

DSR-4-2-4

23 July 2018

**MINUTES OF THE MOD POLICE COMMITTEE MEETING**  
**HELD ON TUESDAY 19 JUNE 2018**

**Present**

**Members**

Sir Brian Burridge	Chair
Sir Hugh Orde (HO)	Police Adviser
Anne McMeel (AM)	Independent Member
Moi Ali (MA)	Independent Member
Mike Franklin (MF)	Independent Member
David Goldstone (COO)	Chief Operating Officer (as MDP owner)
Vincent Devine (VD)	Director Security & Resilience (as MOD Chief Security Officer)

**In attendance**

Andy Adams	CCMDP
Peter Terry	T/DCC
Justin Oliver	MDP Hd Corporate Services
Paul McLaughlin	ACC Operations
Dave Long	ACC Organisational Development & Crime
Alison Stevenson (AS)	D-Head Office
Harvey Moore (HM)	DSR-Dep Hd Policy
Richard Medland (RM)	DE&S Customer Rep
Keith Meade (KM)	DSR-Asst Hd Policing Policy & Physical Secy
Martin Molloy (MM)	DSR - Asst Hd - Security Projects
Ch Insp Fiona Kerr (FK)	DSR- Policing Policy
Supt Jim Gillen (JG)	MDP Hd of HR
Eamon Keating (EK)	Chair, Defence Police Federation
Karen Feather (KF)	Secretary

**Apologies**

Gp Capt Kevin Bailey

**Agenda Item 1: Agenda and Chair's introduction**

1. The Chair welcomed the new MOD members of the Committee, David Goldstone and Vincent Devine, to their first meeting and Mike Franklin who had joined Committee as a new NED with effect from 1 April.
2. Declaration of interests: AM reported her new role as a Non-Executive on Crossrail.
3. On behalf on the Committee, the Chair congratulated Andy Adams on his appointment as the new Chief Constable of the MDP. He also welcomed the re-

instatement of the MDP Firearms Training Licence by the College of Policing on 4 May. The Chair reported that he had attended the Defence Police Federation Conference on 14 June and that Minister (Defence Personnel & Veterans) had addressed the conference. Later this month he would attend a College of Policing event for Police and Crime Commissioners.

### **Agenda Item 2: Minutes of the meeting held on 27 Mat 18 and actions**

4. The minutes of the last meeting (DSR-4-2-4 dated 9 Apr 18) were agreed.
5. KF reported that all actions had been discharged or were due to be addressed during the meeting.
6. On the requirement to review the joint exercising between MDP and the Royal Marines, ACC ODC confirmed that the matter was now resolved and aligns with MDP doctrine.

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

7. The Chair wrote to DGHOCS on 23 May to report significant matters on MDP efficiency and effectiveness arising from the meeting held on 15 May. This included the re-instatement of the Firearms Training Licence, while noting that the College of Policing recognised that fitness testing and the operational deployment of Taser remained to be addressed. Plans were already progressing for these aspects in that they were also captured in the Peer Review recommendations (Agenda Item 6 refers). The Sub-Committee was concerned that the force should not relax their efforts to the extent that the licence could be placed in jeopardy in the future. Members of the Committee will therefore review MDP's progress in 6 months as part of their annual work programme.
8. MA noted that no official response to the Chair's report was provided by the Dept. COO, as the new MDP owner, considered a quarterly meeting between the CC and the Police Committee Chair might be a constructive way to address these matters going forward. **Action: KF**

### **Agenda Item 4: Chief Constable's Strategic Report**

9. The Chair explained that, in agreement with CCMDP and in line with the process adopted by the Sub-committee on Performance Management and Risk, there were plans to adopt a dashboard approach to support future reports. **Action: CCMDP**

#### **Firearms Training Licence**

10. The Chair noted that the uplift of firearms instructors had increased from 21 to 31 since the last assessment and asked how additional financial resources would be found. CCMDP explained that this number had been recommended by the Chief Firearms Instructor to deliver the force's firearms requirement, and it had been subsequently endorsed by the COG. Most posts could be funded through re-investing existing resources, but some financial uplift would also be required. MDP

Hd CS was already engaged with HOCS and would update the Committee on the outcome at the next meeting. **Action: MDP Hd CS**

11. CCMDP also reported that the DPF had now accepted the requirement for higher fitness levels were required for officers deployed in the Special Escort Group and Operational Support Unit.

#### Force complement and re-set

12. AM recognised that firearms training requirement would dominate the MDP training capabilities and asked about the impact on specialist and professional training. She also asked how many new recruits would be required to meet the Department's requirements for the MDP.

13. CCMDP explained that the force had been re-set to a complement of 2,500 which was in line with the actual strength of the force over the last 5 years. It was likely that new business requirements would potentially increase the force to 2,700. The new business requirements would be approached by negotiating a staged approach to resourcing with customers, and by recruiting NEOFs since their training programme was shorter. There were also plans for firearms training to be done locally where possible to minimise abstractions from stations and to accelerate the future regional training proposals for the HQ-relocation.

14. With regards to the specialist training, the DCC explained that driver training was now in a good position; public order training was satisfactorily carried out in-house, and marine training was conducted effectively in Portsmouth or the Clyde. Professional training was more difficult to address and therefore more of a concern.

15. PM confirmed that the MDP planned to recruit 300 officers for 2018-19 which would bring the MDP to around 95-97% of its complement.

16. HO questioned the progress on revising the MDP Sergeants promotion examination given the large gap at this rank and the poor pass rates following the recent exams. The DCC confirmed MDP candidates would continue to take the same examination but would be mentored and supported in their preparations.

#### Investment in current and future operational capability

17. The Committee noted that the MDP was trialling Body Worn Videos (BWV) at Portsmouth and Menwith Hill. This equipment had been funded by their customers due to the level of public contact at these sites. The Chair noted that the introduction would be complex and require some doctrinal changes. CCMDP confirmed MDP were following Home Office police guidance. MF spoke in favour of the introduction of BWV which provided invaluable evidence where there were complaints against the police from members of the public. VD stressed the need for forward planning if future use is confirmed following the 6-month trial.

18. JO explained that an Equipment Priority Working Group convened to consider requirements over a 5-year cycle. Most requirements for police equipment were mandatory. MA suggested that the Committee should have a better understanding

of the MDP equipment requirements. Members may then be well placed to assist the MDP with their business cases for major capital expenditure by providing challenge and support. Business Cases could then be submitted to the HOCS with Police Committee endorsement. This was supported by Hd CS.

19. The Chair asked for Equipment to be included in the list of issues to be considered by the SCPRM and for details of the future procurement programme to be provided. **Action: KF/MDP Hd CS**

#### Affordability

20. MDP Hd CS confirmed that the 2018-19 budget allocation was £138M. This provided some relief for issues outside the MDP's control such as pay (i.e. £3.5M for changes in pension rates and holiday pay). At present a modest overspend of £2M was predicted. Longtown remained unfunded, and RM was aware that this meant that, on occasions where the current station complement is reduced (through sickness or leave), the QRF requirement cannot always be met. COO and AS agreed to meet off-line to resolve this longstanding issue. **Action: COO/AS**

21. The Chair asked for the latest assessment on the trend in the number of non-capable officers which currently represented 16% of the workforce and the consequent impact on overtime coverage by colleagues. ACC O confirmed that the numbers were starting to decrease with 50 on Long Term Sick leave and 300 temporary non-capable officers (a large percentage was due to hearing testing). Around 200 officers were expected to be managed out of the force.

22. ACC O confirmed that the Occupational Health contract was now fit for purpose; 95% of the force had in-date medicals. The Chair therefore agreed that this should be removed from the performance issues list to be discussed at the next SCPRM. **Action: KF**

23. The DCC reminded the Committee that the non-capable figures had grown due to the "with consequence" fitness testing applied from June 17, but also because of the change in the way the figures are recorded, i.e. they now include new recruits awaiting firearms qualification.

#### **Agenda Item 5: Assurance Monitoring and Work Plan update**

24. The Chair updated the Committee on the visits and assurance monitoring activity carried out by the independent members during Q1. Work had commenced on the Information Management Systems Deep Dives with assistance from DIA.

25. AM recognised that it was important that the Committee did not duplicate work being carried out by MDP HQ or create an additional burden; it may therefore be beneficial for the COG to carry out Deep Dive sessions on their respective risks with the relevant Police Committee member being present for independent assessment and challenge as a critical friend.

26. The Chair said that the next SCPRM would look at a Deep Dive process to ensure that the Risk Register was regularly reviewed and updated. CCMDP supported these proposals.

## **Agenda Item 6: HOCS/DSR Update on matters impacting on the MDP**

### Enabling Organisation Review and Peer Review updates

27. MM gave an update on the Enabling Organisations Review being led by the Defence Reform Unit (DRU) with DSR support which would now capture the governance recommendations made in the Peer Review. Interviews with key stakeholders were now in progress. The final paper and recommendations would be sent to a Senior Civil Servant for independent challenge and review. A further update would be provided at the September Police Committee. **Action: MM**

### Peer Review Action Plan

28. The MDP was required to progress two of the recommendations concerning Taser and Fitness Testing.

29. The DCC confirmed that all Authorised Firearms Officers would be trained to use Taser. In situations where two officers were deployed at least one officer would be equipped with Taser. The initial review of Taser holdings to meet national resource standards was currently assessed at 889 across the force, but this would be re-validated during June for the submission of the Taser X2 business case. The new Taser X2 would be delivered over a 5-year period.

30. The Chair asked if the COG had any concerns about this timeframe and whether this could cause issues with future COP inspections. The DCC explained it was mainly a funding issue. This had already been highlighted to the College of Policing and MDP was aware that other police forces faced the same problems given the cost of the new X2. The Committee noted that it was essential that MDP officers had access to a non-lethal weapon.

31. The Chair said the next SCPRM in August should look at the MDP's forward plans for Taser including finance, procurement and training and asked that a paper be prepared. **Action: ACC ODC**

32. It was agreed that COO will take over the ownership of the Peer Review Action Plan (from DGHOCS).

### HOCS Risk Register

33. The HOCS Risk Register remained under development and AS explained that it will be based around funding and personnel risk. Any other risks would be escalated to the Executive Committee.

34. The Chair said that the MDP Risk Register needed to be coherent with the HOCS Risk Register. This should be reviewed at the SCPRM in August. **Action: KF/MDP Hd CS**

## Service Justice Review (SJR)

35. FK confirmed that one of the recommendations in the SJR concerning the formation of a Defence Organised Crime Unit impacted on the MDP. A Tiger Team, with MDP representation, had been proposed to address the recommendation.

36. CCMDP confirmed that he supported the proposal to establish a joint unit to ensure there was coherence and efficient investigative capability across Defence.

### **Agenda Item 7: MOD Statement of Requirement for the MDP**

37. The SOR had been revised to capture feedback provided at the last meeting. The Chair noted there were 4 key outputs for the MDP; nuclear policing, territorial policing, counter-terrorism requirements in support of national policing and the maintenance of a crime and intelligence capability. These outputs would then flow into the Chief Constable's Policing Plan.

38. The document was currently with CCMDP for review, and then will be shared with the DPF. The Chair asked CCMDP to consider the paragraph on the Strategic Armed Policing Requirement to ensure that it reflects the latest position.

**Action: CCMDP**

39. The SOR should then be endorsed by the Committee as soon as possible. It was intended that the SOR would be sent to the Perm Sec and VCDS by COO for endorsement. **Action: KM/KF**

### **Agenda Item 8: Policing Plan 2018-19**

40. The discussions focussed on the Business Plan to consider if objectives were smarter and targets were sufficiently stretching. The independent members suggested several output measurements that would benefit from further clarification. The Chair invited CCMDP to endorse the plan and to include the new metrics in the data for the next SCPRM. **Action: CCMDP**

### **Agenda Item 9: MOD Police Committee Annual Report 2017-18**

41. The Chair presented the latest draft which had been circulated to members and CCMDP for input and comment before the meeting. It was still subject to some minor changes before sending to the Defence Sec.

42. The Committee endorsed the report but agreed that it should include a short tribute to former Chief Constable Alf Hitchcock. **Action: Chair**

43. The report would be sent to the Defence Secretary before the summer Parliamentary Recess (24 July). **Action: KF**

44. There was a general discussion about the report, which is requirement in the Committee's terms of reference. KF said this was generally in line with Police & Crime Commissioners who have a statutory requirement to inform the public, partners and stakeholders about Home Office police forces each year.

45. COO thought it may be appropriate to review this in the EOR work. **Action: MM**

### **Agenda Item 10: Professional Standards Report - Q1**

46. The DCC explained that PSD had reviewed the criteria for Discreditable Conduct since Home Office police forces do not record speeding offences which account for 65% of the MDP cases in this category. The MDP would therefore adopt this practice going forward.

47. The Independent Office for Police Conduct (IOPC) had directed the MDP to re-investigate two complaint cases following an appeal by a member of the public. The IOPC was now satisfied with the MDP investigation.

48. MF had undertaken his first PSD audit at Wethersfield on 12 June 18. He reported that all complaints and conduct files were in order. Investigations appeared to be thorough and care had clearly been taken to get to the core of each issue and to establish the facts of each case. He suggested that the final letters to complainants could be written in a more personal style rather than the current rather formal approach. This may help to reduce the number of appeals to the IOPC.

49. The DCC also agreed to look at making some of the current processes less bureaucratic. **Action: DCC**

50. The Committee noted the reduction of the number of cases that had taken over 120 days to complete.

51. The Committee asked the COG to consider recognising exemplary behaviour of officers in future PSD reports. **Action: DCC**

52. The Committee also discussed the MDP's post incident management procedures that would come into play in the event of a fatal shooting, and to define the responsibilities of the MOD Head Office and the MDP HQ, including leads for media handling. CCMDP agreed it would be helpful to do a Desktop exercise involving key stakeholders in Head Office and the Committee. **Action: CCMDP**

53. MF also confirmed that he had inspected the Gifts and Hospitality Register which he found to be in order.

### **Agenda Item 11: Operational Report and Use of Force and Powers - Q1**

54. The Committee noted the Operational Report. Discussions were centred on the risks section. ACC O said it was important to have clarity about DIO's future requirement for the MDP at Fort Blockhouse by Sep 18 as this would ensure that officers serving there had the opportunity to be considered for new posts at Portsmouth Naval Base. The Chair requested a situation update for the next meeting. **Action: ACC O**

55. The Use of Force and Powers report was noted.

## **Agenda Item 12: Diversity and Inclusion**

56. JG presented the Committee with copies of the new 5-year D&I strategy. This comprised a recruitment strategy and a retention strategy that would be supported by Working Groups to try to increase the percentage of under-represented groups applying to join the MDP and to retain and progress officers (with a specific focus on the under-represented groups). The D&I Board would continue to meet each quarter with an oversight role for the time being.

57. The Chair noted that the new strategy represented a major change in approach and suggested it would be good to look at the plan in more detail at the next meeting as an early agenda item. **Action: KF**

58. AS asked about the vetting for BAME candidates. The action plan provides an assurance role for the DCC to look at all potential vetting failures from under-represented groups for a final decision.

59. JG explained that BAME candidates had a higher failure rate in the vetting process than was the norm and recognised there was a need for early identification to help with application forms: pre-employment workshops may be helpful. The fitness requirement of 7.6 was also considered to be detrimental for woman.

60. CCMDP recognised that the new D&I strategy had not been available in time for the members to examine closely before the meeting. He confirmed that work was ongoing to consider what more could be done to support applications from women and BAME candidates.

## **Agenda Item 13: Any Other Business and Date of the next meeting**

61. The next meeting will be on Tues 25 Sep at 1400.

**KAREN FEATHER**

