

DSR-4-2-4

26 June 2017

**MOD POLICE COMMITTEE**  
**MINUTES OF THE MEETING HELD ON**  
**TUES 13 JUNE 2017**

**Present**

**Members**

David Riddle	Chair
Sir Hugh Orde	Police Adviser
Len Jackson	Independent Member
Anne McMeel	Independent Member
Alison Stevenson	for DGHOCS
Harvey Moore	for Hd Def Sy

**Attendees**

R Adm (Ret'd) Matt Parr	HM Inspector of Constabulary
Andy Adams	Deputy Chief Constable, MDP
Justin Oliver	Hd Resources & Programme, MDP
Paul McLaughlin	ACC Ops
Lucy Spencer	Head of Finance HOCS
Richard Medland	DE&S (Customer representative),
Keith Meade	Def Sy-Asst Hd PSPP
Eamon Keating	Chair DPF
Karen Feather	Clerk to the MOD Police Committee

**Apologies**

Julie Taylor	DG HOCS
Paul Fyfe	CSyA, DSR
Alf Hitchcock	CCMDP
Dave Long	ACC ODC, MDP
Gp Capt Kevin Bailey	Dep Hd Sy, Naval Base Clyde

**Opening remarks and Declarations of Interest.**

There were no declarations of interest.

2. The Chair welcomed HMIC to his first meeting of the MOD Police Committee. He noted apologies from some members and attendees of the Committee.

3. This included Chief Constable Alf Hitchcock who was seriously ill in hospital and the Chair confirmed that he was in contact with Alf's wife and asked DCC Andy Adams to let them know that the thoughts of all the Committee were with them.

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

4. The minutes of the last meeting (Def Sy4-2-4 dated 20 March 2017) were agreed.

5. The progress report on the HMIC Firearms Command and Control review was tabled as a paper for Agenda Item 7.

6. DCC announced that the Policing Plan had now been published, despite concerns expressed by the independent members at the Sub-Committee, that it would be unachievable due to further anticipated funding cuts. He explained that the force needed to be aware of some of the developmental goals laid out in the Plan, that he was due to speak about at the DPF conference later that week. However, the Chief Constable's foreword had drawn attention to the difficult financial climate against which the MDP's operational delivery had been set.

7. There was still an action required to brief senior officials on the MDP's intention to publish Use of Force statistics. The DCC agreed that MDP would produce a MinSub highlighting relevant issues and share their draft with DSR for comments. **Action: ACC O**

8. The report on misconduct by new recruits had not been re-submitted for this meeting and would therefore be considered at the September meeting. **Action: DCC**

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

### Infrastructure Policing Review

9. The intention to create a national infrastructure police force had been included in the Conservative Party Manifesto and may therefore be included in the Queen's Speech. The Committee would monitor developments.

### Annual Medical Programme

10. CORP reported that 84% of the annual medicals had been delivered.

11. The MOD's Occupational Health contract was due for renewal in Oct 17 and CORP confirmed that all the MDP requirements that had been fed into the specification had gone forward.

### Fitness Testing

12. The DCC reported that "with consequence" fitness testing at the 5.7 level was introduced from 1 June 2017. The number of officers who had not engaged with the process during the "without consequence" phase remained high and the Chief Officer team were exploring the reasons for this, and would prioritise their testing where appropriate.

### MDP Budget 2017-18

13. CORP confirmed that MDP had received their Control Total from HOCS and this stood at £128M.

14. Alison Stevenson welcomed the complement reset being undertaken at MDP to align the budget and current force strength. She confirmed that the Department still faced financial challenges and she could not rule out further savings measures being imposed but understood the force's difficulty in being required to deliver mandated security to its customers. She assured the Committee that given the current security climate any further MDP savings would be considered in this context.

15. The DCC confirmed that MDP reductions had now been outlined to TLBs customers who were resisting further reduction to the current level of service, although there was some recognition that there were different ways to achieve the desired effect over the long term.

16. Richard Medland thanked the DCC for attending the DES Security Committee. He was clear that his TLB did not want to accept increased risk by further MDP reductions. Sites had reduced to the minimal acceptable security levels and DES could now only consider the closure of sites with transfer of assets to other locations. There would be serious consequences at some sites if MDP were withdrawn.

17. Anne McMeel said that given the performance data presented to the SC last month it remained very difficult for the MDP to argue it could not make some reductions to their service when it continued to be report performance as green (over 95% achieved).

18. Sir Hugh Orde stated that the external dimensions had changed fundamentally and suggested that further reductions should be highlighted to Ministers before decisions were taken in the worsening security climate.

19. Len Jackson said that once the re-set exercise had been delivered the MDP needed to review the Strategic Risk Register and ensure RAG ratings reflected the situation.

20. The Chair recognised the Force's ability to prioritise and allocate resources in to meet customer requirements was impaired by budgetary uncertainty. The nature of the substantial year on year reductions in previous years, that could now be exacerbated by further in year reductions, were inhibiting the force from working with customers in a planned way to build sustainable security effect. The Committee agreed that the risks outlined in the Strategic Report were now the current reality. The Char asked MDP to consider a refresh of their Risk Register in order to focus on those risks that were starting to prevent MDP achieving its key objectives. **Action: MDP SMT**

#### Emergency Services Network

21. The Home Office programme has now slipped from Sep 17 to Jun 18. The DCC highlighted the continued funding concerns, and there were also some coverage issues for remote locations which were being addressed with the Home Office and EE.

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

22. The budget matters had been discussed in Agenda Item 2..

23. The Committee sought assurance that the Department would restore the funding for the MDP services at AWE that had been taken before the decision was made not to replace the MDP with the Army. This needed to be confirmed for 2018-19.

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

24. The Committee noted and endorsed the report on MDP efficiency and effectiveness that the Chair had sent to DGHOCS following the meeting of the SC on 23 May 17

### **Agenda Item 5: Police Committee Annual Report 2016-17**

25. The Police Committee Annual Report was drafted and would be socialised with the MDP Senior Management team and MOD members of the Committee before the final version was sent to Ministers in July. **Action: Sec**

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

#### a) Approval of 2017-18 programme

26. The Committee approved the work programme of reviews and visits for 2017-18.

#### b) MDP response to review of misconduct outcomes

27. The MDP response to the Committee's review of misconduct outcomes in November 2016 was re-tabled to illustrate timelines.

28. On the recommendation concerning the development of a system to ensure SPOs were aware of officers transferring to their station with any misconduct or health and well-being issues Len Jackson thought more work was needed by PSD and HR on timelines. Apart from that he was generally content with the responses to the recommendations. **Action: DCC**

29. Len Jackson asked for the MDP Taint Register to be made routinely available at each PSD quarterly audit going forward. **Action: DCC**

#### c) MDP Culture Review – outstanding recommendations

30. The Committee noted the update.

31. -Three matters remained outstanding; Occupational Health, the delivery of training and development expectations listed in officers Performance Appraisal Reports; and IT. The Committee agreed to transfer these items into the Chief Constable's Strategic Report in order to ensure continued oversight. It was agreed

that the rest of the recommendations arising from the Culture Review in 2015 had been implemented and this agenda item was now closed. **Action: CORP**

d) Report of PC review of Office of the Surveillance Commissioner Inspection Reports for 2015 and 2016

32. Sir Hugh Orde reported that he had a constructive visit to Crime Command on 12 June where he received a brief on operational matters and MDP's surveillance activity. He would this up in a report of his findings and observations. A copy of his report will be sent to Members separately in confidence. **Action: Sir Hugh Orde.**

**Agenda Item 7: HM Inspector of Constabulary**

a) HMIC update

33. The Chair welcomed Rear Admiral (Ret'd) Matt Parr to his first MOD Police Committee since being appointed to the role last year.

34. HMIC provided an overview of his role and responsibilities which included a statutory responsibility to inspect the MDP at the invitation of the Defence Secretary.

35. The Chair confirmed that the Police Committee had commissioned HMIC to inspect MDP when required, including a Firearms Command and Control review in 2013, but the case for an inspection needed to be compelling given the cost. However he urged HMIC to ensure the Committee was informed if he became aware of any concerns or gaps in the MDP that might require attention.

36. MDP had recently participated in the HMIC national inspection of Counter-Terrorism. HMIC said that this had highlighted the importance of Home Office force Chief Constables having a better awareness of MDP (and other non-HOPFs) in their force area and to ensure that they had full knowledge of the force's capabilities.

b) HMIC Firearms Command and Control Review

37. The DCC updated the Committee on the MDP's implementation of the 3 outstanding HMIC recommendations arising from the review of Firearms Command and Control.

38. The Chair asked MDP to report back on the outcome of the effective use of CHRONICLE following review in March 18. **Action: ACC ODC**

39. The Committee agreed that the recommendations had been implemented to their satisfaction and that the Chair would write to HMIC and SofS Defence to report this. **Action: Chair**

**Agenda Item 8: Operational Report**

a) Operational Report (challenges, successes and risks)

40. The Committee noted that report. However, Anne McMeel asked if the report for the next meeting could be more analytical covering challenges, successes and risks, rather than a list of activities. It was agreed that this would better meet the Committee's requirement. **Action: ACC O**

b) OPERATION TEMPERER

41. ACC O provided a brief on the MDP's contribution to OP TEMPERER which had been partially activated from 24-30 May.

42. The Chair placed on record the Committee's appreciation of the force's contribution and of all those who took part.

c) Use of Force and Powers

43. The statistics were noted.

**Agenda Item 9: Professional Standards**

a) Q4 Report

44. The PSD report stated that two complaint cases had been open for 148 and 847 days (against a 120 day target) and Len Jackson asked whether the clock should have been stopped at certain stages when they were out of PSD control.

45. It was highlighted that 56% of the force's conduct cases were for "discreditable conduct". DCC explained that an analysis had been done and it referred to a wide range of officers rather than a particular group. He agreed that work was needed to highlight this and to remind officers of the professional standards of behaviour.

46. The Chair noted that the MDP had not achieved their stated aim to test 10% of the force for drugs and alcohol during 2016-17 and only achieved 9% and said performance should be improved given the percentage of this force involved in armed roles.

b) PSD audit

47. Len Jackson reported that he had carried out the PSD audit on 1 June and found no issues with the complaint and conduct files he sampled. He had asked Hd PSD to monitor the numbers of complaints relating to "Neglect or failure of duty" since the numbers appeared high this quarter.

48. He also asked for the Taint Register to be made routinely available for future quarterly audits. **Action: DCC**

49. Sir Hugh noted that there was still no data regarding Drugs and Alcohol testing for officers above the rank of Inspector. The DCC confirmed that this was in hand and agreed to report the outcome to the Committee as soon as possible. **Action: DCC**

## **Agenda Item 10: Diversity and Inclusion**

### a) Update on Action Plan for Q4 & EOY

50. Anne McMeel was concerned that figures reported that 40% of the Chief Officer group had not undertaken their D&I training. DCC agreed to confirm whether this was accurate as some training may have been SCS Civil Service rather than police training and therefore not captured in this assessment. **Action: DCC**

### b) Action Plan for 2017-18

51. The force D&I Action Plan for 2017-18 will focus on the higher priorities as identified by the DIWG and the MDP Business Plan. The lower priorities will be deemed “business as usual” throughout the force, although they will continue to be monitored by the DIWG.

### c) Lead member assessment

52. Anne McMeel welcome the approach to the new action plan since there were only a few things that would make a significant difference and be able to change the current profile of the workforce.

## **Agenda Item 11: Association of Police & Crime Commissioners - Police Committee Membership**

53. The Police Committee agreed that protective notice should be served on the Association of Police & Crime Commissioners (APCC) by no later than 30 September 2017 to withdraw the Committee from their affiliate membership. It would still be open for the Committee to withdraw its notice and continue membership for 2018-19 if it seemed appropriate, affordable and good value. **Action: Sec**

## **Agenda Item 12: Any other business**

54. No items were raised.

### **Date of the next meeting**

55. Tues 12 Sep (paper due by cop Thurs 31 Aug).

**KAREN FEATHER**  
**Secretary**

