

Talk THROUGH

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First Entry

... SAFE ESCORT
FOR QE CARRIER'S
HISTORIC ARRIVAL
AT HOME PORT



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- SENIOR LEADERS' 2017 CONFERENCE REPORT ■
- NEW CHAIR FOR POLICE COMMITTEE ■

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SENIOR LEADERS' CONFERENCE 2017

Driving the Force forward . . .

Report by Editor
Norman Hicks

Photographs by
Paul Kemp



The 2017 SENIOR LEADERS' CONFERENCE, held over two days in November at MDP HQ, gave delegates a snapshot of issues currently affecting the Force and allowed them to join in a frank debate with Chief Officers about how best to drive the organisation forward.

Organisational Development and Crime (OD&C) **ACC Dave Long** welcomed attendees and encouraged them to embrace the opportunity to engage with colleagues and learn from best practice.

T/CC Andy Adams gave the opening address and, together with the rest of the Chief Officer Group, played an active role throughout the conference.

He said: "This is a good opportunity to get together to talk about some of the issues that affect us all and think about how we are going to respond to them."

Leaders spend a lot of their time responding to what comes across their desks, he said, leaving little time for strategic reflection on what needs to be done. "This is that thinking time," said T/CC Adams.

Looking back at events over the past year that had affected the MDP, he characterised them as 'the Good, the Bad and the Ugly'.

There are some tremendously good things that happen in our organisation. Over the last year we have received a lot of very positive feedback from our customers and from people outside the organisation.

"Probably the most compelling example of that has been our response to Op Temperer, not once but twice, demonstrating our ability to mobilise our Force, putting people into a public environment to assist Home Office colleagues," he said.

"That has been very well received by every Force that we have provided staff to and there have been some great bits of feedback, whether for individual behaviours, or collective behaviour. We can give ourselves a pat on the back for the work we have done around that and I have no doubt that it will happen again.

"To all the people who have been involved in the preparation and the movement of the *Queen Elizabeth* Carrier from Scotland down to Portsmouth, right from the inception of the operation through to final berthing – that was a classic example of really good police work by our organisation.

Talk THROUGH

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If you would like to discuss your contribution, please contact the Editor.

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"We can feel positive that people still want to join us. We had to turn the recruitment tap off earlier this year because so many people want to come and wear our uniform."

"We are still attracting talent from outside. There are a number of people who want to join us, transferring over from other Forces and we've got some examples of that in this room, so that is really a positive."

"And we shouldn't forget that in this room and amongst our workforce we have some really, really good people, whether that be uniform or non-uniform, there are some really capable people in our organisation."

Moving on to the bad things that had happened over the past twelve months, the firearms licensing issue had probably been the most extreme.



"The gaps in our processes and procedures exposed by that situation are being filled, with the aim of having the licence restored as quickly as possible," said T/CC Adams.

Examples of ugly things to happen involved officers who had fallen well below the high standards of behaviour expected of them and who had been dealt with appropriately.

"Looking to the future, we need a transformation, we need to change the way that we do things. Over the last few years we have rehearsed a whole range of things that will help us to do that."

"The first is the Purpose, which many people in this room were involved in developing under our late Chief, Alf Hitchcock. Another is the Policing Style and then last year some of you were involved in the application of the Civil Service Leadership Standard to our organisation."

"I don't think we need to do anything more than go back and re-visit the Leadership Standard and ask ourselves some questions about what does that actually mean when we deliver it on a day-to-day basis?"

"We are an organisation that should be at the top of its game but there are areas of business that we need to improve on to be able to get to where we need to be," said Mr Adams.



Force Firearms Officer **Supt Trevor Clark** and Chief Firearms Instructor **Chief Insp Jon Brockett** took delegates through the background and next steps in relation to restoring the firearms training licence, following the College of Policing decision to suspend it earlier in the year.

Supt Jim Gillen, Head of HR Transaction and Workforce Development explained the reasons for the recent HR Department restructure and some of the issues around recruitment, fitness and training that the department is currently engaged with.

Chief Officer Resources and Planning **Justin Oliver** led a discussion around delivery of medical and fitness standards, setting the context of where the Force was

coming from, what problems there are, why the Force needs to do anything and what specifically it needs to do to deliver the standards required by the MOD and the College of Policing.

A presentation on the successful MDP responses to two national police and military counter-terrorism mobilisations, under Operation Temperer (see page 7) was given by **Chief Insp Simon Munro**.

He explained how the operation is run and how quickly and in what numbers MDP responded to the two roll-outs in May and September this year.

He also explained how Operation Novercal, the framework operation which enables MDP to respond to an Op Temperer mobilisation, works and the part that Stations and Senior Police Officers (SPOs) need to play to support it.



Supt Derry Montgomery then took delegates through the lessons learned from this year's deployments and said that he would be engaging with SPOs, as part of a review of Op Novercal and the stations affected by the military backfill process.

Chief Insp Des Kennedy, Deputy SPO Clyde, then provided a Station perspective on how the mobilisations had worked in practice. This year's operations had gone well and MDP had benefited from some very positive feedback, he said.

In one message, from Leicestershire Constabulary, MDP officers were described as being a credit to their Force. 'They turned up in a positive manner, were very engaging with other staff . . . and exceptionally good natured with the public.'

Chief Supt Mick O'Byrne (Strategic Customer Liaison) then took delegates through the Force Operations Assurance and Compliance processes that he leads on, covering all MDP policies and procedures, as well as providing operational oversight of annual security exercises and field training exercise programmes.

This was followed by a presentation from **Chief Insp Mark Rowe**, SPO at HMNB Devonport, giving an SPO's perspective on the work that had been done at his station to ensure compliance with the College of Policing requirements in respect of the firearms training licence.





Chief Insp Kim McDonagh introduced an overview of the new centralised duty management system being developed for the Force and PS Steve Buckle, who heads up the Roster Management Cell, explained how the cell will divide responsibility for groups of stations between five dedicated teams.

This set-up would enable team members to gain a good knowledge of the stations in their group and expedite requests for roster adjustments.

Test venues were being selected and there would be rigorous testing before the system's 'go-live' date.

The second day of the conference started with a presentation by FFO **Supt Trevor Clark** on the Armed Policing and Strategic Threat and Risk Assessment (AP_STRA) process.

He provided senior leaders with a step-by-step guide to the process for 2018-19 that they will need to follow to meet the national requirement, under Home Office codes of practice, for all police forces to conduct regular threat and risk assessments of their use of firearms and less lethal weapons.

Chief Supt O'Byrne and **Chief Insp Fiona Kerr** then updated delegates on the next steps and preparations for the Force reset to current complement levels – in light of continuing budget constraints – and the roll out of the new Operational Policing Model and Project Servator.

Supt Chris Yates facilitated syndicate activity around the proposed development of an SPOs' Charter 'detailing both the responsibilities placed upon the SPOs and the support that they should expect from MDP HQ'.

Finally, the Chief Officer Group were questioned in an Open Forum, which covered topics ranging from the Infrastructure Policing Review to Roster Management and an update on the proposal to move MDP HQ to a new location by 2020.

In his closing address, **T/Deputy Chief Constable Peter Terry** asked delegates to look at what they'd done during the conference and the things that they had spoken about.

"There are no perfect solutions, but don't forget what I've said: nobody follows a pessimist. You know the people whose enthusiasm you can harness.

☺ **It's that enthusiasm that I want you to take away from this conference – that sense of purpose to drive the Force forward. You are delivering on a day-to-day basis in highly challenging circumstances. Thank you for all your hard work.** ☺

In Memoriam

(Deaths in Service since May 2016)

Chief Constable Alf HITCHCOCK
Centre Office, June 2017

Inspector Charles O'NEILL
HMNB Clyde, May 2017

Sergeant Alexander (Euan) ROBERTSON
Main Building, April 2017

Constable James (Jim) HOME
Clyde Marine Unit, May 2016

Constable Keith HOOPER
AWE Burghfield, December 2016

Constable Sharon SMITH
HMNB Clyde, December 2016

Passionate about public service...

Interview with T/DCC Peter Terry

FOLLOWING THE UNTIMELY DEATH of former Chief Constable Alf Hitchcock in June, Deputy Chief Constable Andy Adams has taken on the role on temporary promotion until a full-time replacement is appointed.

Stepping in as Temporary Deputy Chief Constable for six months is Peter Terry QPM, who was recently Deputy Assistant Commissioner with the Metropolitan Police Service after a 31-year career with them.

Peter joined the MPS in 1986 and has spent most of his career in Territorial Policing with time as a Sergeant in DPS and an Inspector in TSG.

As a Chief Superintendent, Peter was the Borough Commander for the London Borough of Redbridge from 2008 until December 2010, when appointed as the OCU Commander for Public Order and Operational Support. In this role he oversaw the MPS response to public order and ceremonial events, emergency and resilience planning, together with specialist uniform operational support.

In 2013 Peter attended the Strategic Command Course, following which he was promoted to Commander Operations with responsibility for Public Order and Command and Control.

In March 2015 he was promoted to DAC and took responsibility for Intelligence, Tasking and Operations. In that role Peter had strategic oversight of covert policing, intelligence, firearms, specialist uniform functions, public order, ceremonials, sporting events, contingency planning, emergency preparedness, and command and control. He was also the SRO for the armed uplift programme for the London region.

Peter's enduring interest in Public Order Command saw him hold command roles in some of the UK's largest events, including English Defence League marches, major public disorder, the 2012 Olympics, the Wedding of HRH Prince William, the Queen's Diamond Jubilee, State Visits and many other public protests.



TalkThrough asked T/DCC Terry what had first attracted him to join MDP.

He said: "The challenge. I was asked to consider this role and thought that it sounded fascinating, so decided to have a look at it and see what I could do to help to move the Force forward.

"I was the OCU Commander for Charing Cross for three and a half years which covered the area of MOD Main Building and I got to know MDP then through my public order and counter terrorism responsibilities.

"There are two things that I am absolutely passionate about and the first is public service. I have been a public

servant since my 18th birthday, so for 36 years I have been involved in public service and I am absolutely passionate about it. I've been a cop now for thirty-one and a half years.

"The other thing I am absolutely passionate about is trust and empowerment. How do you get the people at the front line to make the most appropriate decisions and trust them to make those decisions, supporting them and giving them the best opportunity to flourish in that decision-making process?

"Take the ranks of Sergeant, Inspector and Chief Inspector – how do you make sure that the Headquarters is there to support as opposed to being directive all the time?

"The first question has to be not are they making the right decisions, but have we given them enough confidence to make those decisions in the first place?

"We entrust Sergeants and Inspectors in this Force with a lot of responsibility to run police stations so we should, first of all, be giving them the confidence to make decisions by giving them the correct provision of information, the correct level of training and the correct level of support.

"And where they make a decision that doesn't fit in, if they use the National Decision-Making Model and the decision turns out to be wrong, well I've made many wrong decisions throughout my police career.

"It shouldn't be about slaughtering people for making a wrong decision; it should be using that decision-making process to learn for the next time. It's the principle of what's called subsidiarity, ensuring that all decisions are made at the correct level."

Recognising that the Force has undergone many organisational changes in recent years, T/DCC Terry said: "There is that type of change that you design in, to improve performance, and there is that type of change that is forced upon you because of reducing budgets – and it is balancing the two together to get the best outcome.

“The vast majority of improvements are delivered from the ground upwards and not from the top down. I intend to be very visible around the Force and to get out there and I appreciate people speaking to me.”

Peter is married to Vanessa and they have two children, Alexander and Eve. His out of work interests include photography and swimming.

New Chair of MOD Police Committee

SIR BRIAN BURRIDGE has been appointed to succeed David Riddle as the Chair of the MOD Police Committee.

The decision was approved by the then Defence Secretary, The Rt Hon Sir Michael Fallon, and was effective from 1 October. He will be responsible for providing effective oversight of MOD Police for the Secretary of State.

Sir Brian is a former Royal Air Force Air Chief Marshal with more recent experience in the defence industry.

He said: "I am very pleased at the prospect of returning to the MOD and being able to bring my wider



experience to this important role. I am looking forward to working with the MOD police force again and I recognise the significance of their role in securing some of the nation's most sensitive assets."

Julie Taylor, Director General Head Office and Commissioning Services and the senior MOD member of the Police Committee said:

"We are delighted that Sir Brian will be leading the Committee. He brings an understanding of Defence and a wealth of experience in business, and the factors that create successful transformational

change in organisations."

Moi Ali, a former member of the Scottish Police Authority has also been appointed as an independent member of the Committee.

MDP rises to the challenge again

FOR THREE DAYS in September, under Operation Temperer, armed MDP officers returned to patrolling some of the UK's iconic sites and crowded places, alongside their Home Office Police colleagues, and also helped British Transport Police to keep the nation's rail network safe.

It was the second time this year that the national counter terrorism operation had been initiated by the Government – the Manchester Arena attack in May being the first – and was triggered this time by an attack on a London Underground train at Parsons Green Station, on Friday 15 September.

PC Matthew Goddard, from HMNB Portsmouth, was one of the around 300 MDP officers deployed around the country to help protect and reassure the public during the operation and he hit the headlines when Emma Young posted a message on her Facebook page about him.

Ms Young posted a photograph of Matthew with her little girl, from which he was quickly identified.

Staffordshire Chief Constable Gareth Morgan was so delighted by Matthew's actions, that he sent him a hand written thank you note:

'Just a quick note to say thank you for the great work you did at Alton Towers when you were deployed here on mutual aid.

The comments placed on-line about your 'interaction' with the little girl and her mum have rightly drawn considerable comment and positive coverage. And rightly so!

In these challenging and unprecedented times we need to be firmly rooted in the best traditions of British policing and your actions epitomise the finest example of policing by consent. Well done. You should be very proud.'



Mr Morgan's comments were endorsed by MDP ACC Operations Paul McLaughlin on behalf of the Chief Officer Group and the rest of the Force. He said:

"Mr Morgan's comments recognise the sterling community work from Matthew during this operation and endorse MDP's wider contribution to the national counter terrorism response."

Operation Temperer enables static armed guarding roles filled by armed police units, including MDP, to be backfilled by the military and was activated after the threat level to the UK from international terrorism was raised to critical, meaning that an attack could be imminent.

In addition to BTP, forces given MDP assistance during the weekend included the Metropolitan Police Service, Bedfordshire, Kent, Essex, Dorset, Thames Valley Police, Staffordshire, West Midlands, Avon and Somerset, Devon and Cornwall, Wiltshire and Humberside.



As well as helping to patrol mainline stations in London and other big towns and cities, MDP officers were also deployed to shopping centres, airport terminals, the Humberside International Ferry Port, the Battle of Britain Parade in Southend, a party conference in Bournemouth and an Iron Man competition in Dorset.

ACC McLaughlin chaired Gold group meetings throughout the weekend and said after the operation had ended: "I would like to place on record my admiration and gratitude once again for the way in which everyone involved rose to the challenge with such efficiency and professionalism."

Successful policing operation at DSEI 2017

MOD POLICE OFFICERS were on duty at the Defence and Security Equipment International (DSEI) exhibition at London's ExCel centre in September, ensuring that the event took place without interruption from protest groups.

Insp'r Nigel Stinchcombe, of the Operational Support Unit, based at Headquarters, said that there were 32 OSU officers deployed to the venue, conducting internal and external patrols in a joint operation with the Metropolitan Police Service and British Transport Police over the ten-day event.

"Several arrests were made by MDP officers, for aggravated trespass and violation of bail conditions. All those arrested were interviewed and bailed, pending a Crown Prosecution Service decision on whether or not to prosecute them.

"It was the largest DSEI to date and was attended by a number of



VIPs, including the then Secretary of State for Defence, Sir Michael Fallon, and several foreign ambassadors. It all went very well from our point of view," he added.

The exhibition featured the latest in cutting-edge equipment for land, air and sea and was used to announce several significant MOD contracts.

Photographs by Paul Kemp



A day in the life of a DCPO...

By PC Lee Gristwood, DCPO
Winchester Garrison
Photographs by Paul Kemp



"Sir John Moore Barracks is due to shut in 2020 with the last course passing out in September of that year, when all phase one training will move to Pirbright.

"Winchester Garrison also encompasses Peninsula Barracks in Winchester city centre. This is home to the Rifles RHQ. It also houses three military museums – those of the Green Jackets, Gurkhas and Kings Dragoon Guards.

"Further Service Family Accommodation is situated in the village of Barton Stacey situated some seven miles south east of Andover. The village is also home to training areas and ranges covering over 2000 acres.

This is bisected by the A303. A smaller range is also situated at Chilcomb a few miles south of Winchester city centre."



DCPO ROLE

Lee continued: "The bulk of my working day takes place on and around the Service Family Accommodation (SFA) in Worthy Down and Harestock. A frequent problem is that of speeding along the main road into Worthy Down. The traffic has increased significantly since the start of Project Wellesley along with the problems that brings.

My main role is that of high profile reassurance patrols both on foot and by vehicle.

"Each tour of duty I ensure I visit each part of the Garrison from Barton Stacey in the north to Chilcomb in the south. Close liaison is maintained with DIO/Landmark which runs the training areas and ranges, along with regular visits to the range wardens who are isolated.

"A frequent problem is that of poaching and hare coursing. Regular contact is maintained with both Hampshire Police and the local parish council.

"Work with the Army Welfare team both at ATR Winchester and Worthy Down is of utmost importance. This includes the Army Chaplaincy Service and community support workers. As a result, any problems are passed to me at an early stage.

FOR SERVICE FAMILIES living in and around many MOD establishments, the sight of 'their' Bobby on the beat has been one of great reassurance over many years.

TalkThrough caught up with PC Lee Gristwood, who has the role of Defence Community Police Officer (DCPO) at Winchester Garrison and asked him to take us through a typical day.

He said: "Winchester Garrison, in Hampshire, consists of a number of establishments situated both north and south of the city, the main hubs being Worthy Down Camp and Sir John Moore Barracks.

"Worthy Down Camp is currently undergoing a £250 million rebuild,



known as Project Wellesley, and is the headquarters of the Adjutant General's Corps, the Army Administration service.

"In 2012 the RAF School of Administration moved to the site, resulting in all military administration training being located on site.

The Royal Logistics Corps and RAF Catering Branch also undergo their initial trade and continuation training at the camp.

"The rebuild will result in accommodation and facilities for up to 2000 students and staff along with a large increase in Service families in the area.

"Most are accommodated in Worthy Down and Harestock which is a suburb of Winchester, a few miles east of Worthy Down. Harestock is adjacent to Sir John Moore Barracks home to the Army Training Regiment Winchester.

"ATR (W) supplies phase one recruits for the Armoured Corps, REME, Engineers, Artillery, Logistics and AGC – those of the AGC and Logistics Corps moving to complete phase two at Worthy Down.



CONTINUED ...

A DAY IN THE LIFE OF A DCPO...



"The focal point for the Winchester Garrison Service families is the community centre and this is where the bulk of my work is done. Spending time with the Service families builds trust and fosters a link between the Army and MDP.

"Work is also done with the weekly youth club, building trust and a positive image of the police. This work has reaped its rewards as I am frequently approached by family members with problems and enquiries.



🔴 **The key to my role as DCPO is to be approachable and flexible. An open friendly approach has proved beneficial and the Garrison see me as 'their' police officer.** 📌

"I have found myself dealing with matters ranging from two cases of serious harassment, to motor cycles

using MOD land. A regular occurrence is that of Pass-out Parades at ATR Winchester with all the security issues that entails.

"I also maintain a regular liaison with Hampshire Police, frequently patrolling the Garrison with the local Neighbourhood Policing Team."

Officers' efforts saved woman's life

MDP Constables MAL THOMAS and LEE GRISTWOOD received commendations from Lt Col Mark Cox, Deputy Garrison Commander of Winchester Garrison, in recognition of their efforts in locating a missing female and taking actions which resulted in saving her life.

On the 22 July 2016 PCs Gristwood and Thomas were on routine patrol duties at The Defence Academy Shrivenham, when they were asked to assist Thames Valley Police (TVP) with the search for a high risk missing person, who had threatened to take her own life.

After a prolonged search of the area including the use of NPAS1 (Police Helicopter) the officers found the woman's car in dense undergrowth and trees.

Both officers entered the vehicle to check on the woman who was barely breathing. She had taken a large amount of prescription drugs. PC Thomas maintained her airway and PC Gristwood used the Police vehicle lights and radio to attract the attention of NPAS1, which landed nearby.

He also contacted TVP to inform them of the vehicle's exact location. PC Gristwood then liaised with the helicopter crew and arriving TVP units. PC Thomas assisted by TVP officers removed the woman from the vehicle where she was stabilised by the NPAS paramedic.

TVP officers went with the woman to the Great Western Hospital. The TVP officers returned to Shrivenham later to pass on their thanks and that of the doctors who said that she would probably have died if she had not been found when she was.

The NPAS 1 crew also passed on their thanks as they had overflowed the area minutes before but had failed to find her, due to the location under the trees.



The citation on each officer's commendation certificate praised them for their 'diligent policing' and their subsequent actions which helped to save the woman's life, which were 'highly commendable, demonstrating what is one of the core objectives in policing... to preserve human life.'

Jenny's 40 years' service marked

A Chief Constable's commendation has been presented to JENNY NORTON – PA to both the Chief and Deputy – to mark her 40 years' service with the MOD.

Jenny is commended: 'For the professionalism and commitment you have shown during your 40-year career with the Ministry of Defence. Specifically, it recognises the dedication and professionalism shown during your time with the Ministry of Defence Police' and for 'your commitment to supporting three Chief Constables and the associated challenges that office and those individuals bring.'



Graduations for new recruits

■ **THE LATEST INTAKES** of new recruits have completed their basic training at MDP HQ Wethersfield and left to join their stations.

At their pass out parades in July and September, the probationer constables demonstrated their marching skills and also handed over cheques to the charities they had each chosen to support during their 17-week course.

These were Alzheimer's Research UK, children's charity Stand By Me, COPS (Care of Police Survivors) and SANDS (the charity for Stillbirth and Neonatal Deaths).

T/CC Andy Adams welcomed parents, friends and invited guests to Wethersfield, thanking the families for their support during the course.

Addressing the new graduates, the Chief told them:

"You enter a Force with a long history of protecting the nation's defences. The origins of the Ministry of Defence Police can be traced back to 1686, with the introduction of the Admiralty Police.

"Over time that Force and a number of other smaller Forces amalgamated into what we have now become – specialist police officers in a unique police force.



"You enter a service we are all proud to be part of. We value all the people who work for us, regardless of the role they perform and our position as part of the Ministry of Defence is something we value.

"We expect you as new recruits to have the same sense of pride in the work you do as part of our policing family. Our roles are varied, the things and people we protect are vital to the nation's defence and all we ask of you is that you fulfil your duties to the best of your abilities in the finest tradition of the colleagues who have gone before you.

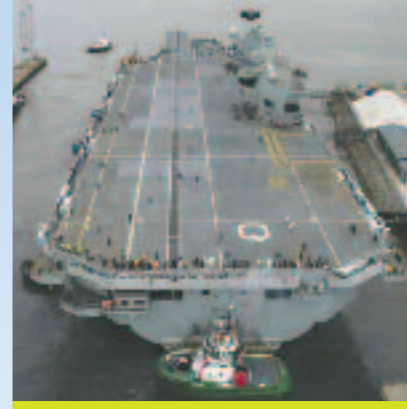
"You leave here today more qualified than any of your Home Office colleagues at this stage of their careers. You have completed one of the most challenging police initial training courses successfully and you have every right to wear your uniform outside of this establishment, as well as exercising the powers you have been trained for.

➤ **Passing out is a privilege for those who meet our exacting standards. You have met them and I look forward to hearing great things about your careers. Well done to you all!** ➤



Report by Editor Norman Hicks
Photographs by Paul Kemp





Successful First Entry for flagship carrier...

■ ON 5TH JUNE 2017, after many months of planning, meetings and a huge logistical operation, officers from Clyde Marine Unit (CMU) and Portsmouth Marine Unit (PMU) started the journey from their respective stations to Port Edgar Marina on the River Forth.

OPERATION CLOCKFACE – FROM SHIPYARD TO SEA TRIALS

Although it was only 75 miles by road from HMNB Clyde, it was not possible to transport the Police Launches overland. This resulted in the crews of PLs Condor and Harris setting off from Clyde for a voyage round the West Coast of Scotland, including a transit through the very scenic Caledonian Canal, before arriving four days later.

The PMU officers on board PL Lewis also had to endure a trip of similar length. The Launches were joined by six PAC 24 RHIBS which were transported by road and all would remain at Port Edgar until *HMS Queen Elizabeth* Aircraft Carrier (QEC) was ready to set sail from Rosyth Dockyard.

On Friday 23rd June 2017, ten officers from CMU commenced waterborne patrols of the River Forth prior to QEC departing Rosyth and, on Monday 26th June, they were joined by a further 28 officers from CMU, PMU and DMU.

This was the day when the weather conditions and tide would allow QEC to set sail on her maiden voyage. Chief Inspector John Brizzolara should have been the MDP Commander onboard QEC but unfortunately, due to illness, had to relinquish his place to Inspector Chris Burt. This turned out to be a blessing for John as Chris was stuck on board for over 48hrs with no change of clothes or deodorant!

Finally, late in the evening amid much publicity, QEC slipped her berth at Rosyth into the River Forth to commence her sea trials. This was an extremely complex operation as she only had 14 inches of clearance either side during her exit from the basin and less than 20 inches of water under her keel. Once clear, she was immediately surrounded by MDP vessels to prevent any unauthorised incursions into the security footprint.

Just before midnight, QEC passed under the Forth Railway Bridge with only six feet to spare before commencing her maiden sea trials. Over the next few days, a reduced footprint of CMU assets provided 24/7 cover before she departed the area to continue her sea trials in the North Sea.

This required the movement of PLs Lewis and Harris from Port Edgar to Invergordon in preparation for QEC's arrival in Port of Cromarty Firth, for a refuelling and logistics stop. Fortunately the journey to Port of Cromarty only took two days. Two PAC 24 RHIBS were transported by road from Port Edgar.

On 5th July 2017, QEC arrived in the Moray Firth and CMU assets escorted her from an agreed point 12 miles from Port of Cromarty to her berth in Invergordon for what was supposed to be a stay of around four or five days.

For those of you who are not familiar with Port of Cromarty, it is in the Scottish Highlands and is a port frequently visited by many cruise ships during the summer months due to its scenic location and deep water.

CMU were tasked with providing 24/7 security on the waterfront and officers from OSU were tasked with keeping the restricted area on the shoreside secure. Unfortunately, QEC had developed technical problems and this meant that she could not depart on time as planned.

Eventually, after 20 days alongside Port of Cromarty Firth, QEC left to embark on a journey which would see her eventually arrive at her new home at HMNB Portsmouth on Wednesday 16th August 2017.

As you can imagine, the long delay resulted in a logistical headache for the support staff both at HMNB Clyde and Port of Cromarty Firth, who had to arrange cover for officers who could not stay beyond the original planned duration of the detachment, and also having to arrange suitable accommodation for the extended period.

Special thanks to duties staff, especially Liz Munro and Linda Stewart at Clyde and Carolyn Ritchie who acted as the 'Jannie' at both Port Edgar and Port of Cromarty, ensuring everyone was looked after.

All that was left was the four-day journey back through the Caledonian Canal with the Police Launches.

Another successful operation by all involved and we are sure all those who contributed are looking forward to doing it again in the near future with both the QEC and her sister ship, *HMS Prince of Wales*.



MDP SECURITY OPERATIONS PRAISED BY ROYAL NAVY

SUCCESSFUL FIRST ENTRY FOR FLAGSHIP CARRIER...



OPERATION DESTINY – MDP PORTSMOUTH

After the successful completion of Operation Clockface, it was time for HMNB Portsmouth to play its part with Operation Destiny, 'First Entry Portsmouth' otherwise known locally as FEP. Since the first mention of HMS Queen Elizabeth Carrier (QEC) being berthed at HMNB Portsmouth, there has been a continuous momentum and build up to the big event.

On the 16th August 2017, *HMS Queen Elizabeth*, the first new Royal Navy aircraft carrier for over 30 years, arrived at her home port at HMNB for the first time. Portsmouth harbour is the second busiest sea port in the UK which brings with it significant security and policing challenges. The arrival of QEC, which has been designated as a high risk strategic asset and which demands the highest level of armed protection, therefore adds significant complexity to an already challenging environment.

The planning for Operation Destiny was multi-faceted and extremely challenging with multi-agency involvement. This was also the culmination of a wider planning process under the guise of Project Justiceship. The latter was a key MDP project which has seen significant investment by the Royal Navy in additional police resources and operational infrastructure, together with associated policies and plans. This work was on-going for a number of years in the lead up to Op Destiny and has involved all departments across the MDP.

More recently Portsmouth officers took part in large exercises with Royal Marines personnel, and all other policing and security providers as preparation for the new carriers' arrival gained significant momentum.

The small planning team at Portsmouth attended numerous briefings with all key stakeholders, including local authorities and resilience planning groups, and regular operational and tactical briefings were provided to the HMNB command team and the Queen Elizabeth's senior commanders. The MDP were also heavily involved in various table top exercises which were run on a weekly basis, as well as being a key stakeholder in the daily FEP meetings, as the Naval Base prepared itself for the arrival of the first of the two QEC carriers.

Despite all the planning and preparation, less than 48 hours' notice was provided prior to the arrival of the carrier; the actual

arrival date and time were heavily dependent on tide timings, weather conditions and engineering requirements. However, the short notice requirement saw all MDP officers and staff, rise to the occasion so as to ensure a successful policing and public safety operation.

Due to the constant changes of the date for FEP, the number of VVIPs and VIPs was greatly reduced, albeit the Prime Minister and all members of the Royal Navy Board were in attendance. The MDP Portsmouth operation was supported by officers from other MDP stations, including the CMU, the OSU and Special Branch.

The operation consisted of a number of phases including a large armed marine policing escort into the harbour, supported by a maritime and public safety marine operation, a full Defensive Search of the restricted berth, landside armed operations within HMNB and at Fort Blockhouse, as well as public safety in and around HMNB crowded places.

MDP also supplied police commanders in support of the Hants Police Gold Command, the HMNB and Hants Police Silver Control, QHM Harbour control, as well as the MDP operational control room. The MDP also positioned a marine Firearms Tactical Commander, with SME support, on the ship itself during the first entry operation.

The escort was a slow affair, but worked to plan with the QEC entering the harbour and the MDP marine unit stopping all vessels from entering the harbour until the QEC came to a stop alongside the newly named Princess Royal Jetty.

The control of the general public and the protection afforded the QEC was one which received an abundance of thanks from numerous high ranking officers in and around Portsmouth Naval Base and QEC alike. Watching the national news later that evening, it was clear that MDP had achieved the plan and that the control was clear for everyone to see, another successful operation for the MDP.

The event passed off without significant incident, although the high levels of interest in the new carrier remains, and a 'new normality' has now been established for the MDP at Portsmouth. The next chapter now begins as we start planning for the arrival of the second carrier in 2019.



Navy Command

Chief Constable Andrew Adams
Temporary Chief Constable
Ministry of Defence Police
MDP Headquarters Wethersfield
BRAINTREE
CM7 4AZ

11 September 2017

Dear Chief Constable,

As HMS QUEEN ELIZABETH settles into her new home in Portsmouth, please allow me to thank you for the hard work that your Service has put into ensuring the safety and security of the Ship during the first stages of her generation.

The Ministry of Defence Police played a crucial role in getting QUEEN ELIZABETH to sea, working hand in hand with my Force Protection team, civilian police forces and the ship builder to tackle a security challenge of considerable scale and complexity. The flawless execution of Operations CLOCKFACE and DESTINY, incorporating security operations ashore and afloat during the Ship's departure from Rosyth, sea trials and most especially our first entry into HMNB Portsmouth, stand in testament to the success of this effort.

While all of your officers were unfailingly professional and helpful, I would like to make special mention of Chief Inspector John Brizzolara and Superintendent David Pawley, who both went 'above and beyond' in their support to the project. During his tenure as Deputy Senior Police Officer at MDP Clyde, John Brizzolara served as primary liaison to the Ship and wider project for over two years. From securing the resource required to achieve the right level of protection both ashore and afloat, to the development and training of joint procedures with Ship's Staff, John's input was key to success at every level of the operation. In particular, his experience of waterborne Force Protection in a wide variety of settings (most especially Operation IMPERIOUS) proved invaluable as my own team broke some new ground in this respect. It is unfortunate that his move to pastures new rendered him unable to see his hard work bear fruit when QUEEN ELIZABETH departed Rosyth during Operation CLOCKFACE, however its success was due in no small part to his efforts; he made a real difference.

David Pawley fulfilled a similar role in the South during the crucial months leading up to our arrival in Portsmouth, coordinating an immense multi-agency security effort ashore and afloat with composure, determination and forbearance. As a result, the service we received during our first entry has been maintained during our time alongside; we are in good hands.

Thank you again; we look forward to building on this excellent start and cementing this success as normal business in the months to come.

J P Kyd
Commodore Royal Navy
Commanding Officer

Many thanks indeed.

Jerry K.



Milestone deployment



MDP'S 1000TH DEPLOYMENT supporting the Queen's Life Guard, during ceremonial duties at Horse Guards Parade, took place on 6 September.

The Force has been responsible for this provision of armed officers, in support of counter terrorism, since December 2014 and they are deployed at Horse Guards Parade 365 days a year to ensure the security and safety of the Queen's Life Guard, members of the public visiting the location and people who work in the area.

MDP work closely with Metropolitan Police colleagues, particularly during the summer months when the main ceremonial event season takes place.

Diversity and Inclusion

...it's about all of us



Disability issues to the fore...

By Maxine Parsley –
Workforce Planning,
Development and
Diversity

EVENTS to mark *International Day of Persons with Disabilities (IDPD)* on 3rd December were scheduled to take place across the Force and wider MOD throughout the month.

The observance of the day aims to promote an understanding of disability issues and encourage support for the dignity, rights and wellbeing of persons with disabilities. It also seeks to increase awareness of the gains to be derived from their integration into every aspect of political, social, economic and cultural life.

The MDP and MOD support of IDPD involves events taking place during December at MOD Main Building, RAF Menwith Hill and MDP Headquarters. You may ask what has this got to do with you and working for the MDP but many of us have disabilities and, in particular, invisible disabilities, which for some impact on day to day activities.

DISABILITY – WHAT IS IT?

You are considered disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities. An invisible disability is also a physical or mental condition that limits a person's

movements, senses or activities but it is invisible to the onlooker. Unfortunately, the very fact that these symptoms are invisible can lead to misunderstandings, false perceptions and judgments.

Invisible disability refers to symptoms such as debilitating pain, fatigue, dizziness, cognitive dysfunctions, brain injuries, learning differences and mental health disorders as well as hearing and vision impairments. These are not always obvious to the onlooker but can, sometimes or always, limit daily activities, ranging from mild challenges to severe limitations which vary from person to person.

Invisible disabilities include:

- Allergies and Food In-tolerances
- Rheumatoid Arthritis
- Cancer
- Chronic Fatigue Syndrome
- Fibromyalgia and Chronic Myofascial Pain
- Depression and Mental Illness
- Diabetes and other Blood Sugar Issues
- Digestive Disorders (IBS, colitis, Coeliac Disease, etc.)
- Learning Difficulties (Dyslexia, Dyspraxia, etc.)

According to the World Health Organisation a billion people worldwide live with some kind of disability and one

US survey found that 74 per cent of those with disabilities don't use a wheelchair or anything else that might visually signal their impairment to the outside world.

If someone uses a wheelchair or is visually impaired, it can be easier to understand the difficulties they might face and to support them. For those with invisible impairments, such as depression, chronic pain or myalgic encephalomyelitis (ME, or chronic fatigue syndrome), it's often a different story. Colleagues may not spot the challenges they are experiencing and may find it hard to comprehend or believe someone with a hidden impairment genuinely needs help.

People sometimes have preconceived ideas about what the word disability means. In many ways it is just a word or a label but it is often misunderstood and can bring out many emotions. People can be very sensitive about its use with reactions ranging from it seeming to be an overstatement to a feeling that their disability is not being taken seriously enough.

Many people with invisible disabilities feel that they are treated less favourably. In particular, there is a stigma around mental health and therefore people are reluctant to seek help. The reality is many of us are unintentionally prejudiced when we think of the word disability.

This is most likely because from early childhood we have been almost

CONTINUED ...

Fact-finding mission

THE HEAD OF PROTECTIVE SECURITY for the Australian Federal Police, Mr Tim Slattery, visited MDP HQ on Thursday 14 September on a fact-finding mission on a number of operational and organisational aspects of how the Force is run.

During the visit he met T/CC Andy Adams and was also briefed by ACC Ops Paul McLaughlin, ACC ODC Dave Long and Chief Supt Ops Dennis Jackson. There were further briefings on the work of the Special Escort Group (SEG), Intelligence branch, training and firearms before a final wash-up meeting with the Chief Officer Group.



Disability issues to the fore...

pre-conditioned in our way of thinking by everyday things like the wheelchair symbol, to define the disabled parking in the super-market car parks. However, only about five per cent of people with disabilities are wheelchair users. There are many other health conditions that affect mobility which aren't as visible. Only 17 per cent of people are born with a disability and 83 per cent of people develop a health condition through accident or injury in adult life.

GETTING SUPPORT

The Force recognises that the health and wellbeing of the workforce is fundamental to its service delivery and, consequently, its policies and processes are constantly being reviewed to ensure it is providing staff with adequate support to carry out their roles.

There is a lot of advice and support available both inside and outside the workplace for staff with disabilities, either visible or invisible. Starting with the Force's Diversity and Inclusion Support Structure, which includes our Disability and Mental Health and Wellbeing Champion, Justin Oliver, Chief Officer Resources and Planning, who is supported by the Ambassadors and Allies for both these areas:

Disability

Ambassador: Superintendent Dave Pawley
Allies: Susan Stradling-Day, PS Alison Harfield, PC Claire Batt

Mental Health and Wellbeing

Ambassador: Chief Superintendent Dennis Jackson
Allies: Chief Inspector Garry Richardson, Kathryn Foster, Sergeant Mike Finlinson

The role of the Champion and Ambassadors is to drive progress in these important areas but, more specifically, the role of the Allies is to represent their peers and colleagues and raise issues for consideration at the Diversity and Inclusion Working Group and the Diversity and Inclusion Board. Details of members within the Diversity and Inclusion Support Structure can be found on the Diversity and Inclusion areas of the Force Intranets.

The MDP is also represented on the Defence Disability Network (DDN) which provides disabled staff with a 'voice' that can present their issues and concerns to

senior managers and ministers and deliver practical solutions that will assist disabled staff in the workplace. More information about the DDN can be found on the Defence Intranet. There are a number of other staff networks within Defence supporting staff with disabilities including:

MOD Dyslexia Network

Defence Hearing and Visual Disability Network

Defence Stammering Network

Defence Fibromyalgia and ME (FME) Network

Defence Epilepsy Network

Additionally, there are a number of useful resources where staff can go for information. This includes the Civilian Disability Toolkit and Disability Procedure and the MOD Reasonable Adjustment Service Team (RAST) which can be reached via the Contact Us facility on the People Services Portal.

The importance that the Force places on ensuring the good health and wellbeing of its workforce is endorsed through its Strategic Diversity and Inclusion Objectives for 2017/18, one of which is to 'Support staff in their efforts to maintain good health and wellbeing and, where reasonable, mitigate the impact of the Force's fitness policy on people with protected characteristics.'

GOING PURPLE

The week following IDPD, a number of buildings are planned to be lit up in purple or you may also see people wearing purple. This is because UK and global disabled employee networks and organisations have pledged a #purplelightup to celebrate the economic and leadership contribution of disabled employees.

Just as the Rainbow Flag is the vibrant iconic symbol for LGBT equality, which unites people from every sector of society and shows that prejudice can be positively challenged, the aim of the purple brand created by Purple Space is to generate new conversations, unity, recognition and support for disabled people.

To find out more about this initiative visit, www.purplespace.org. Purple Space is the world's only networking and

professional development hub for disabled employees, network and resource group leaders and allies from all sectors and trades.

HAVE YOU DECLARED?

The Force is legally obligated to analyse the effects of its functions (policies and processes) on all protected characteristics, which are Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation.

However, it also recognises that better monitoring and analysis of its workforce can help to measure its performance and progress towards achieving its diversity goals and a truly inclusive workplace for all its staff.

It acknowledges that, by understanding the composition of its workforce, this will help it with decision making, particularly around identifying key priorities for the Force and allocating resources.

We are only able to monitor the workforce by using Management Information drawn from HRMS and much of this is based on the personal details that staff declare. This includes their Ethnic Group, Religion or Belief, Sexual Orientation, Gender and whether or not they have a disability.

Individual declarations cannot be seen by anyone in the person's line management chain, even at the most senior levels. However, those who do have a disability are encouraged to share that information with their line manager, particularly if it impacts on their day-to-day activities and they need support.

Those who do not wish to declare their personal details can opt out by selecting 'Choose not to declare.' The more accurate information the Force has about the workforce, the better informed its decisions will be on providing support where it is needed.

All personal data is kept and managed in accordance with the Data Protection Act 1998 and can only be accessed by Defence Business Services (DBS). For those members of staff who need help on how to declare, download the Step by Step guide available in the Diversity and Inclusion areas of the Force intranets.

Living and working with an 'invisible disability'

By PC Arif Mathiya, RAF Menwith Hill

My name is ARIF MATHIYA and I have an 'invisible disability'. I am currently stationed at RAF Menwith Hill on Operation Halo, which is a joint counter terrorism operation with North Yorkshire Police (NYP) and the Ministry of Defence Police (MDP).

In 2013, I was diagnosed with the chronic condition of Ulcerative Colitis. Ulcerative Colitis is a condition that causes inflammation and ulceration in the colon. It is one of the two main forms of Inflammatory Bowel Disease (IBD), the other being Crohn's disease.

Ulcerative Colitis is a chronic condition that is ongoing and life-long. Although I may have periods of good health or remission, I may also have times when symptoms are more active (relapses or flare-ups). The most common symptoms are diarrhoea, severe cramping pains in the abdomen, extreme tiredness and fatigue, feeling generally unwell or feverish, loss of appetite and weight loss and anaemia (a reduced level of red blood cells).

Ulcerative Colitis can often be managed by medication (drug treatment) but surgery can be necessary if symptoms become very bad. People living with IBD are likely to meet the definition of disability within the Equality Act 2010 and therefore are covered by the provisions within the Act.

Although the past two years have been very difficult, with long periods of sickness and many visits to the hospital, this burden has been made easier by the Force being very accommodating.

After being admitted into hospital with my condition, and on returning to work, my line manager and I had a discussion about what he and the job could do to help me. Subsequently, a referral was made to OH Assist and, although I was under the care of a Gastroenterologist and specialist nurses, I was told that the Force has a duty to look after my welfare and make reasonable adjustments where needed.

It had been recognised by the OH Assist doctors that my condition would possibly become worse if I continued to work night shifts (due to change in sleep pattern, eating and medication times and the body's inability to heal when not getting adequate rest) and that I would have long periods of sickness when my condition flared up.



Therefore, I was given reasonable adjustments so that I wouldn't have to work night time hours and the agreement was that I would need more days off sick than the average person and my line management would need to be flexible and understanding with medical appointments.

I have to say the adjustments that have been made have been excellent in both helping me in my recovery and allowing me to stay operational in my work. Without the adjustments and medication, I'm sure my condition would not have been as controlled as it is at the moment. Although this condition can be unpredictable, I have the peace of mind that my management and the Force will be understanding and supportive should my condition take a turn for the worse.

I would like to thank my colleagues on Operation Halo, both Ministry of Defence Police officers and North Yorkshire Police firearms officers, for all the support, help and understanding that I have been given. Without my colleagues, life at work with my condition would not have been as easy as it has been.

National Inclusion Week

THE FORCE TOOK PART in this year's National Inclusion Week between 25 September and 1 October.

The annual campaign, run by Inclusive Employers, raises awareness of the importance of inclusion in the workplace and the business benefits to having a diverse and included workforce.

T/CC Andy Adams and SCS Justin Oliver invited colleagues to join them and 'Connect over Coffee' at HQ, in support of this year's theme to 'Connect for Inclusion'.

This focused on individuals stepping out of their familiar daily networks and meeting other people with a different way of saying or doing things, or with different life experiences, to gain new perspectives and ideas, which can help MDP to become a stronger, more inclusive organisation.



Inclusion is about making sure that people feel valued, respected, listened to and able to challenge. It's about recognising and valuing the differences we each bring to the workplace and creating an environment where everyone has equal access to opportunities and resources and can contribute to the organisation's success.

MDP attends Pride events

MDP SUPT CHRIS YATES, the Force ambassador for officers within the Lesbian, Gay and Bisexual protected characteristics, also representing the ambassador for Transgender officers, was proud to join civilian and military personnel from the MOD HQ contingent to celebrate London Pride 2017.

Chris also represented the Force at a similar event in Hull.



The MOD LGBT Plus Network Co-Chair Ross Woodward commented after the London event:

"MOD staff united to show their support for LGBT+ inclusion in Defence. To those members of the community, ambassadors and allies who attended I thank you for your continued support. You are helping to create an environment where LGBT individuals feel they can be themselves at work without fear of prejudice or harassment."

HMNB CLYDE WELCOME FOR GPAS CHAIR

SUPT FINDLAY MACDONALD, MDP Senior Police Officer at HMNB Clyde, welcomed Police Scotland Sgt Alan Sneddon, the Chair of the Gay Police Association Scotland, to the Base in August, to formally launch GPA to the MDP in Scotland.

The MDP has now taken up its seat on the Executive Committee, and is looking forward to engaging and promoting the work of the GPA to MDP colleagues and civilian/support staff.



Photographs courtesy of Helensburgh Advertiser



Community policing in action

ATTENDING COMMUNITY EVENTS to educate the public and build strong ties with the communities they serve is very much a part of the work being done by Defence Community Police Officers (DCPOs).

Back on 10th June, both of the MDP's Helensburgh-based DCPOs were kept busy, simultaneously attending local community events.

At the Rhu and Shandon Gala Day, DCPO PC Ian Mustarde and PC Katie Diamond (Clyde) attended, taking a 4x4 vehicle. PC Tam Milne and PC Andy Nicholson from the Clyde Marine Unit (CMU) also attended with a rigid-hulled inflatable boat (RIB).

Officers answered questions and both adults and children were allowed to sit in the MDP car and RIB and try on hats and stab vests.

Meanwhile, 'Fair in the Square' was being held at Churchill Square, Helensburgh, on the same day.

Churchill is part of the Service Family Accommodation estate policed by MDP. DCPO PC Russell White and PC Craig Brown (Clyde) attended with the DCPO vehicle.

Officers answered questions plus adults and children were allowed to sit in the MDP car.

Two MDP dog handlers, PC John Taylor and PC Pete Millar from the Clyde Group attended and put on demonstrations with their drug/explosive dogs, Flint and Alfie respectively.





Increased security for record **RIAT 2017** crowds

By Insp Matthew Stagg,
SPO Fairford

■ The ROYAL INTERNATIONAL AIR TATTOO (RIAT), held at RAF Fairford in July, is a truly unique spectacle, which invariably features flying displays that will not be seen anywhere else in the UK, including prestige solo and formation displays by air forces from Europe, Scandinavia and the Middle-East.

The number one priority – both in the air and on the ground – is safety and this was particularly important following the tragic events of Shoreham on August 22, 2015.

This meant a further review of all processes and also the need to respond to the more recent terrorist attacks in Manchester and London, which saw additional security measures being put into place, such as hostile vehicle mitigation, both within the public areas at RIAT 2017 and outside of RAF Fairford.

The planning and interoperability with other Forces was a constant diary entry as was working with the stakeholders who represented the 2,000 plus volunteers.

For 2017 the main theme was the 70th anniversary of the United States Air Force and the show's highlights spanned those

estimated cost \$2billion each we were all treated to quite a spectacle.

Giving extra emphasis to our policing purpose, the US Air Force put on static display two of its largest and most formidable aircraft, a B-52 Stratofortress and a B1-B Lancer supersonic long-range bomber, joined by a U-2 ultra-high altitude reconnaissance aircraft that had flown in from a live mission just days before.

years. A particular highlight was seeing an unlisted flypast by a B-2A Spirit Stealth Bomber which was flanked by a pair of F-15s. As only 21 B2s were ever built at an



115 STATIC AIRCRAFT

These formed part of a ground display that stretched over 1 1/2 miles, comprised of 115 static aircraft, trade stands and exhibitors. MDP officers were not only assigned to the protection of these key US assets but were additionally responsible for providing a flexible armed presence at the Customer Entry Points that facilitated a record crowd of 160,000 people over the three days.

We also saw support from the Project Servator Team and from the TSG, which was a real bonus. The joint working with the Tri-Force SFO was exceptional and involvement included a hostile reconnaissance search, medic responses and potential ISIS material distribution on top of the high visibility deter and detect role.

A comment made by one of the USAF Captains to one of our Corral officers made it all worthwhile. He said that his

team were very nervous about coming with all that's happened in the UK recently but when he saw us there it made them feel safe.

With special guests including HRH the Duke of Gloucester, the then Secretary of State for Defence Sir Michael Fallon, the Chancellor of the Exchequer Philip Hammond and the US Ambassador to the UK Lewis Lukens, coupled with receiving 63 military delegations representing air arms from around the world, RIAT 2017 was declared the 'best air show ever'.

There are simply too many people to thank, from those working behind the scenes to those who went out and delivered the policing operation on the ground, being the face of the Force. These component parts require different skills which all seamlessly came together. However I must pay a particular word of thanks to PS Gavin Thomas, PS Jim Mitchell and PS Pauline Wilkieson who really make RIAT happen for us.

An amazing job, very well done – a massive THANK YOU.

I also extend my thanks to other SPOs and roster managers for organising the release of officers from other MDP stations and units in support of RIAT. These include officers from MDP AWE, Abbey Wood, CSG, Hereford, OCC, Porton Down and SB.

We were also fortunate enough to have been visited by our Gold Commander, Supt Pam Hewitt and I know just how pleased she was with how our 'Policing Purpose and Style' were being delivered and achieved. There is now even more awareness of the size and scale of this operation and the critical roles that officers perform.

Next year we look forward to celebrating the 100th Anniversary of the Royal Air Force which has been in the planning stages for the previous six years. Busy just gets busier!



MDP Clyde targets safe driving...

■ **MDP HAS JOINED partner agencies to launch a campaign to combat drink-driving both within and outside HMNB Clyde.**

Over the past 18 months more than 20 such offences have been identified within a one-mile radius of the Base. Against this backdrop MDP has been working with partner agencies such as the Royal Navy Police, Police Service of Scotland and the Procurator Fiscal, to pull together a joint effort to address this issue.

MDP Chief Insp Des Kennedy said: "We have seen instances of significant damage to MOD property being caused by individuals driving vehicles over the legal drink-driving limit.

"It is unacceptable and so we are focusing on this issue and adopting a Zero Tolerance policy to it."

The campaign sets out firstly to advise drivers that the legal limit in Scotland is now 22mg of alcohol per 100ml of breath, which is significantly

lower than the English limit of 35mg per 100ml of breath.

The police message is also that drink-driving can have a massive impact on an individual. These implications include having a criminal record/a driving ban of at least 12 months and an endorsement on your driving licence. The cost of vehicle insurance post any drink-driving conviction is significantly increased. The fact is that it is simply not worth it.

ENFORCEMENT ACTION

The MDP/ PSOS and the RNP are conducting random breath tests in and around the Base, with the campaign already identifying numerous offenders. Police Scotland is supporting this campaign by providing resources outside the Base to identify offenders.

"The message is that all available resources are being used to ensure that we address the instances of drink-driving in and around the Base," said Chief Insp Kennedy.

"The aspiration of this initiative is to change the culture around drink-driving in and around HMNB Clyde and ultimately to make the surrounding roads and Base a safer place to live and work."

DRUGS ALSO TARGETED

The MDP alongside the RNP and supported by Babcock have launched a joint initiative aimed at preventing illegal drugs entering the site or being used there.

There are now MDP drugs search dogs on site, trained to identify drugs on individuals and within cars/rooms, buildings etc.

The dogs undergo extensive training to enable them to be deployed into this role. MDP does and will continue to deploy the drugs dogs across the Clyde site. They have detected drug offences in recent months and provide an additional tool to support the MDP Policing Operation at the Base.

Chief Insp Kennedy stated: "By working with partner agencies we ensure that we can develop our intelligence and effectively deploy our available resources to prevent the carriage of or use of drugs on site."



The drugs dogs can be deployed throughout the site. There is a planned programme of the assets being used at the gates and for random checks at various locations within the establishment.

They are also supporting the RNP operation and are being deployed to search vessels on the Base. Both the MDP and RNP are committed to ensuring that drugs are eliminated from HMNB Clyde.

Officer completes World Marathon Majors

■ **Super fit MDP Officer AARON WILSON has completed the 'World Marathon Majors', running six major city marathons, even adding a seventh in October.**

Aaron, T/Sergeant in Operations, based in Berkshire, successfully completed marathons in Tokyo, Boston, London, Berlin, Chicago, New York and, most recently, Frankfurt.

He said: "It started in 2008 when my New Year's resolution was to run a marathon having never run any long distance before. I ended up choosing a cross country marathon, which I completed in 3:49:00, vowing afterwards never to do a marathon again!

"For the next couple of years I ran a couple of 10k races and half marathons, before gaining entry into the London Marathon in 2011. My aim was to go sub three hours for the first time and I achieved this with a time of 2:56:15.

"I then found out about the World Marathon Majors, with my aim being to complete each marathon in under three hours. I completed Berlin in 2012 in 2:56:30, which got me a qualifying time for Boston in 2013.

"After running Boston in 2:57:55 I had mixed emotions due to the bombings that took place there that year. Thankfully I was at my hotel with my wife, Micayla, when it all unfolded.

"In 2014 I went to Chicago, where I managed to knock ten minutes off my best time, completing it in 2:46:59.

"The following year was New York, in which I ran 2:47:44, deciding after that to run London again in 2016 to try



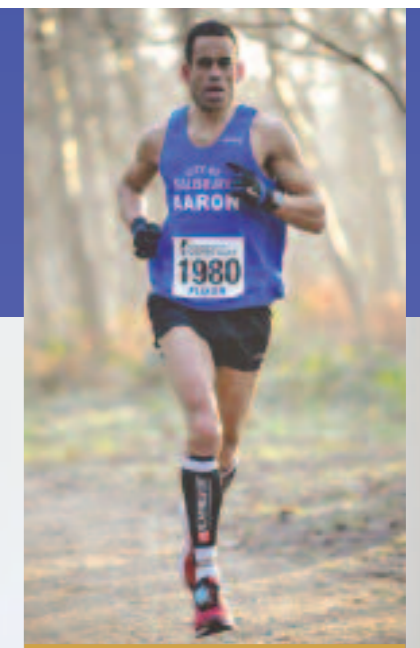
to better my previous time. I crossed the line in 2:36:55, knocking ten minutes off my Personal Best, set in Chicago, and 20 minutes off my first London time.

"The final race of the Majors challenge was Tokyo in February 2017. I qualified as a semi-elite athlete, thanks to the time I set in London. I ran a Personal Best in 2:33:47 which I was very happy with, considering I didn't adjust to the time difference and had very little sleep.

In the Police Sport UK 10-mile race in September, Aaron finished third in a strong field, where the strong winds that the athletes had to battle against meant that personal best times were never an issue.

However, it proved useful preparation for October's Frankfurt Marathon, in which the MDP officer ran another PB of 2:32:41, beating his Tokyo time and finishing 98th out of an 11,000-strong field!

Aaron thanked Assistant Chief Constable Operations, Paul McLaughlin, for his support and the help of the MDP Sports Fund with



entry fees, as well as the support he has received from his wife, family and work colleagues.

Congratulating Aaron, Mr McLaughlin commented:

👉 **"I'm absolutely delighted with his fantastic and overwhelming achievement, which is clearly down to his dedication and the support he has had from family, friends and colleagues."**

"At a time when the Force is driving through the necessary fitness level requirement to meet our role profiles in MDP, what Aaron has demonstrated is where officers could possibly take their personal health and fitness through sheer dedication."

T/CC Andy Adams commented: "Wow, what a fantastic achievement! We take officer fitness very seriously in MDP, striving continually to raise fitness standards to fulfil our vital role in guarding the nation's defences: Aaron's commitment and determination is an example to us all."

Health Fair at HQ a success...

■ There was a good attendance at a HEALTH FAIR, held at MDP HQ for a week in October, promoting health and fitness across the Force.

It was devised and run by Occupational Health Nurse Team Manager Patricia Obende, who said: "The turnout and attendance were encouraging. This consequently showed what appears to be an appetite and desire for such health fairs for the future.

"One element of the evaluation questionnaire revealed that a higher proportion of the attendees/participants attended because of a 'general interest in health and Wellbeing'," she added.

A popular attraction was the 'smoothie bike', which Patricia explained was "an interactive way to blend in communication on healthy messages, while participants mix their own delicious fruit smoothies, by pedalling specially designed front loading bikes."

T/CC Andy Adams, T/DCC Peter Terry and the Defence Police Federation General Secretary, Northern



Area Secretary and Welfare Officer were amongst those attendees who stopped by for mini-health checks.

Presentations were provided on health, food and nutrition and mental well-being and social connectedness with the key message being: 'Love your health, love your life – it's about you.'

Consideration is now being given to how the fair could be repeated at other Force locations.

Love your health, love your life – it's about you



Photographs by Paul Kemp



Well done, and thank you

FROM: Mr I Eggar, Head of Establishment, Fort Blockhouse, Gosport (DIO)
TO: PS Colin Payne, SPO Fort Blockhouse

I would like to pass on my personal thanks to both yourself and all other MDP staff who contributed to the successful event that Fort Blockhouse hosted on 16 August 2017, to mark the First Entry to Portsmouth of the Queen Elizabeth Carrier.

I am aware that a lot of work was undertaken during the initial planning stages for this event by the MDP team in terms of the provision of Policing and that, due to circumstances out of our control, the event was brought forward at very short notice, allowing us less than 36 hours' notice to effect an alternative event plan.

The efforts of you and your team ensured that approximately 500 visitors and staff at Fort Blockhouse were catered for and able to enjoy the viewing of this historic moment. To this effect I have received excellent feedback from several attendees with regards to what we provided on the day.

Without your professionalism, dedication and commitment, this event would simply not have happened. Please express my sincere thanks to your team on executing a superb job in delivering the FEP at your site.



Claire set for new career

FORMER CHIEF INSPR CLAIRE PITCHER has left the Force after 27 years to begin a new career in sports coaching and yoga and to continue her pastimes of long-distance running and cycling.

The Ex-SPO at HMNB Devonport joined MDP in 1990 as a probationary constable at Portsmouth Naval Base and recalls once being mistaken for a strip-a-gram by the guests at a veterans' reunion, when boarding a

warship to take a crime statement one hot summer day.

She said: "I don't know who was more surprised – them or me!"

More significantly, whilst still a young officer, she was 'chatted-up' by a man at a gate to the Base and two years later she married him.

Her specific policing interests were the specialisms of marine and police dog operations. She was also keenly interested in mentoring and coaching

and the wellbeing and health of police teams.

Claire said she was looking forward to new challenges and opportunities and retraining in holistic sports coaching.

She joined Devonport on promotion to Chief Inspector and after a restructuring of the command team, became the SPO, revamping operations and achieving increased results with fewer officers.

Her career included postings to numerous Defence sites, including Aldershot, working with the British Army; Farnborough, working on the international airshow; RAF Fairford, protecting the USAF; RAF Menwith Hill; RAF Lakenheath; Royal Hospital Hasler in Portsmouth and in London with the Met Police.

In Portsmouth again she helped introduce maritime searches under the Terrorism Act – the first time a joint Hampshire and MOD Police operation had been undertaken on the water.

The latter produced a big increase in marine intelligence and community links. Claire learned about marine policing at this time and also gained her Royal Yachting Association qualifications.

After a further spell at Aldershot where she served at SE England Divisional HQ she moved to Plymouth.

Claire is pictured receiving a valedictory certificate from Admiral Richard Stokes to mark the end of her MDP career.

Speedboat driver fined £800

THE DRIVER of a high performance speed boat has been fined £800 after appearing at Portsmouth Magistrates court in November, accused of speeding in Portsmouth Harbour.

Garry Luff, 36, from Waterlooville, was stopped by MDP Portsmouth Marine Unit officers, after they recorded him driving the boat at up to four times the harbour speed limit.

PS Alex Stypulkowski of the MOD Police Marine Unit said: "We had to act quickly with officers responding

immediately to intercept the speeding craft which was endangering both its occupants and anyone else nearby.

"Whilst we always seek to educate as well as to enforce the law, this instance required a robust stance, and I am pleased to see the court imposing a significant fine of this nature."

Portsmouth Harbour, as well as the seafront up to half a mile off shore, is subject to a 10 knot speed limit and is patrolled 24/7 by MOD Police Officers on and offshore.

Photograph: Paul Kemp



Safely berthed

Surrounded by MDP Marine Unit assets after arriving at her home port of Portsmouth, the aircraft carrier **Queen Elizabeth** lies alongside her new berth, dwarfing all about her. Her Majesty the Queen will formally commission her namesake flagship into the Royal Navy Fleet at a ceremony this month. Since arriving from Scotland, where she was built at Rosyth, the carrier has been busy with sea trials, escorted to open water by MDP launches and RIBs.