

18 February 2013

**MOD POLICE COMMITTEE**  
**TUES 5 FEBRUARY**  
**VENUE: LEVEL 3 SPINE 2 HISTORIC ROOM 27**

**MINUTES OF THE MEETING**

**Members**

David Riddle	Independent	Chair
Sir Denis O'Connor	Police Adviser	
Dr Marie Dickie	Independent Member	
Caroline Mitchell	Independent Member	
Sara Parry	HR Business Partner Head	
Richard Clancy	Director Business Resilience (rep)	
Karen Feather	Clerk to MoD Police Committee	Secretary

**Attendees**

Mr Andrew Laing	HM Inspector of Constabulary Scotland
Steve Love	Chief Constable, MDP
Gerry McAuley	Deputy Chief Constable, MDP
Robert Chidley	ACC Central Operations MDP
Dave Allard	ACC Divisional Operations, MDP
David King	Head of Corporate Services, MDP HQ
T/Supt Konrad Chrzanowski	Policing Pol 2, Def Sy
Eamon Keating	Chair, Defence Police Federation

**Apologies**

Mark Preston	Director of Business Resilience (represented by Richard Clancy)
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**Closed Session (Police Committee members and MDP Management Board only)**

1. At the Chair's request, Mr Love gave a briefing to the Committee on the current condition of the Force, covering briefings which he has already provided to and discussed with DGT&CS on 7 November 2012 and 14 January 2013. [paras 2-4 redacted]

**Opening Remarks**

5. Mr Andrew Laing, HM Inspector of Constabulary Scotland (HMICS) joined the meeting, and the Chair officially opened the meeting by welcoming him and noting that Richard Clancy was representing Mark Preston, who was leading an important briefing session for MOD Guard Service officers. The Chair acknowledged that this was Mr Love's last Police Committee, although he still had 10 more weeks before leaving his appointment, and took the opportunity to put on record the Committee's thanks for his service to the MOD Police over the last 8 years. Most of his period as Chief Constable had been against the backdrop of the continued pressure on Government spending and subsequent manpower and budget reductions in the MOD. He noted that, despite this, there had been significant improvements in the MDP over this period, in particular the enhanced nuclear policing capability.

**Agenda Item 1: Minutes of the last meeting**

6. The minutes of the meeting held on 12 December 2012 (Def Sy 5/3/2 dated 7 January 2013) were agreed subject to two amendments to the section on PSD which were tabled by Mr McAuley. **Action: Clerk**

7. As requested at para 25 of the minutes, the Chair and the Police Adviser had recently been provided with a copy of the NPIA's response to the MDP firearms licensing submission with a covering letter from CCMDP. While they noted that the MDP retained their firearms licence, the NPIA response was accompanied by a full development plan. The NPIA response gave the Committee significant concerns about the state of the MDP's firearms licensing process. Given that this matter was so fundamental to the force's operations, the Chair and Sir Denis O'Connor would spend some time with Chief Officers and their firearms policy team to fully understand how this had occurred, potential lessons learned and how matters might be better managed in the future. CCMDP agreed. **Action: Chair/Police Adviser/DCC/ACC CO**

## **Agenda Item 2: Chief Constable's Report**

### Management Report

8. The CC informed the Committee that MDP's involvement in "Operation Reel" continued pending the outcome of the ongoing DE&S review of the security of munitions during transit. There was a further request for MDP assistance to the UKBF over the February half term holidays that was now being addressed in consultation with the Department. He also reported that the new Counter Fraud and Loss Board chaired by DG Finance had held its first meeting on 27 Jan. The CC confirmed that the MGS will move into DIO on 1 April 13.

### Corporate Health

9. The information requested by the Committee in respect of the review of mandatory training was provided, and this was noted.

10. CCMDP explained that he had produced a business case for HOCS TLB to consider making more VERS offers to MDP officers. The Committee would be informed of the outcome. **Action: CCMDP**

### Operational Report

11. The DCC highlighted an example of bravery by an MDP officer at HMNB Portsmouth who had rescued a sailor from the sea in hazardous conditions. He also drew the Committee's attention to some examples of DCPO and CID activity. Sir Denis O'Connor suggested that the officer might be considered for a police bravery reward.

12. The Chair asked how many MDP officers were expected to remain in Afghanistan after Mar 13. ACC CO explained this was still under consideration although the FCO and DFID clearly wanted to retain a police footprint. He estimated a future requirement for between 6 and 10 officers.

### Standards and Compliance

13. Public Order It was reported that all areas for improvement following the 2009 Public Order Inspection by HMIC were now implemented and the Chief Constable's Public Order Standard was in place. The Chair asked to see evidence of the full implementation on the recommendations. **Action: ACC CO**

14. Marine Policing The MDP's written report on the DIA recommendations on marine policing as identified in the Corporate Manslaughter was still outstanding. Mr Allard explained the report was prepared and would be sent to the Clerk for further distribution: **Action: ACC DO/Clerk**

15. Use of Force The statistics were noted.

### **Agenda Item 3: MDP and Scotland**

16. Mr Laing gave the Committee an overview of the Police Reform Programme in Scotland which will see the eight existing Scottish Forces combine as the Police Service of Scotland – to be known as “Police Scotland” - with effect from 1 April 2013. A Chief Constable has been appointed who will be supported by 4 DCCs. The force will consist of a range of local and national units. No police redundancies were necessary.

17. The aims of the re-organisation were to improve community policing, strengthen local relations and improve access to special services for local communities. PSS needed to retain its current levels of performance after financial savings in the region of £180M, while also providing police resources in support of the Commonwealth Games, Ryder Cup and the vote on Scottish independence.

18. Mr Laing welcomed the MDP's secondment of Ch Insp Gordon Thompson to the National Police Reform Team at the Scottish Police College, Tulliallan which has ensured oversight of issues that might impact on MDP business in Scotland and to keep Non-SFs visible to the reform team. The Scottish Government needed to ensure that all the legal requirements will be met on 1 April 2013. The Police and Fire Reform (Scotland) Act 2012 will also establish a new single Scottish Police Authority, and a Police Investigation and Review Commissioner (PIRC) will replace the current Police Complaints Commissioner. The PIRC will now have an overview of complaints, “and anything else in the public interest”.

19. Mr Laing explained that his role as HMICS would be relatively unchanged, although it would operate differently. Under the new Act all HMICS reports were required to be laid in the Scottish Parliament. Relations with HMIC England and Wales, MDP, BTP and CNC would remain important.

20. It was noted that MDP and PSS faced some similar challenges over aspects of their transformation programmes, including business continuity issues, downsizing of support staff and potential redundancies.

21. Mr Laing was confident that the close relationship with the MDP, led by the DCC, would continue with the PSS. The Chair thanked him for this overview and suggested that members of the Committee and the new MDP Chief Constable (to be appointed) should visit Scotland to engage with the new key stakeholders later in the year. This proposal was welcomed by HMICS. **Action: Clerk**

22. Sir Denis reported that he had visited the Clyde on 24-25 January with the DCC and Jonathan Slater.

#### **Agenda Item 4: MDP Performance Report 12-13 Qtr 3**

23. The Committee noted the Quarter 3 Performance Report.

24. The Chair asked how the Committee will be made aware of any MGS under-performance that impacts on MDP officers following the move of the MGS into DIO on 1 April 2013. CCMDP confirmed that would be visible in either the narrative of the performance report or the Strategic Risk Register.

25. Sir Denis said it was unclear from the amber rating at KP3b whether the MDP had the current capacity to surge. CCMDP confirmed it did and the amber rating demonstrated the ongoing delay in confirming the future location for MDP deployable assets.

#### **Agenda Item 5: MDP Key Priorities for 13-14**

26. CCMDP presented the draft MDP Key Priorities for 13-14 to the Committee for comment. He explained that the KPs were similar to previous years because the overall business and purpose of the MDP was relatively unchanged, but they now reflected the change in emphasis and priority as mandated in the MOD's Statement of Requirement for the force.

27. The Committee discussed the operational service delivery targets, since they had remained unachievable throughout 12-13 and CCMDP's intention was to carry over the same targets for 13-14.

28. CCMDP stated that he was convinced this was the right approach to take since it took account of the MOD's Statement of Requirement for the force and the MDP's allocation of funding and manpower. However, he agreed to provide a note of explanation to DGT&CS which would outline the realistic expectations against those key priorities which relate to operational service delivery.

29. The Committee agreed to this approach and the Chair said he would also provide a Committee perspective on the Key Priorities direct to DGT&CS. He also felt it would be helpful to undertake a systematic review in 6 months time when MDP complements would be known. **Action: Chair (and Clerk to note for Nov mtg).**

#### **Agenda Item 6: Corporate Risk Register**

30. CCMDP presented the Corporate Risk Register to the Committee and highlighted Serials 1-4 as his main concern.

31. Sir Denis noted the risk at Serial 19 Degradation of MDP workforce (assessed as high impact/high likelihood). His view, which was formed following a recent station visit, was that there were several mitigating factors that had not been taken into account which would bring down this risk assessment. CCMDP agreed there was further work to do on this entry. **Action: CCMDP**

32. The Chair enquired about a new risk added at Serial 20 which related to the possibility of a Command failure at joint MDP/MPGS station caused by a lack of protocols.

Again, CCMDP explained that this was subject to ongoing work and may be removed from the register as a result. The Chair asked that the outcome was explained at the next  
**Action: CCMDP.**

### **Agenda Item 7: DBR Update**

#### Guarding and Policing Change Programme

33. Richard Clancy reported that the DE&S Management Board decision on the proposed MDP site complements was expected later this month. He emphasised that DBR was committed to start formal consultation on implementation on 4 Mar 13 even if some matters of detail remained to be decided by customers. He noted that the DPF had registered some concerns with about the proposed CID structure, the HQ structure (including the Operational Capability Centre), and the location of OSU/DSG complements, but consultation on these aspects was ongoing.

#### MDP/CNC cooperation

34. The joint MOD/DECC Steering Group was due to meet next week to consider the report that had been commissioned by MOD and DECC Ministers on the potential for a MDP/CNC Strategic Alliance. CCMDP had advised that the MDP would not be able to support further detailed work in support of a Strategic Alliance with the CNC as the required staffing resources would be fully committed to the Force re-structuring programme for the next 12-18 months.

#### UK Border Force

35. MOD had received a request from the Home Office for up to 60 MDP officers per day to assist at border controls in Northern France over a 10 day period during the forthcoming February half-term holiday period. The DCC has confirmed that operational scoping has already been undertaken and that the Border Force request can be met with no impact on core MOD security requirements, or the Chief Constable's Critical Path for MDP re-structuring. It had therefore been recommended that the Department should respond positively to the Home Office, but would need to look carefully at how far it could continue to provide external assistance to the Border Force in future without detriment to MOD security tasks.

36. DBR will ensure that the Police Committee is made aware of ongoing work concerning a possible future Strategic Partnership between the MDP and the Border Force. **Action: DBR**

#### Nuclear Security

37. The work to revise MOD nuclear security policy has been completed and approved. DBR will now work with key stakeholders to undertake a baseline assessment of compliance with the new policy.

38. The Chair asked for a paper for the next meeting that gives an overview of the Nuclear Security Assurance process (i.e. the key elements of the process, how the

process works in practice, how MDP performance is assessed etc) to help the Committee assess MDP's performance in the Nuclear Division. **Action: DBR**

### **Agenda Item 8: HR issues**

39. The Chair reported that he was now a member of Jonathan Slater's governance group on the MDP TACOS Review and had attended the first meeting.

40. Sara Parry said that various stages of the project were now underway, including the commissioning of work from the Government Actuary's Dept and Deloitte. Both these reports were expected by the end of March. The project stretch delivery target remained for April 2014.

41. The Public Service Pension Bill was currently at Committee Stage in the House of Lords and an amendment had been sought by peers following the lobbying of the staff associations and TUs, to include the MDP and the Defence Fire and Rescue Service within the uniform category of public servants who should be subject to a retirement age of 60 to take account of the physical requirements of their roles.

42. Eamon Keating explained that the DPF was mindful of the financial consequences at a time when Government spending was under such pressures and confirmed that the DPF was not seeking a pension age of 60 for MDP officers, but their aim was to ensure they were included in discussions about the future pension age for MDP. He was due to meet with Lord Newby, the Treasury Minister who is taking the Bill through the Lords on 7 Feb. Mr King remind the Committee that the MDP's TACOS Review included consideration of the MDP pension age.

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

43. The Committee noted the report.

### **Agenda Item 10: MOD Police Committee – Work Programme**

#### **Police Integrity**

44. The Chair presented the Committee's report following the review of police integrity which he had carried out with Marie Dickie. The work had focussed on the Operational Assurance team's self assessment of the force's integrity. It was evident that many areas were less relevant for the MDP than HDPFs, but in areas where there were some concerns there were measures in place to address them. The Chair emphasised that the force's work on the insider threat should be move forward as soon as possible. He requested that the MDP provide a full response to the Committee's report at the next meeting. **Action: DCC**

#### **Misconduct Outcomes**

45. This work was being progressed by Caroline Mitchell and Sir Denis O'Connor and their report would be presented at the next meeting.

### **Agenda Item 11: Diversity**

46. No paper was provided, but CCMDP confirmed that he expected to be a member of the MOD Diversity Board and he remained engaged with the lead department. At present strategy, action plans and communication plans were being drawn up. He would ensure an update is provided for the next meeting. Marie Dickie was disappointed in the lack of progress and asked that the MDP's plan to address future recruitment also be made available for the next meeting. **Action: Hd CS**

**Agenda Item 12: Any other business**

47. It was agreed that the MOD Police Committee should join the new Association of Police and Crime Commissioners (APPC) as an associate (non-voting) member for 13-14. The costs are expected to be in line with the previous APA subscription and are therefore within the Committee's budget allocation.

**Agenda Item 13: Date of the next meeting**

48. Tues 14 May. Subject to SofS agreement to the new governance recommendation this should be in the new format with expanded membership.

**[signed]**

**KAREN FEATHER  
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