

DBR-Def Sy-4-2-3

18 February 2014

MOD POLICE COMMITTEE
TUES 4 FEBRUARY 2014
VENUE: LEVEL 4 SPINE 2 HISTORIC ROOM 13

MINUTES OF THE MEETING

[approved on 3 June 2014]

Members

David Riddle

Sir Denis O'Connor

Dr Marie Dickie

Len Jackson

Jonathan Slater

Mark Preston

Heather Taylor

Chair

Police Adviser

Independent Member

Independent Member

Director General Transformation &
Corporate Servs

Director Business Resilience

Head of Finance Head Office &
Corporate Services

Attendees

Alf Hitchcock

Gerry McAuley

Dave Long

Paul McLaughlin

David King

Daniel Applegate

Richard Medland

Det Ch Supt Peter Spindler

Ch Supt Mick Marren

Harvey Moore

Eamon Keating

Gus Wiseman

Karen Feather

Apologies

Robert Chidley

Sara Parry

Chief Constable, MDP

Deputy Chief Constable, MDP

T/ACC Central Operations, MDP

T/ACC Divisional Operations, MDP

Head Corporate Services, MDP HQ

Head of Terms and Conditions of
Service Review Team , MDP HQ

DE&S (Customer representative),
Assistant Inspector HMIC

HMIC

AH-PSPP, Director of Business
Resilience, MOD

Chair, Defence Police Federation

Cabinet Office (job shadowing JS)

Clerk to the MOD Police Committee

ACC/Central Operations, MDP

HR Business Partner, MOD

Chair's Opening Remarks

1. The chair welcomed Peter Spindler and Mick Marren from HMIC, Gus Wiseman from the Cabinet Office (who was job shadowing Jonathan Slater for a day), and Ruth Coverdale and Terry Lees from DE&S.
2. The Chair asked the Chief Constable to pass on the Committee's best wishes to ACC Robert Chidley on his retirement from the force. He welcomed Dave Long and Paul McLaughlin who were both currently doing Temporary Promotion at ACC level.

3. The Chair invited the independent members to declare any interests. No interests were declared.

Agenda Item 1: Minutes of the last meeting and the Action Log

4. The minutes of the last meeting held on 5 Nov 13 (DBR-Def Sy4-2-2 dated 18 Nov 13) were agreed as a true and accurate record of the meeting.

5. The Chair checked on the progress of the outstanding items from the action log:-

a) Hd CS confirmed that the performance measurement discussions with TLBs (except DE&S) remained ongoing and he would report progress back to the next meeting. **Action: Hd CS**

b) Heather Tayler confirmed the Better Risk Management work was continuing. She would continue monitor progress and report back when the work was complete. **Action: HOCS Fin**

c) CCMDP confirmed that the Equality Impact Assessment requirement was included in the Strategy and Action Plan and this action was now closed.

d) Following on from her conversation with CCMDP and DE&S on 10 Dec, Marie Dickie asked whether the exercise to test the police response at Glen Douglas had yet taken place and if the outcome could be reported back to the Committee. **Action: DE&S**

6. Defence Internal Audit- Corporate Manslaughter Audit: The Committee noted that actions to address the two outstanding recommendations, concerning marine policing on the Clyde, were now complete.

Agenda Item 2: HMIC Report on Firearms Command and Control arrangements

7. The independent inspection of the MDP's Firearms Command and Control arrangements had been commissioned from HMIC by the Committee in July, with fieldwork taking place between Aug and Oct. The final report was sent to the Committee in December and it contained 13 recommendations for the MDP to address.

8. HM Assistant Inspector of Constabulary, Peter Spindler, gave an overview of the findings. [Redacted]

13. Since firearms operations were central to the MDP's identity and capability, the Committee saw this HMIC review had been very worthwhile, and the Chair felt that the recommendations in the report had been powerfully argued. 17. The invited HMIC to re-visit the force in 12 months time (Dec 14)

to provide an assurance on the progress and commitments that have been made by the MDP. **Action: Sec**

Agenda Item 3: Chief Constable's Strategic Report

18. CCMDP began by paying tribute to the work by Ch Insp Pam Hewitt and DC Claire Batt for their continued work on the post-mapping. Up to the end of January over 500 officers had been posted which required over 200 moves. A small number of cases remain as a result of contractual issues or ill-health problems but were on track for resolving by 31 Mar 14.

19. CCMDP provided an update on the recruitment process with 200 new officers expected in 2014-15. There was still some work to be done to try to attract more interest for vacancies in remote areas of Scotland, and from women (currently 11% of applications), and for some specialist roles.

20. The Chair noted that the starting pay for the new recruits was at the bottom of the level recommended in the Winsor Report (minus the NPD) and asked if this was affecting the quality of applicants. CCMDP said he was closely monitoring this and more detail in relation to candidate quality would be known as they completed the national "SEARCH" testing process. Marie Dickie suggested that the Focus Group might also consider what more could be done to attract female applicants.

21. The promotion process for superintending ranks was now complete. Inspecting ranks and PC to Sgt boards would take place between Feb-Mar 14. After this vacancies and promotion opportunities will be advertised as required. Plans for leadership training now needed to be addressed.

22. The renewal of the MDP Firearms Licence was dependent on the IT system CHRONICLE being in place by 31 Mar 14. While MDP had completed the business case there was some uncertainty that the MOD could deliver the procurement within the timescale.

23. The Chair concluded that good progress continued to be made on some long outstanding issues, including fitness testing, weight of equipment and TACOS issues.

Agenda Item 4: Terms and Conditions of Service Review

24. Daniel Applegate reported on the progress that was being made on the TACOS for new entrants from other forces (due to arrive in March). These had recently received Ministerial approval and were currently subject to consultation with the DPF. The key changes proposed were the introduction of a mandatory fitness level of 7:6, a salary set at 95% of HDPF pay (in line with the Wright Report of 1979), a 42 hour working week (in line with new Civil Service conditions), no payment of Competency Related Threshold payment (in line with a Winsor recommendation), no payment of housing allowance, and pay progression linked to a number of conditions (fitness, qualification for designated role, an annual assessment of Satisfactory or above, and

acceptable conduct). The TACOS for the new recruits (due to arrive in June) was expected to follow along the same lines.

25. These changes were consistent with other good modern employment practices and would produce financial savings which will contribute to the MDP's overall savings targets, increase productivity and enhance the force's operational capability.

26. The Chair asked what percentage of the workforce would be subject to the new TACOS and Mr Applegate confirmed it would be 25% of the force after the first 5 years, rising to 50% over 10 years.

27. Sir Denis noted HO Chief Constables and Police and Crime Commissioners had the discretion to raise the starting pay for new recruits. Jonathan Slater said that he would expect Ministers would take the Chief Constable's advice on this if it needed to be increased.

28. The next phase of work will need to consider new TACOS for those on promotion, and finally the existing workforce.

29. Mr Applegate also reported that the DPF had met with Min(DPWV) to discuss the normal pension age. No final conclusions have been reached.

Agenda Item 5: Corporate Risk Register

30. David King presented the latest version of the Risk Register, while noting that the Management Board was due to review the register at the end of the 4th quarter, and it was now the role of the Sub-Committee to examine this in greater detail.

31. The Chair confirmed this and said that Sub-Committee for Performance and Risk Management intended to do a deep-dive exercise on the Capability Risk owned by the DCC (including further measures to address long term sick and non-capable officers) at the next meeting (Note: now postponed to August meeting as the DCC is no longer able to attend).

32. Len Jackson raised the issue of vetting (serial 5 Protective Security) following his discussions with the DCC during his recent PSD audit.

33. As the SRO for vetting, Mark Preston had also asked for some work to be carried out on the personal integrity of security personnel (including MDP officers) who were responsible for protecting MOD sites to help address concerns about the insider threat to address a Government concern. He also confirmed that the policy was for DV clearances to be reviewed every 7 years.

34. Sir Denis O'Connor suggested that the Sub-Committee should look more closer at the Protective Security Risk at the next meeting and how the work in hand would impact on the current scoring in the risk register. **Action:**

SCP&RM

Agenda Item 6: Sub-Committee for Performance and Risk Management

35. The Committee noted the report from the first meeting.

36. The Chair had visited the DE&S Team in Abbeywood to learn more about the performance reporting mechanism, which had been very helpful, and he passed his thanks to Richard Medland and his team.

37. During his visit he had been shown a copy of the Portsmouth Naval Base return by way of example, because this showed each mandatory, discretionary and other tasks, and the assessment of the MDP's achievement on each task. He suggested that this might helpfully be provided for the next meeting of the Sub-Committee so that each member of the group can see how the different tasks contribute to the overall performance assessment marking. **Action: DE&S**

Agenda Item 7: MDP Performance Report

38. The Chair noted that MDP had met their tasks, although this was primarily due to deployment of surge capability and large amounts of overtime at many stations. This document would be subjected to closer examination at the next Performance and Risk Management Sub-Committee.

39. The Chair noticed that the DE&S post-mitigation assessment was different (improved) from the MDP performance assessment that had been provided to him with the MDP Management Board papers for 27 Jan. Richard Medland confirmed that this was later subject to DE&S assessment.

40. Mark Preston asked to what extent non-MDP mitigation measures were included. Richard Medland accepted that many tasks were not policing tasks and were not fulfilled by the MDP but Heads of Establishment had given the overall assurance that they were content with security at their sites because they were able to mitigate risks in other ways.

41. Mark Preston questioned whether it was more efficient to use overtime which was funded by gapped posts or appoint new officers. The DCC explained due to the firearms requirement and human reliability factor it was important to ensure that officers were not routinely doing excessive amounts overtime.

Operational Report

42. The DCC presented the Operational Report highlighting various examples of work including the award of the Gold Charter Mark to DCPOs in Northern Ireland, commendations for officers from the Devonport Marine Unit, for their bravery in rescuing an injured man from the cliffs, and various cases of CID activity.

43. The DCC also drew attention to the MDP's contribution to Afghanistan which to date has included over 200 deployments. Of particular note was the

contribution of the female officers including those who had assisted with the training of women employed in the Afghan Uniform Police. The Committee placed on record their appreciation for the MDP's involvement since 2008. Marie Dickie suggested that the Chair might wish to write to the female officers in note of their achievements. The DCC agreed to provide their names and contact details. **Action: DCC/Chair**

Agenda Item 8: Equality & Diversity

44. The Chief Constable presented the MDP strategic goals for diversity which were divided into three sections, each owned by a Management Board member; operational delivery (ACC DO), people and culture (ACC CO) and organisational progress (Hd CS).

Agenda Item 9: Professional Standards Audit

45.. The DCC presented the PSD report. He explained that some of the numbers were distorted by the large scale investigation at AWE B. He also highlighted that local resolution had been used for 80% of the complaint cases in the 3rd quarter.

46. Sir Denis O'Connor noted that a disproportionate number of officers in the 20-29 age group were involved in conduct matters (this equated to 10% of cases while this age group made up only 4% of the force). Conversely the same age group of officers were the subject of only 1% of complaints. Mr McAuley agreed with this assessment and said that PSD were trying to analyse the data for a better understanding. He suggested that this could be followed up in a future PSD audit. **Action: DCC/Len Jackson**

47. Len Jackson passed his thanks to the officers who had assisted with his first PSD audit visit on 23 Jan. He reported that the standard of the files for both complaints and conduct were very good.

48. As a requirement of the MOD Police Committee Work Programme, he had carried out an inspection of the gift and hospitality register. No issues were identified. He had also inspected the Business Interests Register and highlighted some reservations about whether the system was sufficiently proactive to capture new interests, especially where officers were only vetted to SC level and not subject to regular reviews (see also para 32).

49. He was very keen to ensure that officers from PSD featured in the training syllabus for new officers and first line supervisors in order to ensure that unsatisfactory performance procedures were understood. He also welcomed the appointment of 2 chief inspectors to represent PSD on the two Divisions.

Agenda Item 10: Police Committee – Corporate Governance Requirements

51. The independent members agreed to adopt and publish the MOD Police Committee Code of Conduct in the interest of best practice and transparency. The members also supported the requirement for a quarterly review and publication of interests, in line with the procedures in place for Police and Crime Commissioners. The code should be reviewed annually. **Action: Secretary**

Agenda Item 11: Any other business

52. Harvey Moore reported that he had recently been invited, along with other organisations, to contribute to a DECC review the Civil Nuclear Constabulary Police Authority's performances. It had been subsequently suggested by Home Office officials that contact between the Police Committee and the CNCPA would be helpful. The Chair indicated that contact would be welcome.

Agenda Item 12: Dates of the next meetings

Police Committee – Tues 3 June

Sub-Committee for Performance and Risk Management – Mon 17 Mar.

[signed]

KAREN FEATHER

Secretary

MOD Police Committee

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