

Def Sy-4-2-4

22 September 2016

**MOD POLICE COMMITTEE MEETING**

**TUES 13 SEPTEMBER 2016**

**Present:**

**Members**

David Riddle	Chair
Len Jackson	Independent Member
Anne McMeel	Independent Member
Julie Taylor	Director General Head Office and Commissioning Services
Lucy Spencer	Head of Finance Head Office & Corporate Services
Harvey Moore	for Head Defence Security

**Attendees**

Alf Hitchcock	Chief Constable, MDP
Andy Adams	Deputy Chief Constable, MDP
Justin Oliver	Chief Officer Resources & Programme, MDP
Paul McLaughlin	ACC Operations, MDP HQ
Richard Medland	DE&S (Customer representative), DBR-Def Sy
Supt Derry Montgomery	Observer
Ch Insp Jeff Renton	Observer
Insp Michelle Mahony	Chair, DPF
Eamon Keating	Clerk to the MOD Police Committee
Karen Feather	

**Apologies**

Sir Hugh Orde	Police Adviser
Paul Fyfe	Hd Def Sy & Res
Dave Long	ACC ODC

**Opening remarks and declarations of interest**

1. The Chair welcomed Julie Taylor, DGHOCS, to her first meeting, and Ch Insp Jeff Renton, SPO Whitehall and Insp Michelle Mahoney, Staff Officer to the Chief Constable who were attending as observers.

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

2. The minutes of the last meeting (Def Sy 4-2-4 dated 23 June 2016) were agreed. The Chair noted that the inspection of Business Interests and Gifts and Hospitality registers had slipped to Nov 16 since PSD were not prepared for the inspection at

the last PSD audit. The Chair reserved the right that the independent members should be able to inspect these registers at any time without giving notice.

### **Agenda Item 2: Head Office updates**

3. The Chair brought forward this agenda item because Julie Taylor needed to leave early to attend another meeting.

a) AWE

4. The Efficiencies Programme Board (EPB) was expected to consider the final Army estimate into assuming responsibility for some security tasks at AWE.

5. [redacted]

6. Julie Taylor recognised a final decision on this option had taken too long and agreed that a final timeline needed to be set. The Chair agreed this was vital given the impact on retention and morale and asked for the date of the EPB to be confirmed to him. **Action: Sec**

b) Whitehall

7. [Redacted]

8. The Committee asked CCMDP to ensure the force were notified of the final outcome for all the sites. **Action: CCMDP**

c) Funding Model

9. The Chair said the Department had acknowledged that a new funding model needed to be developed for the MDP but progress appeared slow. Julie Taylor explained that there had been approval for all shared services to be moved to a delegated model although certain parameters needed to be set first, but she did not rule out implementation of the new financial model in time for 1 Apr 17.

10. CCMDP said the Senior Management Team had agreed to present some options on the MDP funding model to DGHOCS for her consideration. The Chair underlined the urgency for the force of putting a new model in place and suggested that these options should be provided to the SC meeting in Nov for testing and challenge. **Action: CCMDP**

### **Infrastructure Policing Review**

11. [Redacted]

12. Julie Taylor agreed that the Committee should receive a written update of progress following the Steering Committee on 22 Sep. **Action: DGHOCS/Def Sy**

## Relocation

13. CCMDP confirmed that Bassingborne remained the preferred option for force HQ re-location, with Feltwell in Suffolk in second place. Neither base was expected to be available for occupancy for at least 3 years.

## JSP 440 review

14. Harvey Moore briefed that the review of the Defence Security Manual (JSP440) was continuing. There would be further engagement with the Police Committee once the Part 2 review had been drafted. **Action: Def Sy Dep Hd Pol**

## **Agenda Item 3: Chief Constable's Strategic Report**

15. CCMDP presented his Strategic Report.

16. The timescales for implementing the TACOS main pay and allowance changes by DBS were explained to the Committee.

17. He drew attention to the financial risk caused by the Airwave replacement and the requirement for a shadowing arrangement of the new Emergency Services Network with Airwave in 2018-19. Airwave was due to be withdrawn in 2019 although there was a contract provision to be able to extend on a monthly basis. The matter of temporary radios needed to be addressed nationally since this was not an MOD issue.

18. CCMDP confirmed that 62% of MDP now had access to DII at 41 out of its 49 locations. The Chair queried the timing for the other stations getting DII.

19. Len Jackson raised concerns about the capacity to recruit given the numbers required and the ability of the OCC to deal with this. The DCC explained this is managed through the Workforce Projection Group which he chairs. This considers sites, new tasks, stations closures, ranks and attrition, and enables the future complement to be projected at each meeting and recruitment numbers. He considered that his main challenge was currently in the specialist training area and the SMT needed to take a view on whether this should now be the OCC's main priority.

20. The force currently had a large gap at Sergeant level. Many did not want to take up promotion at Aldermaston where there were several vacancies, given the current uncertainty of the MDP's future role there.

21. In discussion, the Committee members highlighted the importance of maintaining recruitment at least at current levels if the force is to have any chance of meeting the target percentage of complement, and reiterated their opposition to any in year recruitment freeze.

#### **Agenda Item 4: Report of the Sub-Committee for Performance and Risk Management**

22. The Committee noted the report that the Chair had written to DGHOCS following the SC meeting on 16 August which provided an update on performance, efficiency and effectiveness based on the information presented by the MDP at that meeting.

23. The Chair asked for an update on the Longtown funding issue. Justin Oliver confirmed that it would be reported to HOCS as an overspend since funding would not be forthcoming.

24. CCMDP said he was waiting for a letter from Def Sy to ask him to re-set the MDP complement to take account of the financial reductions that had been made during the year to enable him to re-set the workforce. This would then allow him to engage with TLBs to review their requirements and consider the most effective way to deliver them. The Chair recognised that this would feed into the new planning round and new funding model but reiterated the Committee's previous decision encouraging CCMDP to give notice to terminate unfunded services.

#### **Agenda Item 5: Operational Report**

25. ACC O presented the Operational Report outlining some of the main MDP surge operations in support of Defence.

26. The Committee noted the Use of Force and Powers Report for Q1.

27. A report was tabled on MDP's use of Stop and Account following questions raised by Sir Hugh Orde about the figures at the last meeting. The report confirmed that the increase was due to a wider use of the new Operational Policing Model and a trial of effects-based policing in the AWE area.

28. Len Jackson commented that despite the increased contact with members of the public there was no commensurate increase in the number of complaints against the Force and this was very positive.

#### **Agenda Item 6: MOD Police Committee Work Programme 15-16**

##### **a) MDP preparations for the policing and security of QEC**

29. David Riddle and Sir Hugh Orde visited HMNB Portsmouth to engage with MDP, Naval Base staff and Hants Police about the future security and policing plans for the new carriers.

30. The Chair reported that they had been impressed with the SPO's engagement with the Naval Base Commander and his staff and her grip of the planning process and collaboration between MDP and the local force. The Committee had identified a requirement for some strategic liaison at senior officer level which had now been implemented.

31. ACC O updated the Committee on the current funding position.

32. [Redacted]

**b) Review of the Operational Capability Centre**

33. This work was undertaken by Anne McMeel and Len Jackson in June. The aim of the review was to look at the increasing demands on the OCC associated with recruitment training, firearms training, specialist training and leadership development.

34. Anne McMeel reported that there was evidence of improvements in working relations and better collaboration at the senior levels of the OCC which overall meant it was better placed to meet its challenges. A recent review of OCC had resulted in a small increase in staff with some increased flexibility as a result of some posts being dual hatted following an integration of the Policy and Doctrine and the Training Delivery sections. The Committee appreciated that this arrangement improved resilience and operational delivery.

35. The main challenges faced by the OCC were the shortage of firearms trainers; some logistical problems associated with firearms training and the requirement to carry out some training off-site; the differing approach between the MDP and the College of Policing on the fitness standards for firearms officers. The uncertainty over the future HQ location meant there was a risk that personnel may seek to move or leave, including the new civilian trainers. There continued to be a lack of capacity for the OCC to engage with professional development.

36. The report did not make any recommendations. The Committee did again emphasise that it was essential that the security service tasking demands placed on the MDP were commensurate with the resources available to the MDP. The work to re-set the complement is a key element to assist the OCC plan for future recruitment and then build their capacity to address other priorities.

**c) State of the Force visits**

37. Between May and September the independent members of the Committee had made a series of individual visits to assess the current state of the force. Each member produced their own report considering operational effectiveness, leadership and use of resources, relationships with customers and performance, maintaining standards, and morale and motivation.

38. In discussion, the Committee highlighted some of the common themes that had emerged.

39. The DCC explained that frequently MDP is operating with other providers on sites with their own roles and responsibilities and these are taken into consideration for overall security assurance.

40. The Chair said the reports would be used to help inform the Committee's annual assurance to the Defence Secretary, but asked the chief officers to consider the

reports and take any necessary action and report back, including on any issues that they wanted to challenge. **Action: ACC O**

**d) Progress on recommendation arising from the Culture Report**

41. Len Jackson was due to have a telephone update on this and the Organisational Development Strategy with ACC Dave Long later this month.

**Agenda Item 7: Interception of Communications Commissioner's Office – Inspection Report**

42. The ICCO inspection of MDP took place on 4 May 2016. The inspection went well and only two recommendations were made. Both the recommendations have now been implemented. The next inspection is due in 18 months' time.

43. The Chair asked whether this inspection was proportionate given the relatively small use of this practice by the MDP. CCMDP confirmed that the MDP was subject to exactly the same regime as HOPFs.

44. The inspection report and its recommendations were noted.

**Agenda Item 8: Professional Standards Report**

45. The Committee noted that speeding cases accounted for the largest proportion of conduct cases (36%) in Q1 and sought assurance that the Force did enough to remind officers of speeding restrictions and discussed the procedure for withdrawing a permit to drive a police car. The DCC agreed to provide a fuller account of the assurance process for the next meeting. **Action: DCC**

46. Thirty per cent of the Q1 conduct cases were firearms related. The DCC explained that the cases were inter-connected and occurred in two geographical areas and related to Taser. He agreed to provide further details to the Committee. **Action: DCC**

47. The Committee noted the report.

**Agenda Item 9: Diversity and Inclusion**

48. Justin Oliver said the following discussion at the last Diversity Board there was recognition that work needed to be done to improve some of the targets. Anne McMeel welcomed this.

49. The SMT recognised the impact any recruitment freeze would have on diversity given the numbers of women and BAME in the force were already extremely low. It was recognised that security vetting issues had a significant impact and also caused some restriction on the sites officers may be posted to when accepted into the force.

50. Anne McMeel said that it was important for the MDP to address their targets from the recruitment pool of applicants and asked for some proposals on how this

might be developed. She also thought there should be a check for unconscious bias and to ensure the MDP policy was consistent. **Action: CORP**

51. The Chair thought that the exit survey was painting a very negative picture although he recognised that much of this was outside MDP's control and due to decisions awaited from the Centre (AWE etc).

52. Justin Oliver explained that the data had been collected from a relatively small sample of approx 20 officers as an initial exercise. This now needed to be a proper established process. He also agreed to provide the statistics on leavers in the next HR Dashboard for the SC meeting. **Action: CORP**

**Agenda Item 10: Any other business**

53. The Chair highlighted the recent judgement (31 Aug 16) concerning the CNC pension age and whether the term "members of a police force" in section 10 of the Public Service Pensions Act 2013 applied to members of the Civil Nuclear Constabulary to allow them to have a pension age of 60. The ruling was that the CNC were not "members of a police force" for the purposes of that Act.

54. The Committee agreed that this judgement did not address the armed aspect of the MDP's role, and the Committee continued to support the Force's aspiration to seek a normal pension age of 60 years.

55. Eamon Keating said that the DPF legal claims on the MDP pension age remained ongoing.

56. In closing the Chair reported that the Department had asked him to remain on the Committee for a period of up to a further 12 months in the light of the ongoing review of Infrastructure Policing. Len Jackson had also been invited to extend his appointment until 30 Sep 17 and had accepted.

*[signed]*

**KAREN FEATHER**  
**Secretary**