

DDMP AMENDMENTS

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| 1 | Ch 5, para 5.4.8. On retirement from full time military/permanent civilian MOD employment, members may elect to remain in DDM, by expressing such interest to the Secretary in writing (Email attachment) i.e. members must first become Retired members before they can become eligible to rejoin the A-List. |
| 2 | Ch 5, para 5.4.9. Retired Authorised (R(A-List)) – Where necessary and to make best use of their experience and qualifications, Retired DDM members may be asked to return to the active A-List for training and/or culling purposes, as Retired A-List ... |
| 3 | Ch 5, para 5.7.8. DCs, acting in conjunction with their PDMs, are responsible for allocating new and returning members to a DMG in order to provide them with training opportunities and to make best use of their qualifications. The Membership Secretary is to be informed of all allocations. |
| 4 | Ch 5, para 5.7.8. DCs, acting in conjunction with their PDMs, are responsible for allocating DDM Accredited Witnesses (AW) to a DMG in order to provide training and to make best use of their qualifications. Where necessary an AW may be required to train more than one DMG. The Membership Secretary and Training Officer are to be informed of all allocations. |
| 5 | Ch 6, para 6.5.3. In order for members to gain a broad level of experience they should make full use of the DDM Library and arrange for outings with DMGs other than the one to which they are affiliated (which may have a different deer species present) via their PDM. |
| 6 | Ch 8, para 8.2.3. DMG are headed by a PDM appointed by Secretary DDM, following endorsement by the AC. Where necessary an individual may be appointed PDM of more than one DMG (e.g. for a Watching Brief or where necessary to remain Current). |
| 7 | Ch 8, para 8.3.2. PDMs are responsible for providing training and experience for all members of their group, including organising outings with different DMGs (which may have different deer species present). |
| 8 | Ch 8, para 8.3.2. The PDM is responsible for checking deer management documentation, prior to giving approval to conduct deer management activities, prior to every range day, and annually. In particular, BDS ID Card and any FAC Conditions. When conducting deer management, deer managers are to be in possession of the following deer management documentation at all times: <ul style="list-style-type: none"> • Firearms Certificate. • BDS ID Card. • DDM ID Card and/or DDM Letter of Authorisation. • DDM Marksmanship Record. • Relevant MOD Range Pass and/or ID Card. |
| 9 | Ch 8, para 8.3.5. The PDM is responsible for liaison with neighbouring PDMs. Regional liaison with PDMs from different Districts is to be authorised via the respective DCs involved. |
| 10 | Ch 5, para 5.4.4 Transfer of Undertakings (Protection of Employment) (TUPE). Those members of the MOD Civil Service who have been qualified AM (A) or higher, may continue to be members for as long as they remain in their original post at time of transfer. When the original post is changed, members are no longer eligible for membership and must notify their District Coordinator and the Membership Secretary. |
| 11 | Ch 5, para 5.4.8 Retired Membership (R). On retirement from full-time military/permanent civilian MOD employment, members may elect to remain in DDM, by expressing their interest to the Membership Secretary formally and in writing. Original letters of commitment will be held by the Membership Secretary. Retired Crown Servants retain their DDM grade. Although, once MOD deer managers retire from Crown service both their “rights” to Crown venison and MOD security vetting cease. This is effective from the individual’s last day of service. The DDM Membership Register will be amended to show their retired (R) and non-active (B-List) status. Retired members will by default be allocated to the District where they reside on retirement. The relevant District Coordinator is responsible for managing the |

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| | Retired Member and will be their point of contact for all communication, information and calling notices etc. Retired members may attend Range Days, the AGM and Symposium, and are encouraged to support and promote DDM as appropriate. This will be taken into account by the DC in the annual Membership Review, loss of contact with either the DC or the Membership Secretary will result in removal of the member in question from DDM. |
| 12 | <p>Ch 5, para 5.4.9 Retired Authorised (R(A-List)). Where necessary, and to make best use of their experience and qualifications, DDM may ask that a retired member be re-activated, as Retired A-List, where the services of that member are necessary to ensure MOD deer management i.e. for committee, research, training and/or culling purposes, or for a specific appointment or task. Only members who have formally committed themselves to retired membership in writing will be considered for authorisation. To be eligible for such authorisation the retired member must:</p> <ul style="list-style-type: none"> • Hold Deer Management Qualification Level 2. • Comply with DDM Standard Operating Procedures. • Possess Third Party Public Liability Insurance for MOD ranges i.e. BASC, CA, BDS Stalkers scheme, SGA. • Have passed the DDM Marksmanship Test within the last 6 months if the authorisation is to cover any activities which involve shooting. <p>In all cases, responsibility for assessing the deer management requirement rests with the DC. The GC will support requests for authorisation where there is a clear requirement i.e. where there is no one else on the A-List with the necessary experience and qualifications within the District. Authorisation will be reviewed annually by the GC during the Annual Membership Review.</p> |
| 13 | <p>Ch 5, para 5.4.13 Membership Reviews. All the membership will be reviewed annually by the GC, against DDM Standards i.e. Currency, Competency and Commitment. Deer Managers who are unable to contribute will be transferred from the A-List to B-List after consultation. Members on the B-List will be periodically approached by their DC to confirm their continued intent to remain a DDM member. Those who fail to demonstrate such intent will be removed from DDM membership.</p> |
| 14 | <p>Ch 5, para 5.7.8 District Co-ordinators (DCs). DCs must maintain and enhance, within their district, the reputation of DDM for undertaking deer management as a core MOD estate management activity. DCs are responsible for deer management within their regions, through the PDMs. Elected by the DDM GC, each DC will ideally have been a PDM for a minimum of two years prior to appointment and be graded AM (A)* or higher. DCs are responsible for the implementation of DDM SOPs at DMGs within their District, specifically:</p> <ul style="list-style-type: none"> • ... • to present to GC, the names of retired members to be authorised for MOD deer management duties; • ... |
| 15 | <p>Ch 6, para 6.4.2. Marksmanship is only one aspect of the Deer Manager's responsibility. DE, who are ultimately responsible, and the GC of DDM must be absolutely convinced of a manager's reliability and safety-consciousness, before authorising them to manage deer on MOD land. Success in the marksmanship test does not automatically lead to the right to cull deer. The principles of DDM marksmanship are train, mentor, coach, practice, test and assure:</p> <ol style="list-style-type: none"> a) All DDM Deer Managers must still pass the MOD Deer Marksmanship Test bi-annually. And, all active Deer Managers culling at ranges up to 200m must also demonstrate the ability to place three shots within the killing area of the deer target (BDS, DMQ or MOD) at 200 metres from any position or a simulated high seat. b) Their DDM Marksmanship Record Card is to be witnessed and annotated accordingly (using *200m). Whilst an optional practice, all active Deer Managers are strongly encouraged to understand their marksmanship ability at 200m in the event that they have to dispatch an animal at longer range. |
| 16 | Ch 6, para 6.4.3 Mandatory Practice: |

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| | <p>All DDM Deer Managers must pass the MOD Deer Marksmanship Test every six months. There are two parts to the MOD Deer Marksmanship Test. They are:</p> <p>a. Grouping.</p> <p>(1) All managers culling at ranges up to 100m must be able to place three shots within a prescribed four inch circle at 100 metres from any position or a simulated high seat.</p> <p>(2) All managers culling at ranges up to 200m must be able to place three shots within a the killing area of the deer target at 200 metres from any position or a simulated high seat.</p> <p>b. Deer Target. All managers must be able to place six shots within the 'Five scoring ring' of the deer target (BDS, DMQ or MOD) from ranges and positions as shown:</p> <p>(1) 100 metres (any position; or from simulated high seat) 2</p> <p>(2) 70 metres (any position not prone or highseat) 2</p> <p>(3) 40 metres (standing) 2</p> <p>6 shots total</p> <ul style="list-style-type: none"> • The only aids or rests that may be used are items that the individual will always have available in the field, e.g. rucksack, rifle sling, stalking stick or stalking sticks, bipod, shooting bar on high seat etc. Sandbags or posts (often positioned on Service ranges) must not be used, as they will not be available in the field. • No more than three attempts at each of the two parts of the test may be made on any one day. • Results must be recorded on the official DDM Marksmanship Record Card, available from the Training Committee Secretary. Marksmanship record cards are produced and issued by the Training Committee Ranges Member – see 5.7.14. • In all cases, Range Days must be conducted by a RCO, qualified for the type of range being used. Advanced warning of group range days must be sent to the Ranges Member & copied to the Training Officer (through DCs) to ensure maximum publicity in order to make best use of resources; • The MOD targets required for testing purposes are available from the DDM Quartermaster. • No formal time limits are laid down but obviously an unrealistic amount of time (e.g. more than 30 seconds) should not be taken for each shot. • Borderline cases, even if they eventually pass, may be required to do more training and take additional tests. • Tests will normally be carried out at range days hosted by the local DMG (organised by the PDM) or at training events arranged by the Training Officer. In all cases, a qualified RCO must be in attendance to run the range. All marksmanship tests must be carried out on a suitable range facility. All passes must be recorded on the DDM Marksmanship Record Card, signed off by the PDM, RCO or training committee member for that event. In exceptional cases, a deer manager may take the test when supervised by a suitably qualified military RCO, who need not be a DDM member, or on private land when supervised by an AM(A) or above. In both cases this must be by prior arrangement with the Training Officer. • The RCO must record Marksmanship Test Results and forward them to the Training Officer using the standard template located at 16.6. • PDMs may invite/require their managers to take practice shots at longer ranges and/or employing different positions from those laid down in the MOD Deer Marksmanship Test, based on specific requirements driven by local conditions. Whilst in no way encouraging managers to exceed the recommended ranges implicit in the test, all managers should discover the limit of their ability by shooting at a target. For example standing shots at 70m with stalking sticks and sitting/kneeling supported at 100m may be practiced. |
| 17 | <p>Ch 8, para 8.3.1 PDMs should live within 30 minutes of the area for which they are responsible. Where this is not possible, a competent deputy must be authorised to deal with incidents requiring rapid response. PDMs should ideally be graded AM (A)* for a minimum period of one year prior to appointment. In exceptional circumstances an AM (A) with a suitable level of experience or a retired A-List member may be appointed as an interim measure.</p> <p>Under exceptional circumstances where a DC requests that a retired A-List member may be appointed PDM, the request should be supported by a succession plan and deadline.</p> |
| 18 | <p>Ch 8, para 8.3.2 PDMs are responsible for the implementation of DDMPs at their site specifically:</p> <ul style="list-style-type: none"> ○ ... ○ to inform DC and Membership Secretary of changes in status and location of group personnel e.g. on posting or retirement; |

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