

Def Sy 4-2-4

20 March 2017

**MINUTES OF THE MEETING OF THE MOD POLICE COMMITTEE**  
**TUES 14 MARCH 2017**

**Present**

**Members**

David Riddle  
Sir Hugh Orde  
Anne McMeel  
Alison Stevenson  
Harvey Moore  
Lucy Spencer

Chair  
Police Adviser  
Independent Member  
for DGHOCS  
for Hd Def Sy  
Head of Finance HOCS

**Attendees**

Alf Hitchcock  
Andy Adams  
Justin Oliver  
Dave Long  
Richard Medland  
Keith Meade  
Karen Feather

Chief Constable, MDP  
Deputy Chief Constable, MDP  
Hd Resources & Programme, MDP  
ACC ODC, MDP  
DE&S (Customer representative),  
Def Sy-Asst Hd PSPP  
Clerk to the MOD Police Committee

**Apologies**

Len Jackson  
Julie Taylor  
Paul Fyfe  
Paul McLaughlin  
Eamon Keating

Independent Member  
DG HOCS  
Hd Def Sy & Res  
ACC Ops  
Chair DPF

**Introduction and declarations of interest**

There were no declarations of interest on the agenda items from the independent members

**Agenda Item 1: Minutes of the meeting and action log**

2. The minutes of the meeting held on 13 Dec 16 (Def Sy 4-2-4 dated 6 Jan 17) were agreed.
3. The action log should be updated. The progress report on HMIC Firearms Command and Control Firearm outstanding recommendations would be presented to the June meeting; the MDP report on the Committee's review of misconduct items would be amended to reflect timelines for outstanding recommendations and the Chair asked for this to be circulated out of committee as soon as possible (see para 50): the requirement for a calendar of external inspection reports should be retained on the action log until this was issued to Sec. **Action: Sec**

4. The Chair was grateful for the update on the MDP arrangements for the QEC (Op Justiceship) and the progress made since the visit to the Naval Base by the members in June 16. The Committee wished to place on record the excellent work led by the current SPO. Action – Sec

5. The Chair noted that the paper, whilst informative, contained many acronyms that made understanding the content more difficult than it needed to be and asked MDP to consider use of language in future reports.

6. CCMDP confirmed that he was content with the MDP resources to support the first QEC subject to any further reductions imposed.

7. The Chair noted that the resources for the first vessel were therefore satisfactory but resourcing for the second vessel was still under discussion due to the ongoing Naval Base Review. DCC confirmed that this was being closely monitored by the Ops Teams. The members agreed they would continue to follow developments.

## **Agenda Item 2: Chief Constable's Strategic Report**

### MDP Funding Model

8. This matter had been discussed at the SCPRM meeting on 21 Feb. The draft Governance Framework had been updated to reflect the discussions and the Sub Committee's advice. CCMDP had sent the paper to DGHOCS on 1 Mar 17 confirming MDP's engagement with key stakeholders and wish to proceed with a disaggregated funding model.

9. DGHOCS had responded on 7 Mar to confirm she was sympathetic to the MDP's challenges with the current funding arrangements but wishes MDP to discuss this with Mark Preston, Director Commissioning Services to ensure that the proposals were consistent with other governance initiatives in MOD before a final decision is taken.

10. Harvey Moore informed the Committee that Mark was involved in an ongoing review of Arms' Length Bodies and may have reservations about creating a new bespoke arrangement for the MDP.

11. Justin Oliver confirmed that he would meet with Mark Preston next week and agreed to report the outcome back to the Committee especially if any reservations about the Police Committee's functions are raised. **Action: CORP**

### Project Jute

12. CCMDP reported that he had secured Departmental agreement that all MDP facilities should be located at a single site. Bassingbourne or Lyneham remain the preferred options but both require a new build and would not be available until 2020. DIO would explore whether the MDP could remaining at the Wethersfield site after 31 Dec 19 as leaseholder after the Housing and Communities Agency take

ownership. Early indications were that this request would receive a positive response.

### Infrastructure Policing Review

13. [REDACTED] integration of non-Home Office police forces would be beneficial but recognised that a formal merger cannot be taken forward at this time because of the pressure of the Government's legislative programme.

14. MDP was working closely with counterparts from BTP and CNC to assist the Home Office in developing options for greater efficiency and operational effectiveness [REDACTED]

15. CCMDP said that a potential legislative gap had been identified in the context of the ongoing work to look at options for greater collaboration between MDP, BTP and CNC because MDP is not included in the section 22 collaboration when the Police Act was amended to include BTP and CNC in 2009. [REDACTED]

### AWE

16. DCDS(Mil Cap) had recently confirmed that the MDP would be retained at AWE and CCMDP had informed members of the force.

17. Alison Stevenson reported that this decision needed to be referred to the MOD's Executive Committee since it impacted on a SDSR option and there were implications for the TLB's financial position, including savings that needed to be addressed in ABC17.

18. Lucy Spencer confirmed that this was a Departmental responsibility (not just a matter for MDP and HOCS) and the funding for the MDP to provide this needed to be addressed.

19. Anne McMeel noted that since this was a nuclear security requirement this represented a risk for the Department to address if it remained unfunded.

20. Given the certainty of the decision from DCDS(MilCap) the Chair advised CCMDP to begin to recruit to fill the current gaps to the standard required by the customer.

### Annual Medical Programme

21. CCMDP reported that 51% of medicals have been delivered across the force and the programme was on track to complete these by May 17. However, there were continuing problems with the support provided by OH Assist were officers needed to be referred. He has asked Op Standards to ascertain what staffing resources would be required to meet MDP's business needs over the next 2-3 years.

### Multi-Stage Fitness Test

22. CCMDP updated the Committee on the MDP's progress toward renewal of the Firearms Training Licence by College of Policing and on the actions to address some of the concerns that had been highlighted in the correspondence from the Chief Executive, College of Policing.

23. He confirmed that from 1 June when "with consequence" testing was introduced it would be the force's intention to implement the 7.6 fitness level required by COP. Where officers could not achieve this they would be allowed to continue on armed duties and risk managed, provided they met the 5.7 standard. All new recruits were tested to 7.6 and some specialist roles were already tested to an even higher standard.

24. Sir Hugh Orde suggested that the new standard should be set with immediate effect as this would start to increase the number of MDP officers reaching the required COP standard.

25. CCMDP forecast that the force would fully achieve the 7.6 standard during 2020.

26. Harvey Moore asked if the Defence Police Federation would challenge the 7.6 standard if officers faced consequences of failure given the 5.7 standard endorsed for the MDP role by the Institute of Naval Medicine (INM),

27. Justin Oliver explained that in the immediate future there would be no consequences for officers who achieved the 5.6 standard but did not manage the 7.6. There may be a requirement to reach agreement with COP for a 5.7 standard only for those officers involved solely in static guarding, while recognising that those deployed outside the wire would have to meet the 7.6 standard for interoperability purposes.

28. CCMDP said the following the recent exchange of letters the next COP visit was scheduled in June.

29. The Chair asked for the Performance Dashboard to include the number and proportion of officers who achieve 7.6 and 5.7 so the Committee can monitor progress towards full compliance. **Action: CORP**

### Management of in-year savings

30. CCMDP explained that despite efforts to reduce the MDP budget, these had then been partially offset by increases in salary related costs on statutory holiday pay on overtime and increased employer's pension contributions. There was also an allowable overspend for MDP continuing to provide security at Longtown.

### Emergency Services Network

31. CCMDP stated that police communications systems were the most important asset for the MDP's role. MDP did not have their own capital equipment funding and

the Airwave replacement could not be funded without resourcing from MOD for the new service, and also for any extension of Airwave service if delivery of ESN is delayed. The Committee noted that MDP could not provide services to MOD or external customers without effective and interoperable communications. The Committee urged that a decision on resourcing should be made as soon as possible.

### **MDP Policing Plan 2017-18**

32. This had been reported to the SCPRM on 21 Feb.

### **MDP Policing Plan 2017-18**

33. The Chair decided that the Committee's endorsement of the plan should be postponed until the MDP budget for 2017-18 was confirmed and the CCMDP and Chair's forewords could reflect the financial and resourcing position. The plan with relevant amendments should be re-submitted to the June meeting. However, the internal Key Objectives Plan could be published for internal use including monitoring performance to report to the Defence Board. **Action: CORP**

### **MDP Funding Model**

34. Covered in the Strategic Report (see paras 8 to 11).

### **Agenda Item 3: Head Office Update on issues impacting on the MDP**

#### Infrastructure Policing

35. Covered in Agenda Item 2.

#### HOCS Funding Update

36. The financial position for 2017-18 remained uncertain.

37. Alison Stevenson explained that the Department expected to receive the Control Totals from the Treasury next week. They would then have to address any shortfall from the amounts required. MDP had already provided their bid for funding so HOCS had a full understanding of their requirements.

38. For planning purposes, business units had already been asked to identify 20% of savings on their business plans. It was acknowledged that MDP had contributed to 2016-17 savings measures and were already bearing gaps and there was little appetite across TLBs to reduce security requirements.

39. Anne McMeel wanted to confirm that MDP would start from the reset complement following the savings imposed in 2016-17.

40. CORP confirmed this subject to HOCS agreement and sign-off of their work to re-set the complement. All MDP customers were being advised that the current financial position was uncertain and MDP was undergoing a re-set of their service levels. Alison Stevenson hoped sign-off would be achieved by the end of Mar 17.

41. The MDP budget was not expected to be confirmed until June and the Chair noted that there would be an issue for the MDP impacting on the wider Department in the event that HOCS faced further substantial budget reductions.

#### AWE

42. Covered in Agenda Item 2.

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

43. The Committee noted the Chair's report on MDP efficiency and effectiveness that was sent to DGHOCS on 6 March.

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

44. The Committee noted the operational report and noted the high value and sensitive investigations being handled by Crime Command. The Chair had recently attended a National Crime Agency briefing for the Association of Police and Crime Commissioners which included a briefing on Op Dragonroot. He said that the MDP's contributions had been warmly welcomed by the NCA Director General.

45. ACC ODC provided an overview of the impressive Op Dragonroot recovery activity and also reported that a MOD forum for counter intelligence activities across MOD had been established with the MDP and Service Police and the NCA would also be invited to participate.

#### **Agenda Item 5a: Use of Force**

46. The Committee noted the statistics reported for Q3.

#### **Agenda Item 5b: Reporting of Police Use of Force statistics**

47. On 2 March Home Office Minister Brendon Lewis wrote to the Defence Secretary to inform him that he issued a Written Ministerial Statement on improvements to transparency on police use of force. Home Office forces would be required to publish their statistic with effect from 1 Apr 17. While non-HO forces had not been explicitly in scope the Chair considered it was appropriate to discuss this at Committee. The Chair recognised that in most instances MDP's use of force was in support on HO police operations and his view was that the MDP should publish their statistics in the same manner as HO forces. Sir Hugh Orde supported this in the interest of transparency.

48. Harvey Moore suggested the letter did not necessarily have all the information the Committee required to make a decision and MDP should consider the benefits and risks of, and options for, mirroring this Home Office initiative.

49. The Chair's advice was that MDP should comply and CCMDP was in agreement. The Chair said that MOD/MDP should agree the way forward and ensure senior officials were aware of the outcome. **Action: ACC O/Def Sy**

#### **Agenda Item 6: Police Committee Annual Work Programme**

##### **a) MDP Response to the Committee's Review of Misconduct Outcomes**

50. The DCC agreed to provide an amended report which included the timescales for the implementation of the outstanding recommendations. This would be sent to the independent members out of committee. **Action: DCC**

##### **b) MDP progress report on the Culture Review**

51. ACC ODC said there were 3 outstanding recommendations following the Committee's 2015 Culture Review. These related to Occupational Health support; Personnel Development Reviews (which was due for completion by 31 Mar 17) and IT systems.

52. The Chair said he would like an opportunity to discuss this with Len Jackson when he returns from leave and then take a decision whether the outstanding items could transfer to Business as Usual and close down this agenda item. **Action: Chair**

#### **Agenda Item 7: Inspections – Surveillance Commissioner's Report**

53. At the last Committee meeting, during discussion of the Surveillance Commissioner 2016 report it became apparent that the 2015 report had not been tabled at the relevant Committee meeting. The Chair asked for Sir Hugh Orde to be provided with a copy of the report and the action plan so that he could confirm he was content with the Force's progress.

54. Sir Hugh reported that he had received the report and all the actions shown had been addressed. However, he would welcome an opportunity for an early to visit MDP HQ to test this and speak with some of the officers. The Chair asked for this to be arranged. **Action: Sec/ACC ODC**

#### **Agenda Item 8: Professional Standards**

##### **a) PSD Quarterly Report**

55. There was concern over the high number of officers that had been suspended from duty and the committee asked if any trends could be identified. The DCC confirmed that there were no patterns, the numbers simply reflected recent cases.

56. Sir Hugh Orde stated again that he thought that Drugs and Alcohol testing should extend to officers above the rank of inspector. CCMDP agreed to consider this. **Action: CCMDP**

57. The MDP conduct regulations had been amended from 1 March to introduce public hearings and to replace senior officers with legally qualified chairs.

58. The Chair asked for the discussion on the paper on misconduct by new entrants to be delayed until the next meeting when Len Jackson would be present. The Committee would take a view on whether more work needed to be done on ethics and force branding during initial training. **Action: DCC**

**b) PSD audit**

59. The Committee noted the report by Len Jackson following his PSD audit on 15 Feb. He reported that all complaints and conduct files were in order with no issues to report. In his view PSD was back to routine business following the peak in activity as a result of some high profile misconduct cases dating back a few years earlier.

60. He inspected the Business Interests and the Gifts and Hospitality Registers and had no queries to raise.

**Agenda Item 9: Diversity and Inclusion**

61. The Committee reviewed the Diversity and Inclusion Plan 2016-17 and Anne McMeel noted that good progress had been made towards implementation. However, there was a query on target 3.1 for declaration rates. Although this was rated as “green” the members felt the narrative failed to support this and a yellow rating was more appropriate. **Action: CORP**

62. Anne McMeel said that there had been discussion around having a different approach for the 2017-18 plan which may include evidence based targets.

**Agenda Item 10: Any other business**

63. No matters were raised.

**Agenda Item 11: Date of the next meeting**

64. Tues 13 June (Papers due with Sec by no later than cop Thurs 1 June)

*[signed]*

**KAREN FEATHER**  
**Secretary**