

DBR-4-2-3

8 July 2014

MOD POLICE COMMITTEE
TUES 2 JUNE 2014

MINUTES OF THE MEETING

[approved on 2 Sep 2014]

Members

David Riddle
Sir Denis O'Connor
Dr Marie Dickie
Len Jackson
Mark Preston

Justin Oliver

Chair
Police Adviser
Independent Member
Independent Member
for Director General Transformation
& Corporate Servs
for Head of Finance Head Office &
Corporate Services

Attendees

Alf Hitchcock
Gerry McAuley
Paul McLaughlin
Dave Long
David King
Daniel Applegate

Richard Medland
Harvey Moore

Eamon Keating
Karen Feather

Apologies

Jonathan Slater

Heather Tayler

Sara Parry
Dave Allard

Chief Constable, MDP
Deputy Chief Constable, MDP
T/ACC Divisional Operations MDP
T/ACC Central Operations, MDP
Head Corporate Services, MDP HQ
Head of Terms and Conditions of
Service Review Team , MDP HQ
DE&S (Customer representative),
AH-PSPP, Director of Business
Resilience, MOD
Chair, Defence Police Federation
Clerk to the MOD Police Committee

Director General Transformation &
Corporate Servs
Head of Finance Head Office &
Corporate Services
HR Business Partner, MOD
ACC Divisional Operations MDP

Chair's opening remarks

1. The Chair welcomed everyone to the meeting and called for a declaration of interests from independent members. No such declarations were made.

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

2. The minutes of the meeting held on 4 Feb 14 (DBR-Def Sy 4-2-3 dated 18 Feb 14) were agreed.

3. The Chair drew the Committee's attention to the serials that remained outstanding from previous meetings that were recorded in the Action Log. The exercise to test a police response to an incident at Glen Douglas would now take place on 23-24 Aug. T/ACC Div Ops agreed to provide a hot-debrief at the next Police Committee on 2 Sep. **Action: T/ACC Div Ops.**

Agenda Item 2: Chief Constable's Strategic Report

3. CCMDP updated the Committee on the latest recruitment plans and praised the small local Defence Business Services (DBS) team for the support they had provided to date. The NEOFs course had now finished and 24 officers had deployed to their duty stations. The first new recruit course was due to start on 30 June. CCMDP had asked the recruitment agency to consider how to attract more applications from BMEs and ex-members of the Armed Forces, and for a major focus on Scotland.

4. The Chair and Sir Denis O'Connor welcomed the increase in starting pay by £2K to £20K. This brought the MDP in line with BTP.

5. It was planned that the ACC CO vacancy would be advertised in the next few days with interviews scheduled for early July. The PC to Sergeant promotion boards would be held later this month.

6. CCMDP was delighted to confirm that the College of Policing had awarded the MDP their full firearms training licence which was valid until 4 December 2017. COP had congratulated the force on the work undertaken over the last 12 months that has ensured that the MDP was compliant with best practice for firearms training. The Committee welcomed this.

7. A network of MDP fitness advisers were now in place, along with arrangements to use some of the gyms belonging to the Armed Forces. The next step would be to move to mandatory standards as agreed through the Terms and Conditions of Service Review. CCMDP reported that the Defence Police Federation recommended members to voluntarily undertake the 5:4 shuttle run as part of officer safety training.

8. CCMDP confirmed that he had held discussions with the Defence Police Federation following the Normington Review, and that their Chair had indicated to him that the DPF expected to apply the recommendations made to the Police Federation, where these were appropriate for the MDP staff association. The Police Committee Chair asked whether discussions were taking place about the level of facility time support provided by the force. CCMDP confirmed that discussions were ongoing and would take account of MOD TU facility time as well as policing staff associations.

9. Mark Preston asked whether the recruitment programme was on track to deliver MDP's customer security requirements. CCMDP confirmed this was the case and provided a handout which illustrated the position between Jun 14 to Jul 15, which also took into account the general attrition rates. The

Chair suggested that this information should be provided routinely to future Police Committee meetings. **Action: CCMDP**

10. Len Jackson expressed concerns about the cost of MDP Long Term Sick leave to the MOD (which he assessed at £2.5M). He suggested that, for a modest percentage of this cost, the MDP might wish to consider appointing Occupational Health Advisers to help the force to address LTS. David King recognised this, but explained that the MDP was reliant on Defence Business Services (DBS) for such resources. Following further discussion the Committee agreed that investment in OH support should be a priority. Mark Preston offered to discuss this with CCMDP outside the meeting to advise him on how the MDP could best approach DBS for assistance. **Action: DBR/CCMDP**

11. The Chair asked for a paper on Occupational Health matters and an update on progress to be provided for the next meeting. **Action: MDP Hd CS**

Agenda Item 3: Terms and Conditions of Service Review

12. Daniel Applegate confirmed that new TACOS for new recruits and NEOFs had been agreed and that he was now in the middle of negotiations with the DPF on the TACOS for the existing workforce. He remained hopeful that the initial timeline, to conclude negotiations over the summer, would be met.

13. Mark Preston asked whether work was on track to deliver the required savings. Daniel Applegate confirmed that a large element of the savings would come from the future workforce over the next 10 years. However, he was clear that if the savings element could not be met through new TACOS, other avenues would need to be explored.

Agenda Item 4: MDP/CNC Strategic Alliance

14. Harvey Moore reported that Ministers in MOD and DECC had now agreed to draw the Strategic Alliance work to a close and had written to both CCs and Chairs of the Police Committee/Police Authority to this effect. It was important that CNC and MDP continued to work together in partnership where synergies exist. The work has resulted in increased cooperation between DECC and MOD policy branches. Discussions around fitness and sharing of information on recent employment issues had proved very helpful.

Agenda Item 5: HMIC Firearms Command and Control Inspection

15. T/ACC Dave Long took the Committee through the detailed Action Plan. The Chair noted that MDP considered 4 of the recommendations were now complete (1, 2, 6 and 9) and asked whether the force was on track with the remaining work or if there were any concerns. Mr Long confirmed the force expected to deliver all recommendations by 31 Mar 15, subject to ongoing discussions with HMIC about Taser requirements.

16. On Recommendation 3: Mark Preston asked whether MDP would reduce or eliminate the Operational Firearms Commanders training gap by 31 Mar 15. Mr Long confirmed it would be eliminated.

17. On Recommendation 13 the independent members were interested to know whether contingency arrangements with local forces included post incident support, and whether the MDP was clear how they would work with the IPCC in the event of a fatality and if site security issues had been taken into consideration. Mr Jackson suggested that MDP may be able to participate in a planned BTP exercise if that would be helpful.

18. CCMDP confirmed that the Senior Leaders' Conference in the Autumn would include an exercise based on a Post Incident Management scenario and that the IPCC had agreed to attend.

19. The Chair said that in order to support the Committee's assurance to SofS Defence, it would be helpful if the Action Plan presented to the Police Committee was supported by a narrative with clear evidence of how MDP has addressed each of the HMIC recommendations. **Action: T/ACC CO**

Agenda Item 6: Corporate Risk Register

20. David King provided an overview of the Risk Register and members discussed the post mitigation risk assessments. The Chair suggested that this discussion was continued at the next SC for Performance and Risk Management, which was also due to consider capability to find out the degree of re-assurance that is provided following the operation of the risk mitigation controls.

Agenda Item 7: MOD Police Committee Annual Report 13-14

21. The Committee agreed the assurance opinion in Annual Report which was due to be sent to SofS before the summer Parliamentary recess.

22. The annex on MDP Performance still needed to be finalised and the Chair suggested that the MDP's assessment of their performance (provided at Agenda Item 9b might also be included in this annex). **Action: Clerk/Chair.**

23. DBR would agree the handling of the report with SofS's office before it was published on the Government internet. **Action: DBR/Clerk**

Agenda Item 8: Minutes of the Sub-Committee for Performance and Risk Management

24. The minutes of the meeting held on 17 Mar 14 (DBR-Def Sy 4-2-4 dated 1 Apr 14) were agreed.

Agenda Item 9: MDP Performance

a) 4th Quarter 13-14

25. The Committee noted the post mitigation assessment of the MDP's performance across all stations. Richard Medland confirmed that the view from the DE&S customers was that MDP performance was generally good. There were concerns at some establishments about the strain on officers due to ongoing overtime that was needed to cover gaps for under bearings, sickness or capability issues.

26. The Chair said it would be helpful to have a single workforce dashboard that showed all these factors in the same place rather than being spread across different reports. It would be helpful if the quarterly performance report could include the number of non-capable officers and LTS at each station to give the full picture of the staffing situation. **Action: Hd CS/T/ACC DO**

b) 13-14 End of Year Performance

27. The Committee noted the EOY performance assessment from the MDP. (See also para 22)

c) Operational Report

28. The DCC briefed on an incursion at Faslane on 19 Mar 14, which resulted in a visit by CDM and a RN Ship's Investigation. The Chair noted that the Ship's Investigation had not been critical of the MDP. The DCC reported that some Review, Learn and Improve actions had been identified for the MOD and the MDP but were mainly for the MGS to address.

29. Sir Denis O'Connor was clear that given the role played by the MDP on site security, it was right that the Department looked at MDP operations and how they integrated with others to overcome security risk.

30. Mark Preston said that he has asked the Police Committee to lead on a review of MDP security and cultural issues across the force. d

31. The DCC highlighted several items in the Operational Report including the MDP's ongoing strategic partnership with the UK Border Force, DCPO activity in Northern Ireland, and a decision by Norfolk and Suffolk Constabularies to use Wethersfield for their public order training.

32. The DCC also drew attention to Navy Command's decision to reduce MOD marine craft from service from 1 June 14. He explained that the proposals had come without notice at a time when MDP were being asked to increase marine policing. T/ACC CO was now engaged with Navy Command about the operational consequences of the reductions and associated risk to the customers at Portsmouth, Devonport and the Clyde. Mark Preston offered to speak to D Res and asked T/ACC CO to provide him with a fact sheet to assist him. **Action: T/ACC CO/DBR**

33. The Chair asked for a full update at the next meeting. **Action: Clerk/ACC CO**

Finance Report

34. Sir Denis O'Connor thanked MDP Hd CS for the covering paper which had clearly demonstrated the problem with MDP's overspend on overtime, which had been queried at the last Sub Committee for performance and risk management. It was now clear that although overtime had been used to cover for up to 250 gapped posts, it was also being used to cover for officers who were on LTS or non-capable, which equated to another 200 posts.

35. David King explained that the force would remain reliant on overtime during 14-15, but MDP HQ was considering ways to review and improve the system for capturing overtime which would show Div Cdrs and the Management Board where it was being used and the reason for it.

Agenda Item 10: Diversity Data

36. The Committee had been invited to consider their minimum diversity reporting requirements for Committee meetings. These had been produced for the first time although CCMDP accepted the information needed further refinement for the next meeting. **Action: CCMDP**

37. The independent members thought that the current ongoing recruitment programme was the MDP's opportunity to make a difference to the diversity aspects in the force and urged the Chief Constable to seize this.

Agenda item 11: Use of Force

38. The Committee noted the information provided.

Agenda Item 12: Professional Standards Report

39. The DCC presented the PSD report. The proportion of complaint and conduct cases with a timeline of over 120 days had increased and remained a challenge for PSD. Mr Jackson accepted that this was inevitable since PSD was a small department currently coping in extraordinary circumstances.

40. Mr Jackson reported that he had carried out the PSD audit on 15 May. He had dip-sampled a number of files covering a range of complaint and conduct matters and all were in good order. He had raised concerns about a panel decision following a gross misconduct hearing.

Agenda Item 13: Sub-Committee for Misconduct and Complaints

41. The Committee agreed revised the Terms of Reference for the above sub-committee. These would be effective from the date when the new MDP Conduct and Appeal Regulations take effect (currently estimated to be 1 Oct 14).

Agenda Item 14: MOP Police Committee Work Programme

Review of the Operational Capability Centre – Training and Police Diploma

42. Marie Dickie highlighted some of the Committee's findings following their visit to the OCC at Wethersfield to review arrangements for the training of new recruits and MDP's plans for a police diploma. She had reservations that the arrangements for new recruits were not fully embraced by the force, with officers demonstrating a preference to continue in the traditional manner rather than embrace some radical change which may generate a more diverse workforce.

43. CCMDP confirmed his personal commitment to this. While it appeared that Tulliallen did not present the best value for the MDP there may be opportunities in the MOD environment in Scotland. He had therefore asked Mr Long to take a further look at this.

44. CCMDP also thought there was an opportunity for the MDP to adopt the police diploma/certificate in policing and this might need to be highlighted in the force's recruitment material. He understood this was an obstacle for Home Office recruitment since applicants had to pay to do the qualification, whereas in MDP they would be supported over 2 years in their own training environment. It was accepted that the major risk with this approach was that officers might leave to join other forces having gained the diploma at MOD expense.

45. It was agreed that the Committee would continue to examine various aspects of the OCC as a part of their annual work programme,. The next phase of work would focus on training for first and second line supervisors and the new Code of Ethics issued by the College of Policing.

Agenda Item 15: Any other business

46. No matters were raised.

Agenda Item 16: Dates of next meetings

Police Committee – Tues 2 Sep

Sub-Committee for Performance and Risk Management – Tues 19 Aug

KAREN FEATHER
Secretary
MOD Police Committee