Rebuilding Capability

PLUS

ORGANISATIONAL DEVELOPMENT STRATEGY 2015-2016
Force set for SDSR 2015

The new Operational Policing Model

Fighting Fit

Global Corporate Challenge – We did it!

Organisational Development Strategy

Current issues ... and future savings

Diversity and Inclusion ... it’s about all of us

New recruits join MDP beat ...

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

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

With the first results of the 2015 STRATEGIC DEFENCE AND SECURITY REVIEW expected later this year, Chief Constable Alf Hitchcock is confident that the Force is in good shape to meet whatever challenges lie ahead.

He pointed to a recent speech by Secretary of State Michael Fallon to the Royal United Services Institute, in which he spoke of how much more dangerous the world had become since the last SDSR, in 2010.

The rise of the Islamic State of Iraq and the Levant (ISIL), the breakdown in governance across northern Africa, the collapse in stability across that region leading to the mass migrations currently affecting Europe and a revanchist Russia, rehashing the Cold War, menacing its neighbours and increasingly using hybrid warfare to pursue its goals, had all added to the global upheaval, he said.

“Our number one priority will always remain the protection of our people yet, as the savage murders on a Tunisian beach demonstrate, that task is becoming harder by the day and with every home-grown jihadi, battle-hardened in Syria, returning to these shores the risks increase,” said Mr Fallon.

The Chief told TalkThrough: “It is primarily in this area of homeland security where MDP operates and which the new Operational Policing Model is designed to address.” (see page 3)

Mr Fallon’s demand for greater efficiency within the department, to maintain a balanced budget and spend the extra two per cent funding allocated by the Chancellor to Defence wisely, also chimed perfectly with MDP’s new way of working, in which its own future savings will be recycled into operational capability, said the Chief, reflecting the bigger picture across Government.

And he also felt that the Secretary of State’s call for greater innovation in the way Defence works – building a culture more ready to take risks and more open to change – resonated strongly with MDP’s new policing style.

It also reinforced the position MDP has taken over the last two years in adoption of the rational decision-making model, tailored to the unique policing requirements of the Force, which empowers officers to make operational decisions with greater confidence of support, provided they have followed agreed policies and procedures.

The international role played by UK Defence, as leading NATO and EU participants, means that the nation is involved currently in many overseas deployments, not only on the world’s major battlegrounds, but also in delivering training to post conflict areas, as MDP has done for many years and will do so in the future, said the Chief.

The Department has accepted the challenges created by the 2015 SDSR, against a tough economic background and this Force stands fit and ready to play its part in shaping the way Defence operates in the future.

Our focus on being smarter in how we operate, getting the Force fit and ensuring that we use the resources we have more efficiently, to provide full value for money for the MOD, places us in the vanguard of the innovation and change that is sweeping through Defence.

“Both MDP and the Department will emerge from the SDSR stronger, more resilient and better-equipped to counter the terrorist threat to the nation’s safety,” he said.
The new Operational Policing Model…

**MDP is the second largest armed police force in the country, after the Metropolitan Police**

**“OUR ORGANISATIONAL DEVELOPMENT strategy will build that flexibility that we need to make the Operational Policing Model (OPM) work well,” ACC David Long explains.**

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... and a new CID: Specialist and Economic Crime Command

IN SUPPORT OF ITS CORE MISSION – nuclear security – MDP has a strong critical intelligence-gathering and analysis capability which has proved particularly effective in identifying threats against fixed nuclear sites and nuclear convoy operations.

Assistant Chief Constable David Allard argues that, in the same way, MDP has a respected capability in tackling fraud, economic crime, and the theft of other sensitive defence assets. The Defence Audit Board (DAB) has recognised the role MDP plays, as the only MOD organisation able to recover stolen assets and cash, and as uniquely placed to establish the operational impact arising from acts of serious criminality (eg the supply of defective equipment through fraud).

“Our Criminal Investigation Department is demonstrably effective,” says David Allard, “but it is of course now much reduced, since the downsizing of the Force. When I look at the growing volume of suspected criminality, I think the time has come to ask whether this investigative resource should be reviewed.

“If Defence priorities allow, MDP will be proposing to deploy a further cadre of detectives to this area and we estimate that, when trained and deployed, the enlarged team would enhance financial recoveries (proceeds of crime) significantly year on year.

“The additional officers would be made available without additional budget, through the efficiencies we estimate arising from the OPM and related reforms” added Mr Allard.

“An enlarged MDP Crime Command could also have a pivotal role in fighting cyber crime,” he suggests. “SDSR 2010 identified cybercrime as a Tier One risk, alongside terrorism, international military crises and major accidents and natural hazards. MDP are now reviewing where we might offer best value to those who lead on cybercrime in Defence, through use of full police powers, including powers of seizure and entry, criminal investigation, proactive investigation and interrogation of specific websites, integrity testing and prevention strategies.”

“Crime attacks Defence assets and Defence capability. It hampers the military from equipping reliably, it causes cost overruns from replacing kit, and it risks the leaking of weaponry or munitions into the criminal fraternity, I think it makes good business sense to review how these risks are currently managed to see if MDP can do more,” concluded ACC Allard.

Following the retirements of Deputy Chief Constable Gerry McAusley, ACC John Fletcher and Head of Corporate Services David King earlier this year, the MDP Management Board has welcomed some new and familiar faces.

Joining as the new Deputy is Andy Adams, formerly with the Hertfordshire and Essex forces, whilst the post of Head of Corporate Services has been filled by Justin Oliver, latterly based with the Head Office and Corporate Services team at Main Building, but before that serving as the MDP’s Head of Finance for a number of years.

ACC David Allard reverts from his stint as Temporary DCC to re-take command of the Operations brief, whilst T/ACC David Long continues in his Organisational Development and Change role and T/ACC Paul McLaughlin has the Operation Support portfolio.

There have also been a number of changes to the Force’s governing body, the Police Committee, as explained here by its Chair, Karen Feather:

The independent members of the MOD Police bring a wealth of experience and background in policing governance, leadership, operational policing, legal matters, standards, business, as well as understanding of the factors that create successful transformational change in organisations. Working together they are able to enhance the Committee’s ability to provide effective oversight of MDP for the Secretary of State.

The current independent membership of the Committee is as follows:

David Riddle was appointed as the first independent chair of the MDP Police Committee in October 2007. He was formerly the Deputy Chief Executive of the Metropolitan Police Service and Clerk to the British Transport Police. David leads on strategic matters, including MDP transformation, critical national infrastructure, work with the Civil Nuclear Constabulary and the Emergency Services Network, senior officer appointments, Scotland, crime (including the Anti-Fraud and Loss Unit) and liaison with Police and Crime Commissioners and non-Home Office police authority chairs.

Sir Hugh Orde joined the Committee in January 2015 after he stood down as the President of the Association of Chief Police Officers. Sir Hugh is the Committee’s lead on operational policing matters, including nuclear and marine policing, firearms, firearms command and control, public order and the new operational policing model.

Len Jackson was appointed in October 2013. As a former Chair of the Independent Police Complaints Commission (IPCC) he is well placed to feed for the Committee on professional standards. He was also invited to head up the team that did the Review of Culture and Security Responsibilities last year.

Len’s responsibilities include leading on standards and complaints, business interests, recruit and operational training, leadership development, and the Organisational Development strategy.

Anne McMeel who was a former Director of Resources at the Metropolitan Police Service, joined the Committee in October 2014. Anne leads on value for money, efficiency and effectiveness and has established close links with the Corporate Services Department. She is also the Committee’s representative on the Diversity Board.

SUB-COMMITTEES

Sub-Committee for Performance and Risk Management comprises David Riddle (Chair), Sir Hugh Orde and Anne McMeel and meets each quarter.

Sub-Committee for Complaints and Misconduct comprises David Riddle (Chair), Sir Hugh Orde and Len Jackson and meets as required to specifically consider any matters raised against MDP chief officers.

CONTINUED ON PAGE 29...
EXCELLENCE in Head Office and Corporate Services activity has been honoured at a commendations award ceremony held in the Henry VIII Wine Cellar in London Main Building on Monday 14 September.

The HOCS Commendation Scheme 2015 awards were presented by Jonathan Slater, the then DG Head Office and Commissioning Services, to 13 nominated individuals and teams who were judged to represent the best of HOCs work.

Three of those whose work was being recognised were from the Ministry of Defence Police: Insp Peter McDonald, Whitsall Deputy SPD, PC Claire Batt, of the MDP’s Central Health and Sickness Team and DFP Welfare Officer and Lucy Selkirk, HR Business Partner, embedded at MDP. The citations read as follows:

Inspir Peter McDonald

“As well as his operational role in overseeing the deployment of Ministry of Defence Police (MDP) officers delivering the armed policing and security of MOD Main Building, Inspector McDonald is a very busy planning officer.

“Last year he was the MDP planner for twenty two high-profile multi-agency operations within the Government Security Zone, ranging from military public events, ceremonial parades and the enduring armed deployment to provide protection to the Queen’s Life Guard at Horse Guards Parade.

“Thanks to his meticulous planning, commitment to task, understanding of customer needs and seamless liaison with our emergency services partners, all of these operations have run smoothly in the glare of the media spotlight and in the presence of many high profile public figures, including the Royal Family.”

PC Claire Batt

“This Commendation (is) in recognition of her outstanding professional contribution whilst working as a dedicated Defence Police Federation Welfare officer during the MDP post mapping and redeployment activity. Claire managed multiple cases at pace and provided much needed support to affected officers, their families and line managers.

“Claire’s continued handling of sickness and capability issues within the MDP displayed consistent enthusiasm and commitment. Her leadership has resulted in the establishment of a strong collaborative relationship being developed with DBS, line managers and affected officers, which is helping to reduce sickness and capability issues within the MDP”

Lucy Selkirk

“This is in recognition of her significant personal contribution to raising health/fitness/wellbeing amongst staff employed in the Ministry of Defence Police. This was achieved by her personally leading and encouraging volunteers/teams in MDP to participate in an online wellbeing programme.

“This initiative has been so well received that the scheme is also being rolled out in other MCD business units. Lucy showed great insight into what was required to win hearts and minds of those concerned and her endeavours have helped the MDP and others to raise awareness of the benefits of a healthier/litter workforce.”

Speaking at the event, Jonathan Slater said:

“What a fantastically wide variety of jobs people do in Defence and you do them all with energy and commitment: It is important that people get thanks.

“With my colleagues, I read all sorts of nominations from right across HOCS – we had a lot of great ideas and nominations to consider but these were the ones that we agreed were where people had gone the extra mile: I am delighted to be able to thank you for your work – both civil servants and military.”

A total of 35 nominations were submitted, representing military and civilian personnel and members of the Ministry of Defence Police. The nominations were evaluated by a panel against the following criteria:

- Commitment or contribution to Defence
- Going above and beyond
- Innovation
- Leadership
- Business Improvement

Commitment rewarded at 2015 HOCs awards …

Diversity and community engagement recognised

CHIEF CONSTABLE ALF HITCHCOCK visited RAF Menwith Hill on the 26 August, the same date that the US recognises as Women’s Equality Day, commemorating American women achieving full voting rights under the US constitution.

The Diversity Council at RAF Menwith Hill celebrated the occurrence with a tea and coffee morning, attended by members of the local and station communities.

Guest speakers from different generations and from both the US and UK backgrounds shared their experiences of equality. This was followed by a film which showed how equality issues are dealt with in other parts of the world, to highlight how it is an ongoing struggle in some cultures.

As part of the celebration, the station Base Youth Programme invited the Chief – who is also the national police lead on diversity and inclusion – to join the Menwith Hill Station Command Team at the on-site school, where he joined in a debate about equality issues relevant to them.

He discussed topics with the youth members, ranging from different types of uniform for boys and girls, how female sports stars are generally paid differently to male equivalents and why terms like ‘try like a girl’ and ‘throw like a girl’ are still used.

The debate was very engaging and brought some interesting thoughts from the group.

The Chief took the opportunity to mark the occasion by recognising PC Lynne Bennett for the work she has done in the community at Menwith Hill, work which has included helping to settle US families into the local community in North Yorkshire, the provision of initiatives such as the DARE programme (drug awareness education) and ‘Crucial Crew’ – a safety education programme for young people, presenting Lynne with a Chief Constable’s commendation.

Left to right: Sgt Chris Yeates (SPO MHS), Matthew Armstrong (US Hd Security MHS), Natalie Lang (Director MHS), PC Lynne Bennett, Chief Constable Alf Hitchcock

Director of RAF Menwith Hill Station, Natalie Lang, pictured with MDP Chief Constable with one of the new vehicles supplied by the US Vasing Forces, left with the Force Mission Statement
“IT IS UNARGUABLE that fitness and good health are inextricably linked to the well-being of officers, and thereby to our operational capability to deliver for the MOD”
says Chief Constable Alf Hitchcock.

In the Spring edition of our Talk Through magazine, I said that our capability to deliver is a key factor in the role 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.

“Well, the time for action has now come. We are adopting a fitness testing regime which will support the MOD Requirement and thereby the future of the Force, and it will be officially introduced, pending the outcome of TACOS and further negotiations.

“Many employers, including the Armed Forces and the wider police service, have mandatory physical fitness standards and tests. These give confidence in their capability and their capacity to do the job, and they help and encourage a healthy and fitness lifestyle. In my view, the MOD duty of care to officers and to those they serve requires these standards and tests to be introduced.”

MDP Fitness Adviser Alyn Rourke takes up the story: “The Institute for Naval Medicine (INM), who have carried out the assessments for us, to help us decide what regime to adopt, are a recognised authority on fitness standards and tests. When we commissioned them to undertake research and make recommendations for the way ahead, we knew they would do a good job and they have. Their conclusions after detailed research, trials, tests and examination of the scientific literature, support their recommendations which we have accepted.

“The INM studied a number of critically demanding job-related scenarios and trialled and tested a representative set of volunteers from the MDP, to assess the physical demands of Personal Safety Training and the ‘open area search cover and move’ scenario most representative of armed duties.

They undertook detailed scientific work to the appropriate standards, taking account of widely accepted best practice. Their research papers included an MDP role-specific physical fitness standard. They also looked at other possible fitness test regimes, which included a number of aerobic fitness tests, such as the Multi Stage Fitness Test (MSFT), the so-called ‘bleep’ test”) and the Chester Treadmill test. The wider police service use the 15 m MSFT and are considering the Chester Treadmill as an alternative.”

THE BACKGROUND

The MDP has never had a mechanism to verify that the personnel selected, trained, and retained throughout their careers have the physical capability to undertake the physical demands of the job. This is problematic as there is a specified MOD requirement (JSP 440) which articulates that the MDP must demonstrate a level of physical fitness in order to satisfy the Duty Holder that they are able to function operationally with a firearm.

The INM is also subject to review by external agencies such as HM Inspector of Constabulary and the College of Policing. The latter provides a firearms licence to the MDP and for retention of that licence requires agreed occupational and acceptable fitness standards (helpful also for inter-operability between MDP and other Forces).

The INM provided detailed and scientific results and conclusions to the MDP in March 2015 and that data was shared with the Defence Police Federation. The main conclusion was:

For pre 2014 contracted officers, the INM recommend that MDP should NOT automatically adopt the Home Office Police fitness standard policy, which calls for a Multi Stage Fitness Test (MSFT) or ‘bleep’ test at 5.4 for Personal Safety Training and 7.6 for armed officers, but should adopt THEIR OWN physical fitness standard based upon the INM research.

The INM recommendation equates to 5.7 on the 5 m MSFT/bleep. This standard represented the average performance of the MDP officers in the research trials.

For post 2014 officers the standard is currently under review, as per their contracts, and will be promulgated under a FOSN if amended. This review is to give consideration to the merits of realignment with CDP policy and to aid mutual working and interoperability.

AFFECTED OFFICERS

The fitness standard will apply to all officers unless physical illness, condition or disability requires an exemption, or ‘reasonable adjustment’ that waives and/or defers the test. Officers recruited post 2014 are to be tested at the standard dictated by current applicable FOSN, as per their contract. Officers volunteering for more demanding specialist roles (such as the TSG) will continue to take the required voluntary fitness test applicable to those roles.

DEGREE OF CHALLENGE

The INM expect the fitness standard will be rather more challenging for female and older officers than younger and male officers (but how much and whether or not it is an issue, depends on individual relative fitness). The INM research suggests that the majority of officers will pass. For those who fail the test there will be opportunities to re-take the test (the College of Policing guidance suggests a minimum of three attempts) and remedial training and support for officers to get to the standard (which represents the challenge that the role will provide).

RECOMMENDATIONS

The INM recommends that MDP is prepared for the introduction of the fitness regime, considers the risks and issues, and accepts the challenges that will arise for some officers and supports them in addressing their fitness, health and weight management. The INM also recommends that the MDP has a clear management and fitness testing phase that carries no employment consequence. This will allow the MDP to continue to test the fitness test so that the use of the test can be assessed on females and ageing personnel can be accurately quantified, which will inform subsequent fitness testing policy decisions.

OCCUPATIONAL FITNESS TEST OPTIONS

OCCUPATIONAL FITNESS TEST OPTIONS

The INM concludes after review that a number of aerobic fitness tests were acceptable for use by the MDP, albeit each has different characteristics and advantages. These were the MSFT/bleep test over 15 or 20 metre stages, two Run tests (12 minute and 2.4 km), the Rockport Walk and the Chester Treadmill Tests.

The recommended tests

The INM recommended all of the five tests for the MDP, allowing the Force to choose. The MDP intends to adopt initially one test, the MSFT/bleep 15 metre run, which is a multi stage fitness test in which participants have to run a series of 15 metres lengths, turning and returning on a ‘bleep’ for yet another length of 15 metres, and repeating this to a gradually increasing pace. The recommended MDP standard can be viewed comparatively as follows:

Home Office PST Mandatory 5:4
Time: 3 minutes and 35 seconds
Distance: 525 metres

Home Office AFO 7:6
Time: 5 minutes and 19 seconds
Distance: 825 metres

INM recommended
MDP AFO at 5:7 MSFT
Time: 3 minutes and 52 seconds
Distance: 570 metres

The Alternative

Ocational Health can refer officers who might struggle on the tests required by the MSFT/bleep to the MDP alternative test of the Chester Treadmill. With this test officers would walk on a gradually increasing 3% incline on a treadmill, for a total duration of 10 minutes walking at a constant 3.79 miles per hour (6.1 kph) over a distance of 0.63 miles.

Other INM recommendations

The INM recommends that MDP supports officers who fail the tests, provides remedial training where needed and promotes and educates on physical activity, training, fitness, weight management and healthy lifestyles.

Implementation

The INM were not tasked with implementation but with providing robust advice on which basis the standard could be set and tests selected. It is for the Force to administer the tests to the selected standard and deal with the issues that may arise for some officers.

MDP however welcomes guidance from the INM.

Initial implementation

The INM recommend that the MDP has a phased introduction of the physical fitness standard and tests. During this initial period all officers would undertake the tests. Their overall results would be monitored. Each officer failing the test would be given help and support and occupational health advice and encouragement to address their fitness. Consistent with a ‘no consequence’ approach to this initial phase, officers will not be removed from armed duties for failing the test, unless significant health or capability issues warrant (as now, this would be a judgment for supervisors).

They would however be encouraged and supported to address their health, weight and/or fitness issues.

CONTINUED...
FIGHTING FIT

Implementation next steps
The INM advise that it should be usual practice to move to a mandatory ‘with consequence’ approach, as for most schemes, after a suitable period of time. The details should be consulted upon with the Defence Police Federation but as per the wider police service, a ‘with consequence’ regime would apply after 12 months. There would be opportunities to re-take the tests and support for officers to help provide them with an alternative post, opportunities elsewhere or a dignified exit, with remedial training and/or occupational health to enable a return to full duties.

Chief Constable Alf Hitchcock
“The MDP has a duty to ensure that its officers can successfully perform their duties to an acceptable standard, that they are trained, fit and able to carry out their duties. Customer confidence, firearms licensing and wider inter-operability all require us to introduce a physical fitness standard and fitness tests that reflect the demands of the job.

‘INM have presented occupational fitness standard options with ‘a modest and attainable degree of physical challenge when compared to the level of aerobic function within the general population’.

‘Taking account of work for the Home Office on fitness tests, wider good practice and the scientific literature, INM presented fitness standard options of up to level 5.7 on the MSFT/bleep, which they support being applied, accompanied by a strong support regime to officers and a period of preparation before the fitness standard and tests are made mandatory with consequence.’

‘My Main Board colleagues and I have agreed with the Defence Police Federation that it will accept the INM recommendations, subject only to practicality and the views of others (such as the College of Policing) who would need to be content too. I can confirm that this position is unchanged, that it supports the conclusions of the INM and that I remain committed to early implementation and to providing continued support to officers on health, fitness and well being.’

Global Corporate Challenge
We did it!

At a special ceremony to mark the end of the 2015 Global Corporate Challenge ‘100-Day Journey Around The World’, it was announced that MDP is officially the most active Government organisation in the world!

Deputy Chief Constable Andy Adams receives the trophy for ‘Most Active Government Organisation in the World’ from GCC Account Director Rachel Tavener

Photograph by Neil Perry

This fantastic global achievement – one better than last year – was made possible by an average 16,982 daily steps for every individual in the Force who took part.

Deputy Chief Constable Andy Adams collected the award on behalf of MDP from GCC Account Director Rachel Tavener, commenting on how impressed he was by this result.

And Chief Constable Alf Hitchcock, when told of MDP’s world-beating efforts, said: “That’s fantastic news! Well done and what a superb effort from everybody involved.”

This year MDP also cracked the top 100 Most Active teams, with MDP Vulcan’s final position confirmed as number 84 – out of 44,633 teams globally – another excellent achievement.

The team’s daily step average was 30,553. Their team award and certificates are being presented to them locally.

HEADLINE RESULTS

91% of MDP participants hit 10,000 steps daily (24% pre-GCC)
54% are now more aware of what they eat
76% of those who tracked their weight have lost weight
60% now meet the recommended amount of sleep (43% pre-GCC)
66% report reduced stress levels at home and/or work
68% report increased productivity or concentration

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Most Improved MDP Individuals

<table>
<thead>
<tr>
<th>Rank</th>
<th>Top Individuals</th>
<th>Team Name</th>
<th>Distance travelled (km)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Chris Yates</td>
<td>Finlinson’s Finest</td>
<td>10,717</td>
</tr>
<tr>
<td>2</td>
<td>Alyn Rouke</td>
<td>288 Zones</td>
<td>10,562</td>
</tr>
<tr>
<td>3</td>
<td>Alex Whitehorn</td>
<td>CNI Bacton</td>
<td>9,780</td>
</tr>
<tr>
<td>4</td>
<td>Pauline Wilkeson</td>
<td>Farford</td>
<td>9,593</td>
</tr>
<tr>
<td>5</td>
<td>Roger Griffiths</td>
<td>Marks, Get Set, Go!</td>
<td>9,593</td>
</tr>
<tr>
<td>6</td>
<td>George Hurry</td>
<td>Portsmouth</td>
<td>9,093</td>
</tr>
<tr>
<td>7</td>
<td>Nathaniel Gabriel-Lovell</td>
<td>Old Library Crew</td>
<td>8,667</td>
</tr>
<tr>
<td>8</td>
<td>John Ogg</td>
<td>OSU North (B)</td>
<td>8,582</td>
</tr>
<tr>
<td>9</td>
<td>Simon Munro</td>
<td>ODC past and present</td>
<td>8,582</td>
</tr>
<tr>
<td>10</td>
<td>David Friend</td>
<td>HMNB Devonport</td>
<td>8,432</td>
</tr>
</tbody>
</table>

Distance travelled is cumulative since the beginning of the event.

Most Active MDP Teams

<table>
<thead>
<tr>
<th>Rank</th>
<th>Top teams</th>
<th>Distance travelled (km)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Vulcan</td>
<td>13,688</td>
</tr>
<tr>
<td>2</td>
<td>Finlinson’s Finest</td>
<td>13,195</td>
</tr>
<tr>
<td>3</td>
<td>ODC past and present</td>
<td>11,061</td>
</tr>
<tr>
<td>4</td>
<td>FBI</td>
<td>10,777</td>
</tr>
<tr>
<td>5</td>
<td>Garlogie’s Pathfinders</td>
<td>9,857</td>
</tr>
<tr>
<td>5</td>
<td>The Allan Hughes Septet</td>
<td>9,780</td>
</tr>
<tr>
<td>7</td>
<td>Top of the Ops</td>
<td>9,608</td>
</tr>
<tr>
<td>8</td>
<td>Aspirations</td>
<td>9,093</td>
</tr>
<tr>
<td>9</td>
<td>Loose Change</td>
<td>8,839</td>
</tr>
<tr>
<td>10</td>
<td>Andy’s MDP Sinners</td>
<td>8,667</td>
</tr>
</tbody>
</table>

Distance travelled is cumulative since the beginning of the event.

SHARING WHAT WE’VE LEARNED FROM GCC NUTRITION

Before GCC started participants were asked to complete a questionnaire asking a wide range of questions about everything from sleep quality to awareness of blood pressure. Out of the questionnaire we have received a ‘base line’ report to show where we’ve started from before taking part in GCC.

This report has highlighted some interesting findings:

- 59% of participants had low/poor awareness of portion size
- 21% of participants said their reason for joining GCC was to lose weight
- 76% of participants are using the GCC weight tracker
- Imagine if these findings were reflected across the Force? Wouldn’t it be great to share the advice from GCC as broadly as possible to improve everybody’s understanding of nutrition?
- If you would like further information on healthy eating, nutrition and ideas of how to get your 5 a day you can find it at: www.nhs.uk/live-well/healthy-eating or for those with access to the MOD Intranet there is more information on the Defence Nutrition Advisory Service pages, as well as on the Fitness, Health and Wellbeing pages on MOSS.

At the end of the 100-day journey we received a new report to show progress and what people had learnt.

- 34% of participants had an increased awareness of what they eat
- Between the people who tracked their weight they had collectively lost 563 kg
- 91% of our participants are now aware, very aware or highly aware of their physical activity levels vs 56% pre-GCC (GCC benchmark 78%)
- 82% of our participants reported that their increased activity levels had become a habit (GCC benchmark 75%)
- 82% of our participants reported that GCC had helped them take more personal accountability for their own health (GCC benchmark 76%)

GCCC CONTINUES...

For those taking part don’t forget the elements featured in the GCC poster above are still available.

There will also be future challenges so keep your email addresses up to date on the GCC website to ensure you continue receiving the latest news and advice.

If you are interested in taking part in the next challenge starting in May 2016 we will be coming out to ask for new participants in February/March, alternatively email lucy.xelkir@100m.mod.uk to register your interest now.

I hadn’t particularly heard of GCC in 2014 and when Portsmouth said about setting up a team I thought “Oh I’ll do it” without giving it much more thought than that. Around the same time Portsmouth were also taking part in the Occupational Health pilot for annual medicals. I had my appointment and within the advisory part of the medical the nurse flagged up that my BMI was high and I should try to lower it.

I’ve always thought of myself as quite fit and healthy but I realised that since having my daughter three years ago my priorities had shifted from fitness and the weight had crept on. I decided to really give GCC a go and bought a new bike, to save my knees from the impact of lots of running.

I’ve been using the GCC weight tracker and personally within the 100-day challenge I’ve lost three stones. I started cycling to work each day, then added more miles on as I got back into exercise. This was great as I was getting my exercise without eating into family time.

I’m now taking part in organised events where I’ve been able to track my progress, including the South Downs 100 when I cycled 100 miles, and I’m also just about to run a 10 mile event too.

As I’ve got fitter I’ve found I recover more quickly from my big events or longer training sessions. I’m sleeping better and my wife has said I don’t snore anymore! I put this down to losing weight and being more active, I’m tired so I sleep well.

Since finishing the 100-day journey I’ve been to my GP for a free health check and they’ve confirmed my cholesterol level has reduced.

So, all in all, I’d say the annual medical advice and GCC together gave me the motivation and support to take action about my weight and BMI and get back into physical activity which I’m really enjoying. I also completed the MSFT to level 5.7 which I might not have been able to do before.

Guy Hibbert collects the shield for Most Improved Team (MDP Portsmouth Perambulators)

GCC – INTERVIEW WITH GUY HIBBERT

Guy was part of the MDP Portsmouth Perambulators team who were MDP’s Most Improved team for the 100-day challenge. This is Guy’s GCC story.

Guy Hibbert talks about his personal fitness journey and how the GCC challenge helped him lose weight and improve his overall health.

“I hadn’t particularly heard of GCC in 2014 and when Portsmouth said about setting up a team I thought “Oh I’ll do it” without giving it much more thought than that. Around the same time Portsmouth were also taking part in the Occupational Health pilot for annual medicals. I had my appointment and within the advisory part of the medical the nurse flagged up that my BMI was high and I should try to lower it.

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ON 19th MAY 2015, at Worcester Crown Court, Sidney Nicholls – general manager at a former MOD sub-contractor (UKBF Recycling) – was sentenced to three years for selling surplus military body armour and helmets to the Jordanian Armed Forces instead of disposing of the equipment in a proper fashion, as his company was contractually obliged to do.

After a guilty plea, and no previous convictions, Nicholls will serve two years.

Detective Chief Inspector Paul Niven said:

This was an important investigation. The MOD places a good deal of trust in its contractors, and must be able to rely upon them to handle sensitive military equipment in a proper and responsible manner. The success of this case has undoubtedly raised the profile of MDP CID within DE&S. 9

Body armour is issued to all Service personnel prior to deployment on operations. UK body armour is at the forefront of fragmentation and ballistic technology, there is no more capable body armour in service anywhere in the world.

In early 2013, acting on information, MDP executed a warrant at the premises of UKBF Recycling, and seized a quantity of body armour and ballistic helmets.

Further inquiries identified that a large shipment of similar material had, without the the MOD’s knowledge, been dispatched from UKBF destined for the Jordanian Armed Forces.

With the assistance of the shipping company Maersk, MDP detectives arranged for this shipment to be returned to the port of Felixstowe where it was seized.

When the cargo, in the form of 17 x 40ft shipping containers, was examined at a secure compound in Bicester, it was identified that the property contained body armour protection plates which were still serviceable equipment and therefore not suitable to be passed to a foreign army.

Their value was estimated at £160k and they were returned to MOD stock. The MOD Ballistic Protection IPT was informed and they began their own internal enquiries.

In May 2013 the general manager at UKBF Recycling was arrested, together with a business associate. They were both interviewed and bailed and in May 2014 Sidney Nicholls, the company’s general manager, was charged with fraud, theft and offences under the Proceeds of Crime Act.

The case was remitted to Worcester Crown Court, where a plea and case management hearing (PCMH) took place on 15th September 2014. Trial was fixed for 11th May 2015.

In the course of the investigation, the Jordanian military attaches in London were co-operative in aiding MDP detectives in their task of finding out what the Jordanian Armed Forces were told about the shipment they had bought.

There is no suggestion of any impropriety on the part of the Jordanian authorities.
Background

THE CREATION OF THE OD STRATEGY is a fundamental building block in the delivery of our considered responses and ongoing learning from the following:

- MDP MySay Survey (2014)
- Recommendations made by the Police Committee in the review of MOD Police Cultural and Security Capabilities (February 2015)
- Recommendations made by the Metropolitan Police (DPG SO6) Peer Review (February 2015)
- CPNI Secure 3 business tool – Divisional analysis (March 2015)
- VCDS – Key future opportunity themes (February 2015)
- Defence Organisational Learning Strategy (DOLS) (February 2015)

Outputs of our OD Strategy

OUR ASPIRATION is to develop organisational capacity and capability to enable us to adapt in a professional timely manner to any internal and external challenges/change requirements.

- The use of OD activity can achieve this through:
  - Embedding the Force Purpose, Policing Style, Ethics and Decision Making Model
  - Development of a transformational leadership style
  - Involved and listening to staff in improving and developing new and innovative ways of working (continuous improvement)
  - Developing a positive and collective culture
  - Supporting a focus on strengthening relationships with Customers

Introduction

THE ORGANISATIONAL DEVELOPMENT (OD) STRATEGY is a planned, Force-wide effort to build an effective, adaptable and healthy organisation characterised by learning, innovation, improvement and self renewal.

This will put MDP in a great position to react strategically when facing changes or challenges. It will be central to managing change and thereby moving the MDP forward in a systematic way. This will be achieved by the use of appropriate OD theory and practice to:

- Provide support to our senior leaders and assist them to take a broader perspective on aligning people, strategy and processes
- Examine current business and operational matters which may currently be impacted by organisational/structural issues

OD is a People and Problem centred activity. OD will give the Force the deep organisational insight that is required to fulfill and achieve quality business outputs for our Customers and maximise the potential of our most important resource – our staff.

It reflects a belief in our people and the importance of their genuine involvement in the decisions and actions that impact on the future of the organisation. In this way OD becomes the responsibility of everyone in the Force and this strategy reflects that joint ownership.

We therefore all have a part to play and staff are encouraged to participate in making personal contributions to OD activities.

The MDP Organisational Development Strategy will demonstrate the Force is an organisation that listens to its staff and customers, one which constantly learns and is taking positive action demonstrating a continuous improvement approach.

Core Principles underpinning our OD Strategy

IN ORDER to deliver this strategy effectively, the following core principles will be utilised:

Systemic
- The organisation will be viewed as a whole system acknowledging that changes in one area of the organisation are likely to lead to changes in other areas.

Participative
- Recognising and valuing the contributions that staff, Customers and other stakeholders can make and providing opportunities that will allow them to contribute to Force initiatives.

Diagnostic
- Quantitative and qualitative data and information will be gathered to inform decisions when working with business issues or identified problems.

Reflective
- Learning from one area will be shared with the wider Force to reinforce the importance of continuous improvement and organisational learning.

This strategy will be supported by an implementation plan detailing specific initiatives and projects. The implementation plan will be a living document and be updated to reflect any changing needs of the organisation.
Our Purpose and Policing Style

It is essential that we embed ‘Our Purpose and Policing Style’ within all of our business and working practices. By engaging with our staff and empowering them with the tools to work ethically and make sound decisions, we will ensure the delivery of a highly effective service which achieves our Customer requirements.

Leadership and Management

To ensure that strategic leadership is clear and is underpinned by appropriately trained managers who will support the embedding of all change activity across the Force.

Staff Engagement and Communications

There is a need to engage with staff to ensure everyone is contributing to the achievement of ‘Our Purpose’. Routinely seeking and obtaining the views of our Customers is an important part of this engagement process.

Organisational Learning

To ensure we are fit for the future we need to encourage a positive working culture that aids the success of the Force. This includes the development of non-bureaucratic systems for capturing and sharing of both organisational learning and outcomes of exercising regimes.

Performance Enhancement

Force performance can be enhanced at both an individual and organisation wide level. This will require creativity and innovation in all areas of the business. By formally recognising the contributions that staff make, we will value their efforts and show how they help the Force achieve the Policing Plan objectives.

Workforce Planning

Collecting and analysing workforce data, being aware of future promotion and skills gaps and taking early action will ensure we identify, harness and retain people with the skills and potential to move the MDP forward.
Leadership and Management

THE FORCE recognises the vital role that leaders play in achieving our core purpose of delivering high quality unique specialist policing. We need all of our managers to actively demonstrate our style through their leadership.

This will be achieved through all leaders behaving authentically and consistently in a manner that both supports and motivates our employees and drives forward by taking responsibility for continuous improvement through innovation and vision.

What we need to focus on

- Developing a new MDP Operational Policing Model that will give leaders more flexibility in deploying resources
- Analysing the outcomes of the TNA and ensure training matches MDP needs
- Using coaching and mentoring programmes to aid development of staff and create a culture of continuous learning and improvement
- Build upon highlighted stations recognised for consistent ‘good’ leadership behaviours for the wider learning of the Force

Current Position

The following activities have been offered under Leadership and Management development:

- Inspectors/Sergeants Preceptive Leadership and Management course (OCC)
- Ch Inspectors Leadership course (Shrivenham)
- Ch Supt Strategic Command Course (Bramshill)
- Lateral career development opportunities advertised Force-wide
- Commencement of a Force Training Needs Analysis (TNA)

Areas to be addressed in 2015/16

- Creation of a Force Internal and external Communications Plan
- Conclude actions from 2014 staff survey and develop 2015 survey
- Management Board members to formulate and agree an internal visits programme and development of an ‘Our Story’ key messages framework
- Opportunities to proactively engage with key customers of all levels
- Develop and roll out MDP Mediation Scheme
- Conclusion of TACOS review and communication of outcomes with staff

Current Position

- Results of MDP MySay staff survey have been shared with staff and are now being actioned
- Received recommendations and outcomes from external reviews
- Introduction of MDP CC Blog
- Increased numbers of work based disputes
- TACOS not concluded and causing unease amongst staff

What we need to focus on

- Develop an internal and external Communications plan
- Implementing changes from the 2014 staff survey, preparing for 2015 survey
- Develop quicker and more consistent briefing methods and increase visibility of senior leaders
- Developing stronger communications links with Customers
- Being more inclusive with our staff and creating a harmonious work environment
- Drawing the TACOS review to a conclusion and removing uncertainty for staff

Staff Engagement and Communications

ENGAGED STAFF perform better, provide greater Customer service, achieve better results, are more creative and are less likely to leave. We want our staff to have a positive attitude towards the organisation by developing a personal vested interest in the success of the Force as a whole.

This Staff Engagement and Communications strand will build a solid base for ensuring that staff, Customers and stakeholders know that they are listened to, that their opinions count thereby assisting the Force in achieving ‘Our Purpose’.
Organisational Learning

A HEALTHY organisation ensures that it learns from mistakes and nurtures and shares good practice and success.

In line with the MOD Defence Organisational Learning Strategy (DOLS) we want to make sure lessons are learnt from any Force events or activities. MDP are generally good at sharing learning at a local level from operational events and exercises. However it is important that we identify and share more widely across the Force; testing and analysing new ways of working to enhance individual and organisational learning to ensure continuous improvement.

What we need to focus on

- Embedding a learning culture and the delivery of a readily accessible learning/sharing electronic portal
- Induction and briefing standards and templates for new staff and during lateral movement
- Analysis and use of new shift patterns
- Ensuring that the Force exercising regime includes roles at static positions
- Wider use of internal quality assurance methods to check and improve service delivery with learning outcomes shared
- Invest in our permanent managers and reduce the numbers of temporary managers

Performance Enhancement

IDENTIFYING and developing areas where performance can be enhanced at both an individual and at an organisational level is central to the continued success of the Force.

This will be achieved by the use of new and innovative ways of deploying operational officers and enhancing our use of surge capabilities, tackling sickness and capability issues and valuing and recognising staff contributions.

Current Position

- New Operational Policing Model being developed
- Surge capability transferred to the Divisional Operations Portfolio
- Activity addressing high levels of sickness and operational capability of the workforce
- Limited recognition of staff contributions to Force Objectives
- New HFI Team formed

What we need to focus on

- The use and roll out of the new Operational Policing Model
- Develop use of surge capacity to provide sufficient flexibility for internal support and response to wider MOD requirements
- Continuing work in relation to addressing sickness and capability issues
- Providing local and Force wide schemes to recognise staff contributions
- Identify current and future areas for HFI activity

Areas to be addressed in 2015/16

- Introducing the new Operational Policing Model
- Consideration of the use of surge capacity to support force commitments and wider MOD requirements
- Identify operational priorities for HFI team activity
- Responding to MOD requirements in areas such as Cyber Crime and Overseas Policing
- Development of formal Staff Recognition schemes for use at a local and national level
- Supporting the existing and ongoing work-streams in relation to sickness and capability
Workforce Planning

**Current Position**
- Capturing workforce data, current numbers and exits, break down of ranks, age demographics, gender, and promotion gaps
- Some analysis of trends
- Limited opportunities for promotion and career advancement
- Under utilised PDR system
- Old Competency framework being used
- Limited bespoke Occupational Health and Wellbeing support has been highlighted

**What we need to focus on**
- Regular collation and updating of workforce data to analyse trends and future skills gaps
- Introducing revised promotion processes for Sergeant and Inspector
- Career development
- Talent management and Succession planning initiatives
- Reviewing PDR to ensure it is used to capture information to work with the above initiatives
- Adopting new Police competency framework
- Ensuring that Role Profiles are updated
- Use of bespoke MDP Occupational Health and Wellbeing services

**Areas to be addressed in 2015/16**
- Publication of a quarterly Workforce Plan for use by MB
- Development of processes to cover:
  - Promotion methods for Sergeant and Inspector ranks
  - Career development, Talent management and Succession Planning
- Linking the PDR to other work force planning processes
- Reviewing and updating all Role Profiles
- Introduction of the Police Professional Framework (PPF)
- Development of work to gain bespoke in-house Occupational Health and Wellbeing services and strengthened support from DBS to aid sickness, capability and fitness work strands

**Key Strategy Themes... leading to changes in the Organisational Culture**

- **Our Purpose and Policing Style**
  - Engage with staff to reinforce the strategic message
  - Ensure Purpose and Style is embedded and used as part of Force’s common language
  - Identify ways to monitor and share the practical use of our Purpose and Style
  - Update Force branding and image

- **Leadership and Management**
  - Develop MDP Operational Policing Model
  - Conclude Training Needs Analysis
  - Creation of a leadership management developmental framework
  - Develop coaching and mentoring schemes
  - Develop ‘good’ station leadership model

- **Staff Engagement and Communications**
  - Internal and external Communications Plan
  - Implement actions from staff surveys and plan for 2015 survey
  - MB visits programme and development of ‘Our Story’ key messages
  - Proactive engagement with Customers
  - Implement MDP Mediation scheme
  - Conclude TACOS review and communicate outcomes

- **Organisational Learning**
  - Develop MDP work strands and sharing of Defence Joint Knowledge Portals and Defence Knowledge Wiki and Management Toolkit
  - Assessing impact of new shift pattern prior to roll out
  - Inclusion of static posts to the Force Exercise Regime
  - Using HQ Operational Assurance Team to routinely check and refine service delivery
  - Reduce number of staff on TMP

- **Performance Enhancement**
  - Introduce new Operational Policing model
  - Develop use of Surge
  - Continued monitoring, intervention and support to Sickness and Capability issues
  - Introduce a Staff Recognition scheme
  - Identify Ops priorities for HFI team
  - Responding to MOD requirements – Cyber Crime and Overseas Policing

- **Workforce Planning**
  - Publication of a quarterly Workforce Plan for use by MB
  - Develop processes to cover promotion methods for Sergt and Inspr ranks, career development, talent management and succession planning
  - Linking PDR to other workforce planning processes
  - Update role profiles and introduce PPF
  - Develop in-house OcC Health and Well Being services
Organisational Development Strategy 2015-2016

Monitoring and Review
Yearly action plans will accompany this strategy with each theme being led by a nominated MB executive. The OD Team will coordinate the work of the OD strategy and it will be reviewed using the existing performance monitoring procedures.

Acknowledgements
London South Bank University – for guidance and peer support.

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has been described as the Home Office Modernisation Programme, and where those things appear beneficial to us as an organisation we’ve then tried to incorporate them.

“However, as I have said previously, the future MDP TACOS proposal has to be achieved within the agreed Force budget.

“The package of measures that forms the TACOS offer was designed to make the Force as operationally capable as we can be, because that provides us with a long-term future within the MOD, to re-shape the way the organisation works and most importantly to give officers clarity in their terms and conditions for the foreseeable future.

“I wrote to all officers in July setting out my views on each element of the initial TACOS offer and why the proposition has been designed as it is, to help officers understand what is in there and why and why the rationale behind it.

“The NOMP has been well-received by key stakeholders including, importantly, the MOD Police Committee and we are now working on the detail of a roll-out plan to be implemented as soon as possible.”

**CURRENT ISSUES … AND FUTURE SAVINGS**

**SENIOR LEADERS’ BRIEFING**

Plans for the usual Senior Leaders’ Spring Conference had to be put on hold because of a lack of affordable accommodation.

The Chief explains: “This meant that rather than have a conference we had a briefing event for Superintendents, whose role, following this was to ensure that this was cascade briefed to all officers and staff.

“Key to the briefings was the New Operational Policing Model (NOMP) and the potential organisational impact of that, as well as the Organisational Development Strategy (enclosed with this issue) and how we can provide a better workplace environment for our work force.

**THE FINANCIAL CONTEXT**

During the Senior Leaders’ Briefing, the Chief presented on the current and predicted financial situation for the Force.

“The operating context for the Force at the moment is as difficult as it has ever been,” he told Toll/Through.

“The terrorism threat is at a high level and likely to remain so for many years. The atrocities in Paris, Copenhagen and Tunisia have all helped to reinforce the threat which exists globally and which is undoubtedly present in the United Kingdom.

“Our role in protecting the nation’s people and assets has never been more vital for Defence and the other critical areas we provide services for. At the same time the security threat is at its highest, the financial situation and continued austerity measures provide an added dimension to the organisational challenge.

“This has included the MOD having to find cost reductions in year (2015-16) of an extra £1 billion and as a Force some of that saving has been passed our way to find. This requires us to use the very best of our operational skills to ensure that we continue to deliver the service and protect and secure with our policing skills our key people and locations.

“At the same time we need to be doing it radically differently in order to achieve all this within a reduced budget. Hence the need for an agile, flexible and capable police force and a different mind-set, as embodied in the New Operational Policing Model.

**NATIONAL RESILIENCE STRATEGY**

On the subject of our role within the UK’s homeland security response, the Chief said;

“Every member of the MOD Police will be aware that we are a vital component of the nation’s response to a firearms or other related terrorist attack in the UK. We are the second largest firearms capable police force after the Metropolitan Police. Therefore, any national response is predicated on not only the Home Office force being ready and capable, but also on us being able to mobilise rapidly in support.

“The Metropolitan Police has been at the forefront of Operation Strong Tower which had a scenario based on marauding terrorists armed with AK47 type weapons and how the Met and other emergency services would respond to that threat.

“MOD Police played an intrinsic part in providing support to Met colleagues in that exercise and plans are in place for us to be able to do it in response to a real incident should the worst happen.

“We have always been there to support Home Office forces when they needed us, for example providing officers during the 2011 riots in London, providing firearms and marine officers for G8 summits and providing firearms and marine officers most recently to the Nato summit. This is an important part of our role in being part of the national response, safeguarding the country,” he said.

**BOARD AND POLICE COMMITTEE CHANGES**

Continued from Page 5 …

Earlier this year the Police Committee presented the Defence Secretary with its Annual Report on the MOD Police for 2014-15. This confirmed that the MOD Police had delivered its policing services in accordance with the MOD Police Act 1987, and met the standard required of a police force.

It also recognised the considerable progress made over the last year, including reducing the number of officers on long-term sick, and the recruitment programme, which Committee members regard as a “once in a generation opportunity to transform the diversity and age profile of the Force”.

The members have been concerned for some time now about the high levels of overtime that some of the officers work to allow the MDP to meet its customers’ security requirements. This means that it is vital that the recruitment target for 2015-16 is met, and sickness and capability matters continue to be robustly addressed to alleviate the pressures on officers across the force, who have either worked considerable hours of overtime or taken up detached duties to assist other stations.

The Committee was disappointed that by the end of 2014-15 the MDP had failed to achieve their key priority for financial performance, because of the force’s overtime spend. They have pledged to work closely with the MDP to monitor the spend against the allocated budget to ensure that both financial and operational risk are understood and that appropriate action is taken to maintain effective financial control.

David Riddle has welcomed the progress that has been made by the force over 2014-15, but says the Committee is convinced that the pace of transformation needs to quicken in the year ahead.

He said: “As part of the Strategic Defence and Security Review the MOD will be focused on how to deliver security in a more effective and productive way without increasing the risk to the department. During 2015-16 it will be our responsibility to work with the Chief Constable and his senior team, as both advisers and critical friends, to ensure that the MDP is in the best possible position to compete for resources as an effective, specialist police force that can deliver better security effects and value for money to enhance its contribution to Defence.”

For further information on the MOD Police Committee please see: https://www.gov.uk/government/collections/mod-police-committee
Force attracts ... record-breakers

Among the new faces joining MDP during the recent recruitment campaign are two of Britain’s record-breaking athletes.

Rowers, Constable Helen Leigh, based at H.M.N.B. Clyde and championship runner and ex-Police Scotland transferee, Constable Glen Stewart, stationed at RNAD Coulport, have each blasted trails in their chosen sports and are now enjoying the new challenge of policing the Defence beat.

Helen was one of the five women who in 2012 smashed the world record for an all-female crew rowing across the Atlantic – clipping five days off the original 50-day record – at the same time collecting the record for being the first five-woman team to row across any ocean.

Glen ended a distinguished running career in 2006, after picking up 22 Scottish championships, as well as representing Scotland more than 50 times in world and European events and running in the 5000 and 10,000 metre races at the 2002 Commonwealth Games.

Also a runner in her younger days, Helen had been a competitive rower through university, continuing the sport at Agecroft Rowing Club, Manchester, after graduating.

She told TalkThrough: “At the Rowing Club, I met a 17-year-old girl who had got the record for being the youngest person to row the Atlantic. The second she told me what she had done, I thought if she can do that then so can I.”

“From that moment I started looking into it and it took two years from that seed being planted to finding a crew and getting to the start line. Along the way I got joined up with a group of girls who wanted to raise money for the charity Victims of Human Trafficking, so that gave the event a nice theme and I added the competitive element in wanting to go for the record.

“When I joined the crew, their aim was just to get across, but I thought if we are only going to do this once we might as well well try it and push for a speed record, so we went super lightweight, barely taking anything, apart from food and safety equipment.

“We were lucky with the weather, but our auto helm failed quite early on, so we changed to foot steering, which is a lot harder than it sounds. That broke and myself and one of the other girls rebuilt the foot steering, absolutely having no experience. It never broke again!”

“I moved up to Scotland from Blackburn. That was a conscious decision. I had been offered a station in England, but as a fell runner, the location here is second to none.

“The initial training is quite daunting at first, as you don’t know what’s coming. I’ve never held a firearm before. I’m pretty much up for anything and found that I loved the firearms training. The tactics course was fantastic – very intense, but very, very enjoyable at the same time.

“We were live shooting on the first day I arrived. So, when you’ve never handled a gun before that’s quite an experience, but that first shot is phenomenal. After that you learn to strip your weapon, clean it and re-build it.

“Then you go out on development shoots and quite quickly get into the tactical side of things, so you are learning how to use your gun in scenarios that you may encounter – hopefully not, but there is the potential there, which is actually your job, having to deal with potential threats to the Base.”

Commonwealth Games

Glen started running at the age of ten or eleven in the early eighties. His father, Lachie Stewart, famously won Gold at the 1970 Commonwealth Games in Edinburgh, romping home in the 10,000m final to huge acclaim, retiring four years later after the Commonwealth Games in Christchurch, New Zealand.

Says Glen: “My Dad was still running nationally in Scotland when I started running as a youngster. I had a lot of success, winning Scottish and British titles up through the age groups. I went to university in 1988, studied economics at Glasgow University and came out with an honours degree. When I finished that, I became a full-time athlete for the next fifteen years.

“I ran over fifty times for Scotland and I ran for Great Britain in European and World Cross Country events in the 1990s – European Cup, World Road Relays – and I also competed at the Manchester 2002 Commonwealth Games, in both the 5000m and 10,000m races.

“I still run today. I gave up running competitively in 2006 but I still try to keep fit, running around the Vale of Leven (Loch Lomond) and we’re on the edge of the Highlands here, so there is plenty of running out in the countryside. I can also go running in the Base.

“When I joined MDP, the bleep test at 7.6 was not an issue for me. I think people generally now on the job are keeping themselves fit, because of the gun you are carrying and the weight of equipment you are carrying, you really have to.

“We get a lot of physical exercise with all the walking involved in the job throughout the day. It is six miles around the perimeter fence. It’s great here if you’re into your fitness, whether it’s running or walking or using the very good gym facilities on the Base.

“When I joined MDP from Police Scotland I did a two-week transfer course, familiarisation with the Ministry of Defence, policies and procedures, routine duties for the Base, followed by six weeks of firearms and tactics training down at Headquarters at Wethersfield.

“That was excellent – the instructors are fantastic down there. A lot of us hadn’t carried firearms before and were apprehensive about holding a gun for the first time but once you get over that initial fear of it and get used to handling a gun it comes quite naturally to you.

“In Police Scotland it is a reactive role, where you are dealing with calls, with people and dealing with situations. Here it’s more a security role and carrying a firearm and all that entails is very different.

“On a typical day we will report in for duty and be given a beat where we are going to be working. This generally involves patrolling, poling the property, protecting the facility, gate duties, rotating with other officers in your section.

“At some point during the day I try to get a bit of fitness in, do a bit of running, a lot of the guys do that in their lunch hour. If there are any alarms we respond to them and take appropriate action. We also have external mobile patrols.

“At the moment I’m quite happy with what I’m doing. I know there are opportunities with the Marine Unit and with the Dog Section, for example. I’ve just started doing armoery duties, issuing the weapons at the start and end of shift and that’s an area I would like to go into, or maybe firearms training.”

“The water maker broke too so we had to hand pump from fifteen days in. No one had ever got across going for that long just hand-pumping water around the clock, to get a bike bottle each of water to last you for the entire day.

Competitive Runner

“I was a competitive runner when I was younger, then rower and then triathlete when I got back, which then developed into fell running, in which I have been competitive over the past two years and doing quite well.

“When I came back from the Atlantic I heard that MDP was recruiting through a friend who had been in and applied. I’m glad I did, because this Force has got so much more opportunity and scope to develop as a police officer than other forces.”
DURING National Inclusion Week in October, the Force launched its new Diversity and Inclusion Support Structure, which gives responsibility for progressing this core area of the business to all levels of the organisation.

This article explains the background behind the new support structure and in particular, it provides a bit more detail about the specific roles within it.

INCLUSION – THAT’S A NEW ONE

When we say that diversity and inclusion is about all of us... it really is. The Force has moved its focus away from ‘Equality and Diversity’ to ‘Diversity and Inclusion’. In the past, as with many other organisations, the MDP concentrated the majority of its efforts on addressing the needs of the minority groups. However, this in itself meant that we were excluding other members of our Force. In particular, the term equality is often associated with a regulatory/compliance approach and although this element is still important, as the Force has specific legal obligations under the Equality Act 2010, the preferred emphasis is now one of full staff inclusion and engagement and meeting the needs of all our people.

Diversity simply means ‘difference’ which is something we all have and therefore as a good employer we must consider and be inclusive of everyone’s differences when planning and implementing policies and processes which affect our people and services. The future of the Force’s diversity and inclusion work will therefore be aimed at creating an environment where everyone feels respected and able to achieve their full potential.

LEADING FROM THE TOP

The Chief Constable has retained his role as the Force’s overall Diversity and Inclusion Champion but he is now supported by the Chief Officer team (Champions), including the new Deputy Chief Constable who is Vice Force Diversity and Inclusion Champion. The Champions are supported by the Superintendent ranks (Ambassadors) who are in turn supported by members of the Diversity and Inclusion Working Group (Alles) and the Local and Diversity Inclusion Representatives.

A commitment and use of all senior leaders is considered an essential foundation of the new structure and fits with the MDP’s use of Organisational Development theory and practice to ensure the Force operates in a highly efficient and effective manner. Any of our change efforts, including this move to a new Diversity and Inclusion structure, will have a clear purpose (articulated in the Action Plan), be supported by all leaders (demonstrated by their actions), accountability and behaviour) and ensure that we take out with all (staff having access and ability to influence the diversity and inclusion agenda) so that our culture helps us achieve our objectives.

DIVERSITY AND INCLUSION SUPPORT STRUCTURE

The Diversity and Inclusion Ambassadors of Superintendents rank and, like the Champions, each represent one of the nine Protected Characteristics and a Key Diversity Theme. Their role is to promote diversity and inclusion through engaging with both senior and lower level staff and to facilitate the delivery of diversity and inclusion functions and actions. More specifically the Ambassadors support the delivery of the Force’s Diversity and Inclusion Action Plan and their counterpart Alles on the Diversity and Inclusion Working Group.

YOU'RE VERY BEST AMBASSADORS

All Diversity and Inclusion Alles within the new structure are members of the Diversity and Inclusion Working Group (formerly named the Diversity and Equality Working Group) and like the Champions and Ambassadors, they each represent one of the nine Protected Characteristics and a Key Diversity Theme. The aim of the Working Group is to support the work of the Diversity and Inclusion Board and the implementation of the Diversity and Inclusion Action Plan.

The role of an Ally is entirely voluntary and they are from various stations and departments across the Force and include a mixture of ranks/grades. The Alles support both the Ambassadors and the Local Diversity and Inclusion Representatives in carrying out their roles. This means working collaboratively to identify diversity issues relevant in their areas and plan actions to address them and take these forward to the Diversity and Inclusion Board. In addition, the Alles can also act as focal points on local diversity issues and provide a voice for people from diverse groups(s), therefore being a representative, an ally of these individuals and groups.

KEEPING IN TOUCH

Part of the work to implement the new structure has been to re-establish links at stations and within departments in order to build a strong communication network. These links are the Local Diversity and Inclusion Representatives and their primary role is to assist with improving and maintaining communications in a two way flow from in and out of Headquarters.

By Maxine Parsley, Diversity Coordinator

A new central resource has recently been formed which will ultimately be responsible for facilitating and coordinating the new structure. The team consists of the following members:

- Derek Munro, Head of Workforce Policy and Diversity
  Email: derek.munro.290@mod.uk
  Tel: 01904 662 347

- Farzana Raja, Diversity Manager
  Email: farzana.raja312@mod.uk
  Tel: 01371 854 515

- Maxine Parsley, Diversity Coordinator
  Email: maxine.parsley974@mod.uk
  Tel: 01371 854 287

- Sergeant Phillip Jacques, Diversity Coordinator
  Email: philip.jacques195@mod.uk
  Tel: 01371 854 529

The team has a strategic role in the structure and its main aim is to coordinate and facilitate all diversity and inclusion work in order to support the Force in driving and achieving its Diversity and Inclusion Strategy and Action Plan.

The Diversity and Inclusion Team has been instrumental in implementing this new structure and will continue to be the central driver bringing each level together as it is embedded into the organisation. Part of this work includes delivering a comprehensive communications strategy which will become effective over the coming months so everyone is encouraged to keep their eyes peeled for the latest news and events on diversity and inclusion matters.

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**Years of Women in Policing**

**Longest-serving MDP female officer retires**

The MDP’s longest-ever serving female police officer, Insp Angela Hanney, has retired from the Force after clocking up 39 years’ service.

Chief Constable Alf Hitchcock paid tribute to Angela at a presentation at Wetherfield Headquarters, describing her career as “very varied and productive.”

He said: “When Angela joined there were only a few woman police officers and it was a very unique and challenging time for the Ministry of Defence Police, with many opportunities for someone like Angela, who wholeheartedly embraced the challenges that lay ahead.”

Angela was following in her father’s footsteps when, aged only 19, she joined the MDP in July 1976, two years after women were first recruited into the Force.

She served as a uniformed Constable, firstly at COD Donnington and then, from 1977 to 1979, as the first female officer in a group of five stations, based around CAD Longdon.

In December 1979, aged only 22, she was promoted to Sergeant at COD Beeston, gaining her Inspector’s qualifications seven years later, serving at Boscombe Down, before becoming the first female Detective Inspector in June 1988, when she was put in charge of the Force Information Unit at MDP HQ, then based in London.

It was also in 1988 when she met her future husband, Ron Hanney, with whom she has recently celebrated their silver wedding anniversary.

The Chief described Ron, the Force’s Data Protection Officer, as being Angela’s ‘soulmate’ and that the couple had been inseparable since meeting.

“Angela has been an Inspector now for twenty-nine years, most of them here at Wetherfield,” he said, her final post being as Inspector Complaints Manager in the Professional Standards Department.

Throughout her career Angela has been awarded a number of commendations, said the Chief. “I know the one most dear to her heart is the one that was personally presented to her in 2011 by the then Second Permanent Under Secretary for Defence, Jon Day, together with the Vice Chief of the Defence Staff, Nick Houghton, for her work with the Korean War Veterans and the Chelsea War Pensioners.”

She will now take time out to enjoy her retirement with her husband and her other hobbies which include gardening and sailing.

Angela’s main aim from the very beginning was to make her father proud. I think we can certainly say Angela has achieved that.”

**This Year Marks the 100th Anniversary of the First British Female Police Officer Being Given the Power of Arrest**

Although the first three female officers took to the beat in Grantham, Lincolnshire, on 27 November 1914, Edith Smith was the first woman to be given full powers of arrest, after being sworn in at Grantham Police Station in 1915, brought in by Grantham Borough Police primarily to deal with prostitution in the town.

There were no female police officers in the MDP until 1974, when two female sergeants transferred into the Force, one from Strathclyde Police and the other from the British Airports Police.

The first four female MDP recruits began their training in January 1975. Skirts and tunics had to be made to measure for them, as there was no stock of female uniforms; it was a very different era from today’s Police Service.

Insp Angela Hanney, who recently retired from the Force (see opposite page), joined in July 1976. Her 39 years’ service in the Force spanned a period where the role, responsibilities and expectations of female officers would be transformed.

As some female officers still serving from the 1970s and early 1980s have observed, as with most other police forces in that era, it was a lot like the TV series Lifestyles of the Rich and Famous in the early years – a far cry from how the modern Force operates.

Patronising behaviour from their male colleagues, mainly administrative duties and being expected to carry out ‘cordon of service’ searches of female employees at establishments were all commonplace back then.

Women were not expected to do nightshifts and at public events were left to look after lost children. Those who made it to CID were expected to make the tea and only deal with female suspects and witnesses.

The divide in duties that male and female officers performed was also reinforced in the uniform and equipment they were provided with. Female officers until the mid 1980s were expected to wear a skirt whilst on duty.

One female officer remembers: “We were V line skirts, which meant it was quite difficult to chase offenders, so I would have to hitch my skirt up so I could give chase.”

Women officers were entitled to a monthly stocking allowance, for which they had to keep receipts, as proof that they did not buy tights. They were also issued handbags, which were expected to be used as a means of defence if the officers were attacked.

They were not given a truncheon until the mid 1980s, but even that was smaller than those issued to male officers, so that it could fit into their handbag. Male officers wore blue shirts, females white shirts. Male officers carried out firearms qualification in the Browning 9mm Pistols whereas female officers carried out firearms qualification in the Walther PPK Pistol.

As the 1980s drew to a close there was an increasing harmonisation of equipment and training for male and female officers, as they each qualified in and carried the same weapons systems, as well as being issued with handcuffs and batons.

This was an era that female officers began starting to make their presence felt in Specialist Units such as the Operational Support Unit and CID and they lost the gender identifying prefix of W in their former titles as WPCs.

As the Force entered the new Millennium the achievements of female police officers in the Force went from strength to strength, carrying out International Policing Duties in Kosovo, Iraq and Afghanistan and achieving personal national and international policing awards, as well as gaining recognition for the Force.

Sharon Taylor, now ACC for Devon and Cornwall Police, became the first female Divisional Commander in the MDP, she was also the first MDP officer to pass the Strategic Command Course and the first female officer in the Force to gain the temporary rank of Assistant Constable.

Former Chief Superintendents Wendy Benson was at the forefront of the Gender Agenda campaign in the MDP which focused on issues that affected women in policing.

Wendy, along with Chief Inspector Avrina Montgomery, Chief Inspector Flana Kerr and others helped shape and influence the Force and the wider policing family through their work with the Women’s Staff Association (WSA).

Although the WSA has been disbanded their work continues to this day through the Diversity and Inclusion Working Group in relation to Body Armour and the current work PC Lesley Hill is engaged in to female officers and the Menopause.

Wendy, who became the second female Divisional Commander in the Force, won the inaugural Civil Service Equality and Diversity Award as well as the Opportunity Now Champion Award.

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MDP Active Shooter / Marauding Attacker
C.T. Programme

D THE MDP led Active Shooter Counter Terrorism Education Package has been delivered to several thousands of AWE employees over a number of years, in partnership with AWE to improve the security culture of all site stakeholders.

[Photograph by Paul Kemp]

By Chief Inspr Robbie Robbins, Staff Officer CCMDP

All the senior site directors have had the presentation and have given it their full support. All the presentations have been measured and received very positive feedback from those attending.

The presentation has also been delivered at HMBN Clyde and also recently at Abbey Wood, with the latter subsequently requesting additional presentations, as a result of which we hope to educate several thousand employees at this location, with options to continue across the nuclear sites and wider MOD as may be required.

Presentation Information
- Hostile Reconnaissance
- Types of Active Shooter (Terrorist, ‘Lone Wolves’, Emotionally, Mentally and Distressed People (EMD))
- Tactical Commanders Objectives
- Critical Information police require in the event of an attack
- Actions to take in the event of an active shooter attack
- Update on Vehicle borne and Person borne IDVs
- Tactical Support Group (TSG) Live demonstration
  - How to stay safe when faced with these units entering your building
- Overview on Police dogs ability
- How to stay safe when faced with a Tactical Firearms Support Dog entering your room

The three presentations last a total of 90 minutes. Then the audience splits, with half looking at and handling MDP weapons and kit display, whilst the other half watch a dog display for ten minutes, before changing around.

Background
In 2003 I became interested in terrorism when I had a secondment to, then subsequently commanded the Anti-Terrorism Training Advisory team (ATTAT). I worked with a diverse team of military staff who gave counter terror education presentations and advice to military and some civilian staff all over the UK, in Germany and in other parts of the world.

Three years later I returned to MDP and continued to educate police and civilian staff on my station.

After a secondment to the South East Counter Terrorism Unit (SECUT) I created a marauding shooter education awareness presentation, specifically designed to prepare employees for this attack method.

The goals of the presentation were to educate staff to report suspicious activity in and around their sites and also to save life in the event of an attack of this nature.

I also continued with my terrorism education and in 2013 gained a Master’s Degree from St Andrews University in International Relations in the subject of terrorism. I have been able to use my police firearms knowledge to continue to develop these types of security awareness presentations.

I realised that as well as educating employees on this attack method I also use other information to include both local and national information.

I also highlighted key information that demonstrates how to respond to armed police entering a building which has marauding attacker(s) inside and critically how to try and stay safe until the police arrive.

To reinforce this message I have MDP armed officers do a practical demonstration at most events. After the presentation all employees receive a “stay safe” card which sits at their work stations and which reminds them of what to do in the event of a security incident.

I have a weapons and equipment display at the venue and we have a short dog display, to reinforce the message around staying safe, if faced with police bearing firearms.

All the presentations are measured and the feedback has been first class. I work with the local security officers at the locations and they advertise the event and I can put their own key local messages into the presentations so it’s bespoke to that location.

To date the team and I have educated thousands of employees and in September we presented at a number of MOD sites, to link into the National Prevent week.

I firmly believe that educating our employees, using the various multimedia and practical methods I employ, definitely improves the security culture and by preparing staff for a serious security incident will save lives.

Interestingly, after the first presentation at Conham, a member of the audience reported suspicious activity she had witnessed recently. ‘With key stakeholders’ help I hope to educate as many staff as possible. After attending the event I believe staff members are then more alert to the threats against us and they will have the confidence to report suspicious activity in and around sites.

If we can achieve this education awareness for tens of thousands of employees then critically may give armed MDP and Home Office police units the time they need to respond quickly to this information and investigate or potentially disrupt any hostile reconnaissance against our sites and staff.

C POST INCIDENT DEPLOYMENT was always one of those lessons in which officers would sit back and say: “It will never happen to me,” but the experience of officers around the country in recent times has been that it did happen to them.

The MDP and Home Office forces are now working in a different world and terrorism is a real threat to the nation, which would have thought that Fusilier Lee Rigby would have been attacked at a barracks outside Woolwich? What would have been the MDP response if we still had Woolwich? What would you do if it was at your establishment now?

In 2013 we have seen several high profile Incidents involving Post Incident Procedures that are under public scrutiny. Andy Rodney was shot by a Metropolitan Police Officer in 2005, who was then charged with murder in December 2014, but acquitted in July this year.

Also in 2005 officers shot dead Jean Charles de Menezes at a London Underground station, the officers were cleared and the Metropolitan Police were fined in June 2015, but the family of Mr de Menezes have now taken that decision – not to charge the officers – to the European Court of Human Rights. So this year has seen Police firearms and their use under even more scrutiny.

At these cases and many more were subject to investigation under Article 2 ECHR, Right to Life. They met the criteria for Post Incident Management, in that they caused death or serious injury, revealed failings in command or caused injury to police or members of the public.

They were also subject to an investigation, to determine whether or not the actions taken were open and honest and that the integrity of all actions involved were demonstrated by those officers who were directly involved or in the command structure. Even if though these cases have been through the post incident process, they have continued for many years after the initial incident.

Officers should be aware that Post Incident Management for either a firearms incident or any other incident involving police that may have caused death or serious injury (serious road traffic collision or death in custody) has a set procedure designed to capture evidence for the investigation and ensure the welfare of the officer(s) involved.

The four stages, detailed opposite will only be taken after legal advice, Defence Police Federation and medical advice and are subject to the officer’s wellbeing. Stages One, Two and Three will be completed before the officers go home after the incident, so the Force and the Federation should be prepared for welfare and support of the officers.

STAGE 1 – Operational Sit Rep – Initial Situation Report
Following the discharge of firearms by the police, the tactical firearms commander or force control room must be informed immediately. This notification is likely to be provided by radio communication from an officer at the scene of the incident.

The information provided should be sufficient to provide a situation report which will enable the tactical firearms commander to manage the on-going incident and assist them to discharge their post incident responsibilities.

STAGE 2 – PIM Basic Facts – At PIM suite
The PIM is responsible for establishing the basic facts of what happened. Where possible, this information should come from a source other than a principal officer. This is most likely to take place at the nominated post incident location, where the basic facts will be provided by an individual who is willing to supply them.

STAGE 3 – Personal Individual Accounts
Once the officer is suitably refreshed, spoken with Accident and Emergency or Local GP, they will meet with their legal team and, with them, give their account and essential facts in the form of a statement. This will be everything from start of their shift to the incident to present time. This will take as long as it needs, but is NOT a highly detailed account. Legal teams WILL guide officers.

STAGE 4 – Detailed Accounts
Detailed accounts should not normally be obtained immediately. They can be left until the officers involved are better able to articulate their experience in a coherent manner. This is usually after at least forty-eight hours. The detailed account should include, if relevant, why the witness was concerned for the use of force or discharge of firearms to be absolutely necessary.

All of the Stages will be managed by the Post Incident Manager (PIM), the legal team and DFP representative. For those who are involved in a situation, there will be many more questions that the Independent Investigative Authority (IICA, Procurator Fiscal) may ask, as the investigation progresses, but officers will be given support throughout that process.

The MDP has 24 accredited Post Incident Managers and the Defence Police Federation has invested in training some of their representative’s in Post Incident Procedures with the Police Firearms Officers’ Association (PFOA).

For more information about Post Incident Deployment, visit: module 7 APP, Defence Police Federation website or the Police Firearms Officers’ Association (PFOA).
DOZENS OF NEW FACES have joined the Defence beat following the successful recruitment campaign launched last year.

By midsummer 2015 the Force had 260 new officers at their stations or in training, with many more in the pipeline.

Recruitment has been suspended temporarily, until next spring, in response to the in-year cost savings required by the MOD, but its success to date was clearly evident at the four graduation ceremonies which have taken place this year at the Force Headquarters at Wethersfield.

TalkThrough was at each one of them with our cameras and, as the selection of photographs on this page will testify, each occasion was very special not only for those taking part and their families, but for the Force itself, revitalised and better prepared to face the challenges ahead.
WELL DONE, AND THANK YOU

FROM: Andy McKenzie, Head of Strategic Weapons Project Team, DE&S, Aldermaston

Following the recent protest at Aldermaston, I wanted to take the opportunity to express my sincere thanks to the MDP for the way the protest was policed, with particular thanks to

Nick (to officers the team, and Farrin)

I was aware of the extensive planning activity between stakeholders, including Thames Valley Police, for the weeks leading up to and including resisting the legal aspects of managing protestors. I was very grateful for the briefing I received from Chief Superintendent and Sgt Russell on the policing operation, including securing The Menin Gate for the month of March. I realise this must have been a considerable drain on resources.

I visited officers on duty at Aldermaston and Burghfield on the evening of 1st March and left feeling confident that all were prepared for any eventuality, and particular I would like to commend the Protester Removal Team for their good work. Relaying the ‘look-on’ from the Pinewood gap on the morning of 30th March in less than three hours was excellent.

Please pass on my thanks to all, in particular Beth Disher and Jimm Russel for a job well done.

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

(To SPO CI Ingr Claire Pitcher, following familiarisation tours of MDP Dog Section and Marine Unit at Burghfield.)

Thank you for showing the another part of your operation and a vital piece of your trade set-up. I feel much better informed of the issues and it was good to meet some of your team.

Please pass on my thanks to everyone involved. I left with the very safe and well-run team, who are doing a great job in all weathers.

FROM: Corkle Pete MBE, Mayor of Torbay

On behalf of Cornwall’s Armed Forces Day Committee I would like to say a big thank you to you and your colleagues who took part in the MOD Police Dogs display at Thaines Park, which helped to make the whole day such a success.

It was an honour for Torbay to be chosen to host the event and with the MOD Police Dogs we were able to give everyone a day to remember.

As the Lord Lieutenant of Cornwall stated afterwards, you truly celebrated the Armed Forces in style.

Once again, our grateful thanks to all who took part. It was a great show!

Footnote: Officers taking part were PC Dave Gibbs, Hannah Holton, Nick Farrin and Duncan Fleming

FROM: Steve Parker, Security Manager, Devonport Royal Dockyard

I am writing to express my personal thanks for the work that one of your officers, PC Alan Beaz, has undertaken over the past 9 months here at HMDV. Dave, working with my security officers, looking into the theft of our own property and other items from our site.

As a result of his investigations, (two) individuals were arrested and a quantity of property recovered. At the subsequent court hearing both were convicted. This conveys a strong message to our workforce and contractors that we will not tolerate theft from our sites and will not hesitate to prosecute those individuals concerned.

I am confident that without the professionalism and dedication of your officers and in particular the work undertaken by PC Beaz, we would not have recovered the property and the company would have suffered further losses.

The MDP (NATIONAL) GOLF SOCIETY’s 2015 Championship was held at Stoke by Nayland Golf Club, Essex on Thursday 20th August 2015, where 24 golfers competed in the annual event.

This year’s Championship returned to the South East after 15 years, Gosfield Golf Club being the last occasion in 2000.

The weather was great for golfing, partly cloudy with sunny spells and a slight wind but the ground was a little heavy due to rain the previous day.

The morning round was on the Constable course and then the Gamborough course in the afternoon. The turn out this year was equal low but in the 28 years of running the event it was high and the attending competitors had a very enjoyable day. We were graced with three retired officers this year, David Hamilton (Span), Nick Bone (Scotland) and Nicky Clark in Essex. Mr Hamilton repeated his form this year as he scooped three trophies, one of which was the retired officer’s trophy, well done Dave.

Joining the Championship this year were seven new names, Ross Stewart, PC (Essex), Martin Ryan, Sandy Stewart, Alan Cameron, Willie Rice and Dave Lavell, and from the feed back they all enjoyed themselves. Ross Stewart had the local knowledge of the course in his favour as he lifted the Endeavour Cup. Dave Lavell had a great time although to his frustration his driving him let him down. Stick to driving cars Dave!

In past years the main man to beat has always been Kenny Whitfield, RNAD Coulport, and this year he didn’t let us down again. He pipped Craig Govan and Gardy McKay to the post, well done Kenny.

The MDP Lottery, which has operated for a number of years in support of the Chief Constable’s Fund – which exists to provide welfare grants or loans or other forms of support, according to its own published terms of reference – is to close.

Declining membership has meant that the Lottery has for some time now been operating on a zero surplus revenue position, despite decreasing the monthly prize values.

It is therefore regret that, because of a continuing decline in revenue (and quite a

PRIZE WINNERS

<table>
<thead>
<tr>
<th>PRIZE</th>
<th>NAME</th>
<th>STATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>3rd Class – 2nd</td>
<td>A. Cameron</td>
<td>CID Clyde</td>
</tr>
<tr>
<td>3rd Class – 1st</td>
<td>S. Burnside</td>
<td>RNAD Coulport</td>
</tr>
<tr>
<td>2nd Class – 2nd</td>
<td>N. Clark</td>
<td>Retired</td>
</tr>
<tr>
<td>2nd Class – 1st</td>
<td>D. Platt</td>
<td>Retired</td>
</tr>
<tr>
<td>Endowment Cup</td>
<td>R. Stewart</td>
<td>Retired</td>
</tr>
<tr>
<td>Nearest Pin AM</td>
<td>D. Fryer</td>
<td>Retired</td>
</tr>
<tr>
<td>Nearest Pin PM</td>
<td>P. McLoughlin</td>
<td>MDP HQ</td>
</tr>
<tr>
<td>Longest Drive</td>
<td>D. Hamilton</td>
<td>Retired</td>
</tr>
<tr>
<td>Baggy Competition</td>
<td>D. Hay</td>
<td>RNAD Coulport</td>
</tr>
<tr>
<td>Birdie Competition</td>
<td>W. Rice</td>
<td>Garling</td>
</tr>
<tr>
<td>Stableford Winner</td>
<td>D. Platt</td>
<td>Retired</td>
</tr>
<tr>
<td>Colonial Shield</td>
<td>S. Stewart</td>
<td>MDP HQ</td>
</tr>
<tr>
<td>Par’s Winner</td>
<td>K. Whitfield</td>
<td>RNAD Coulport</td>
</tr>
<tr>
<td>Retired Officer Trophy</td>
<td>D. Hamilton</td>
<td>Retired</td>
</tr>
<tr>
<td>Handicap 3rd</td>
<td>P. McLoughlin</td>
<td>MDP HQ</td>
</tr>
<tr>
<td>Handicap 2nd</td>
<td>W. Burns</td>
<td>DCFO Palace Barracks</td>
</tr>
<tr>
<td>Handicap 1st</td>
<td>S. Stewart</td>
<td>MDP HQ</td>
</tr>
<tr>
<td>Scratch 3rd</td>
<td>C. Govan</td>
<td>RNAD Coulport</td>
</tr>
<tr>
<td>Scratch 2nd</td>
<td>G. McKay</td>
<td>HMNB Portsmouth</td>
</tr>
<tr>
<td>Scratch 1st</td>
<td>K. Whitfield</td>
<td>RNAD Coulport</td>
</tr>
</tbody>
</table>

The Chairman of the Society (Gardy McKay) thanked everyone for attending and welcomed T/ACC Paul McLoughlin, Paul has had a seven year break from golf but as the prize list confirms he hasn’t lost his touch in golf. This being the Chairman’s 2nd year in post he has obviously been coached in speeches, some of it was quite amusing to say the least. Well done and thank you for attending. The committee appreciate the hard work and efforts you put into this prestigious event.

Well done to all the winners this year and a very big thank you to everyone attending. Better luck next year to all who missed out on the prizes. The Chairman announced that the next outing will be taking place on Thursday 18th August 2016 and will be held in Scotland, location to be confirmed.
Who we are and What we do...

- The MDP is a civilian police force which is funded by the MOD to protect and secure key MOD assets from armed attack or the threat of attack. Some of those assets are nuclear weapons and require the highest possible degree of protection.

- The country as a whole is at a high state of alert for terrorist attacks and the MDP must maintain continued vigilance. To achieve this aim some high security MOD sites are patrolled by armed officers 24/7 for 365 days a year.

- MDP officers have full police powers and a wide range of resources: including the country’s largest marine and dog policing units.

- The MDP’s aim is to act as a powerful deterrent, effectively making terrorist attack against key Defence assets a less viable option.

- All of our 2,600 officers are firearms-trained and we follow national police guidelines on the use of firearms.

- The MDP activity to protect Defence assets has knock-on benefits for everyone’s safety, including the safety of military families and MOD employees, both military and civilian.

- MDP also polices protests and demonstrations, to ensure they don’t interfere illegally with military activities or place the safety of anyone at risk.

- The protection of Defence assets by the MDP also extends to investigating theft of any of those assets, or fraud carried out against the MOD. Theft and fraud are a drain on military front-line resources.

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