

DBR-Def Sy-4-2-4

22 March 2016

MOD POLICE COMMITTEE
MINUTES OF THE MEETING OF HELD ON TUES 15 MARCH 2016
[approved on 7 June 2016]

Present:

David Riddle	Chair
Sir Hugh Orde	Police Adviser
Len Jackson	Independent Member
Anne McMeel	Independent Member
Lucy Spencer	Head of Finance Head Office & Corporate Services
Harvey Moore	for A/DBR

Attendees

Alf Hitchcock	Chief Constable, MDP
Andy Adams	Deputy Chief Constable, MDP
Justin Oliver	Chief Officer Resources & Programme, MDP
Dave Long	T/ACC Organisational Development & Crime, MDP
Richard Medland	DE&S (Customer representative), DBR-Def Sy
Supt Derry Montgomery	Clerk to the MOD Police Committee
Karen Feather	

Apologies:

Mark Preston	A/DGHOCS
Paul Fyfe	A/DBR
Dave Allard	ACC Ops MDP
Eamon Keating	Chair, Defence Police Federation

Chair's Opening Remarks and Declarations of Interest

The Chair noted that this was the first time the Committee had met without senior policy representatives from the MOD. While he accepted that there were good reasons for the short notice apologies from A/DGHOCS and A/DBR, he stressed that their attendance was important for the effectiveness of the Police Committee and for SofS's assurance on the governance of the MOD Police.

2. There were no declarations of interest.

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

3. The minutes of the last meeting held on 8 December 2015 (DBR-Def Sy 4-2-4 dated 8 January 2016) were agreed.

4. The Chair asked for the information about the attrition rate for new recruits to be available for the SCPRM on 17 May. All other items in the Action Log had been addressed or would be discussed during the meeting. **Action: T/ACC ODC**

STRATEGIC ISSUES

Agenda Item 2: Chief Constable's Strategic Report

5. CCMDP provided a summary of the Force's key issues.

6. Budget – MDP was on target to meet the target to reduce costs following work over Q3 and Q4. MDP had successfully reduced spend across all categories but most notably had halved overtime costs from an average of £1.2M per month prior to Oct 15 down to £0.6M.

7. Customer Tasking - MDP had delivered an effective service (>95%) to 50% of its stations against their original security requirements.

8. Recruitment – The complement level was 93% at Jan 16. Recruitment was due to re-start later in March with an initial intake of 36 officers (predominantly female and BAME). Current planning was to recruit 216 officers in 16-17 which would bring the complement up to 95%. However, this could be affected by age-related exits, and uncertainly about AWE complements which was effecting retention.

9. Critical National Infrastructure – MDP has negotiated and reached agreement with DECC for the continuing service for the next 8 years which will be underpinned by a series of sustainability factors. A Ministerial submission had been sent to SofS for agreement, with the Committee's support for the MDP to continue with this task.

10. New customer taskings – CCMDP said there were ongoing discussions with Navy over further MDP support for the QEC.

11. IT – Justin Oliver's paper providing an update on IT issues had been circulated to all the independent members. The Chair's remaining concern was now that the most critical areas of MDP operations were dependent MDP Net old kit and technology. CORP confirmed there was no operational risk since MDPNet continued to be supported from MDP HQ. The Chair suggested that this issue should be followed up at the December meeting of the Police Committee once the outcome of the SDSR work and MDP's allocation of resources was known. At that time, the committee would want to understand the case for funding or not funding the final roll out of DII to the critical sites, in the context of other risks and priorities. CORP gave an undertaking to update the Committee if there were other developments in the meantime. **Action: CORP/Sec**

12. Re-location of MDP HQ – CCMDP said a decision on the Wethersfield site was still awaited.

Agenda Item 3: Strategic Defence and Security Review 2015

13-17. [redacted]

18. Harvey Moore had attended the security stocktake on 14 March and reported that the VCDS was positive about the benefits of the Operational Policing Model and had asked TLBs to examine this Defence Efficiency Programme option in further detail. However, first the TLBs needed to make decisions on the option to replace MPGS with regulars. It was agreed that DBR should assist the TLBs to fully understand the benefits of the OPM. The Chair supported this and pointed out that this provided an opportunity for the MDP to market the OPM and think in broader terms about security requirements.

Agenda Item 4: Review of Infrastructure Policing

19. MOD was engaged with this review at every level. Paul Fyfe attended a regular meeting at the Cabinet Office, David Riddle has been nominated for the Challenge Group, CCMDP was attending stakeholder meetings. In addition, Colin Stallwood was embedded in the project team working from the Home Office and Supt Pawley was designated as the MDP Subject Matter Expert to the project. There was also Ministerial level engagement.

20. [redacted]

Agenda Item 5: TACOS update

21. Minister DPV had received a letter from the Chief Secretary of the Treasury which declined the MOD's proposal for an Enhanced Effective Pension Age of 60 for MDP officers. The explanation was that this ran counter to the Government's policy for longer working lives and HMT did not wish to set a precedent which may be attractive to other groups in the wider public sector (including the Defence Fire and Rescue Service). Civ HR had held a meeting earlier with the DPF to relay the outcome.

22. Anne McMeel asked whether there now a plan in the place to move forward with implementing TACOS if the DPF objected. CCMDP explained the options available to the MDP. CCMDP said the the fitness issue and shift patterns remained the biggest issues for the Chief Officer Group. "Without prejudice" negotiations had already started with the DPF while the decision from HMT was awaited.

23. The Chair wanted to place on record the Committee's disappointment in the final outcome and suggested that the matter of the pension age should be re-visited at a later and appropriate stage.

Agenda Item 6: Policing Plan 16-17

24. CCMDP presented the Policing Plan, explaining that it still needed some refinement.

25. Anne McMeel was concerned that the Plan still did not reflect the force's resource restrictions and the requirement to change the model with the customer to provide an affordable security output. There was no clarity in the draft plan about the need for further savings and the implications. She also suggested that this reduction

in resources should be assumed to continue for future years. Also it appeared that the diversity targets were unattainable against the current recruitment plan.

26. [redacted]

27. Sir Hugh Orde suggested that some of the delivery dates should be reviewed to ensure they were properly achievable. Justin Oliver accepted the Committee's advice while noting that the targets still needed to be challenging.

28. Len Jackson said this Plan presented an opportunity for the MDP to promote the OPM as a modern approach for better and more cost effective delivery.

29. It was agreed that CCMDP would re-focus the foreword of the Policing Plain in order to highlight the resource challenges that have been faced by the MDP over the last 3 years and expected to continue. Going forward this required a transition to a new style of policing to meet customers' requirements in the most efficient and cost effective way. The Chair asked for the foreword to be sent to the Secretary for re-circulation to the members. **Action: CCMDP/Sec**

Agenda Item 7: Culture Review

30. T/ACC Long provided an update on the Force's Action Plan following the Committee's review of MDP culture during 2014.

31. Len Jackson welcomed the progress on Occupational Health. His main concern was the PADRs and he stressed that Reporting Officers needed to understand the current resource position in order to ensure that they did not over promise on training and development opportunities during performance review with their officers. This had serious implications on morale when it could not be met because of funding constraints etc.

32. On the recommendation relating to Leadership, he did not agree with the assessment that this was now complete. He requested a further update on the situation at the next meeting because he thought there was still some way to go on meeting the Committee's expectations. **Action: T/ACC ODC/Sec**

33. The Chair asked that future reports to the Committee were shorter and focussed only on the outstanding recommendations and progress against these. **Action: T/ACC ODC**

Agenda Item 8: MOD Police Committee Work Programme 15-16

- a) MDP response to the Police Committee's Review of the Operational Capability Centre

34. Sir Hugh Order highlighted the issue of the "lifed" posts and noted the final outcome was still awaited. DCC explained this would be fully addressed in the ongoing HQ Review which would re-set the HQ and ensure established posts were funded. This was due to be completed by April.

35. The Committee accepted the MDP response to the OCC review.

Agenda Item 9: Professional Standards Report and Audit – 2015-16 Q3

36. The DCC drew the Committee's attention to the report following the IPCC investigation into a death following police contact at Devonport, when Devon and Cornwall Police asked MDP for assistance on the water. The IPCC report made two recommendations that MDP had to address. One had been discharged. The second, which relate to incident recording, was being addressed but the DCC reported that a recent launch of a police vessel to respond to a request for assistance from a Home Office police force had gone well indicating that lessons had been learned.

37. The Chair said that the Committee was only aware of the publication of the IPCC report as a result of media coverage and a request had been made to PSD for a copy at that stage. He asked that a formal system be put in place to ensure that the Police Committee was made aware of any IPCC Investigations, Reports or recommendations at the earliest opportunity through direct PSD contact with the Secretary. **Action: DCC**

38. The Chair had carried out the PSD audit for Q3 and found all files to be in order. He had also started to look at Employment Tribunal cases but Len Jackson would complete this work during his next visit. **Action: Len Jackson**

PERFORMANCE

Agenda Item 10: Sub Committee for Performance and Risk Management

39. The minutes of the meeting held on 16 Feb 16 were noted.

Agenda Item 11: Chief Constable's Performance update

a) Finance Report – AP10 forecast performance

40. Justin Oliver invited the Committee to note that the MDP was predicted to come in above budget at £135.2M against a revised control total of £132.6M. However this overspend could be offset against the agreed deviations of up to £2M. In anticipation of a further tight spending round in 2016-17 HOCS had allowed for an additional spend of £0.700M to be brought forward for equipment procurement.

41. The latest financial position had been achieved through the introduction of a range of robust expenditure controls. The Committee noted that the overtime budget had reduced by 50% since Oct 15. These savings measures will be reviewed to see what can be carried forward for 2016-17.

b) ABC 16 – HOCS update

42. Lucy Spencer explained the financial position of HOCS TLB. Each business unit has been asked to report how they would deliver 10% efficiency savings, with an assessment as to the impact.

c) Station Performance – Jan 16

43. There appeared to be several discrepancies in this report which the DCC agreed to address and also take the opportunity to re-design the report. The Chair accepted this proposal and asked for an accurate and reliable picture of force performance to be made available for the next Sub-Committee meeting. **Action: DCC**

d) Operational Report

44. The Operational Report was noted.

Agenda Item 12: Report on reducing LTS and non-capability & OH arrangements

45. The Committee welcomed the progress and achievements in the report.

46. Harvey Moore asked if short term sickness had improved since the overtime had been significantly reduced. The DCC said this had not yet been assessed but was the future focus of this project. It was also noted that DBS had developed a management information tool that managers could use for interrogation.

Agenda Item 13: Diversity and Inclusion

47. Anne McMeel reported that she had discussed the draft plan for 16-17 during her recent visit to MDP HQ. She was generally happy with the approach to push responsibility out to operational officers. She asked whether a successor had been nominated to take over the role Supt Pam Hewitt had played to coordinate and share information. T/ACC Long said this had not yet been addressed since the post held by Pam Hewitt in ODC was temporary and she would not be replaced. The DCC acknowledged that this needed to be addressed. **Action: DCC**

48. The Chair expressed concerns about the diversity targets. The plan to recruit 200 officers could be a problem due to the current level of exits and may need to be higher if the target was to be met, but then this would have implications on the capacity of the OCC. He recommended that the force needed to explore inventive ways to meet the targets which might mean considering further targeted recruitment of females and BAME in Q3 and Q4.

POLICING POWERS AND DUTIES

Agenda Item 14: HMIC Firearms Command and Control arrangements – progress update

49. The Chair did not accept rating attributed to the 3 outstanding HMIC recommendations, although he accepted that MDP had done as much as possible at this time to meet these recommendations. He therefore suggested that this agenda item should remain open and be reviewed again during Q3 2016-17 to take stock once the outcome of the Infrastructure Policing Review is known. Harvey Moore suggested that the issue of the MDP Central Control might also be usefully addressed at the same time. The Chair agreed. **Action: T/ACC ODC/Sec**

Agenda Item 15: Use of Force and Powers

50. The Committee noted that this was the first time that Stop and Account figures had been reported. This reflected the work being undertaken outside the wire as part of the OPM. Harvey Moore queried the low figures for Stop and Account in the Territorial Division. The DCC agreed to look into this. **Action: DCC**

51. The Chair suggested that a short narrative should accompany the next report to the Committee containing information about MDP's past use of Stop and Account. **Action: DCC**

CLOSING REMARKS

Agenda Item 16: Any other business

a) MOD Police Committee Work Programme 16-17

52. The independent members would engage on a series of scrutinies and visits which would include looking at MDP's arrangements for QEC; the implementation of the OPM; a further OCC review with a focus on leadership and training; shaping the Business Plan for 17-18; assurance work for operational and command performance in the event the re-location of MDP HQ gathers pace; and a series of state of the force visits. The Secretary would produce the programme. **Action: Sec**

b) Independent members' appointments

53. An open competition for the Chair's appointment would run over the summer, since David Riddle was due to stand down from 30 Sep 16.

54. Len Jackson had agreed to stay on the Committee for a 4th year when his current appointment comes to an end of 30 Sep 16, subject to the approval of SofS.

c) Mark Preston

55. The Chair wished to place on record the Committee's thanks to Mark Preston for his contribution to the Committee as DBR and latterly A/DGHOCS.

Agenda Item 17: Date of the next meeting

56. Tuesday 7 June at 1430 (NB: 30 minutes later than the normal time).

[signed]

KAREN FEATHER
Secretary