

DBR-Def Sy 4-2-4

27 February 2015

MOD POLICE COMMITTEE
TUES 10 FEBRUARY 2015
VENUE: MB LEVEL 3 SPINE 2 HISTORIC ROOM 27

MINUTES OF THE MEETING

[approved on 12 May 15]

Present:

Members

David Riddle
Len Jackson
Anne McMeel
Jonathan Slater

Mark Preston
Justin Oliver

Chair
Independent Member
Independent Member
Director General Head Office &
Commissioning Services
Director Business Resilience
for Head of Finance Head Office &
Corporate Services

Attendees

Alf Hitchcock
Dave Allard
John Fletcher
Paul McLaughlin
David King
Richard Medland
Harvey Moore

Supt Derry Montgomery
Lorna Dukes
Eamon Keating
Karen Feather

Chief Constable, MDP
T/Deputy Chief Constable, MDP
ACC Organisational Change, MDP HQ
T/ACC Operations MDP HQ
Head Corporate Services, MDP HQ
DE&S (Customer representative),
AH-PSPP, Director of Business
Resilience, MOD
DBR-Def Sy
DE&S (Observer)
Chair, Defence Police Federation
Clerk to the MOD Police Committee

Apologies

Sir Hugh Orde
Simon Chesterman
Heather Tayler

Gerry McAuley
Daniel Applegate

Police Adviser
DCC Civil Nuclear Constabulary
Head of Finance Head Office &
Corporate Services
DCC, MDP
HRD-Strategy

Chair's Opening Remarks and Declarations of Interest

1. There were no declarations of interest¹.

¹ Anne McMeel made a written declaration in Oct 14 concerning her employment with KBR

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

2. The minutes of the last meeting (DBR-Def Sy 4-2-4 dated 24 Nov 14) were agreed.
3. The action log was reviewed by the Chair. It was decided that the work to review misconduct outcomes should be included in the Committee's work Programme for 15-16. It should start in October 15. There will also be a review of process and lessons learned following the AWE misconduct cases.
4. The Chair and CCMDP would discuss the HMIC review of the Firearms Command and Control inspection and the possible attendance of HMIC at a future Police Committee meeting. **Action: Chair/CCMDP**
5. All other matters were discharged or would be covered during the meeting.

Agenda Item 2: Chief Constable's Strategic Report

6. CCMDP highlighted some of the issues from his strategic report.

a) LTS/Capability A dedicated DBS team had been established to deal with MDP sickness. The direction of travel had improved although there was still much to be done. UPP was now referred to as "Police Restoring Efficiency Procedures (PREP) and 140 officers were currently in process.

b) Recruitment The recruitment plan had increased from 200 to 300 officers per year, with the force expecting to be close to its target strength by Jun 15. Anne McMeel was providing challenge and advice on work to improve the recruitment process.

The independent members thought that the MDP should be aiming at 103% recruitment levels to ensure 100% recruitment rather than the planned 97% at present which would result in a continued shortfall as a result of ongoing natural wastage. CCMDP confirmed that MDP's recruitment targets were 100% with a small amount of overtime to compensate where necessary. Len Jackson was pleased to note a dedicated recruits' course for officers to be deployed to Scotland had started in Jan 15.

c) Service Delivery incidents Completion of the disciplinary process for officers involved in misconduct procedures remains a force priority. The outcome of the Police Committee Culture and Security Capabilities Review and the MPS Peer Review were awaited.

d) Command and Control CCMDP provided a short update on the Home Office's progress with the EMSN and the HMIC recommendations on firearms command and control (see also agenda item 5).

e) Organisational Change ACC portfolio responsibilities had changed; all Operational Staff (including the OSD and CSG) come under ACC Operations.

ACC Organisational Change (ACC OC) would be responsible for capability development and delivery, related training and support, and CID. It was noted that MDP was engaged with DBR on preparations for SDSR 15. The Chair requested an organisational diagram be provided for the independent members. **Action: MDP Hd CS**

f) Leadership and Management Training The Committee welcomed the new two week Preceptive Leadership and Management courses which had started in Oct 14 and hoped there might be an opportunity for Police Committee members to observe future courses.

g) Draft MDP Key Priorities 15-16 The Committee asked the force to re-visit KP2 with regard to the measurement of the recruitment programme to take account of views expressed at para 6a. Jonathan Slater said these needed to be quantifiable and stretching. **Action: MDP Hd CS**

h) Op Granite Len Jackson was concerned to see delays to the full force transition to DII given the importance of communications across the force and the difficulties of running dual IT systems which had been raised with him during Culture Review. David King explained that a single IT system remained an aspiration, even to achieve full connectivity by 2016 and that further TLB funding would be required to achieve this. Jonathan Slater explained that DII contracts were currently being negotiated to improve IT across the MOD, but suggested MDP should make a Business Case if it needed more funding for DII. The Chair urged that steps to secure a single effective IT system for the force needed to be pursued as a priority. **Action: MDP Hd CS**

Agenda Item 3: Police Committee Report on the MDP Culture and Security Capabilities Review

7. The Police Committee report was expected to be finalised by the end of March. The Chair asked for the final draft to be circulated to CCMDP and other Police Committee members later this month. The report would then be tabled at the Sub-Committee for Performance and Risk Management on 24 March before publication. Mr Jackson was invited to attend the SC for these purposes. CCMDP should also be prepared to present the Force's Action Plan to address the Committee's recommendations at the SC.

Action: Len Jackson/ CCMDP

Agenda Item 4: Terms and Conditions of Service Review

8. As Daniel Applegate was unable to attend, David King briefed the Committee on the current situation. Confirmation of the Government's position was still awaited on the pension age, and the Chair asked if Jonathan Slater might be able to progress this through MOD Ministers. On TACOS the main issue between the Department and the Defence Police Federation was the option to remove the Net Pay Deduction for an increased working week from 40 to 42 hours to ensure the necessary savings can still be achieved. The DPF Chair indicated that the DPF were looking for the outcome to be settled before April. The Committee noted the position.

Agenda Item 5: HMIC Firearms Command and Control Inspection

9. John Fletcher updated the Committee on the MDP's progress since the last meeting in Nov 14. He explained that the main issue was now progressing HMIC's recommendation (No 8) that the MDP should implement a common firearms command and control protocol across the Territorial Division. The HMIC report had recommended that the CNI site model should be adopted. This would be dependent on agreement with 19 different forces with associated issues, costs and risks. The revised timeline 31 Mar 15 did not appear achievable because of this, although engagement with Police Service Scotland, Thames Valley and Hants was ongoing. The future location of the CCR was also a factor.

10. CCMDP explained that he had briefed HMIC to explain the MDP challenges to implementation. The Chair suggested that a separate meeting with ACC OC would be helpful to discuss how this might be addressed in order to meet the requirement for consistent arrangements across the Division. **Action: Chair/ACC OD**

11. The Chair said that the Committee needed to be satisfied with MDP's implementation of all the recommendations before they could formally sign this off and report to both HMIC and the Defence Secretary that the recommendations had been discharged to their satisfaction.

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

12. The Chair invited the Committee to receive the minutes of the Sub-Committee recording the meeting held on 13 Jan 15.

Agenda Item 7: Performance Report

Operational Report

13. Mr Allard briefed the Committee on how HQ reacted to disseminate information following the recent attacks on police officers in Paris, in order to ensure all MDP officers considered personal protective security measures. He also highlighted some future measures that would be taken to ensure officers did not become complacent including the importance of supervision.

14. The Chair noted the recent operational decision to deploy MDP officers to new task to guard GCHQ with effect from 15 Feb. Mr Allard explained that the Management Board felt able to accommodate this due to the in flow of officers from the recruitment programme. The task would be done on a repayment basis for a period of six months and would then be subject to review by SofS. Mark Preston agreed that MDP were now in a better position to support this task and MDP to ensure that the Defence Secretary was provided with advice in good time to review the deployment .

Performance Report – Q3

15. Since performance measures had been discussed at length at the SC on 15 Jan the Chair invited the Committee to note the Qtr 3 performance report. Richard Medland confirmed that he remained content with the level of performance at the DE&S sites.

Agenda Item 8: Long Term Sick/Non-Capability and Occupational Health Update

16. David King confirmed that the number of officers on LTS had now reduced from 104 in Dec 14 to 86 (which was actually back to the levels reported in Jun and Sep 14).

17. The Chair asked what impact the new MOD policy for calculating sickness (i.e. to move from calendar days to working days) would have on the MDP. Eamon Keating commented that rather than being based on 28 days it would be 20 days as it would not longer capture weekends and rest days.

18. Mr Allard was leading on the action plan to ensure there was close scrutiny of all sickness cases and the active involvement of supervisors in managing absences. The use of Form E333 (the Daily State report from each station) would be a useful tool to analysis sickness data and trends. There was also a plan to deploy Tiger Teams to stations.

19. The Chair asked whether more assistance was needed from the MOD, and what the current obstacles were.

20. CCMDP considered the ill-health retirement process was too lengthy for those officers with conditions that mean they will never be able to return to work. Jonathan Slater agreed clarity was needed for exit packages where it is in the interests of the Department to allow officers to leave as early as possible.

21. David King wanted a better package of Occupational Health support to assist those officers in the temporary non-capable category to return to full duties more quickly.

22. The Chair noted that the Deep Dive at the next Sub-Committee would focus on sickness and non-capability. This would help to identify any further areas where the Minister might be well placed to assist while she continues to oversee the progress.

Agenda Item 9: Diversity and Equalities

23. CCMDP gave an overview of the progress on the Action Plan.

24. Anne McMeel considered there was still more work for Havas to do for more local recruitment initiatives. She also believed that another barrier was

the inability to submit on-line applications. This needed to be addressed. She welcomed the increased profile of MDP officers at recruitment fairs, but recognised this needed to be balanced with security considerations in the current climate. Finally she noted the MDP's re-engagement with Stonewall. MDP was ranked 251 out of 397 organisation. Ch Insp Fiona Kerr was due to meet with Stonewall to find out what can be done to improve the MDP's submission and scoring in time for next year's assessment.

25. The Chair anticipated that a new Action Plan for 15-16 would be presented to the Committee at the next meeting, in addition to the Q4 and End of Year report. **Action: CCMDP**

Agenda Item 10: Use of force and powers

26. The Chair queried the use of Stop and Search on 12 occasions at RAF Lakenheath. Mr McLaughlin agreed to look into the detail of this and provide a response via the Sec. **Action: ACC O**

27. Jonathan Slater queried the ethnic category descriptors. It was confirmed that these were consistent with the Police National Database.

Agenda Item 11: Professional Standards – Qtr 3

28. Len Jackson had carried out the PSD audit on 22 Jan. He viewed the senior officers' hospitality register and the force's Business Interest Register and found no matters of concern. The next review is required in Jul. **Action: Len Jackson**

29. Hd PSD provided him with an update on the AWE conduct matters and confirmed that investigations are now complete at Burghfield. The first appeal against dismissal of a Burghfield officer had been rejected by the PAT Chairman. 12 officers had resigned as a result of the Aldermaston misconduct before their hearings were due. Jonathan Slater suggested that in order to help the force progress the hearings speedily and in the context of possible further resignations by officers before their hearing, it might be worth considering double booking hearings. Mr Allard said there would be cost implications.

30. The complaints files were reviewed and found to be in good order, although timeliness remained an issue.

31. The Chair noted that approx 70% of the conduct cases that were finalised in the 3rd Qtr had taken over 120 days. Len Jackson welcomed the decision taken by PSD to no longer use SPOs for gross misconduct cases, as appear to take longer in addition to detracting the SPO from their primary role.

32. The Chair noted that two officers had been arrested; one as a result of an off-duty drink driving incident and one for possessing indecent images. He asked whether the officers had been suspended. Mr Allard said that both officers were on long term sick leave.

33. Finally, the Committee noted the possible reforms to the police disciplinary system following recent Home Office consultations. The MOD would need to consider the application to the MDP in due course and make any necessary amendments to legislation.

Agenda Item 12: Any other business

34. [redacted]

Agenda Item 13: Date of the next meeting

35. The next meeting will be on Tues 12 May (changed from 19 May at CCMDP's request). The papers will be due on Thurs 30 April.

[signed]

KAREN FEATHER
Secretary
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