

DSR-4-2-4

1 April 2019

MINUTES OF THE MEETING OF THE MOD POLICE COMMITTEE
HELD ON TUES 26 MARCH 2019

Present

Members

Sir Brian Burridge	Chair
Sir Hugh Orde	Police Adviser
Anne McMeel	Independent Member
Moi Ali	Independent Member
Mike Franklin	Independent Member
Vincent Devine	Director Security & Resilience (as MOD Chief Security Officer)

In attendance

Andy Adams	CCMDP
Peter Terry	A/DCC
Justin Oliver	MDP Hd Corporate Services
Dave Long	ACC Operations
Pete Davidge	DSR- Dep Hd Policy
Richard Medland	DE&S Customer Rep
Keith Mead	DSR-Physical Security & Policing Policy
Ch Insp Fiona Kerr	DSR-Policing Policy
Mitch Batt	General Secretary, Defence Police Federation
Karen Feather	Secretary

Apologies

David Goldstone	Chief Operating Officer (as MDP owner)
Group Captain Kevin Bailey	Dep Hd Security-HMNN Clyde
Eamon Keating	Chair, Defence Police Federation

Agenda Item 1: Agenda and Chair's introduction

1. The Chair welcomed all attendees. There were no declarations of interest.
2. Since the last meeting Committee members had visited DSTL Porton Down and Fort Halstead, USVF stations at RAF Croughton and RAF Alconbury, the Gas Terminal at Bacton and the Rolls Royce at Raynesway, Derby. The findings from these and the other visits over the year will inform the assurance report for the Defence Secretary which was now due to be drafted and presented to the next meeting. **Action: Sec**

Agenda Item 2: Minutes of the last meeting

3. The minutes of the last meeting held on 11 Dec 18 (DSR-4-2-4 dated 20 Dec 18) were agreed. The Secretary reported that all actions were complete or due to be discussed during the agenda.

STANDING ITEMS

Agenda Item 3: Report of the Sub-Committee for Performance and Risk Management for Q3

4. The Chair and CCMDP had met with David Goldstone on 24 Feb 19 to discuss MDP efficiency and effectiveness following the Q3 SCPRM held on 12 Feb 19. The main issues that were drawn to his attention were the progress on College of Policing (COP) fitness standards, service delivery levels against the new strength (2491) and complement figures (2866), of which about 2200 would be Authorised Firearms Officers (AFOs). COO was supportive on the matter of MDP relocation allowances and the use of Blue Light contracts for MDP equipment. COO was also updated on the business risk arising from the ISS's withdrawal of the Invitation To Tender process for COIPS as it was deemed uncompetitive.

5. The report was noted.

Agenda Item 4: Chief Constable's Organisational Update

6. CCMDP updated the Committee on the appointment of Ch Supt Andrea Bishop for the post of ACC-ODC. She would join the force in April. He also reported that gaps at all ranks had been filled apart from Sergeants and it was hoped that a new ongoing promotion process would address this.

Firearms Training Licence

7. CCMDP said that informal engagement had begun with the DPF on the 7.6 AFO fitness standard to invite further discussion.

8. The Committee suggested that MDP needed as carry out an impact assessment of the re-location of the training school from Wethersfield to the Defence School of Policing and Guarding (DSPG) at Southwick Park to ensure there would be sufficient National Firearms Instructors (NFI) available. CCMDP agreed an impact assessment was required across all the new training hubs. **Action: CCMDP**

9. Anne McMeel sought assurance that NFIs were being used effectively, especially as they were apparently carrying out D13 First Aid training at HQ rather than it being done locally by on site officers.

10. Sir Hugh Orde asked about the progress to appoint civilian firearms instructors. This was being explored by the Force Firearms Officer but there were some obstacles such as terms and conditions and fixed term appointments.

11. The independent members also discussed some of the matters raised by officers during their station visits. They thought that it would be helpful for a COG force-wide communication to be released that would deal with some of the views that seemed to be genuine misunderstandings about COP standards and retirement ages. **Action: CCMDP**

Operational Officer Capability

12. The Committee noted that the number of temporary non-capable officers was starting to reduce although it remained a slow process. Moi Ali asked if anything could be done to expedite it. The COG was considering whether to include a target in Performance & Development Reports for station SPOs to align this to their performance.

13. The Committee asked about the length of the Unsatisfactory Performance Procedures. The DCC explained it was variable and dependent on individual circumstances. On average it took one year with 1 in 5 officers leaving the service at the end.

Force complement re-set

14. A business analyst was assessing the future requirement and complement, and a report and recommendations were due shortly. The recruitment target for the force over the next few years is 400 officers. The first two courses for 2019-20 were full. New business continued to be scoped but would not be resourced until the existing gaps were filled.

15. Anne McMeel stressed the importance of ensuring there was continued development training for existing members of the force.

16. The Chair noted there were some issues with probationer portfolio completion that needed to be resolved. CCMDP said the use of some recently retired senior officers might assist and this was being explored.

17. There was also a plan to take applicants on a site familiarisation visit before they joined the force as some had resigned very quickly because the job had not met their expectations.

Equipment

18. It was reported that the Force Firearms Officer was conducting a review of the MDP's current multiple rifle/carbine systems.

19. The Committee noted that ISS had pulled the bidding process for the COIPS project following a challenge to the competitive process. Urgent work was being done to address this, however the force was concerned about maintaining the capabilities that were needed and was therefore arranging to extend current contracts.

20. ACC O reported that technical issues with Control Works that were preventing implementation of the Global Rostering System were expected to be resolved by Apr 19. The Chair asked for a report update to be tabled at the next SCPRM. **Action: ACC O**

Infrastructure and technology

21. The Committee was also updated on the progress to move the MDP training school to DSPG Southwick Park, following a small investment to refurbish some of the accommodation. It was also noted that this site was due for closure in 2029 with current plans to relocate the users to Worthy Down Barracks near Winchester.

22. MDP Hd CS updated the Committee following the Wethersfield building inspection carried out by the Defence Fire and Rescue Service. He confirmed that all relevant parties were engaged to take forward the remedial work and would not mean that facilities need to be closed.

Workforce Management

23. The Committee welcomed the progress on recruitment.

Affordability

24. The Committee noted there would be a significant underspend against equipment and clothing caused by delays in the Glock pistol programme and delays in purchasing ballistic shields due to a commercial challenge.

25. CCMDP confirmed that MDP had commissioned a Deep Dive for assurance on contractual matters and to identify lessons learned following some procurement issues with the Blue Light contract. The Chair asked for the findings to be tabled at the next SCPRM in May. **Action: Hd CS**

Agenda Item 5: Police Committee Assurance Monitoring Process and Work Programme update

26. The Chair reminded the members that the Police Committee Work Programme contributes to the assurance statement for the Defence Secretary. Next year's programme would be dependent on the conclusions of the MDP Governance Enabling Organisations Review and resource allocation for the Committee.

27. The Deep Dive for Q4 2018-19 would be on the Unsatisfactory Performance Procedures with the draft report due to be tabled at the next SCPRM. **Action: Moi Ali.**

28. This was expected to be followed by a Q1 2019-20 Deep Dive on OP HODDER. Some of the subjects under consideration for next year's programme would be the resilience of the Quick Reaction Force bases, specialist units and retention of new recruits. The Committee were due to discuss this during their forthcoming visit to Hereford.

Agenda Item 6: Head Office Update

Enabling Organisation Review

29. Vincent Devine explained that the recommendations were expected to cover the role and authority of the Police Committee, the role of Head Office including the membership of the Committee, a review of the security provision, and the organisational status and budget arrangements. The report was due to be tabled at ExCo on 1 May, but DSR, CCMDP and the Police Committee NEDs would be given sight of the draft report first.

Policing and Guarding Organisations

30. DSR had been asked to produce a short factual paper for COO about the Department's use of its policing and guarding organisations to consider if this should be subject a wider review. The Committee noted that this work could potentially have an impact on the MDP over the longer term.

Statement of Requirement

31. Pete Davidge said that COO had met with the DPF on 21 Mar to hear their concerns about the new SOR which specified the Department's requirement for MDP AFOs to meet COP fitness standards. It was agreed that the SOR would be amended to the affect that CCMDP would engage with the DPF. Civ-HR agreed to follow up with the DPF after the meeting and agreeing the appropriate wording. Mitch Batt said that this correspondence had been received.

32. The Chair confirmed that following this action it would be appropriate for the SOR to be issued without any further referrals. DSR officials agreed. **Action: DSR**

Assistance with re-location

33. COO would write to SofS supporting a case for the MDP to be withdrawn from the MOD's re-location approvals process. The case would highlight the urgent shortfall at Sergeant level which is currently being addressed using the more expensive detached duty basis. It would also highlight the unnecessary domestic and professional stress that such arrangements can create over the longer term.

ITEMS FOR ENDORSEMENT

Agenda Item 7: MDP Policing Plan 2019-20

34. The draft Key Performance Indicators had been presented to the SCPRM in Feb 19 when the independent members had an opportunity to offer feedback to MDP HQ. The independent members were satisfied that their comments had been captured in the re-draft that was now presented to this meeting.

35. Following discussion to confirm some facts, it was noted that the final plan would be formatted in the same style as last year's version and placed in the public domain.

36. It would include the new business model with the new DCC in the role of the Force's Chief Operating Officer.

37. The Committee endorsed the Policing Plan and the Chair asked that the final version of the document was circulated to the Committee members for the record.

Action: MDP Hd CS

Agenda Item 8: Diversity & Inclusion Action Plan 2019-20

38. CCMDP explained that the plan for 2019-20 had taken account of the National Police Chief's Council (NPCC) Diversity and Inclusion Toolkit and would concentrate on three key areas; Leadership & Culture; Attraction & Recruitment; Progression and Retention.

39. The Plan would target activities that would make a difference to the MDP during the year; some were new while others built on work from the 2018-19 plan. This had considered feedback from COG stations visits and some civil service practices. It was planned that every Superintendent in the force would have a D&I objective in their annual Performance and Development Review. The plan would be subject to agreement at the next D&I Board.

40. Anne McMeel welcomed the improved and concise format. However, she highlighted the existing commitment to target specific MyMDP Survey questions toward under-represented group because this had not happened in this year's survey which had just been open-text. MDP Hd CS agreed to ensure this was corrected.

41. Mike Franklin said the force needed to decide how to monitor the changes and to recognise what actions were successful in making a difference and to ensure they were enduring.

42. On behalf of the Committee the Chair summarised that the new action plan was heading in the right direction, but it needed to embed as a culture over the long term. The Committee agreed it would continue to examine the plan and look for progress and stretch objectives.

Agenda Item 9: Police Committee Deep Dive - Q3 - Firearms Training & Standards

43. The Deep Dive was led by Sir Brian Burrige and Sir Hugh Orde. It included HQ engagement and observation of the arming process at a large station. The Committee recognised that firearms training was critical for this force and any issues could impact quickly. They wished to recognise the efforts of the Force Firearms Officer and the Chief Firearms Instructor for the considerable progress made following the loss of the licence in the summer of 2017.

44. Sir Hugh Orde reported that following the Deep Dive the Committee's assessment was that the maintenance of the Firearms Training Licence (FTL) was not at significant risk. The most critical factor was the shortage of National Firearms Instructors with associated risk from Chronicle and the availability of ranges across

the Defence estate. Left unaddressed these factors would increase the cumulative risk to the FTL. Advice was provided to the COG to address these matters.

45. The COG accepted the Committee's report and advice. In order that the Committee can continue to monitor the situation, the Chair asked for an update on progress of the 3 issues raised in the report to the next SCPRM. **Action: CCMDP**

ITEMS TO NOTE

Agenda Item 10: Diversity & Inclusion Action Plan 2018-19 - Q3 Update

46. CCMDP recognised that some positive results had come out of their year's plan, including the networking groups and mentoring schemes (including providing support for those preparing for promotion). However, overall, the plan needed more ownership with a requirement for honesty if the objectives became unachievable. The COG was therefore committed to update the Action Plan for next year and to help drive it forward.

47. The Committee noted the Q3 report and the ideas that will be taken forward for next year with a requirement for continuous action for a longer term gain.

Agenda Item 11: Professional Standards Q3 Report

48. Mike Franklin had visited MDP HQ on 21 Mar 19 to conduct a PSD audit. All files reviewed were in good order. He saw evidence of improvements to letters responding to complaints which, following his previous advice, were now written in a more personal manner.

49. He discussed with PSD Ch Insp's how to improve the timeliness of PSD investigations. Speeding cases were now down to zero following recording changes introduced by the DCC. There was also a plan to include greater attention to witness care. Finally, he carried out an inspection of the Business Interest Register but raised no concerns. The Hospitality Register would be inspected at the next visit.

50. The DCC said SPOs were being empowered to deal with issues locally as performance matters rather than conduct issues, to ensure that only serious breaches of the standards of professional behaviour were referred to PSD. There was already positive evidence from stations that officers felt they were being dealt with more fairly.

51. The Chair supported the drive towards speedier investigations noting the detrimental impact this can have, particularly on SPOs and officers at small stations, if an investigation is protracted.

Agenda Item 12: Operational Delivery and Use of Force and Powers - Q3

52. The Chair noted the forthcoming HMICFRS inspection of MDP's OP VINTAGE task and asked for the report to be tabled at a future meeting. **Action: ACC-O**

53. He asked the Committee to focus on the hurdles section of the report and suggested shorter reports (1-2 sides of A4) for future meetings. **Action: ACC-O**

54. ACC O briefed on OP HODDER and the intention to carry out Review, Learn and Improve actions following the findings from the Business Analyst at the end of April. He also described: the continuing constraints on firearms exercising due to NFI shortages; the unavailability of some firearms training ranges; new business requirements that would continue to present challenges until the force complement was stabilised; the commissioning of a Marine Training gap analysis; and the delay in moving newly promoted Sergeants resulting in increased costs due to their detached duty terms.

55. The Committee noted the Use of Force and powers report.

Agenda Item 13: Any other business and date of the next meeting

56. As this was DCC Peter Terry's last meeting the Chair wanted to place on record the Committee's thanks and their recognition of the contribution and the fresh-thinking that he had brought to the force, which has also been welcomed by officers on the front line. He wished him well for the future.

57. The date of the next meeting is Tues 25 June.

[signed]

KAREN FEATHER
Secretary