

DSR-4-2-4

21 December 2017

MOD POLICE COMMITTEE
MINUTES OF THE MEETING HELD ON
TUES 12 DECEMBER 2017
[Approved on 27 Mar 18]

Present

Members

Sir Brian Burridge Chair
Sir Hugh Orde Police Adviser
Len Jackson Independent Member
Anne McMeel Independent Member
Moi Ali Independent Member
Julie Taylor DG-HOCS
Alison Stevenson D-HOCS & CSyO

Attendees

Andy Adams T/Chief Constable, MDP
Peter Terry T/DCC
Justin Oliver Hd Resources & Programme, MDP
Paul McLaughlin ACC Ops
Dave Long ACC ODC
Harvey Moore DSR-Dep Hd – Policy
Gp Capt Kevin Bailey Dep Hd Sy, Naval Base Clyde
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

None.

Opening Remarks and Declarations of interest

The Chair welcomed Moi Ali to her first full Committee meeting.

2. There were no declarations of interest from the independent members.

3. The Chair observed that since the last meeting in September a significant amount of work had taken place including addressing requirements for the firearms licence re-instatement and some significant operations, including the arrival of the QEC in Portsmouth. He congratulated the Command Team on maintaining outputs over this period.

4. The meeting had a long agenda and the Chair asked the members and attendees to ensure the discussion remained focussed.

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

5. The minutes of the last meeting (DSR 4-2-2 dated 20 Sep 17) were agreed as an accurate record.

6. There were a couple of outstanding actions which were due to be dealt with in several agenda items (Police Committee visit report, HMIC Firearms Command and Control recommendations).

7. T/CCMDP agreed to provide a paper on the outstanding recommendations from the Culture Review for the next meeting. **Action: CORP**

8. A written report of the Firearms Licensing Challenge Day which was held at MDP HQ in the summer had not been received. Due to the time lapse the T/CCMDP asked for the Committee to accept that the attendees had provided positive feedback and the lessons learned had been captured in the Recovery Programme. T/CCMDP noted that the progress made needed to be proved over the business cycle. The Chair accepted this position.

Agenda Item 2: Chief Constable's Strategic Report

9. T/CCMDP presented his report which highlighted the risks to in-year resources, notably Occupational Health, the Emergency Mobile Service, HQ Infrastructure and the introduction of the new funding model.

10. It was confirmed that the HOCS TLB continued to monitor the in-year financial position and no further MDP savings would be required.

11. The Chair asked for confirmation of the complement re-set baseline. It was confirmed that this was 2,500 and this level was within the Department's security risk appetite.

Occupational Health

12. T/CCMDP explained that the College of Policing firearms licence required the MDP's Occupational Health provision to be consistent with their standards. MDP therefore needed to consider if the new contract needed to be augmented for additional requirements.

13. The Chair noted the contract was owned by Chief of Defence People and managed by the Defence Business Services who provided a dedicated MDP contract manager. He asked whether, in the event of a contract failure for MDP requirements, the force could be reimbursed if they needed to look elsewhere for assistance. This was not covered in the current contract but an explicit fitness clause would be included for the MDP in the new contract when it comes into effect next year.

14. T/CCMDP explained there were two issues that needed to be resolved regarding the Emergency Mobile Services; clarity over the timeline for availability and a requirement to agree a lead TLB for the MOD since there would be several users. AS agreed to meet with JO to discuss the cross-TLB issues.

Action: D-HOCS and MDP Hd CS

15. The matter of coverage in remote areas had been addressed and fed into the Home Office on behalf all MOD users.

16. Funding was still subject to further discussion. There would be one Business Case submitted to cover all MOD users. It was noted that the other non-Home Office forces could incorporate this requirement into their running costs which would be met by their customers.

HQ re-location

17. It was expected that the Project Board meeting in Jan 18 would provide clarity on timescales.

18. The Chair confirmed that he had written to DGHOCS following discussion at the SCPRM to emphasise the significant problems in continued occupation of Wethersfield. MDP had a provision of £0.75M for critical Health & Safety Work while they remained at Wethersfield. It was noted that the sub-standard living accommodation meant that firearms instructors were reluctant to work at Wethersfield.

19. It was noted that DIO had now agreed to provide some student accommodation if the centralised training model continues in the future. The Police Committee would consider whether this might be seen as a catalyst for the force to re-evaluate its geographical disposition of training but noted that the Infrastructure Policing Review also required a consideration of collaborative training opportunities.

20. The Chair summarised:

- The complement re-set was expected to be confirmed at 2,500 officers which represented a £9M saving from the MDP budget.
- CDP and Civ-HR were about to be engaged on the OH contract, but there was limited leverage on service delivery.
- Clarity was required on the EMS timeline and nomination of the MOD's lead TLB. The funding provision remained unconfirmed.
- The Committee would consider the benefit of regional recruitment and training and provide insights.
- A significant aspect was the level of investment Wethersfield which was limited to H&S only and not maintenance as the current level.
- The Committee noted the clarity provided on the process for the force's re-licensing moving forward from May 18 to Apr 18.

Agenda Item 3: Report to DGHOCS on MDP efficiency and effectiveness

21. The Chair confirmed that he had notified DGHOCS of critical issues following discussion at the SCPRM on 23 Nov 17. These included the robustness of CHRONICLE, the shortage of firearms instructors and the concerns over non-compliance in other specialist areas of MDP's training.

22. DGHOCS confirmed she had written to CDP with reference to the Occupational Health contract and suggested that T/CCMDP should look elsewhere for an alternative OH provider, agreeing that the MDP business case was well made since the cost of absent MDP officers exceed the cost of the service.

23. DGHOCS's attention was also drawn to the funding provided by DIO for H&S requirements at the Wethersfield site, since this did not include funding for minimum maintenance of the site and could therefore potentially degrade MDP's operational outputs.

Update on CHRONICLE, firearms instructors and specialist areas

24. The Committee was updated the progress with the CHRONICE database and noted the COP's requirement to be able to consider 12 months of data input to assess its consistency and robustness as part of the re-licensing process. The Committee noted that the ability of the contractor to deliver support was outside of the MDP's control and also cautioned against MDP converting data that may not be accurate which would carry risk. T/CCMDP planned to engage with the new COP Chief Executive in January so as to be clear on COP's requirements before the re-licensing process begins in Apr 18.

25. The Committee noted the current shortage of MDP firearms trainers and were briefed that this was being addressed by using trainers who were performing the role as a secondary duty.

26. The Chair suggested that he would spend a day at MDP HQ with Sir Hugh Orde to meet with the Force Firearms Officer and Chief Firearms Instructure to review progress and consider the remaining challenges. **Action: Sec**

27. The financial aspects of maintaining the required capacity in terms of firearms instructors would also be considered and the Chair would write to the Minister to seek assistance if he deemed it necessary.

28. The Chair asked the COG about their level of confidence on their compliance with the training requirements for the MDP's other specialist roles. It was agreed that Marine training was the highest concern. KB pointed out that customers had no visibility of implications for each site and RM agreed it would be helpful to understand.

29. The DCC confirmed that MDP dogs were all properly licensed. However, a number of drivers were currently out of qualification. Mitigation was in place to address this until such time as the officers were re-qualified.

30. The Chair accepted that it was important for MDP's customers to be fully aware of any training shortfall and asked for an assessment to be made available. **Action: ACC ODC**

31. The Committee noted that CHRONICLE would also become the database for recording training against the other MDP specialist roles.

Agenda Item 4: Head Office update on matters impacting on MDP

Peer Review

32. The Peer Review had been received and an accuracy check was being conducted with the MDP, MOD Head Office and the Police Committee. There were governance implications and a requirement for clarity on the Committee's role which would be addressed through a new approach to assurance and the consideration of a case to strengthen the Committee. It was noted this may have resource implications.

33. When the final version was received the outcome needed to be shared with Ministers via the Perm Sec. DHOCS and DSR would lead on this work.

Chief Constable selection process

34. The current plan was to advertise in January, hold interviews in February with an appointment expected to be made in March.

National Security Capabilities Review

35. The Committee received a presentation on the discussion about defence resourcing as part of the Cabinet Office led NCSR from Directorate of Strategic Planning officials.

36. The Chair said that the Committee would wish to assess the impact when more information is forthcoming.

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

37. Following discussion at the last meeting, the governance section of the SOR had been enhanced. The SOR would be circulated to the independent members for any further comment. The Chair asked that before circulation a check should be carried out to ensure there was no conflict with any recommendation in the Peer Review. **Action: DSR-AH PSPP**

Agenda Item 6: MOD Police Committee Work Programme

38. The Committee received reports of visits by independent members to Bacton, Portsmouth, AWE and Crime Command at MDP HQ. Responses to the Committee's recommendations or observations had been tabled by the relevant Chief Officer.

39. The Chair was clear that the future Police Committee Work Programme should be focussed around providing assurance on whether the MDP had “suitably qualified and experienced police officers with the right equipment and effective command and control arrangements” with each element RAG rated.

40. A Risk Workshop was planned with the MOD’s Chief Risk Officer to identify the links that give cumulative risk (Haddon-Cave Report) and to consider how this could be taken forward in order to provide output based assurance to the Defence Secretary. [Post meeting note: *a risk workshop for the independent members of the Police Committee will take place on 4 Jan 18.*]

41. It was noted that the main Police Committee role was set in the MDP Act 1987 but there was general consensus that the assurance could be done differently. Visits to MDP stations and HQ would continue to provide important validation.

Agenda Item 7: Operational Report

42. The Committee noted the operational report.

a. Use of Force – Q2

43. The Committee noted that a Taser had been discharged in a Defence establishment and that a firearm had been drawn in support of a Home Office police force. ACC O confirmed that the command and control arrangements worked well during the latter incident. Both incidents occurred after the licence suspension but T/CCMDP confirmed that both officers involved had the required training and qualifications. The incidents were referred to the IPCC but were deemed invalid because there was no injury to a member of the public.

Agenda Item 8: External Inspections

a. **HMIC Firearms Command and Control Review – outstanding recommendations**

44. At the June meeting of the Police Committee the Chair said that he would write to the Defence Secretary and HMIC to confirm that the MDP had now discharged the recommendations arising from the 2013 review to the Committee’s satisfaction. Before action was taken, the firearm training licence was suspended by the COP and this caused the Chair to re-consider the position. He then decided not to write at that stage.

45. The new Chair confirmed that he was not ready to sign-off this review as completed. An update would be provided to the Defence Secretary’s outer office and to HMIC (who had attended the meeting in June) in order to confirm the current situation. **Action: Sec**

b. **Report of the Surveillance Commissioner**

46. The Committee noted the positive report from the Commissioner and acknowledged the hard work done by staff in Crime Command to achieve this

outcome. The independent members asked that their positive comments were relayed to the relevant officers.

Agenda Item 9: Professional Standards Audit

47. T/DCC presented the PSD report for Q2. There was a discussion about delays in investigations and the Committee was informed that the targets were reflected in the Hd of PSD's Performance & Development Review (PADR). T/CCMDP agreed to provide the reasons behind any investigations taking longer than 120 days. **Action: T/CCMDP**

48. LJ reported that he had conducted his audit in advance of this meeting on 29 Nov 17. He was given sight of the taint register (as previously requested). He confirmed all complaints or conduct files that he sampled were in good order and progressed in a timely manner.

Agenda Item 10: Diversity and Inclusion

49. The Chair asked AM for her assessment of the D&I plan. Her view was that the rating would be red, although she recognised there was good work continuing, including the appointment of lead ambassadors. In reality, it was difficult for these officers to devote sufficient time to their diversity portfolios because it was a secondary duty. The work to address the firearms licence had also been detrimental to the time available for ambassadors' work and progress.

50. The recruitment pool remained insufficiently diverse and there was a disproportionate attrition rate for BAMEs. However, it was reported that the new approach to recruitment through social media was working very well was expected to improve BAME percentages over a period of time.

51. The force complement re-set may result in more selective regional recruitment and the Chair said the Committee would look carefully at this issue. It was also noted that significant graduate recruitment was unlikely to be appropriate for the MDP given the nature of the force's operational role and the limited opportunities for career progression.

Agenda Item 11: Any other business

52. No matters were raised.

Closing Remarks

53. In closing the Chair reminded everyone that MDP had achieved much in terms of operational output during the year whilst also surmounting some significant challenges. These have included the requirement to maintain the continuous at sea deterrent, the operational policing support to the QEC and the death of the force's Chief Constable in the summer. The force's performance should not therefore be under-estimated and he wished to place on record the Committee's appreciation of the professionalism of the Chief Officers and through them that of the force as a whole.

Date of next meeting: Tues 27 March 2018

[signed]

KAREN FEATHER
Secretary