

Def Sy-4-2-4

6 January 2017

MOD POLICE COMMITTEE – TUES 13 DEC 16

MINUTES OF THE MEETING

[approved on 14 March 2017]

Members

David Riddle	Chair
Sir Hugh Orde	Police Adviser
Len Jackson	Independent Member
Anne McMeel	Independent Member
Alison Stevenson	for DGHOCs
Paul Fyfe	Hd Def Sy & Res
Lucy Spencer	Head of Finance HOCS

Attendees

Alf Hitchcock	Chief Constable, MDP
Andy Adams	Deputy Chief Constable, MDP
Justin Oliver	Hd Resources & Programme, MDP
Dave Long	ACC ODC, MDP
Richard Medland	DE&S (Customer representative),
Keith Meade	Def Sy-Asst Hd PSPP
Karen Feather	Clerk to the MOD Police Committee

Apologies

Julie Taylor	DG HOCS
Paul McLaughlin	ACC Ops
Eamon Keating	Chair DPF

Opening Remarks and Declarations of interest

The Chair welcomed Alison Stevenson, representing DGHOCs, to her first meeting, and Keith Meade, the new Defence Security Assistant Head of Physical Security and Policing Policy.

2. There were no declarations of interest.

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

3. The minutes of the meeting held on 13 Sep 16 (Def Sy 4-2-4 dated 22 Sep 16) were agreed as a true and accurate record.

Action Log

- a) Mar 16 – Serial 2. The Chair suggested that the paper circulated out of committee from Justin Oliver providing the current status of communications and information systems should be tabled at the February sub-committee for discussion. **Action: Hd/RP/Sec**

- b) Mar 16 Serial 12.** The Chair requested a progress report on the outstanding recommendations made in the HMIC Firearms Command and Control and Inspection to be tabled at the March Police Committee meeting. **Action: ACC ODC/Sec**

Agenda Item 2: Head Office issues impacting on MDP

Infrastructure Policing Review

4. Paul Fyfe reported that the [redacted] met on 28 Nov to consider the reform options and the supporting evidence. The key outcome of the meeting was a commission to complete some further work on a possible CNC/MDP merger. This work has now been completed and it is anticipated that advice will shortly be provided to [redacted] for consideration, with a decision expected in January 2017.

Option to replace MDP with Army regulars at AWE

5-6. Redacted.

7. The Chair asked that the Committee's concerns were again recorded in the minutes about the delay and consequences for recruitment and retention.

Financial position

8. Alison Stevenson explained that the Defence continued to face financial risk as a result of over programming and was seeking a further savings across TLBs. This had resulted in a recruitment freeze (except for MDP officers engaged in repayment or funded work) and travel and subsistence restrictions. The Star Chamber had met to consider savings from committed and uncommitted expenditure for the rest of the FY.

9. The independent members agreed that the MDP's delivery was now against an eroded baseline. Justin Oliver explained that the MDP complement re-set will address this.

10. The Committee discussed their role of critical friend to the MDP and noted there was a risk that some of their recommendations could not be implemented by the force due to funding implications. It was agreed that the Committee would continue to highlight the matters requiring attention or investment, and it would be a matter for MDP and HOCS TLB to consider.

11. The independent members asked if the same financial pressures would continue into 2017-18. Alison Stevenson said that she hoped for some improvement and this was initially being addressed by examining how the TLBs could exercise better business planning and prioritisation.

12. The Chair stressed the importance complement re-set being completed in time for the start of the next FY. He suggested that the complement reset and the new funding model should be the main focus of the February Sub-Committee meeting.

Action: Sec/CCMDP

Agenda Item 3: Chief Constable's Strategic Report

13. CCMDP invited the Committee to note the following key issues:

MDP Funding Model

14. A draft framework document had been prepared and is currently with Def Sy, DES and Navy for comments as recommended by the Sub-Committee during the meeting in November.

Project Jute

15. DIO will scope three sites for the potential future MDP HQ location. None of the sites under consideration would meet standard tests of Value for Money for Defence since new build will be needed, but the current Wethersfield site was due to be handed over to the Housing and Community Agency by 2020.

Communications and Information Systems

16. CCMDP gave an update on MDP's progress on DII implementation across the force.

17. There were issues with the "trust" relationship with DII and MDPNet due to an on-going reluctance by ISS and the MOD contractor to facilitate a non-core system connection to the wider MOD network.

18. CCMDP stressed that MDP remained committed to making IT/IS improvements as a priority over some other equipment requirements since improvements could be classed as spend to save measures citing the integrated model for the central resource management of shift rosters across the force.

19. Paul Fyfe advised any operational impediments should be raised.

MSFT

20. MDP was testing existing officers at 5.7 but new recruits at 7.6 which was the national standard for police firearms officers. To date 700 officers had been tested with only a 5% failure rate. CCMDP highlighted continuing problems with the medicals provided by OH Assist which delayed the availability to some officers of a pre-fitness test health check.

21. The Committee noted that there is also pressure from the College of Policing on fitness testing standards as part of the MDP's firearms re-licensing process.

Emergency Services Mobile Communications Programme

22. CCMDP updated the Committee on transition from Airwave to the new Emergency Services Network (ESN). It was not yet clear where the funding for this project would be met.

Policing Plan 2016-17

23. The Quarter 2 performance report against the Policing Plan had been discussed at the Sub-Committee in November and there were no further comments.

Policing Plan for 2017-18

24. Justin Oliver explained following recent feedback from the Defence Board Secretariat he was considering a new approach to the annual Policing Plan that would focus on three main issues; output, crime and cross-government matters as the three pillars. He planned to table a paper for the Sub-Committee following discussion with Chief Officers.

25. Anne McMeel supported this approach which would concentrate on the major issues for the force with key performance indicators sat below the main issues. Progress reporting needed to be against outcomes rather than reviews and the plans needed to be delivered within the available and funded resources and include some risk assessment.

26. The Chair thought one of the key areas needed to be the workforce, capturing fitness, recruitment, retention and diversity.

27. It was suggested that the Police Committee and Chief Officers should meet to discuss this ahead of the Sub-Committee on 21 Feb. **Action: Sec**

Agenda Item 4: Report to DGHOCS on MDP efficiency and effectiveness

28. The Committee noted and endorsed the report that the Chair had sent to DG HOCS following last month's Sub-Committee for Performance and Risk Management.

Agenda 5: Operational Report

29. The DCC presented and answered questions on the Operational Report.

Use of Force report

30. The Committee noted the use of force report.

Agenda Item 6: MOD Police Committee Work Programme

a) Review of misconduct outcomes

31. Len Jackson presented his report on the review of misconduct outcomes, stating that he had been encouraged by the positive change of approach in misconduct and gross misconduct cases by the Senior Management Team.

32. While the report made several recommendations, he saw the highest priority was action by PSD and HR to cross reference officers who are involved in a variety of matters such as misconduct findings, UPP actions, a record of sick leave and civil action claims, to ensure these were not viewed in isolation.

33. Sir Hugh Orde strongly supported the recommendation for including advice on chairing a misconduct meeting as a module in the training provided for new Chief Inspectors in order to explain the limited significance of mitigation and to ensure updated case law was available to the CI's.

34. The MDP response to the Committee's report and recommendations should be tabled for the March meeting. **Action: DCC/Sec**

35. The Chair suggested that a further review would be appropriate 18 months after the MDP regulations are introduced for holding public hearings and using Legally Qualified Chairs. **Action: Sec**

b) MDP's preparedness for the policing and security of QEC

36. [redacted]

37. [redacted]

c) State of the Force visit reports

38. The independent members noted the responses to the matters they had raised following their individual visit reports.

d) Culture Review

39. ACC Long confirmed there was nothing further of significance to report. He maintained engagement with Len Jackson who had led the Culture Review work on behalf of the Committee in 2014.

Agenda Item 7: External inspection reports

Surveillance Commissioner's Report

40. The Chair noted that the Police Committee had not been sent a copy of the 2015 inspection report but was content there was sufficient explanation of these matters in the 2016 report tabled for this meeting to give context.

41. CCMDP explained that he had invited the Surveillance Commissioner to inspect the MDP on an annual basis in order to ensure the necessary standards were met. ACC ODC had made good progress to address the matters and recommendations that were highlighted in the 2015 report including the introduction of the Charter system.

42. The Committee members welcomed the progress in this area. The Chair asked the Sec to obtain a copy of the 2015 report for Sir Hugh Orde and for Sir Hugh to carry out a short review to confirm he was content with the MDP's work and to ensure the approach was proportionate for the force. **Action: Sec/ACC ODC/Sir Hugh Orde**

43. The Chair asked the Secretary to liaise with ACC ODC to put in place a system to ensure future external inspection reports were declared and then tabled for the Committee's oversight. **Action: Sec/ACC ODC**

HM Inspector of Constabulary (HMIC)

44. HMIC had contacted CCMDP proposing an inspection of Leadership for their 2017-18 programme. CCMDP explained this was not relevant until the decision on the Infrastructure Policing Review was known. The Chair of the Police Committee concurred with this view and the Committee agreed there was no relevant subject for a HMIC inspection at this time.

Agenda Item 8: Professional Standards Report

45. The DCC presented the quarterly PSD report and statistics. He highlighted two matters; the conduct of officers in training and the number of officers currently suspended.

46. The Committee noted that whilst officers with less than one year service made up approximately 8% of the force, they were involved in around 16% of conduct cases over the Q2 period. Some conduct issues related to off duty incidents in accommodation blocks. Members suggested that the Standards of Professional Behaviour may need to be covered in initial training being presented by a senior officer or the Head PSD to emphasise that off-duty behaviour could result in misconduct proceedings if it brought the force into discredit or was otherwise a breach of standards.

47. Len Jackson reported that he had carried out his PSD audit on 24 Nov, which included an examination of the Business Interests and Gifts and Hospitality Registers. Following discussion of several entries in the BI register with Hd PSD he was satisfied with the explanation.

48. He examined a range of files for complaints and misconduct and no areas of concern were highlighted.

Agenda Item 9: Diversity and Inclusion Report

49. Justin Oliver highlighted positive progress on some diversity matters. He also said there was an intention to streamline the report for 2017-18.

50. Anne McMeel noted the report was work in progress but was now more focussed. She noted recruit concerns and targets were to be developed around the recruitment pool and this would include some work to ensure MDP was targeting the right catchment areas.

51. Len Jackson welcomed the Exit Questionnaire to help identify themes for leaving.

52. The Chair welcomed the work being done with female officers returning from maternity leave.

Agenda Item 10: Date of the next meeting

53. Tues 14 March (papers due by cop Thurs 2 Mar).

[signed]

KAREN FEATHER
Secretary

5 October 2016

MOD POLICE COMMITTEE – SEP 16

ACTION LOG

Tues 5 November 2013

Serial No	Agenda Item	Para	Action	Owner	Target Date	Date Completed
11	11	61	Police Committee to undertake further work on misconduct outcomes	Sec/Len Jackson	Oct/Nov 16	

Tues 10 Feb 2015

Serial No	Agenda Item	Para	Action	Owner	Target Date	Date Completed
7	11	26	Inspection of MDP MB gifts and hospitality register and force's business interests register	L Jackson	13 Dec	

Tues 15 March 2016

2	6	21	MDP to ensure all preparatory work is undertaken in readiness for full Dii migration when funding is available.	CCMDP	Feb 16	
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3	3	17	Framework of accountability for C2 at AWE to be drawn up.	DBR/DE&S PsyA and CCMDP	
12	14	49	Review HMIC's outstanding recommendations for Firearms Command and Control in light of outcome of Infrastructure Policing Review	ACC ODC	

Tues 13 Sep

1	2	6	To inform Chair of date of the Efficiencies Programme Board	Sec		
2	2	7	CCMDP to ensure force is informed of final outcome for all the sites currently under consideration for savings measures	CCMDP		
3	2	10	SMT to present funding model options for discussion at next SCPRM	CCMDP		15 Nov
4	2	12	Chair to receive written update of IPR progress following Steering Co	Def Sy Hd		23 Sep
5	2	14	Def Sy-Dep Hd Policy to update PC on JSP440 following Part 2 review	Def Sy Dep Hd Pol		13 Dec
6	6	32	ACC O to confirm RM guarding locations for QEC	ACC O		13 Dec
7	6	40	ACC O to respond to State of Force Visits report	ACC O		13 Dec
8	8	45	DCC to provide account of assurance process for MDP speeding offences	DCC		13 Dec
9	8	46	DCC to provide explanation of Q1 conduct cases relating to	DCC		13 Dec

			firearms			
10	9	49	To a) provide proposals for addressing diversity in the recruitment pool and b) confirm unconscious bias policy	CORP		13 Dec
11	9	52	To provide statistics on force leavers in HR Dashboard for SCPRM	CORP		15 Nov