

DSR-4-2-4

20 September 2017

**MOD POLICE COMMITTEE**  
**MINUTES OF THE MEETING**  
**HELD ON TUES 12 SEPTEMBER 2017**

**Members**

David Riddle	Chair
Sir Hugh Orde	Police Adviser
Len Jackson	Independent Member
Anne McMeel	Independent Member
Julie Taylor	DG-HOCS
Alison Stevenson	D-HOCS & CSyO

**Attendees**

Andy Adams	T/Chief Constable, MDP
Justin Oliver	Hd Resources & Programme, MDP
Paul McLaughlin	ACC Ops
Harvey Moore	DSR-Dep Hd – Policy
Lucy Spencer	Head of Finance HOCS
Gp Capt Kevin Bailey	Dep Hd Sy, Naval Base Clyde
Richard Medland	DE&S (Customer representative),
Keith Meade	Def Sy-Asst Hd PSPP
Peter Terry	DAC, MPS (T/DCC (Desig) - Observer
Eamon Keating	Chair DPF
Karen Feather	Clerk to the MOD Police Committee

**Apologies**

Paul McLaughlin	ACC Operations, MDP
Dave Long	ACC ODC, MDP

**Introduction and Declarations of Interests**

The Chair welcomed Deputy Assistant Commissioner Peter Terry who was attending the meeting as an Observer before taking up the temporary Deputy Chief Constable role on 2 Oct.

2. Sir Hugh Orde declared an interest in Skills for Justice which formed part of the Chief Constable's Strategic Report at Agenda Item 2 since he carries out some work for them. It was agreed this was not a conflict given the context of the paper.

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

3. The minutes of the meeting held on 13 June 17 (DSR-4-2-4 dated 26 Jun 17) were agreed as an accurate record.

4. The following was agreed with reference to the Action Log

- a) Serial 2 – a refreshed Risk Register would be presented to the SCPRM in November following liaison with Dep Hd DIA
- b) Serial 9 – the Chair's letters to the Defence Secretary and HMIC were on hold awaiting further assurance and an update on the actions that needed to be discharged on the 3 outstanding recommendations from CCMDP. **Action: CCMDP**

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

### Firearms Licence

5. T/CCMDP provided an update on the licensing situation. He had delivered a letter and dossier of evidence to COP inviting them to re-inspect the MDP. A response had not yet been received but it was anticipated that COP would want MDP's Chief Firearms Instructor and the new Force Firearms Officer (who was due to join from the MPS on 18 Sep) to assure COP that the new procedures put in place have been tested and have been adhered to over a reasonable period of time.

6-15. Redacted - Official Sensitive.

### Fitness Testing

16. 10% of the force had not passed fitness testing due to medical considerations, because of temporary reasonable adjustments to their firearms roles or a failure to engage with the process. This figure also included officers currently in non-operational roles.

17. T/CCMDP confirmed that all station SPOs now understand the officers must pass at least the 5.7 standard. In the event this standard is not met there was an opportunity to be re-tested 3 times. If an officer continually failed to meet the standard they would be subject to the unsatisfactory performance procedures with an option for a discharge under the statutory MDP Performance Regulations if necessary.

18. At present 24% of the force has passed fitness testing at 7.6 or above. The fitness level will increase from 5.7 to 7.6 by 2020 for all officers, as required by the COP, and implementation of this was subject to consultation with the Defence Police Federation.

19. The Chair recommended that the requirement for officers to achieve and maintain fitness standards should be covered in the Risk Register. This should be a subject for a future Deep Dive so the Sub-Committee can be clear that there is an Action Plan to get the force to these levels by 2020 with details of the risks and mitigation measures. **Action: CORP**

### Annual Medical Programme

20. Len Jackson said that the inability of OH Assist to process MDP medicals due to their own shortcomings was a potential high risk for the force given the age profile, and reminded the Committee that his Culture Review in 2014 had flagged up a requirement for an in-house Occupational Health Adviser. He asked MDP to re-consider this given there is

evidence from other police forces that the cost of an in-house provider usually pays for itself as a consequence of quicker referrals and remedies to get officers back to work.

21. Eamon Keating agreed that occupational health was a concern since the current contract was not a good fit for the requirements of a police force and a quicker system of referrals was needed or access to military providers.

22. The Committee agreed that their confidence in OH Assist to meet the future OH requirements of MDP was low and noted that their role was crucial to fitness and the firearms licencing.

23. CORP reported that the use of other Defence providers had been explored but there was insufficient capacity. At present 86% of annual medicals had been delivered on schedule, but this required substantial effort and engagement at HQ to achieve this outcome.

24. However, the COG had recently agreed a proposal to reduce the MDP's requirement for medicals from annual to 24 monthly and for annual hearing test to be performed locally which would be consistent with COP standards and practice in other forces. This would reduce the burden on OH Assist and MDP administration by 50% each year and should make it easier for OH assist to deliver.

25. Anne McMeel noted that but cautioned that the contract provision for the MDP should not be reduced on this assumption, while Harvey Moore recalled a previous presentation to the Committee to consider the MDP's contract requirement and recommendations that were made.

26. CORP agreed to present the paper on OH provision that was endorsed by the Chief Officer Group and present this to the next SCPRM. The Chair suggested Len Jackson should attend that meeting if possible given his interest in this subject. **Action: CORP/Sec.**

#### Resources – Finance Prospects and Complement Re-setting

27. T/CCMDP reported that engagement between MDP and TLBs continued to manage the financial risk associated with budget reductions by offering a series of complement re-set proposals which included efficiencies, task reductions and officer withdrawals. The majority of proposals were ratifying levels in place since Oct 15.

Gp Capt Bailey, on behalf of Navy TLB, confirmed that some savings had been identified where JSP 440 and the new guarding assessment tool would continue to be met. This was mainly around supervisory ranks so would not deliver the full savings requirements.

28. Richard Medland, DES, also confirmed some savings had been agreed that would require a new way of working, subject to testing, but some stations were at an absolute minimum. He also highlighted the longstanding matter of the allowable overspend for Longtown and reminded HOCS that the funding for Aldermaston need to be re-instated following the decision to retain the MDP.

29. DGHOCS clearly recognised that the issue was that the risk owner did not own the resources. The disaggregated funding model will eventually rectify this but Head Office

will be required to adjudicate until this is implemented with recommendations made to Ministers where necessary.

30. Independent Members urged DGHOCS and DHOCS to recognise the urgency of this problem and to take decisions as soon as possible in order to give MDP and customers clarity about the budget for the year. Members also noted that it was now late in the year for any further significant savings to be achievable in practice.

#### Funding Model Update

31. The Committee reiterated their support for the disaggregated funding model as the best approach but recognised there would be financial constraints wherever the funding sits in the future.

32. CORP reported that work on the model had been suspended due to the priority on the recovery of the force's firearms licence.

33. The independent members were disappointed to learn that the shadowing arrangement had slipped from Sep 17 to 1 Apr 18, with a plan to implement the model now slipping a further year to 1 Apr 19.

#### Workforce Strategy update

34. T/CCMDP agreed to prepare a paper for the next SC to illustrate MDP's progress on workforce modernisation in order to meet demands in terms of policing standards and resource constraints. **Action: T/CCMDP**

#### Skills for Justice Awards

35. T/CCMDP reported that the Operational Capability Centre had retained their status to provide Skills for Justice accredited qualifications.

#### National Law Enforcement Data Programme

36. T/CCMDP informed the Committee about the planned replacement of the Police National Computer and the Police National Database, both of which are required by the MDP.

#### Operation Jute

37. CORP informed the Committee the intention remained for MDP HQ to remain at Wethersfield until their new HQ was available but with lodger status once it is handed over to the Housing and Communities Agency.

38. DIO had stated they would now not fund student accommodation at the new HQ site, and this carried potential risk on operational training.

39. Anne McMeel considered this may present MDP with an opportunity to consider now how it delivers its training in the future. Several training hubs across the UK may assist recruitment and increase the diversity of the force.

40. The Chair asked whether there had been any dialogue with CNC to consider the Infrastructure Policing Review proposal for a joint HQ and if this might be feasible for a move to Basingbourne or Lyneham.

41. T/CCMDP agreed it was opportune to explore this, and also the opportunity for MDP to use CNC firearms training facilities. **Action: T/CCMDP**

### **Agenda Item 3: Report of the Sub-Committee for Performance and Risk Management**

42. The Committee noted the Chair's report to DGHOCS following the meeting of the SC on 10 Aug 17.

### **Agenda Item 4: Head Office issues impacting on MDP**

43-44 Redacted - Official Sensitive.

#### New Chair of the Police Committee

45. DGHOCS said that the selection panel had interviewed candidates on 18 Aug and a recommendation had been put forward to SofS for endorsement.

#### New Chief Constable

46. The appointment process was expected to start [REDACTED] and the new Police Committee chair was in place.

#### Review of National Security Capabilities

47. DGHOCS said that the MOD was participating in a cross government review of defence and homeland security. The work supports the ongoing implementation of the 2015 national security strategy and the SDSR. It will examine the policy and plans which support the national security strategy, and to ensure that security capabilities are effective and efficient as possible, to address current challenges, including the changing threats that have emerged since the last SDSR. She thought it might be helpful for the Committee to receive a short presentation on this at the next meeting. **Action: Sec**

#### HMIC

48. DGHOCS said that HMIC had written to the Perm Sec about his inspection role for the MDP proposing a PEEL type inspection at a cost of £110K.

49. The Perm Sec had responded to suggest that this is taken forward following the appointment of the new Police Committee Chair and the Chief Constable. Once both are in place, they should work with HMIC to assess the best and most affordable way to utilise HMIC's expertise to provide assurance to the Secretary of State. Independent Members felt that inspection would need to be tailored to the specialist character of MDP and that a standard PEEL inspection by HMIC would not be appropriate.

### **Agenda Item 5: MOD's Statement of Requirement for the MDP**

50. DSR-AH-PSPP gave an outline of the MOD's Statement of Requirement for the MDP which was currently being updated.

51. The Committee supported the requirement for the Statement but agreed that further work was needed on the governance section to outline the Departmental responsibilities and resourcing issues.

52. Sir Hugh Orde recognised that the requirement for MDP services and capabilities will be determined by the financial resources allocated by the Department. Certainty in this area would also provide the Chief Constable with the practical basis to develop and deliver the annual Policing Plan

53. The Chair requested that the amended version of the SOR is tabled at the December meeting. **Action: DSR**

### **Agenda Item 6: MOD Police Committee Work Programme 2017-18**

54. The Chair said the independent members had reviewed their work programme to confirm it was relevant in the light of recent developments.

55. T/CCMDP suggested that the independent members may wish to consider prioritising stations visits to Aldermaston and Burghfield and also to consider adding a visit to Devonport. **Action: Sec**

56. It was agreed that the review work to look at the service delivery and funding may be premature given the new model would not now be shadowed until 2018-19 for implementation in 2019-20. This would therefore be carried over into the next year's work programme. **Action: Sec**

57. Following these adjustments the Chair was content to hand this programme over to his successor. **Action: Sec**

### **Agenda Item 7: Operational Report**

#### **a) Operational Report – Successes, Challenges and Risks**

58. The Committee noted MDP's Operational Report for Q1.

59. The Chair asked T/CCMP about the impact of the HQ Operations Restructure following the disbanding of the Territorial Division in York and the Nuclear Division in Abbeywood, and bringing the support functions back to HQ. T/CCMDP confirmed there were plans for a post-implementation review, but no particular issues had arisen and so far there was better control of the stations as a result.

60. Kevin Bailey enquired about the new roster management cell. T/CCMDP confirmed that a new central rostering system, controlled and administered from HQ was planned to generate efficiencies. This would provide greater oversight of staffing, activities and incident management and lead to a more agile response. It was due to be implemented in November and there would be consultation with PSyA in advance.

b) Publication of MDP Use of Force and Powers

61. The Committee noted the information that was planned to go into the public domain once the Minister's consent had been obtained [*Post meeting note: Min(DPV) agreed this on 13 Sep 17*].

62. The Chair said because locations where use of force were not identified in the public document, the Committee should continue to receive the use of force statistics in the usual format. **Action: ACC O**

c) Use of Force Statistics – Q1

63. The Committee noted the report.

**Agenda Item 8: Profession Standards**

a) Misconduct by new recruits

64. A report had been commissioned by Len Jackson following his observation that the number of cases involved officers with less than 2 years' service had increased year by year since 2014 and his concerns that if the trend continued this would rise to a significant percentage of the force.

65. T/CCMDP reported that speeding and traffic offences accounted for a significant proportion of all conduct matters recorded.

66. The independent members sought assurance that the current messaging to new recruits was sufficient in terms of education and to deter breaches of the Police Standards of Professional Behaviour including when off duty. New recruits, like other officers in the MDP, were subject to the statutory conduct regulations.

b) Q1 Report

67. The Committee noted the Q1 report.

c) Professional Standards audit

68. Len Jackson reported that he attended HQ on 17 Aug to conduct the PSD audit. He reported that the new Head of PSD was settling in well and was taking forward the work he had recommended in his recent review to address linkages between conduct, performance and absence with the HR Dept. The case handling performance statistics continued to improve. He had also now flagged up his requirement to have routine access to the Taint Register during his quarterly audits.

**Agenda Item 9: Diversity and Inclusion**

69. Anne McMeel had attended the MDP Diversity and Inclusion Board in July. She remained concerned that little progress was being made to improve both the size and diversity of the recruitment pool. While she noted the planned Outreach programme, previous efforts had not been that successful.

**Agenda Item 10: Police Committee's membership of the Association of Police and Crime Commissioners**

70. The Chair reported that a member of the APPC Board had contacted him with an offer of a reduced subscription for membership for the Police Committee. However, it was agreed that 2018-19 membership should be a matter for the new chair who will wish to consider priorities within the Police Committee budget and we should therefore still serve protective notice by no later than 30 Sep 17 to withdraw next year. **Action: Sec**

**Agenda Item 11: Any other business**

71. The Committee noted that this was David Riddle's final meeting. T/CCMDP paid tribute to David, who was appointed as the first independent chair in 2007, for his leadership of the Committee over a continually challenging period for the MDP. He thanked him for his support and advice to the force and his service to the Department.

**Date of next meeting:** Tues 12 Dec 17.

**KAREN FEATHER**  
**Secretary**