Also of note is the new briefing room that comfortably seats 12 officers, with audio facilities linked to DII/F for briefing sessions and other presentations.

"The move has been a huge success," said Alan, "and means that all our officers are co-located, rather than split between two buildings. This has certainly enhanced MDP team spirit, but with the possible downside that some officers are now seeing much more of their SPO!"

As one of my officers said: "Moving into here now makes us feel part of the MOD Main Building community."

■ **WHEN A VISITING SPEAKER** dropped out of a 'Perceptive Leadership' course at OCC, course leader Insp'r Jim Friel split the students into two groups, one to produce a DVD on 'The Code of Ethics' and the other to write an article for **TalkThrough** on the same subject.

The students were not given any advance notice of the exercise and were working under a tight deadline to produce their respective presentations. The DVD is under consideration by the Management Board. The written article is reproduced here:

IT'S HERE!

The right thing, the right way, for the right reasons...

THE CODE OF ETHICS is something that has recently become very prominent within the Force and is here to stay. We all have our own personal view of how it will affect us, but in reality do we really know what it is?

At a recent Leadership and Management Course held at the OCC this question was posed to the course. It soon became evident that the Code is an all encompassing document that must be understood and followed by all police officers and support staff.

We asked the latest recruits' course what they understood the Code of Ethics to be. In summary they said: **"It didn't come as a surprise to us, it's how we live and we wouldn't expect anything else. It's the way society should behave, so why shouldn't we?"**

We also spoke to Superintendent Dave, Hewitt Head of OCC Training, who stated: **"ethics is enabling the people in decision making roles the power to make those decisions."** In short, he highlighted the need to take **"personal responsibility for our actions in everything we do."**

Whatever your role, rank or position is in the Force, the Code of Ethics gives you building blocks and values to allow you to perform your job doing the right thing, the right way for the right reasons.

This isn't something new but something we have all been trying to do throughout our lives, but not just as Police Officers. The difference now is that these personal values and principles have been consolidated into a Policy Document, to standardise and profession-

alise the police service. It affects the way we as individuals, conduct ourselves in our working and personal lives.

We collectively must do and be seen to be doing the right thing, the right way for the right reasons. If we follow this defined Code we can be confident in our ability to police effectively without unjust criticism.

We can also be confident that our communities and customers know that we hold ourselves to account for our behaviours and actions and trust can be built and maintained.

The Code of Ethics is not a threat or a stick to be used as an entrapment or 'catch you out' document, but as a model for maintaining the expected standards required. They give you guidance and direction to resolve day-to-day issues and major problems. The Code of Ethics is not specific to the MDP, but a Code of Policing for every police officer and support staff.

In conclusion, the Force is highlighting a Code for ethical standards of behaviour that affects our professional lives through to our private lives. These are a set of values we should all strive to attain. As a police officer we should employ these values and this Code is a positive step forward.

Remember; always ask yourself if your actions and behaviour were being watched by a member of the public or the Chief Constable would it be viewed as the right thing, the right way for the right reason?

■ Further guidance on the Code can be found on Dii under **PSD/Forms and Guidance**, or in **FOSN 125/14**.

Chief's American nuclear visit



■ **CHIEF CONSTABLE Alf Hitchcock travelled to the United States in November, as part of a delegation with senior colleagues from Defence Equipment and Support, Defence Business Resilience and the Royal Marines.**

He told *TalkThrough*: "We spent six days meeting with key people leading in the nuclear assurance and security environments of the United States.

"The first meetings were held in Washington DC, where the team met with the US National Nuclear Security Administration. This provided an opportunity for us to discuss major issues with the newly appointed Chief of Defense Nuclear Security, Jeff Johnson and his team. Significant detail of the differing methods of providing security were shared, including confidential lessons learned from occasions when there had been security issues such as the 'Y-12' incident in 2012.

"We went on to Albuquerque to meet with officials from the US Office of Secure Transportation. Here discussions centred on the methods used for transporting nuclear material. Whilst the US uses a different approach to the British, there were important matters relating to training, fitness, vehicles and equipment to be discussed.

➤ **Most importantly, we discussed the command, control and communication of convoys, and their inter-operability with local policing.**

"The final element of the visit involved the group travelling to the Los Alamos National Laboratory (LANL). Here the focus was on site security procedures, with considerable attention being paid to training and preparedness.

"I got a chance to see the interactive computerised testing capability and the firearms range used by the LANL protective forces, including a mobile training trailer which allows scenario training to be carried out in the workplace," said the Chief.

"Together with colleagues, I was able to see first hand the physical and personnel security in the most sensitive areas of the installation, allowing comparison with UK methods."

During the visit to these three locations, parties were able to share latest thinking on cyber security, as well as internal security threats and mitigation.

Every day was packed with meetings with US colleagues, and/or travel to the next location (with accompanying time zone crossings) – with the agenda designed to maximise the benefits to the UK and US. The group took away considerable learning and the Chief said he has already shared new ideas with Chief Officers in the MDP.

PS: Whilst at Los Alamos the temperature dropped as low as minus eleven and there was a light dusting of snow. For the external elements of this part of the visit the Chief wore the new MDP Arktis jacket. His verdict? "A great piece of kit for keeping warm even in these temperatures!"



Fraud course opened by ACC OD&C



FOLLOWING FORCE RE-ORGANISATION, MDP CID was re-focused to concentrate on investigating fraud, bribery and corruption for the MOD, working to support Fraud Defence, which is the new MOD lead department for these issues, working to DG Finance.

As part of this refocused MDP CID role and the staff changes within CID, there was a need to refresh the skills of experienced staff and provide some core training for new CID staff, both police and civilian.

An approach was made to one of the national leads for fraud training, the City of London Police (COLP), who in

order to meet the needs of CID and PSD staff offered three different courses to be run at the OCC, MDPHQ and secondly at the COLP Training centre in London.

The first course to be run was Understanding Fraud, Bribery and Corruption, open to police and civilian staff. ACC OD&C John Fletcher has been fully supportive of this initiative and opened the first course (pictured).

At the COLP end, all of the courses were developed by and put in place by DS Mike Betts who used to be the MDP CID trainer at the OCC prior to his transfer to the COLP in 2013.

Other planned courses for 2015 will cover Fraud Investigators and Management of Fraud Investigations.

Clyde Case Conference

A CASE CONFERENCE took place at CID Clyde on Wednesday 17 December 2014 to discuss a submission to the Serious and Organised Crime Division at the Crown Office, Edinburgh, with a view to seeking a designation, in order that a money laundering inquiry may proceed.

Such inquiries in Scotland, unlike England, cannot proceed without such designation.

A recent money laundering investigation by CID Clyde resulted in the accused being sentenced to 18 months imprisonment and the confiscation of his assets to the value £100,000. If the submission for designation is approved, this will be the fourth such inquiry undertaken by CID Clyde in recent months.



Included in the photograph from left to right is DC Jay Preston, Financial Investigator; Audrey Jones, SIB Forensic Accountant; DS Peter Cassidy; DI Alan Esler; Mark White MDP Forensic Accountant; DC Gail Losh and DC John Spence.

Northern Ireland 'New Starts' collect Gold for MDP

HAVING RECENTLY arrived in Northern Ireland as Defence Community Police Officers (DCPOs) one of the first tasks undertaken by PCs Bill McGuinness and Ross McClughan was to attend Belfast City Hall and accept an award on behalf of MDP from Justice Minister David Ford and CC PSNI George Hamilton.

The ONUS event held in early November recognises agencies and organisations who have demonstrated a commitment to support victims of domestic abuse, either by becoming a safe place or a safe employer.

MDP NI was originally awarded Gold status in 2013 and the re-awarding of the 2014 Gold award highlights the continued efforts by MDP NI in tackling domestic violence and supporting victims of this crime.

The event saw keynote speeches from the Justice Minister – David Ford, CC PSNI George Hamilton and Mayor of Belfast Councillor Nichola Mallon (SDLP).

In his address CC PSNI George Hamilton said:

“The police service takes the issue of domestic abuse extremely seriously, unfortunately it is still an under-reported crime. Victims often sustain prolonged episodes of abuse or violence before taking action against the perpetrator. We will continue to play an active partnership role in tackling this type of crime to keep people safe and bring offenders to justice.”

Community Policing Sergeant Jimmy Carr explained that MDP NI was one such partner, working to provide support to victims whilst seeking to bring offenders to justice. He explained that PSNI received one call every 19 minutes in relation to domestic abuse, and nearly 28,000 calls were received and dealt with in the past



year. It is also widely accepted that victims will suffer on average 35 assaults before reporting such issues to police.

He said: “There is no reason to suggest that the prevalence of domestic abuse is any greater in the Defence community than outside it, but it is accepted that society’s problem in relation to such abuse is mirrored within our community.”

“As such, over a number of years MDP NI have worked with partner agencies, creating protocol documents that ensure police response to domestic abuse and violence is consistent in approach, whilst recognising how external support agencies can play their part in tackling abuse and supporting victims. DCPO NI officers have taken part in training and delivered education on this subject and have worked with 38 Brigade to ensure a ‘safe place’ is available within the community.”

PS Carr went on to say that the attendance of PC McGuinness and PC McClughan at the ceremony to collect the award had

allowed them to see first hand the efforts being taken in Northern Ireland to support victims of this crime by all agencies. It vividly demonstrated why DCPO NI has domestic violence and the response to it as one of its five main policing targets.

Territorial Divisional Commander Chief Supt Mick O’Byrne commented: “My officers in Northern Ireland will continue to be proactive in dealing with perpetrators, whilst actively supporting victims of this terrible crime. With the support of divisional staff they will continue to educate the community in the hope of influencing the attitude and behaviour of offenders and by doing so, keeping victims safe. This award recognises MDP commitment to deal proactively with this issue.”

Since collection of the award, DCPO Theipval Barracks hosted an event to recognise the United Nations Eradication of Violence Against Women Day, an event which recognises that violence against women is a global problem.

National Road Safety Week and Christmas drink-drive campaigns



■ **MINISTRY of Defence Police in partnership with the station authorities provided road safety initiatives targeting the MOD community at various Defence locations during National Road Safety Week in November and again during the Christmas drink-drive campaign.**

At Defence Munitions (DM) **Kineton**, the NRSW campaign took place between 17th and 23rd November 2014 and was organised by PC Don Bennett.

The aim was to raise awareness of road safety issues and to enforce local station road traffic regulations, to ensure the safety of the local MOD community.

Roadside winter driving awareness clinics targeting vehicles entering the station were delivered in partnership with the station workshops. Vehicles were checked by professional mechanics and advice given to the driver on any vehicle defects and safe driving methods for the winter months.

Traffic calming measures were carried out throughout the week at various 'hot spots' across the station. MDP provided a high visibility presence with officers targeting vehicles driving in excess of the station speed limits. In addition portable road side speed awareness signs were located to provide drivers with a visible indication of their speed.

Officers were proactive in enforcing local regulations to ensure drivers and passengers were wearing vehicle-fitted seat belts and drivers were not using a mobile phone whilst in control of their vehicle.

A high visibility presence was located at the Main Gate to the station, to raise

awareness of the dangers of driving with excess alcohol and to carry out roadside breath tests, where applicable.

MDP would like to thank Mr Bryan Whittaker for providing specialist mechanical advice at the roadside clinics.

MOD St Athan Road Safety Initiatives

PC Bob Rand, DCPO, **MOD St Athan**, is an active member of the Unit's Road Safety Committee. He works closely with other members of the committee, identifying areas which may benefit from a police presence, to educate road users whose driving standards fall short of what is expected.

Road safety is taken very seriously, particularly because of the large amount of troops, who share the roads, with other road users, for marching and running on.

One particular problem is speeding. Therefore Bob, in partnership with MT Licensing Officer Mr John Muir, went out and about to ensure compliance with Unit policy regarding posted speed limits. Drivers were made aware of their speed at various points around the station and were being educated in a two-phased approach.

Phase one involved the use of a speed warning sign, to alert drivers to their speed and give them the opportunity to correct this before approaching phase two, which involved deployment a little further on of a calibrated speed gun, with Bob stopping anyone travelling faster than the posted speed limit.

Bob conducts ten Road Safety Initiatives a month ranging from speeding, adherence to road traffic signs and road markings, right through to ensuring drivers have the appropriate documentation when driving on the Unit's active airfield.

Punitive action, taken by the Commanding Officer, can mean that a person will

be banned from bringing a vehicle onto the Unit for up to three months and face possible disciplinary action.

Bob said: "Although the Road Traffic Act does not apply and cannot be enforced within the confines of the Unit, the ethos is that we work within the spirit of the Act."

RSW at Edinburgh Garrison

Edinburgh DCPO Vinnie Blair told **TalkThrough**: "This year in the **Edinburgh Garrison** I wanted to target specific groups within the MOD community and not just the military personnel – the children, the wives and the Service personnel.

"Colinton Primary School is a local authority school on the MOD estates where 90 per cent of the pupils come from Service families. Like most schools it has issues with parking in the mornings and afternoon. There are parking restrictions outside the school, which most people tend to ignore. I try to get down to Colinton Primary at least once a week to enforce these restrictions all year round, not just for Road Safety Week.

"During that week I was at the school from 8.30am daily, providing a high profile police presence and to enforce the parking restrictions, assisted by the school's junior road safety officers. Two pupils from the school's road safety committee, wearing high visibility jackets would stand outside the school with MDP and enforce the parking restrictions.

"I also spoke at the school's assembly and spoke about the *Green Cross Code*, *Be Bright Be Seen* and bicycle safety and how important it was to wear a helmet when riding a bicycle.

"My second target group was the wives. I arranged for Farmer's Auto Care to visit 3 Rifles and 5 Scots at the Dregghorn Community Centre at Dregghorn Barracks where they carried out free pre-winter checks on their vehicles which included tyres, lights, brakes, batteries and child seats.

"My last group was the military personnel. I delivered a presentation to the 3Rifles in the gymnasium at Dregghorn Barracks, covering speeding, mobile phone legislation and drink-driving. I also spoke

about the new reduced drink driving limits which came into force in Scotland from 5th December 2014.

Scottish Fire and Rescue Service gave a short presentation on the aftermath of drink-driving, and what they have to deal with. RMP also provided an input on the effects a drink-driving conviction could have on their careers.

"This year, in partnership with the Institute of Advanced Motorists (IAM), I was able to run a one-day road safety course for the soldiers from the Region One recruitment team, who are posted all over Scotland. Eighteen soldiers attended the course, which covered general road safety, a drink drive presentation and how to prepare vehicles for winter motoring.

In what I believe is a first for MDP and the Army, we had six IAM observers take the drivers out on an assessed drive for 20-30 minutes each, providing feedback on their driving and areas for improvement. Overall the IAM observers were impressed by the standards of the Army's drivers. The partnership with the IAM is something that will be built upon in future.

Drink Driving Awareness Campaign 2014

To coincide with the 50th Anniversary of the Home Office Drink Driving Campaign, MDP at **DM Kineton** commenced a campaign on Monday 8th December and ran through the Christmas and New Year periods.

It was decided to 'take the message to the people' and focus on the 'morning after a night out'. A recent survey showed that at least one in five people drive the next day whilst still under the influence of alcohol.

A large number of drink driving posters were placed around the establishment and in partnership with the station's 4Cs manager, Mrs Sam Seaton, a portable drink driving display stand was located in areas that soldiers and civilians frequent most, including the Station Hub, APA canteen, Officers' Mess and Sergeants' Mess.

A large number of personnel were spoken to and warned about the dangers of drink-driving. A pair of drink-driving glasses was provided for personnel to try.



When these are worn they show the wearer how their vision will be impaired when under the influence of alcohol.

A high profile officer presence was organised at the Main Gate and Link Road Gates for in-muster and at various times during silent hours to enforce Road Traffic legislation and dealt positively with any offenders, which included breathalysing drivers, all thankfully with a negative result.

The initiative, co-ordinated by PC Glenn Richardson in partnership with Mrs Sam Seaton, was judged a successful campaign which helps make DM Kineton promote a safe working environment, a safer place to drive and a safer living environment.



At **St Athan**, the planning and organisation had been done. The stage had been set. It was time for lights, camera, action!

The stage was the scene of a mock drink-driving accident. A car had come off the road and crashed into a tree. The passenger was injured and needed to be rescued from the car. The driver was being breathalysed by the side of the road.

The lights were those of the emergency services vehicles – Police, Fire and Rescue and The Ambulance Service, as they went about their business professionally.

The camera was the eyes of other drivers, as they watched what was happening, as they drove by. What's happened? Is anyone hurt? Has he been drinking? Were just some of the questions they asked.

The action was that of the emergency services doing what they do best, helping members of the public when they get into difficulty, regardless of the circumstances.

This was the scene of MOD St Athan's Christmas Don't Drink and Drive message, which had been organised by PC Bob Rand, DCPO.

Bob said: "This was a great example of partnership working and a good team effort by the station's emergency services and if it deters just one person from Drink Driving it would have been worth it."



Focus on ... collaboration with other Forces

■ **AT A MEETING** last month, Chief Constable Alf Hitchcock and senior colleagues met their Civil Nuclear Constabulary (CNC) counterparts to focus on ways in which the two Forces can collaborate more closely.

The Chief told *TalkThrough* after the meeting: "The work building on current plans for us to support Home Office policing have been worked

through recently with colleagues in the Civil Nuclear Constabulary.

"Clearly both Forces are able to provide a considerable number of Firearms Officers, including high end specialist firearms capability. During the meeting with CNC Chief Officers, we also looked at areas where we can reinvigorate the strategic alliance.

"That includes looking at ways of working across the non-Home Office Forces – CNC, British Transport Police (BTP) and ourselves – as well as more tactical issues, such as firearms

training, fitness testing, weight of equipment and procurement of equipment.

"It was also an opportunity to discuss policing methods at the high security sites which both Forces are responsible for policing, with a focus on current threats and opportunities, as well as the relationship with the Department of Energy and Climate Change and the use of Armed Response and Armed Support Vehicles."

Other items on the agenda included organisational culture, the Emergency Service Network, leadership development and supervision.

The Chief was joined by Management Board colleagues ACC John Fletcher, T/ACC Paul McLaughlin and Head of Corporate Services David King, as well as his Staff Officer, Chief Insp Robbie Robbins.

The CNC contingent consisted of Chief Constable Mike Griffiths, Deputy CC Simon Chesterman, Business Director Kenneth Kilpatrick and Staff Officer Insp Sheree Owen.

Too busy with the here and now to worry about the what if?

MDP'S BUSINESS CONTINUITY PLANS

THE MDP MANAGEMENT BOARD has to ensure that the Force could deliver a practical and planned response to a disaster affecting the MDPHQ (Wethersfield) site and in the event of a wider incident, ensure Divisions and Stations could continue to meet MDP Policing Plan Key Priorities.

As a result the Management Board has reaffirmed the MDP's Business Continuity (BC) arrangements and the BC Focal Point secondary roles. I remain the MDP's BC focal Point as I unfortunately lacked the people skills to convince someone else to take it on! The deputy BC focal point is Mr Peter Lord (CIS), the HQ BC focal point is Mr David Old (Head of Business Systems), the Operations BC focal point is Supt Sandy Stewart and finally the Organisational Development and Crime (OD&C) focal point is also covered by myself.

The deadline for ensuring the MDP's BC plans are updated and exercised is a very reasonable 30th October 2015. Many of you will not have a direct or secondary role in respect of BC planning but you should remain aware of your local BC plan and the criticality grading of any role you have within it.

A basic and short online training course is available on Civil Service Learning (BCSP 001) and all MDP Non Uniform Civilian Staff (NUCS) should complete it once every five years. For MDP Police officers, CCMDP is the only one who can mandate

training and this course is mandated only for those police officers who have frequent and regular access to Force IT facilities.

In the Spring 2012 edition of *TalkThrough* I wrote:

☛ **Often though there is a misconception about what Business Continuity Management is specifically about.** ☛

That article emphasised that business continuity is focused on the longer term impacts of threats rather than the short-term response. That's why business continuity focuses on effects rather than the specific causes of an incident. The MOD Head Office and Corporate Services (HOCS) strategy states that those responsible for creating a BC plan identify their critical outputs and assess how specific threats could disrupt and impact upon these outputs on the acknowledged assumption that there are three main planning scenarios:

- 1) **Loss of people (e.g. pandemic illness, travel disruption)**
- 2) **Loss of utilities (e.g. electricity, IT)**
- 3) **Loss of premises/building (e.g. structural)**

I strongly recommend those who have an interest or secondary role to spend a little time with JSP503. Unlike some JSPs, 503 is well constructed; the main body is quite short and refers to a variety of annexes including a useful checklist on what to put in a BC plan and how to write one. In short it's a rattling good read compared to some JSPs but isn't going to worry JK Rowling too much.

By Landon James, Organisational Development and Crime Business Resilience Manager

Chief works with future leaders on equality and diversity issues

Interview by Norman Hicks, Editor TalkThrough

CHIEF CONSTABLE ALF HITCHCOCK spent time in February with the future leaders of British policing, discussing a wide range of issues concerning equality and diversity.

He told *TalkThrough*:

"I have been presenting and facilitating leadership training on the national Strategic Command Course. This is the course which is the highest-level course in British policing, designed to prepare people at the highest superintending ranks for the move into being a chief officer and is currently being attended by MDP Chief Supt Dave Long.

"I was presenting in my role as national police service lead on Equality, Diversity and Human Rights (EDHR). The areas I addressed with the course included the Equalities Act and Public Sector Equality duties, social change, the effects of austerity, recent reports relating to a range of equality issues, through to the effects of Paris and Belgium, the rise of anti-Semitism and Islamophobia.

"During these facilitated sessions I worked with over 40

future chief police officers to think about their personal values and how their leadership style may impact on the feel of their organisation now and in the future.

I encouraged them to start to plan and consider what they are going to do differently in their future very senior leader roles to make a positive impact for the people they lead.

"On 4th February I attended the Diversity in Policing Round Table on behalf of the service, again in my EDHR role. This was a round table meeting chaired by the Home Secretary, Theresa May, which was looking at the progress that has been made in relation to under-representation and inclusion in policing.

"The current activity which is being undertaken to improve in these areas of work includes positive action guidance to Forces, the use of an equality improvement model, a robust black and minority ethnic progression plan, as well as activities by individual Forces to progress this area.

"The meeting also addressed some wider policing issues, such as

police leadership, ethics and integrity and the role of Police and Crime Commissioners (PCCs) and communities.

"It was attended by a range of senior police officers, Home Office officials and, importantly, specialist and pressure groups – people like the National Black Police Association, British Association of Women Police, Police Federation – and a number of non-Government organisations working in this area.

"I am a member of the Association of Chief Police Officers (ACPO) – now to be the National Police Chiefs' Council – Violence and Public Protection Policy Board and am the lead on knife crime.

"On January 20th I updated the board on work that is ongoing with the School of Tropical Medicine, who have some of the top researchers in public health. I am working with the STM to see if there are public health style interventions to prevent violence in young people and the death and injury it can cause. That piece of work was described to the VPP Policy Board."

Minority officers' survey gives 'unique snapshot'



By Chief Constable Alf Hitchcock



THE COLLEGE OF POLICING has published the results of two national surveys on the recruitment, retention and progression of black and minority ethnic (BME) police officers.

They were the first of their kind and attracted responses from every police force in England and Wales and almost a quarter – 1,706 (24 per cent) – of BME officers.

The survey of BME officers revealed that the majority of respondents are looking to progress to a higher rank within the next ten years, with just over a third (36 per cent) applying for promotion in the past five years. Just over a fifth (22 per cent) of respondents in the constable to inspector ranks stated that their ultimate goal was to become a chief officer.

Officers were split on the benefit of positive discrimination in increasing representation in policing with a third (34 per cent) in support of its introduction, a third (34.5 per cent) against and a third (31.5 per cent) undecided.

The survey of police forces showed that half have used targeted recruitment drives to bring in more BME people into policing, with 17 forces reporting this to be 'fairly' or 'very' successful in improving representation. Half of all forces reported using positive action – where forces take action to help BME candidates overcome the organisational and other barriers which make them less likely to succeed than their colleagues. Three forces perceived this type of strategy as 'very' successful.

The surveys were released on the same day as the College published new advice for police forces on positive action to help them address under-representation within policing.

National Policing Lead for Equality and Diversity, MDP Chief Constable Alf Hitchcock, said:

"These surveys represent a unique snapshot of the experiences of many minority ethnic officers in policing. From the results it is clear that there are many areas of good practice, but also plenty of room for improvement. Having gained this understanding, getting a single consolidated view of good practice in 'Positive Action' is a practical step.

"Key to progress will be the use police forces make of these approaches. It is also clear that if these are not successful in improving then there will rightly be a call for more radical methods."

College of Policing lead for BME Progression 2018, Assistant Chief Constable Richard Bennett, said:

"These surveys are an important step in understanding the barriers to recruitment, retention and progression of black and ethnic minority police officers and what forces can do to overcome them."

Police Federation of England and Wales's equalities and diversity sub-committee secretary, Jayne Willetts, said:

"For the public to have faith in the police service it is imperative that forces treat every candidate fairly and equally, providing opportunities for every officer and staff member to reach their full potential. This should include support and help for candidates throughout their career whether they are preparing for promotion, dealing with an unsuccessful promotion application or developing their skills in a particular role."

Vice President of the Police Superintendents' Association of England and Wales, Chief Superintendent Gavin Thomas, said:

"These surveys show the difficulties the service faces in achieving a representative workforce, but also increase our understanding of how we can realise this goal. Leadership in the service needs to reflect the communities we serve and I hope that this positive support will encourage talented people from BME communities to consider policing as a career."

President of the National Black Police Association (NBPA), Franstine Jones, said:

"The NBPA looks forward to being involved in the College of Policing's initiatives that address the imbalance of BME officers and staff to ensure that we have a police service that represents the communities it serves."

President of the National Association of Muslim Police, Sadiq Asif, said:

"We are extremely encouraged by the initiative taken by the College of Policing to look at the views of BME officers and forces. A lot of work is still needed to address some of the concerns raised by staff."

Longest-serving officer... in the entire country!

■ As we reported in the **TalkThrough DECEMBER ISSUE**, the Force's longest-serving officer – Clyde-based **Sergt Ray Tidswell** – retired in September after 48 years' loyal service.

It transpired in February that, not only was Ray the longest-serving officer in the MDP, but also in the UK! A Metropolitan Police PC who retired in February after 47 years' service was heralded in the medias as Britain's longest-serving policeman, even though he fell short of Ray's record by 12 months!

We asked Ray to look back over his long career and pick out some of the highlights. Here are some of his reminiscences:

☪ As an active member of the Air Force Department Constabulary social club at RSRE Malvern, my father, brothers-in-law and I were members of the club cribbage and snooker team where, at the age of 18 I was 'Indoctrinated' by the Chairman (Senior Constabulary Officer Chief Inspector) and the Vice Chair (Inspector) with the secretary (Sub Inspector).

I completed my application and, obviously recognising potential, was instructed to report to RSRE Malvern at 9am Friday 23 September 1966 – my 19th birthday, where I was given a police notebook by the Sergeant (I honestly believed it was for writing rough notes in). After attending a six-week recruits course at RAF Debden,

now Carver Barracks, learning the Judges Rules, Larceny, Night offences, etc., billeted in a 28 man (no females until 1974) dormitory block, I learned quite a few points that I would remember always:

- Never call a Sergeant 'mate'
- When the Chief Inspector wants collecting from his Married Quarter at 0828 hrs, that does not mean 0827 or 0829
- Single men (no females yet) were expected to work both Christmas and New Year, whereas married officers could have either
- Never ask for overtime – you won't get any as a single man; besides, our rule is the more kids you have the more chance of overtime
- Traffic control is a specialist role – don't even think about it!
- When you are driving the Chief Inspector and he makes a comment about another driver, never ever give your personal opinion or you will be told to keep your common comments for those in the meal room
- When you eventually become a duty driver and the Sub Inspector pays a night visit and wishes to visit an outstation at Defford – makes good sense to know the way and when eventually arriving, be humble about your geography and not say to the Officer how 'We spent a lot of time in reverse sir'!
- Get accustomed to the words of colleagues such as: 'This is an old man's job, what is a young kid like you doing in it?'

■ Finally, after extinguishing a fire in a laboratory with the aid of a fire blanket, saving thousands of pounds and eventually receiving a commendation, be prepared to be reprimanded by the Sergeant for having my new (ish) serge uniform covered in asbestos (yes)! He then instructed me to check the cash office at the other end of the site, in case it was a diversionary tactic!

In February 1969, there being no vacant MQs for my forthcoming marriage, I transferred to RAF Hartlebury, where my section Sergeants were Jack Reade and Alan Chadwick. In September 1972 I transferred to RAF Fairford where the new SPO became, yes, by then Sub Inspector Chadwick.

This was in the heady days of the Concorde flight test centre when employees were paid overtime to fly in Concorde as Ballast. I was also fortunate enough to be awarded an ACC (W) commendation for my actions concerning an RAF Serviceman and misuse of drugs – somewhat embarrassing really as he was my next door neighbour in the MQ estate.

In September 1974, after periods of detached duty at RAF Locking and RAF Aldergrove, where I was presented with my new cap chequered ribbon band, I transferred to UKLF Wilton under many SPOs, notably Eric Pounder, until promotion to Portsmouth in 1983. From there I carried out many DDs, notably Greenham Common, Upper Heyford, Molesworth when Mr McMillan



Raymond Barrie Tidswell

visited me and told me that the finest thing to come out of Portsmouth was the M27.

In March 1986 I transferred to RNAD Cullport where the SPO was, yes, Supt Jack Reade and one of my first duties was DSO where I was to relieve this young A/Sergeant, who I had been informed was: 'A switched-on guy and a good thief taker'. This guy was Mr McAuley (our current DCC) so it proves that my information was accurate. I worried when I went to relieve him one night and was told he was manning a cordon around a 'smoking torpedo'! Personally, I would have put my cordons just south of Manchester, but the civilian technicians knew best I suppose!

In 1998, when the Scotland restructuring occurred, I transferred to Scotland Division HMNB Clyde until 2005, when for two years I was appointed SPO Prestwick. On checking the registers, I discovered the last entry in the property book was

completed in 1976 by Sergt (Subsequently the late Ch/Supt S R Mason).

In 2000 I experienced a late life crisis and took up motorcycling, a 50cc scooter which could not be seen whenever I sat on it due to its size. Therefore, I ensured I left HQ before the other staff and left the site after them.

As the longest-serving police officer I feel qualified to say that this Force has been my life for exactly 48 years (starting on a salary of £620 per annum), our leaders were retired Wing Commanders, Majors, Commanders, even a Brigadier whose qualification to manage me as a police officer is akin to me instigating the fitness programme! What compounded the problem was that these people insisted on being referred to as their service rank and correspondence was signed accordingly. We now have Police leading the Police.

How can one treat as serious a Police report which states in the first paragraph: 'Sir, I have to submit for your information the following report' and the last paragraph: 'I am sir, your obedient servant'?

When Mr McAuley was at Bicester perhaps he can remember the adage of a senior officer inspecting the shift on duty and, on speaking to a Constable, replied: 'You will call me Major, as I was an Army Major.' To which the PC replied: 'In that case, click your heels together and salute me, because I was a serving Lieutenant Colonel!'

☪ I am so pleased that, despite all the changes over the past 48 years, we are emerging as a Phoenix arising from the ashes. Two years ago we expected to be visiting the jobcentre but it has not happened.

We sometimes need to be in a position to appreciate what we have. I have loved my time in this Force and am probably more motivated now than at 19 years, when my main interests were girls and motorbikes.☪

As a trainer for 18 years I helped to introduce training conducted within Scotland which did not exist before 1986. I have had contact with generations of officers, sisters, brothers, fathers, sons and feel so proud to have been part of it, including the OSPRE system, where my colleagues and I were very proactive under people like Pam Hewitt, Dave Allard, Jim Chapman and Paul McLaughlin.

On my 64th birthday – 23 September 2011 – I successfully qualified as a Command and Control supervisor – a course about which even today I get regular flashbacks.

I will be keeping in touch via the Retired Officers' Association and would finish by wishing you all the best in your careers; we really are a 'Force to be reckoned with'.☪

Well done, and thank you.

FROM: Commodore Mark Adams, Naval Base Commander, HMNB Clyde

I wish to pass on my sincere thanks for your support in making the recent Navy Board visit to Her Majesty's Naval Base Clyde such a resounding success. Several of the Board members, including the First Sea Lord, commented on how well they had been looked after, and indeed how impressive the Base was looking; something that can only be attributed to the diligence and in depth attention to detail of every single person involved in the planning and execution of the day.

It is clear that the Navy Board thoroughly enjoyed engaging with Base personnel throughout the day and found the interactions they had during the Town Hall brief and lunch invaluable in gaining and insight into the many issues we and our people face on a daily basis.

I have been assured that they have listened and have taken our concerns away to see if there is some way of resolving them at Board level.

I would be extremely grateful if you could pass on my appreciation to everyone involved, in particular for their enthusiasm and willingness to engage with the most senior elements of the Royal Navy. Sincere thanks must go to Chief Inspector Jim Gillen, whose eagerness to assist in any way possible was invaluable in ensuring the day went so well.

FROM: Doug Cook, The Royal Edinburgh Military Tattoo

I wish to express my thanks to you and your Police Search team for their contribution to the Tattoo. We enjoyed a hugely successful show, but this was not just due to a spectacular production, but also as a result of considerable effort and attention to detail behind the scenes. Clearly your Police Search team played a significant part with this behind-the-scenes activity to ensure a safe and secure event.

I am grateful for the valuable advice and flexibility your Police Search personnel displayed throughout. I also wish to make a special thank you to the teams that reported to the Esplanade every performance night. Although not the easiest or most glamorous task, your teams have all been highly supportive and willing to go out of their way in meeting our aspirations, for which I am most thankful. I would be grateful if you would pass on my thanks to all concerned.

FROM: Commodore Ian Shipperley, Naval Base Commander, HMNB Devonport

Please pass on my thanks to your (MDP Devonport) team for such an interesting and informative visit to the Control Room and to the Dog Section. I was fascinated by the training and operation of both the handlers and the dogs.

I am also very reassured to have them in the Naval Base, protecting our people and assets. I look forward to meeting the rest of your team in the near future.

FROM: Major General Nick Eeles, Army HQ, Scotland

Now that the Royal Edinburgh Military Tattoo is over, I wanted to write and thank you for the support that you provided to it. In these times of tight budgets and reduced manpower, I know how hard it is to undertake such a long commitment.

The support provided by the Ministry of Defence Police of two Arms and Explosive Search Dogs and handlers and a Police Search Adviser and a Low Risk Search Team each evening was greatly appreciated. Under the leadership of Inspector Paul Chalmers (POLSA) they were responsible for the complete search and seal of the Esplanade, together with a continuous check each evening.

I am fully appreciative that it is the performers who receive the limelight and applause at the Tattoo from the audience each evening, but it is the support staff in the background that make the event possible and without whom the event could not take place. I would be grateful if you could pass on my thanks to Paul and the rest of the team who contributed so much to the security and smooth running of the Tattoo.

FROM: Rear Admiral Chris Hockley CBE, formerly Flag Officer Scotland, Northern England and Northern Ireland Flag Officer Regional Forces Officer Reserves

Today was another huge privilege for Kate and me (and the family) and such an excellent way to mark my last day in Faslane after what is nearly seven years – to spend that day amongst such professionals, let alone such good hosts, was a great pleasure. I am so grateful to you for arranging this for us and please do pass my thanks to Eddie and his team, let alone the infamous "Bagpipe Inspector" who just made it all the more special.

As I leave the Service I'd like to thank the entire CMU and MDP for all that you do – often in such awful conditions – and for all that your professional presence and vigilance means to the vital security that Faslane, Coulport and the Nation's Deterrent need.

My best wishes to you and the CMU – thank you and au revoir.

FROM: Vice Admiral Sir David Steel KBE DL, Second Sea Lord

As I prepare to leave the Service on 10th March, I wish to record my heartfelt thanks and appreciation to you, your officers and all officers of the Guard Service. I have worked and lived in the Portsmouth Naval Base for many years and have enjoyed the most wonderful support from the Police and Guards.

Entering and leaving the Naval Base has been a pleasure, as I have spoken to so many who man the gates, fine weather or foul, and who patrol throughout the day and night ensuring security.

Nothing has been too much trouble for any of them, especially during my tenure as Second Sea Lord when I have welcomed so many visitors to Admiralty house; they have all remarked just how courteous and helpful those charged with security have been.

I would be very grateful indeed if you would make known as widely as possible my gratitude and all best wishes for the future, as you and your superb staff continue to look after the home of the Royal Navy.

Were you lucky?

See who won the MDP Central Sports and Welfare Association's Lottery draws in September, October, November, December 2014 and January 2015.

SEPTEMBER 2014

1st	£4,000	PC K J Basher, DSTL Fort Halstead
2nd	£1,000	DC A S Hewitt, HQ CID MIU
3rd	£200	PC A S Wilson, HMNB Clyde
4th	£200	PC J G Brown, HMNB Devonport
5th	£200	PC S G Christina, AWE Aldermaston
6th	£200	PC D J Phillips, AWE Burghfield
7th	£200	PC J Nicholson, DM Longtown

DECEMBER 2014

1st	£4,000	PC Y Mulroy, HMNB Clyde (Coulport)
2nd	£1,000	PC J I Orr, HMNB Devonport
3rd	£200	DC S P Briggs, CID Catterick
4th	£200	PC M J Ruck, Royal Mint
5th	£200	PC I Davies, HMNB Portsmouth
6th	£200	PC C C Swallow, HMNB Clyde
7th	£200	PC D S D McCurdy, HMNB Clyde

OCTOBER 2014

1st	£4,000	PC P C Maloney, HMNB Clyde
2nd	£1,000	PC P A Wilkinson, HMNB Devonport
3rd	£200	PC D Reid, AWE Aldermaston
4th	£200	PC A J Edwards, HMNB Devonport
5th	£200	Mr B A Thomas, Retired Officer
6th	£200	PC K P Boothby, HQ OCC
7th	£200	PC K Lyth, AWE Aldermaston

JANUARY 2015

1st	£4,000	PC T J Finnie, DM Crombie
2nd	£1,000	PC R A S Denholm, Glen Douglas
3rd	£200	PC E L Gall, HMNB Portsmouth
4th	£200	PS G J Creber, AWE Burghfield
5th	£200	Mr B Good, Retired Officer
6th	£200	PC A L Ford, Hereford
7th	£200	Mrs S A Mickleburgh, HMNB Portsmouth

NOVEMBER 2014

1st	£4,000	Mr J D Clarke, Retired Officer
2nd	£1,000	PC G G Looker, AWE Aldermaston
3rd	£200	PS G Turnbull, HQ OCC
4th	£200	PS A L Peachey, HMNB Portsmouth
5th	£200	PC M A Haywood, RAF Croughton
6th	£200	PC M Thomas, DA Shrivenham
7th	£200	PC T C Davies, OCC Aldershot

Photograph: Neil Parry



Street patrols

Whitehall-based officers have widened their patrol areas in the Government Security Zone and can now be seen operating in such places as Horseguards, working in conjunction with MOD military personnel and Metropolitan Police Service colleagues.