



Ministry of Defence Police and Guarding Agency



ANNUAL REPORT AND ACCOUNTS 2008 - 2009



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S B Love
Chief Executive



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Foreword

Steve Love, Chief Constable and Chief Executive

This year we have worked hard on our operational policing, particularly to deliver specialist high value niche capabilities that meet Defence and the UK's needs. We have been pushing the limits of our flexibility, and enduring a degree of disruption and discomfort to create these capabilities. The fact that our police federation have been working with us has contributed significantly to the Force's achievements. The extra effort has been worth it because our achievements have been notable.

We secured an increase in MDP numbers of well over 100 posts at AWE, where the level of security is now not only formidable, but also highly sophisticated in its concept of the role of armed police. This is largely due to the MDP's ability – and flexibility – to go into overdrive when Defence needs us.

The arrival of another new purpose-designed MDP marine launch and an order book for more, is going to move our marine capability far ahead of any other police force. This is a major investment by the MOD in our operational capability which bodes really well for the future.

Our role in protecting key parts of the UK energy infrastructure is now firmly established, with Defence support and in the Defence interest. We have appointed dedicated and permanent policing teams to those sites, supported by staff with local knowledge and expertise, and we have established confidence and credibility with the local forces, the local communities and site management.

The programme of major annual exercises which we run in support of nuclear security has again been showcasing our capabilities and raising our profile substantially. In addition to a range of senior military and MOD senior officials, Chief and senior officers from no fewer than 21 police forces attended one of our specialist exercises.

We have, critically, raised our game overseas in the Afghanistan theatre. British and NATO forces are there to

stabilise the war-torn country and to extend security, and a vital component of this work is the building and development of the Afghan National Police. Our role is to mentor its officers, passing on our basic policing skills, from evidence-gathering and dealing with suspects to the proper conduct of investigations. Our officers are based throughout Helmand province working from district centres and international security forward operating bases to build the capacity of the district police. With MDP and the military working together, literally hundreds of Afghan police officers have received training in year in both security and policing skills, giving a sense of pride to local people and the best possible start to providing security for their local communities.

We are re-engineering our policing support to the US Visiting Forces. We are moving from a largely internal, general policing function, to an external armed counter terrorist role. The old role was satisfying, done well, and appreciated by the Americans and their families. External armed highly visible counter terrorist policing and patrolling is now required, and with the full support of the MOD we now patrol outside the wire. The role requires our full police powers and capability, and it is armed and specialist. This is our capability and we are good at it.

I should also mention here our achievements on the Clyde. With enormous hard work on our part and goodwill from our defence customer, we have established a new model of police operation in which we work alongside the Royal Marines on land and water. This is unique in British policing. We are the only force that can do it and it is necessary for the armed security policing of specialist naval weaponry.

Quite different from this hard edged policing, our role in delivering reassurance policing to defence community families is a striking contrast, but it well illustrates the breadth of our role. Unit beat policing – our term for

community policing – has expanded in recent years and is set to expand further. In year, the Army reconfigured its MDP footprint bringing a new emphasis to the unit beat role. However, our highest profile success was at RAF Lyneham where PC Jarra Brown’s work in supporting the repatriation of fallen Service personnel – by policing the passage of the corteges through the streets of the local community, following the dignified RAF ceremonies inside the station – was recognised by his receipt of a Highly Commended award at the Jane’s annual Police Community Officer of the Year event in London.

I have been out with the Unit Beat Officer for the Churchill Estate in Helensburgh on the Clyde and seen for myself the impact of the job. I was actually in the office of the Unit Beat Officer for Harrogate, when he took a phone call from the Army Families Association telling him that they were putting him up for an award. Through our own hard work we have developed Defence-focused unit beat policing as yet another unique specialist capability, which is now highly valued. Most station and base commanders are astonished by how much a single constable can do to tackle quality of life issues among defence family communities residing in Service family accommodation.

Our CID continues to demonstrate why their role in supporting the MOD’s stewardship of defence assets remains essential. We agreed a strategic partnership in year with Defence Equipment and Support – which includes the procurement arm of the Department, and is our biggest customer – involving the embedding of our detectives in

their Headquarters. We hope to reach a similar operational arrangement with Defence Estates in the future.

The unarmed guarding capability has been enhanced by the arrival of a new SCS Head of Unarmed Guarding, whose principal initial task will be to define the processes for potential competition between the in-house MGS and commercial security providers. The MGS has continued to deliver highly valued, professional unarmed security across the Defence Estate, while dealing with a major change programme of efficiencies and improved employee relations. The highly visible presence of MGS at over 200 buildings, establishments and sites has a real deterrent effect.

Over the next few years, our future will be increasingly in the specialist high value policing that Defence needs and will need even more in the future. We intend to continue building the process of delivering that output, but we will do so against a backdrop of less resource, given the international economic climate. The immediate future will mean consolidation rather than expansion but we are resilient and well prepared..

Steve Love
Chief Constable and Chief Executive



Introduction: Chair of the Owner's Advisory Board



Susan Scholefield, Ministry of Defence

This has been my first year as Business Owner of the MOD Police and Guarding Agency, succeeding Richard Hatfield. In this capacity, I chair the Owner's Advisory Board (OAB), representing the Secretary of State. The OAB supervises Agency resources and performance in much the same way as any Departmental agency is supervised by the parent Department.

The defence of the UK and its interests provides the background and requirement for the Policing and Guarding services that are provided by this Agency. The MDPGA can be justly proud of its contribution in support of the UK's defence capability and this Report details what it has accomplished over the year as part of its commitment to combat the main crime and security risks faced by the MOD and our Armed Forces.

Over the past year the Armed Forces have once again been actively engaged in two operational theatres, which has added a real sense of focus to the work that the Agency does to support the families of Service personnel who are deployed overseas. Much has been made recently of the military covenant that the UK has with its Armed Forces. I am pleased to see that the increased requirement for the community policing services offered by the MDP enables it to support the covenant in a direct fashion. The Ministry of Defence Guard Service continues to deliver professional and vital day to day unarmed guarding across the Defence Estate.

This is not the only way in which the MDPGA has been involved in supporting operations. The past year has seen MDP officers deployed to Afghanistan to provide mentoring and support to the Afghan National Police, as part of the post conflict reconstruction work which the Foreign Office is leading. This demonstrates the breadth of the Agency's capabilities.

The threat from terrorism both international and domestic, has not diminished and the Agency remains focused on playing a significant part in safeguarding MOD personnel and property against this risk. The Agency has eight clearly defined outputs that all contribute to its role of delivering effective and flexible Policing and Guarding as part of the UK's defence capability. The targets contained in the Agency Business Plan for 2009/10 are all focused on areas of business that have been identified as being key to meeting the strategic direction that has been set for the organisation.

I know that Chief Constable Steve Love will continue to develop the specialist high value niche policing services that defence needs now and will need in the future. The "two badges - one service" approach to conducting Agency business, combining MGS and MDP to best effect, will continue, and all business decisions will be made on the basis of what is in the defence interest.

The current worldwide financial crisis and recession will inevitably place increased pressures on the public sector in the UK and there is no doubt that some significant challenges lie ahead for the Agency that will require the Agency Management Board to make some difficult decisions in a context of reduced resource. However, I am confident that the work already initiated to further enhance the services offered by the Agency will enable it to meet these challenges and that it will continue to provide an excellent service in support of the Defence interest.

Susan Scholefield
Director General HR and Corporate Services, MOD

Vision, Role, Outputs

OUR STRATEGIC VISION

In support of the UK's defence, to deliver by use of constabulary powers, high quality defensive armed and specialist capability policing; and unarmed guarding.

AGENCY ROLE

Delivering effective Policing and Guarding as a part of the UK's Defence capability.

AGENCY OUTPUTS

The Defence Board, the Agency Owner's Advisory Board, the principal Agency stakeholders and all those who work within the Agency are agreed that the main crime and security risks, which the Ministry of Defence and the Armed Forces face, are:

- Terrorist attack and the threat of such attacks
- Disruption and disorder caused by protestors
- Theft of, and damage to, key assets and materiel
- Major financial fraud and corruption
- Unauthorised intrusion onto the Defence Estate

The Agency directly supports the military covenant between the Government and the Armed Forces through the community policing service that is provided to Service families in an increasing number of locations around the UK.

We will combat the crime and security risks faced by the Ministry of Defence and the Armed Forces through the Agency's eight key outputs:

Protection of the Strategic Nuclear Deterrent

Defence Business Continuity: the ability to reinforce the protection of Defence personnel and property.

Defensive Armed Policing: the capability to deter and to respond to an armed attack on our customers' assets.

Uniformed Policing: the effective use of police powers to deter, detect and respond to crime and disorder.

Guarding: the provision of unarmed guarding and access control to Defence personnel and property.

Crime Investigation: the prevention, detection and investigation of crime that impacts significantly against Defence capability and the recovery of stolen assets.

International Capability: the contribution of specialist Policing and Guarding expertise in support of wider Defence and foreign policy objectives.

Policy: contributing to Defence policing and guarding policy.

In delivering these outputs we will directly contribute to the Defence Vision of being a Force for Good in the world, providing a policing and guarding service fit for the challenges of today, ready for the tasks of tomorrow and capable of building for the future.

The Ministry of Defence Police Committee

LIST OF MEMBERS

David Riddle

Independent Chairman

Sir Keith Povey QPM

Police Adviser (England and Wales)

Andrew Brown CBE QPM

Police Adviser (Scotland)

Dr Marie Dickie OBE

Independent Member

Caroline Mitchell

Independent Member

Dr Parvaiz Ali

Independent Member

Susan Scholefield CBE

Agency Owner
Director General, Human Resources
and Corporate Services
Ministry of Defence

Appointed 22 Sept 2008

Richard Hatfield

Agency Owner
Personnel Director
Ministry of Defence

Appointment ended Aug 2008

Robert Rooks

Director, Business Resilience
Ministry of Defence

Appointment ended March 2009

Karen Feather

Clerk to the Committee, Ministry of Defence

Key Targets for 2009/10

KEY TARGET 1a

By 31 March 2010, to have delivered at least 95% of MDP agreed UK customer tasks.

KEY TARGET 1b

By 31 March 2010, to have delivered at least 95% of MGS agreed UK customer tasks.

KEY TARGET 2a

To maintain or improve an MDP customer satisfaction rate of 88% (the level achieved in 2008/09).

End of Year Key Target Report

KEY TARGET 1

This target was to deliver at least 95% of MDP and MGS agreed customer taskings in-year. This is a challenging target, but the performance achieved over the course of the year showed an improvement over previous years, with the MDP delivering 91.3% and the MGS 98% of agreed customer tasks.

KEY TARGET 2

This target was to maintain customer satisfaction rates with the services provided by the MDP and the MGS at the levels achieved during 2007/08, which were 95% for the MDP and 82% for the MGS. The customer satisfaction levels achieved during 2008/09 were 88% for the MDP and 85% for the MGS. However, the low response rate to the customer satisfaction survey exercise means that the results should be viewed in the context of a potential error rate of +/- 10%.

KEY TARGET 3a

This target required the MDP to achieve a detection rate for crime that significantly impacts on defence capability of at least 50%. The target was exceeded and the MDP achieved a detection rate of 60.5% during 2008/09.

KEY TARGET 3b

This target required the Agency to produce a Strategy for Defence Crime in light of a Statement of Requirement to be produced by the MOD. This target was achieved and an MDP Crime Strategy for 2009-14 has been approved.

KEY TARGET 4a

This target required the Agency to achieve all of its international tasks and was fully achieved in-year through the delivery of all international policing tasks requested by the Foreign and Commonwealth Office in support of wider defence and UK foreign policy initiatives.

KEY TARGET 4b

This target was introduced in 2008/09 and required the delivery of all UK repayment tasks. The target itself proved to be extremely challenging to achieve in full, with the MDP delivering 91% and the MGS 99.5% of UK repayment tasks.

KEY TARGET 2b

To maintain or improve an MGS customer satisfaction rate of 85% (the level achieved in 2008/09).

KEY TARGET 3

By 31 March 2010, to have achieved a detection rate of at least 55% for crime that significantly impacts on defence capability.

KEY TARGET 4

By 31 March 2010, to have achieved all agreed international tasks.

KEY TARGET 5

This target required recovery of assets or prevention of loss to the MOD that exceeded the cost of the MDP Fraud Squad. The target figure was £2m and the total recoveries made in-year were £1m. However, it should be noted that achievement of the target was entirely dependent on the outcome of those cases which came to court during the year and should be viewed in the context that the majority of serious fraud-related cases take a considerable time to prosecute.

KEY TARGET 6

This target required the Agency to have agreed a forward tasking plan with MOD Top Level Budgets (TLBs) based on the resources provided. The target was achieved through the successful completion of the Agency's "Closing the Gap" programme, which eliminated funding shortfalls with most TLBs and brought the tasking plan into balance with available resources. Any residual funding gaps will be resolved with the TLBs concerned during 2009/10.

KEY TARGET 7

The target was to deliver specified Agency outputs within 1% of authorised out-turn. The target was fully achieved and at the end of 2008/09 the Agency was within 0.8% of its authorised out-turn.

KEY TARGET 8a

This target required the Agency to achieve all of the Key Diversity Objectives contained within the Agency Diversity Action Plan. This was an intentionally ambitious target, which was partially achieved with work on 3 of the 5 Key Diversity Objectives completed in-year.

KEY TARGET 8b

This target required the Agency to set a baseline score, using the Diversity Excellence Model, by 31 March 2009. The target was fully achieved within the required timescale and resulted in a baseline score of 355 points which the Agency will strive to improve against during 2009/10.

KEY TARGET 5

By 31 March 2010, to have agreed with MOD Top Level Budgets new Joint Business Agreements in which taskings match available resources.

KEY TARGET 6

By 31 March 2010, to have raised the Diversity Excellence Model baseline score for the Agency to 390 points (from 355 points).

KEY TARGET 7

By 31 March 2010, to deliver specified outputs within 1% of authorised out-turn.



Deputy Chief Constable

DCC David Ray QPM

Significant change has been a feature of the year in all the areas for which I hold responsibility. In addition to the Communications and Information Systems (CIS) and Professional Standards departments, the Information Management team and the Complementing Team also sat in my portfolio and all underwent radical change, necessary in every case and already proving beneficial.

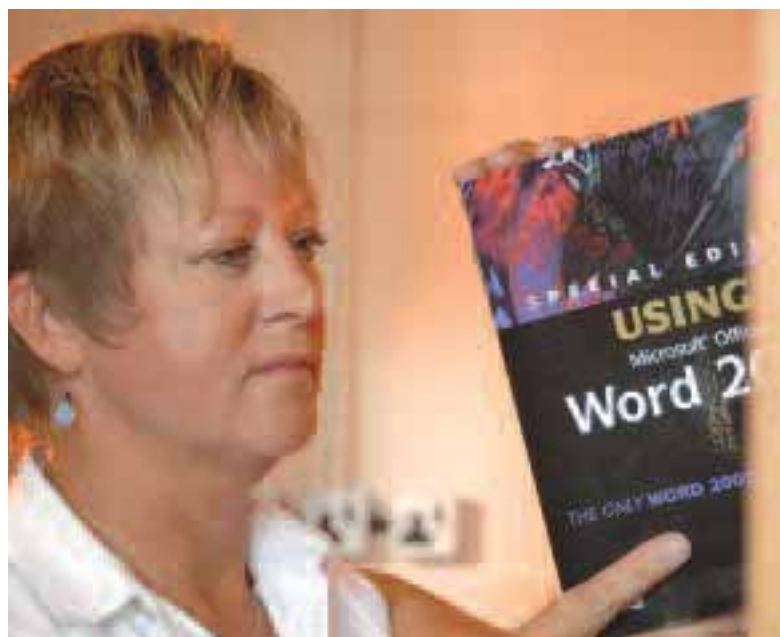
We continued to strengthen our IT infrastructure in order to keep pace with progress across the whole of the Police Service, a pace partially driven by (but not exclusive to) the Bichard recommendations on the operational interaction of police force data systems.

It is inevitable that new information management practices and processes will be required to complement new technology. To this end we are introducing programmes such as IKM (Information Knowledge Management) which will assist in delivering larger programmes such as the MOD's DII programme, the Bichard Management of Police Information programme (MoPI), the Visor Sexual Offence Register programme and 3G encryption. Working in parallel, the Information Management and CIS departments have ensured that we are on target to meet the Government's requirement for compliance with the security elements of information assurance.

The year also saw a major simplification in the rules on conduct and behaviour which came into force in February. These mandatory changes are not unique to MDP but take effect in all police forces throughout England and Wales. Over the coming months, Professional Standards are rolling out a communications programme designed to ensure that the implications of the changes for all MDP officers are fully understood.

Communications and Information Systems (CIS)

Much work was done in preparation for the migration of all Agency data on to the new domain (Windows 2003) which it is anticipated will be complete in the latter half of 2009. Migration, and the concurrent replacement of outdated equipment, will mean a quicker, more reliable service. To prepare for the change, CIS undertook a number of trials across the Agency. Selected users were provided with new



machines and asked to test the new service. CIS is now collating the findings and taking action to ensure that the move to the new domain is as smooth and problem-free as possible. Already 75% of the applications in use have been tested on the new domain and successfully transferred.

Other services have also been subject to improvement this year. The archaic DIADEM system for reporting overtime has been phased out to be replaced by the more secure and straightforward ASTAR application whilst the Training and Mapping servers have been relocated to the main server room at Wethersfield HQ. The mapping service is now readily available to all those who require it.

Away from Headquarters at the Critical National Infrastructure (CNI) sites, CIS advised on the design and build of the new accommodation, taking the opportunity to deliver much needed Wide Area Network and telephony services to staff at these remote locations. Further IT access for isolated workers was provided with the introduction of 3G compatible laptops. The completion of this long term project in Spring 2009 extended the range over which staff are able to access the MDP network.

Greater accessibility has also been given to students attending Command and Control training courses. They now have individual log-ons which, as well as providing greater security, enables them to access the internet and

their emails whilst in training. In addition, a number of new machines, complete with dual screens, have been built, tested and installed, and operators working in the ten Divisional Control Rooms, as well as those at Headquarters, have benefited from the provision of brand new machines. The software upon which they depend has been upgraded too. These upgrades mean that there is now a fully functional alternative Command and Control suite available in a separate building on the Headquarters site should any problem arise with the main suite.

Information Management and Operational Assurance

The Information Management and Operational Assurance (IMOA) department was formed under my portfolio on 1 April 2008 with the strategic objective of setting and delivering the Agency Information Management Strategy, and ensuring that IM Principles across information creation, records management, data quality standards, data retention and disposal, and knowledge management policy, guidance and audit were set in place, including information governance procedures and information risk and assurance regimes. IMOA is also responsible for ensuring Agency compliance with the government's data handling procedures, with Public Records Act requirements and with International Standards Organisation Records Management regulations. In addition, the department has responsibility for implementing a Police Inspections process under guidelines from HM Inspectorate of Constabulary.

Work to ensure that the MDP complies with the national Management of Police Information (MoPI) project continued throughout the year, with in-year project targets being met. MoPI Level 1 and 2 training commenced in year and a strategy is in place to ensure MoPI training is embedded in all police recruit and refresher training. Work began to deliver a Review, Retention and Disposal Unit at MDP HQ to meet compliance requirements under MoPI. The Knowledge Management (KM) Project met its targets, with the development of a corporate file-plan that meets the requirements of both MOD and ACPO. Work also

began on integration into Phase 1 of the Police National Database (PND) project which will replace the Impact Nominal Index (INI) in due course and enable the MDP to share information across the Police Service.

The Operational Assurance Team continued its work on implementing the Agency Inspections Strategy, launching an Operational Assurance programme together with other OA measures and enabling MGS to complete its initial self-assessment element of the programme. During the year the OA team also conducted a review of the Northern Ireland Security Guard Service and of the MDP's Critical National Infrastructure (CNI) deployments.

Police Professional Standards Department (PSD)

PSD continued to build effective working relationships with key bodies, such as the IPPC in England and Wales and the new PCCS in Scotland, setting out agreed processes in working protocols. Next year it is anticipated that similar arrangements will be concluded with PONI (Police Ombudsman, Northern Ireland). Key members of staff represent MDP in national, regional and local PSD forums, which has ensured that the Force is fully compliant with emerging trends in this highly specialised area of work.

In addition to the existing workload of investigations and hearings, PSD staff have also been involved with the preparatory work for the implementation of the new national Police Conduct Regulations which will come into force on 1st September 2009. Further work is continuing on complementary Performance Regulations which are intended to replace the existing reliance on non-statutory MOD Restoring Efficiency regulations.

The devolvement of responsibility for conduct matters from PSD down to Divisions and Departments will be a major challenge for the Force, and officers from all ranks are receiving training in anticipation of this revised process. In particular, Divisions have nominated chief inspector points of contact who will continue to work with PSD to ensure that the new system is properly implemented and maintained.







Assistant Chief Constable, Operational Support

ACC John Bligh QPM

Criminal Investigation Department

The Force published its Crime Strategy for 2009-2014, a fundamental building block in developing a larger MOD wide Strategy for Defence Crime. The strategy focuses CID resources on crimes assessed as impacting significantly on the Defence capability.

Working in close co-operation with key MOD partners, especially Defence Equipment and Support which is responsible for the great bulk of the large defence procurement spend, arrangements have been agreed for a joint strategy and partnership working for the investigation of economic crime. Similar agreements are being developed with other key MOD customers.

In June 2008, Detective Chief Superintendent Christian Bailes took up the post of Head of CID, on his return to the Force from a two year attachment to the UK Border Agency where he led the ACPO Immigration Crime Teams and latterly headed the Directorate of Enforcement for the Agency.

DCS Bailes reviewed the functions and capability of the CID and put forward a number of proposals to reshape the department and apply our resources as cost effectively as possible. As our strategy states, our remit is to deter and investigate criminal offences which have been assessed as those which "impact significantly" against Defence capability. This is generally fraud and economic crime targeted towards the Department, particularly but not exclusively the procurement budgets. Money lost to criminals is money lost to the front line, at a time of heavy military engagement in trouble spots overseas. Other offences which are less significant in a defence context - though they may be serious in other contexts - are dealt with by local police forces.

The current CID complement is 197 Detectives and 43 experienced civilian support staff stationed at 20 CID offices around the country. The new proposals would, if implemented, reduce the number of CID offices by about half and the number of detectives by some 12%. The creation of larger units of specialist staff would create teams who are better able and placed to meet the needs of the MOD and the defence community. It is proposed at the same time to enhance the Force's intelligence capability, to

better inform the policing of defence sites, particularly those which might be considered terrorist targets, and to improve the information available to operational officers on the ground who have to make policing decisions based on the need to protect and prevent, as well as respond to events.

The review set out a 'cradle to grave' development programme for MDP detective officers, to provide a sound basis for the recruitment, retention and development of CID niche specialist investigators now and into the future.

The CID is also developing, as part of the review, a Crime Policy and Investigative Strategy. This will provide a framework to ensure that all criminal investigations are conducted in a consistent manner, and bring a cohesive approach to the management of the investigation within the Force.

Investigations

Over the past 12 months the CID has proactively investigated the sale by individuals advertising MOD assets on various internet sites. In year, CID either recovered equipment or disrupted the potential loss of over £350k of equipment from the MOD. The recovered items included component parts of military firearms, optical sights for use on military weapons and personal body armour.

Crimes which have an adverse affect on the morale of Service personnel serving overseas in theatre are given special attention and are always appropriately resourced in terms of the investigative requirement. Successes include the recovery of stolen medals awarded to Royal Marines for service in Iraq. These medals have now been returned to their rightful owners.

The CID also continues to be the MOD's lead civilian criminal investigative agency in respect of corruption and fraud inquiries. This role was illustrated by the case of an individual who was convicted for an offence of corruption connected with building work carried out at his home address by a MOD contractor. It was part of the individual's duties to ensure that a project with which the contractor was involved was delivered on time and to cost.

Another CID investigation featured auxiliary members of the RAF who made false claims to the value of £55,000

for personal allowances and for employer reimbursements whilst serving in Iraq. As a result of the police investigation two uniformed personnel were convicted and received prison sentences for their crimes.

Support to the Service Police

The CID supports investigations conducted by the Service Police (Royal Military Police, RAF Police and Royal Navy Police) by supplying specialist equipment, such as the Major Incident Unit Holmes 2 capability, along with trained officers. In year, MDP detectives supported the Royal Navy Police investigation, and the subsequent Coroner's investigation, into the circumstances surrounding the death of two sailors on HM Submarine *Tireless*, which suffered an explosion on board while exercising under the Arctic Circle. Though equipment failure was the cause, a thorough investigation was owed to the bereaved families to establish every fact and every detail.

highly sensitive multi-agency investigation led by a Scottish police force into the theft of military ammunition and explosives by serving soldiers. The investigation recovered 3 kilograms of military plastic explosive, 250 detonators, and 4,000 rounds of blank and live ammunition. As a result, three soldiers were convicted for their involvement in a conspiracy to dishonestly undertake or assist in the retention, removal, disposal or realisation of stolen MOD property and received lengthy custodial sentences.

Defence Irregularity Reporting Cell

The MOD's Defence Irregularity Reporting Cell (DIRC) which is independent of the Force, and is co-located with the MDP Fraud Squad at MDP Headquarters, had a busy twelve months with 1055 referrals, of which 137 met the criteria for a review by the CID. The referrals included allegations of pension fraud, fraudulent claims using the MOD Joint Personnel Administration (JPA) system and the misuse of Government credit cards.



Support to other law enforcement agencies

During the year CID built upon its excellent working partnerships with other law enforcement agencies including the Borders Agency, the Security Services and the recently created National Firearms Intelligence Cell. An example of this close co-operation is illustrated by the vital role MDP Intelligence Officers provided in support of a

Operational Support Unit (OSU)

The role of the two specialist MDP OSU Units based at York and HQ Wethersfield is to respond to a number of varied tasks, providing support to both MDP and Home Department police forces alike. In year, these included the provision of armed search support to the Special Escort Group in the transportation of Defence nuclear materials involving rail and road; protestor removal at the Atomic

Weapons Establishment at Aldermaston (AWE) and at the Trident submarine base at HMNB Clyde; counter terrorism searches at HMNB Portsmouth, around MOD HQ Whitehall, and at AWE; and a proactive initiative to identify illegal workers at JSU Northwood. These activities were in addition to a number of crime searches in support of CID and the Fraud Squad. Search support was made available prior to the Conservative and Labour Party Conferences; to missing person investigations; and to Essex Police at Stansted Airport for the G20 Summit.

Chemical, Biological, Radiological and Nuclear (CBRN)

Work continued on the development of a CBRN capability and the training and equipping of Radiation Incident Responders. The CBRN Team are working on a number of projects focused on meeting the needs of our Defence customers, taking account of the varied environments that officers operate in.

Three CBRN Instructor refresher courses have taken place, giving MDP CBRN trainers enhanced skills and knowledge to cascade to officers at station level. An essential part of the training is compliance with the Respiratory Protection Equipment Policy, which ensures the fit of personal respirators and gives users confidence in their operational use. The Operational Support department have sourced portable Respirator Test Facilities (RTF) use of which avoids the need to abstract staff from user units, and allows officers to undertake confidence tests in a controlled environment. Training also equips officers to use detection/monitoring equipment, giving them the ability to accurately identify chemical hazards.

Special Escort Group (SEG)

2008/09 once again proved a busy period for the SEG with particular emphasis being given to the process of merging two core business areas. Several upgrades to operational equipment were brought into service, most significantly new protected escort vehicles (PEVs) which have had an immediate and beneficial impact on the methods employed to safeguard Defence nuclear materials in transit, as well as on the associated firearms tactical training. The SEG's involvement in Operation Rebecca, (an operation relating to an international treaty which allows visiting official inspection teams access to UK military assets) has continued to develop throughout the year. This tasking has had the added benefit of bringing MDP capability to the attention of a number of other agencies.

Due to the unique environment in which the Group operates, joint firearms training with the RM Fleet

Protection Group was successfully initiated in the early part of 2008 and is anticipated to become a feature of all future training for specialist firearms officers on the Group. Additionally, in order to further develop specialist training, a number of exchange visits with the United States Office of Secure Transportation are planned for July and August 2009, during which time SEG officers will work and train alongside their American counterparts.

Exercise Planning Team (EPT)

In October, our successful application to the Office for Security and Counter Terrorism (OSCT) at the Home Office, to host a bespoke New Salesman exercise was based on the scenario of a terrorist attack. The exercise aim set by ACC Bligh was: "To exercise the role, inter-operability and co-operation of the lead stakeholders in the event of a terrorist incident in accordance with both MOD and Home Office CT Policy". In addition to the achievement of the exercise objectives, the post-exercise debrief identified follow up issues which were all dealt with.

Seven Fuel Crisis Business Continuity tabletop exercises were held throughout Divisions and Regions (on some occasions coinciding with actual steep fuel price rises.) The EPT continued to enhance the Agency's preparedness to deal effectively with identified risks and are planning to run Adverse Weather Event exercises in the next reporting year, as well as another terrorist-related live play exercise, in conjunction with six Home Department police forces.

Vehicle Fleet Management

The year was another busy one for the department, with a record 125 vehicles purchased. 75 of these were replacements for old vehicles, but 50 were for new requirements, such as additional Unit Beat Officer posts created. As a result, the fleet size increased by nearly 10%.

A Fleet Management Procurement and Efficiency Review was conducted resulting in a comprehensive strategy to ensure that the department meets the demands made upon it by providing a best value vehicle fleet that is fit for purpose. The department has since been accepted into the National Police Improvement Agency vehicle procurement framework, which is intended to pave the way for the standardisation of police vehicles. Additionally the department has become a member of the National Association of Police Fleet Managers (NAPFM), and is to participate in their national benchmarking scheme. Membership covers all police forces from England, Scotland, Wales and Northern Ireland and national forces such as British Transport Police. This will enable us to compare the delivery of services and to identify and share best practice.

Central Control Room (CCR)

CCR is our 24 hour central communication and information centre. It provides a central point of contact within the Agency, for all staff on duty, for the MOD, US Visiting Forces, other police forces, and external agencies. The 24/7 Police National Computer (PNC) Bureau manages all operational policing enquiries; the creation of records for processed persons, vehicles and property; the Force's DNA data; PNC back-record conversion, and court disposal. The UNIFI system has updated our method for the central recording of crime reported in accordance with the National Crime Recording Standards, and Command and Control has made significant advances in incident recording and management.

In addition to its central role, CCR manages and records incidents for MDP North East Division south of the Humber, and also for specialist departments including the Operational Support Units, the Force Surveillance Unit and the Fraud Squad, as well as maintaining a watching brief of real time incidents across all Divisions. The Integrated Communication Control System (ICCS) has provided the facility to talk direct to officers within their control area.



Firearms

During the year the Firearms Policy Unit co-ordinated an inspection of the Force by the National Police Improvement Agency to achieve full licence status. The initial inspection in November 2008 will be followed up with a final inspection during June 2009. Due to the geographical spread of the Force, the inspection on this occasion will be confined to North East and South East Divisions.

In partnership with Divisions and Firearms Training Centre an ongoing evaluation of larger calibre weapons to provide enhanced capability at specific stations has been initiated. The review of less lethal weapons has continued with more locations identified as requiring Launcher or Taser to meet their operational requirements. This work will be completed in 2009.

Operations Support Policy

2008/9 has been a productive year for this team. New policies are in place for the use of ballistic protection equipment and other operational police safety equipment, as well as in a number of police dog related areas. All have been approved and published in the Agency policy library. Existing policies in the area of operational support are kept under continual review and updated as required. Reviews are often prompted by changes in legislation, police procedures or simply because a scheduled review date has arrived.

The Policy Team is also responsible for the development of the MDP's Automatic Number Plate Recognition (ANPR) capability. A major development this year is the purchase of a Back Office Facility (BOF), a computer system designed to support ANPR operations and the large quantities of data that are produced. The BOF will be fully integrated into both the MDP and national UK policing networks and by supporting a growing ANPR capability in a number of MDP operations and at key Defence sites in the UK, will provide a significant contribution to Defence related core business. The BOF will become fully operational in mid 2009.

Marine Policing

The MDP has the largest marine capability in total of any UK police force, with vessels operating at the Naval Bases at Portsmouth, Devonport and the Clyde. In year, the Force took delivery of the second of the new police launches, (named *Jura*) which for operational and organisational reasons was deployed to the Clyde to join the first launch (*Ghiga*). The third of the new class is due for delivery in July 2009. No decision has been taken as yet as to where it will enter service. These new launches have a top speed in



the region of 35 kts and are more efficient and manoeuvrable than previous vessels. The Force also took delivery of a new Diesel RIB (Rigid Inflatable Boat) and is currently awaiting delivery of a further two. These RIBs have inboard engines, which need less maintenance, help to reduce running costs, are more reliable, meet the NATO Common Fuel Policy, and have the potential to reduce CO2 emissions. Diesel fuel is also less problematic for handling purposes than petrol.

Police Dogs

Over the year, the Dog Section deployed AES Dog teams (arms, explosives search capability) on 2,134 Counter Terrorist Searches and there were 250 taskings of Drugs Dogs. As well as providing specialist search dog services across the MOD Estate, support was also provided to Essex Police, Kent Police, Merseyside Police, Greater Manchester Police, the Metropolitan Police, West Midlands Police, Devon and Cornwall Constabulary, British Transport Police, as well as to the RAF Police and the Royal Military Police.

The development of the nine Malinois puppies bred at HQ Wethersfield in February 2008 has been closely monitored by the MDP Dog Officer and has been a tremendous success, thanks to the hard work and dedication of the team. All the potential recruits will commence formal training at HQ Wethersfield in June 2009. Their training will be in accordance with ACPO standards and licensing will be undertaken by an independent police force.

Operational Resources

In another busy year, the CNI clothing scale was approved and all the necessary clothing and equipment orders placed. Dedicated search equipment bags were created in consultation with the Operational Support Units. All MDP officers will receive a second body armour cover, with delivery and roll out in 2009. All old style handcuffs (quick cuffs) have been withdrawn from service and replaced with the improved speed cuffs.





MOD Guard Service

Head of Unarmed Guarding – David Wray

Head of Profession – Sandy MacCormick



National Security Inspectorate (NSI) Accreditation

Another successful year for the MOD Guard Service (MGS) was marked by the achievement of NSI Silver Accreditation, giving assurance of the organisation’s adherence to British Standards 7499 and 7858. However, with future challenges in mind, the organisation has committed to the achievement of the NSI Gold standard, which is the highest standard that a manned guarding organisation can achieve. It provides evidence that the organisation meets an industry-specific application of the ISO 9001: 2000 Quality Management System Standard and demonstrates a long term track record of performance, reliability and stability.

Some progress has already been made with standardisation of MGS forms and the production of a draft MGS Quality Manual, and although there is still a long way to go to ensure the MGS has fully consistent procedures and policies in place across all Regions, a very challenging target of September 2010 has been set to achieve Gold accreditation.

Customer satisfaction and performance

Chronic undermanning has been a feature of the year. Considerable work was undertaken with the People, Pay and Pensions Agency (PPPA) to address recruitment process issues and some progress was made, with a substantial number of new staff starting work at sites in March 2009. Despite the undermanning, the customer satisfaction rate increased from 82% in 2007/08 to 85%. This reflects well on the commitment of MGS guards to provide the best possible service to the customer, with 98% of customer tasks achieved over the year.

The Guards continued to provide a flexible service to MOD establishments by deploying staff away from their home unit in a ‘surge’ to meet an operational need elsewhere, with both those moving and those remaining at the home unit taking on additional overtime shifts to cover the taskings. The ability to surge has been reduced by the recruiting difficulties but the MGS still managed to respond to all customer needs, if not always to the full extent for

which the customer had hoped. This was tested towards the year end by short notice deployments to RAF Welford and RM Poole. The Service’s flexibility was however enhanced by the award of a call-off contract to Vigilant and G4S, who will at short notice provide trained and licensed individuals to work under MGS management when MGS staff are not available.



Training

The MGS Foundation Course continued to provide an excellent start for new recruits. The three week course meets the requirements of the Security Industry Authority (SIA) as well as the MOD’s specific needs, and equips all new MGS officers with the tools that they require to provide an effective unarmed guarding service from their first day at their establishment. SIA training for existing staff continues, with more being undertaken in the Regions in order to increase throughput, and to save the travel costs of bringing staff to the Wethersfield HQ and Training Centre from distant units.

The recruiting of a Course Designer allowed the Service to move forward with the design of new courses to meet urgent needs. Priority was given to a revised Management Training Course: a successful pilot was held in November 2008, and a programme of management courses has now been established. Work has also begun on a Supervisory

Course. At the same time, as part of the culture change programme, the trade unions embarked on a training programme for their representatives. This will help to develop a culture of working closely with the trade unions to develop the MGS business.

Management structure

The management and supervisory structure of the MGS has been reviewed to ensure that it provides the best solution for the organisation in terms of value for money and effectiveness. The group manager structure was reviewed in 2006/07, and the solution accepted was that an increase in numbers was required to cope with the additional personnel-related responsibilities transferred to group managers as a result of the MOD's People Programme. This was achieved on a cost-neutral basis by finding compensatory savings. A review of the area manager structure has now begun and is due to be completed by August 2009. Once the new structure is in place, the next review will be in 2014.

Dog evaluation

During the year, the MOD's Veterinary Services Inspection Team informed us that because of operational requirements they would no longer be able to provide an evaluation and licensing service for MGS dogs. As a result we took on ourselves, at very short notice, responsibility for the evaluation and licensing of all MGS dogs. This was achieved by appointing two Dog Evaluation Officers, which has enhanced our professional capability, enabling us to continue to ensure that dog handlers are properly trained and evaluated to MOD standards.

Culture change programme

Progress on the change programme continued to be hampered by the level of casework diverting the team leader away from the task. Some advances were made, however. The revision of learning and development in the Service is a cornerstone of the programme, and the first step – the introduction of the managers' course – has been taken. In addition, supervisor training and continuation training will bring up-to-date development opportunities to the whole workforce, a process which will, we believe, drive change. A MGS mentoring scheme is being piloted in Region 5, aimed at ensuring effective coaching at ground level and encouraging personal development towards pursuing careers in the wider MOD. In addition a MGS Commendation Scheme has been introduced to recognise effort, innovation and dedication. A programme of interchange with security services in other Government Departments has been developed, with the Border and Immigration Agency the first of our partners. The MGS Respect Agenda has been absorbed into the programme with a poster campaign now underway and an audit of accommodation standards completed.

Funding

The efforts reported last year to 'close the gap' between taskings and funding were very successful, with the sum reduced to the point where the formal exercise was declared closed. This closure is on the assumption that all efficiency measures already committed to over the next two years are achieved. In addition, as part of the Agency's contribution to balancing the MOD budget for 2009/10, a further stringent review of tasking will be necessary.





Competition

Efforts to improve the efficiency of the MGS in preparation for outside competition continued throughout the year. Intensive collaborative working with the trades unions in a 'Tiger Team' in the summer of 2008 led to agreement to launch a trial of an alternative roster system, expected to yield significant savings at larger stations. The trial began in February 2009 at the Defence Equipment and Support HQ at Abbey Wood, Bristol, at HM Naval Base Devonport, and at the Army sites at Bovington and Blandford, where a 'garrison concept' of grouping staff across a number of nearby sites is also being tested.

The MGS senior management team was strengthened during the year by the creation of a new Senior Civil

Service post, Head of Unarmed Guarding, with a remit to lead the Department's work to assess the value-for-money that might be achieved through competition with commercial guarding providers.

The Future

Despite the uncertainty caused by the need for further reductions in tasking, and by the continuing plan to compete the Service against the use of commercial guarding companies, the MGS knows that its first-class services are appreciated by its customers, and that the latest steps to strengthen its management and improve its training and efficiency are bearing fruit.



Assistant Chief Constable, Professional Development

ACC Robert Chidley

This has proved to be yet another extremely busy year for the portfolio. We continually face the challenges of an ever-changing environment, as well as meeting the demands of the Agency and its customers. The portfolio's business is wide-ranging, taking in a host of HR areas, including this year major developments in Diversity, Health and Safety and Occupational Health; a heavy programme of training; continuing engagement with the Defence Training Review (DTR - still very time consuming and heavy on inputs but light on benefits to us); and perhaps most important, the training up and supply to the MOD and the Foreign Office of International Policing expertise, particularly in Afghanistan, a MDP role which is particularly high profile in Whitehall.

International Policing and Secondments Office

MDP continues to be a major supplier of UK police officers to Peace Support Operations or Post Conflict Reconstruction missions overseas. This year MDP deployed officers on missions to Afghanistan, Georgia and Kosovo, as well as Kenya, helping to bring stability to troubled areas. MDP officers continue to be a key resource to assist in establishing the rule of law within Afghanistan as part of the MOD's commitment to Op Herrick. This is now the main focus of MDP overseas work where we have a major role in assisting in the development of the Afghanistan National Police at both the national and district level.





Human Resources Management

HR has largely been engaged with the new ways of managing HR now adopted by the MOD. The management of people lies firmly with the business and its managers and HR is expected to provide a more strategic role in support of the business output. This year has seen the beginnings of that culture change as managers become much more used to playing an active role in the management of their own people. HR in its turn is gearing up to its role in providing appropriate tools for management and to this end has provided input to departmental policies and processes. Nonetheless, there is still considerable pressure on HR to deliver bespoke arrangements for the MDP or to become involved in a liaison role on many issues.

Recruitment and Promotion

108 police officers were recruited in year at the dedicated Wethersfield facility, using the SEARCH process (Structured Entrance Assessment for Recruiting Constables Holistically). 43 officers were recruited as transferees from other police forces. The main focus of police recruitment activity was in support of the AWE and CNI sites.

43 Constables gained a promotion ticket for Sergeant and 12 Sergeants gained a promotion ticket for Inspector. Two senior rank promotion processes were completed in year resulting in 11 Inspectors gaining a promotion ticket for Chief Inspector and 6 Chief Inspectors gaining a promotion ticket for Superintendent.

All MGS recruitment is centrally handled by the MOD's People, Pay and Pensions Agency.

Occupational Health Services

We have now successfully implemented drugs testing of new recruits. This is likely to be extended to cover alcohol testing for new recruits and probationers, and there is an aspiration to include random drugs and alcohol testing of all MDP officers in the future.

SHEF (Safety, Health, Environment and Fire)

The Agency has progressed the majority of the observations of the Chief Environment and Safety Officer (Centre TLB) audit during what has been a significant year for SHEF management across the Agency.

Notable developments include the recruitment of a new Agency Head of SHEF and of MGS Regional SHEF focal points and the implementation of SHEF reporting and monitoring processes. The MGS focal points have started a SHEF health check of all MGS Regions. The Wethersfield site has implemented an environmental management system in addition to putting in place many site-related recommendations from the CESO audit. MDP Divisions have been working towards the achievement of the existing Agency plan and as such have more developed local systems in place, despite having gapped posts. During 2009-10 the Agency should complete most of the outstanding audit observations. We will also develop an overarching Agency SHEF management system and documentation plan and introduce improved SHEF accident reporting and monitoring processes to enhance the SHEF culture of the organisation through increased knowledge and awareness of SHEF, and improved direction and guidance.

Learning and Development

This has been another important year for the Agency Training College with the continued development of a common approach between MGS and MDP in training to equally high professional standards.

Initial Training was delivered to 148 police officers and 118 MOD Guards. New training programmes were designed and delivered to meet changing requirements from customers, including a Defence Community Officer Course, Bronze and Silver Firearms Commander Courses and International Police pre-deployment training for UK police officers deployed overseas, for example to Georgia and Afghanistan.

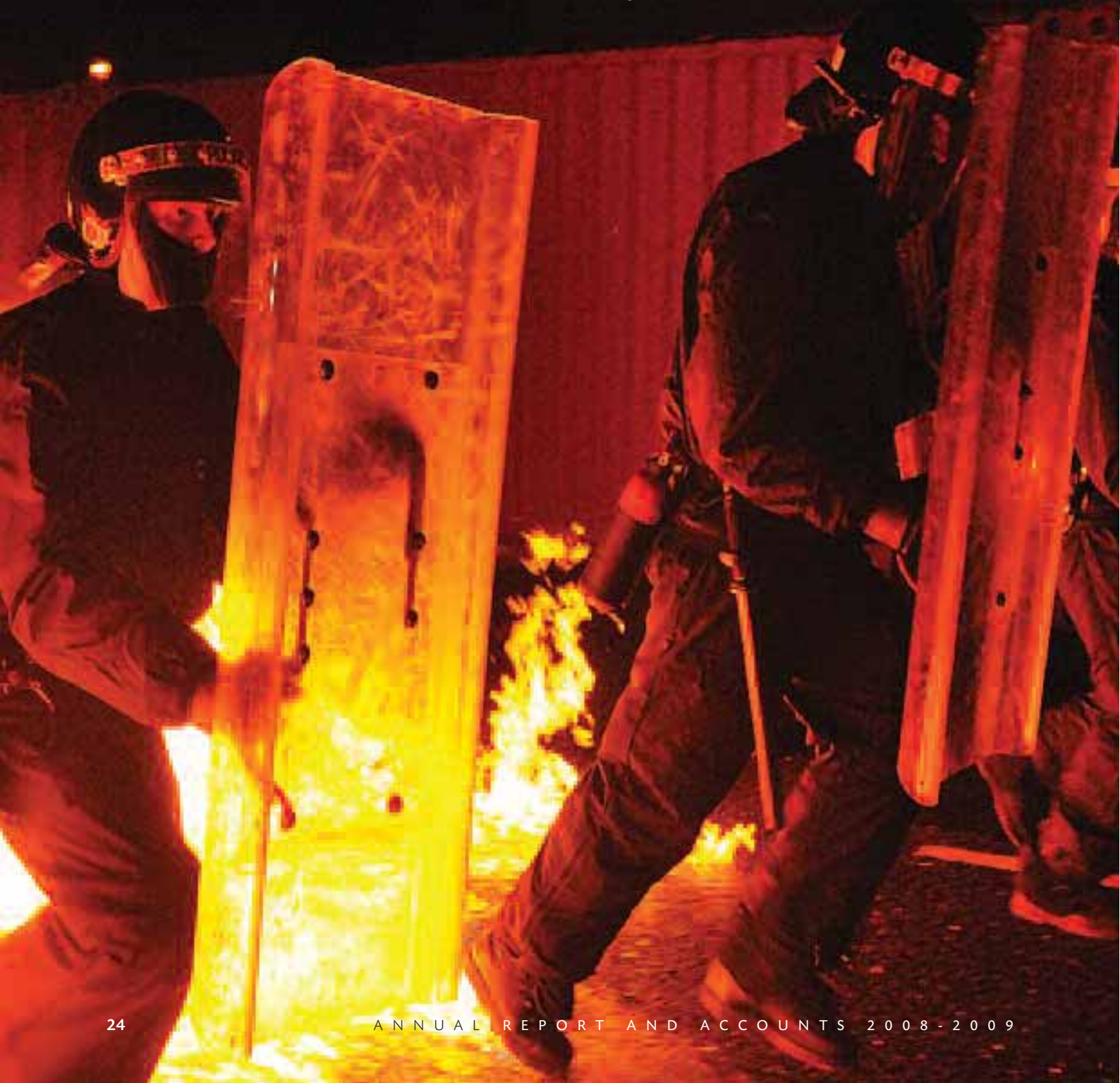
In October 2008, the Agency Training College signed a Memorandum of Understanding with the Scottish Police College to facilitate future co-operation between both

organisations in the general field of police training and development for international roles.

In March 2009, another significant Associate Partnership was signed between the Agency Training College and the National Centre for Applied Learning Technologies, with MDP having its own Managed Learning Environment within the National Police Training site.

Agency Training College staff continue with their own professional development and during the year eight members of staff graduated from Christ Church College, Canterbury with Diplomas in Teaching.

At the Agency Training HQ at Wethersfield, funding to begin an accommodation refurbishment programme has been obtained, along with the undertaking to fund a 'Hydra' immersive simulation system to assist in Agency training professional development.





Diversity and Equality

The most significant work in year was the establishment of a baseline against which we can measure our future progress, using the Diversity Excellence Model™. The Model is owned by the National School for Government and has been used by many public sector organisations. A team of internal assessors was trained and carried out the first assessment of the Agency over the winter of 2008. The Model examines the “enablers” which an organisation relies on to deliver on diversity: leadership, people, policy and strategy and partnership and resources, and data on results for our people, our customers, society and our Key Performance Indicators. The total score for the Agency was 355 (out of a maximum of 900) points, one of the highest scores achieved by any of the organisations which has used the Model.

The Chief Executive as the Agency’s diversity champion gives visible top level commitment and ensures that diversity is fully considered in planning and decision-making on both service delivery and employment issues. Our diversity work is overseen by a Diversity Programme Board with broad representation from Agency departments, the trades unions and our support groups for women, ethnic minorities, disabled staff and Lesbian, Gay or Bisexual (LGB) staff. The Agency’s Diversity Strategy includes six strategic goals, representing the key areas in which we need to succeed. These goals underpin our Diversity Action Plan, against which there has been good progress in the year. Key achievements under each goal include:

Our workforce and workplace

Our Divisional and Regional training staff have identified multi-faith facilities, offering space for prayer or meditation for all religious groups, at the sites where we offer local training and include details of these in course joining instructions. The Agency, uniquely in MOD, offers trained harassment Contact Officers, who can advise and support those involved in harassment complaints. More Contact

Officers were trained to improve the accessibility of this service and two “specialist” Contact Officers, for ethnic minority and LGB staff were introduced.

Our representation, recruitment and retention

Various presentations, taster events and familiarisation visits have been conducted as part of positive action work to attract more female and ethnic minority staff into specialist areas such as our Operational Support Unit, marine policing and dog handling. A review of our recruitment and retention arrangements resulted in the formation of a new positive action team which will, amongst other things, conduct outreach work particularly amongst minority ethnic communities, aimed at developing awareness of the career opportunities we offer.

Our customers and our accessibility

A review of all MDPGA premises was completed to ensure that they had been taken into account in establishment access audits. Where we identified accessibility issues with the accommodation we were allocated we worked with Heads of Establishments to rectify these. MDP Unit Beat Officers have engaged with community groups working on issues such as hate crime, community cohesion and domestic violence and have targeted some activities to meet specific minority group needs, such as briefings on UK law for Fijian Service personnel and their families.

Our reputation and communication

We continued to benchmark our work against other organisations. In the *Opportunity Now* benchmarking exercise we achieved their Gold Standard and had our Diversity Action Plan cited as an example of best practice. Chief Superintendent Wendy Benson, South East Divisional

Commander also won the *Opportunity Now* Gender Champion Award. We again featured as a “top 100” organisation in the Stonewall Workplace Equality Index.

Our cohesion and education

We continued to deliver the much praised *Springboard* women’s development programme and, for the first time, introduced the companion *Navigator* men’s development programme. We are the only part of MOD offering these programmes and one of comparatively few providing single gender training for men. A comprehensive diversity briefing pack was produced which brings together all our key documents on diversity; the pack has been distributed to every member of staff. We also ran a major diversity awareness event at HQ as part of the MOD’s Diversity Week, and other events were held in individual Divisions.

Our management of diversity

A key factor influencing our ability to identify issues we need to address is the continuing growth of our minority staff support groups. Two groups – the Disability Support Forum (DSF) and LGB Unite – had their formal launches during the year. DSF has been helping us identify what

disability awareness training we need and LGB Unite is working with us on attracting more LGB recruits.

The Agency Support Group for Minority Ethnic Staff (ASME) organised our first ever positive action day for minority ethnic staff in the Agency. The event was described by participants as motivating, useful and a good sign of our commitment to race issues.

Our Women’s Staff Association (WSA) continues to flourish with membership nearly doubling to 139 full members in the last year. The WSA again organised our highly successful annual positive action event for women and has developed a seminar for senior female police officers, worked with us on women’s health issues and provided helpful feedback on issues such as clothing and equipment.

All of our support groups have developed excellent links with the MOD minority staff focus groups with, for example, the WSA providing inspirational speakers for a number of MOD women’s group meetings and conferences. The groups also link into external networks such as the British Association for Women in Policing, the National Black Police Association and the Gay Police Association.





Agency Secretary

Daniel Applegate

Closing the Gap

The Agency 'Closing the Gap' (CTG) programme was completed in year. A £28m. imbalance between the services the Agency was committed to providing and the cost of doing so, which had built up through a series of historical factors, was reduced to £3m. On this basis, the 2nd Permanent Secretary agreed that CTG had been completed as a pan-Top Level Budget exercise.

Finance

For the third year running, the Agency achieved its Key Target of remaining within 1% of its authorised budget. This was achieved through refocusing on key financial risks, their likelihood of materialising, and the effect they would have on planned expenditure during the course of the financial year. This has enabled the Finance department to support the Agency Management Board in making a number of new investment decisions based on an assessment of affordability against the new target. To ensure wider financial propriety and value for money within the Agency, a number of assurance reviews were conducted during the year, leading to the introduction of new financial control processes. The reviews included: the use of government procurement and fuel credit cards; requirement scrutiny; vehicle asset management; and procurement planning. Compliance and assurance testing have been improved and enhanced by the introduction of Control Risk Self Assessments (CRSAs) and departmental Statements of Internal Control (SIC). Together these have facilitated a wider coverage of assurance activity and simplified existing testing and audit procedures.

Corporate Communications

The Press Office remained a busy focus for media enquiries, predominantly on criminal justice matters, though features in *Defence Management Journal*, other police force magazines and the MOD's *Focus* also covered the MDP's capabilities in defensive armed policing and its international policing role.

Internal communications across the Agency, and with the MOD, continued to improve. The Agency was regularly featured on the MOD intranet's News pages, and the two Agency staff magazines, *TalkThrough* and *Flashlight* – for

police and guards respectively – remain an important part of the communications mix. Since *TalkThrough* also circulates widely across the MOD and therefore functions as a shop window for the MDP's capabilities, its contents focus on operational capability as a way of reminding everyone within the Defence community why this Agency exists and why its work is important. Our photographers were indispensable in getting this impact across.

The communications team organise the MDP nomination for the annual Community Police Officer of the Year awards sponsored by the *Police Review* magazine. Since the community policing role of our officers on the Defence Estate is very different to the role as performed in Home Office forces, our nomination is always particularly welcomed and valued by the organisers.



Agency Secretariat

The Secretariat continues to handle all Agency parliamentary business and Ministerial correspondence. It proactively publishes Agency information on the MOD Freedom of Information website (www.foi.mod.uk) and responds to all written requests for information made to the Agency, answering 76 requests over the year. It also oversees compliance with the Data Protection Act 1998 and dealt successfully with 88 Subject Access Requests in year. Several personal data audits were conducted, including the auditing of Police National Computer transactions and other sensitive data owned by the MDP and the wider Agency.



HQ Administration

The year saw the start of the long awaited works programme to provide en-suite student accommodation at the Wethersfield site, which is of course our main training centre. The first phase of the refurbishment work is scheduled for completion by the end of September 2009, and it is hoped that the refurbishment programme will continue, subject to provision of the necessary funding. In addition to the upgrade work on student accommodation, a programme to provide much needed additional office space within the Agency Headquarters buildings, through better use of the existing accommodation, has been started and will be completed during 2009.

Environment and Conservation

Members of the Wethersfield Green Team were delighted to be named as winners of the MOD Sanctuary 'Sustainability Project Award 2008'. The citation recognised their outstanding efforts to deliver improvements in line with the MOD's Sustainable Development Action Plan, in particular by reducing waste going to landfill, and increasing the percentage of waste recycled. These efforts have gathered pace, as these activities have now been largely incorporated into the site multi-activity contract, and the focus has turned to raising environmental awareness among staff, students and visitors. A Single Point of Contact volunteer in each department now takes responsibility for encouraging colleagues to incorporate green measures into everyday office life, for example the substitution of recycled paper

for routine copying and printing. Their success in waste management can now be measured in tonnes, and includes the collection and recycling of printer toner cartridges and household batteries, classified as hazardous waste under the European WEEE Directive.

The Wethersfield Wildlife Group had another successful year, monitoring the wildlife on site, especially Essex Biodiversity Action Plan species such as brown hare *Lepus europaeus* and skylark *Alauda arvensis*. Winter visitors included flocks of redwing *Turdus iliacus* and fieldfare *Turdus pilaris* on the sports field. A superb spring display of Early Purple orchids *Orchis mascula* rewarded hard work fencing off a woodland area to protect it from browsing. A review has been carried out with Defence Estates and Countrywide, the new grounds maintenance contractors, which will result in a more sympathetic mowing and hay-cutting regime, aimed at protecting the biodiversity of the 328 hectare site.

Sustainable Operations on the Government Estate (SOGE 2006) sets targets for waste and energy management on the establishment, with the overall aim of reducing the carbon footprint of the Defence Estate. Minimum targets for Wethersfield for the year included an 8% increase in recycling and a 1% reduction in waste arising. Accurate measurements have recently become available and indicate that these targets have been achieved in the year. Surveys of major buildings on site have been undertaken by Regional Prime Contractor, Babcock Dyncorp, with a view to making recommendations to reduce energy demand. The outcome of this exercise will be assessed once received.

Divisional Boundaries

and Divisional Commanders
2008-2009

- Scotland
- North East
- Western
- South East



Ch Supt Walker



Ch Supt Long



Ch Supt Morrison

Agency HQ
Wethersfield



Ch Supt Allard



Ch Supt Benson

AWE – Aldermaston and Burghfield
and CID Aldermaston



Assistant Chief Constable, Divisional Operations

ACC Gerard McAuley



POLICING PROTEST ACTIVITY

In NORTH EAST DIVISION, the policing of protest activity remained a continuing commitment at RAF Menwith Hill, RAF Lakenheath, RAF Fylingdales and RAF Croughton. There were regular weekly demonstrations, including anti-war and anti-US demonstrations, as well as gatherings for major events such as 4th July Independence Day, Keep Space for Peace week, the Anniversary of Hiroshima, the Oxford Peace Group week and others.

At RAF Menwith Hill in July, the "Independence Day" protest featured over 100 protestors who arrived in a large number of vehicles. A makeshift stage was in place at the main gate and the event attracted guest speakers such as Caroline Lucas (Green Party MEP) and Anas Alkitriki (British Muslim Initiative). A section 12 notice (Public Order Act 1986) was in force preventing protestors from marching on the busy and dangerous A59 Harrogate to Skipton Road. However, the event was a lawful and well managed protest which passed without incident.

In previous years, there have been several arrests of protestors for criminal trespass under the Serious

Organised Crime and Police Act 2005. During this year some of those arrests and convictions were challenged in court. Although an appeal against conviction for offences at RAF Menwith Hill was successful, convictions for offences at RAF Lakenheath were upheld. The use of criminal trespass legislation is an important deterrent in the protection of defence assets, and the convictions endorse the message that breaking into key MOD sites protected by armed officers is not acceptable behaviour at a time when those officers are focused on the terrorist threat and should not be distracted from that role. Since lawfully conducted protest is policed and indeed facilitated outside all these sites, trespass onto the sites is not tolerated.

US Visiting Forces

The signing of a new Memorandum of Arrangement between the MDP and the US Visiting Forces in May 2008 brought about some changes to the tasks to be performed by MDP at RAF Mildenhall (including RAF Lakenheath and RAF Feltwell), RAF Alconbury (including RAF Molesworth) and RAF Croughton. In essence, there is a transition to external patrols outside the wire to recognise the need of



the host nation (the UK Government through MOD) to provide an added layer of external security at the US Bases to counter a number of threats.

The transition within our North East Division was achieved progressively with key emphasis on developing the Security Vigilance Area (SVA) concept to enable more effective community engagement and intelligence-gathering around the US Bases.

This change of role has brought about a significant shift from general policing and routine security duties within the wire, to more directed patrols external to the stations.

In WESTERN DIVISION, in August 2008, a group of protestors assembled at the approach road to HMNB Devonport and locked themselves on to the central reservation using ladders and chains. The MDP Divisional Rope Access team was deployed and the protestors were removed. At the other end of the Division in Gloucestershire, RAF Fairford was the monthly venue for a silent vigil by the Gloucester Quaker Group.

At MDP AWE DIVISION, the major rebuild and development programmes at both AWE Aldermaston and AWE Burghfield continued to attract significant interest from the anti-nuclear lobby. The main groups involved were Block the Builders, Trident Ploughshares, Aldermaston Womens Peace Campaign, CND and Greenpeace. The aim of Block the Builders was to maximise disruption to the major building projects being undertaken at both sites, and these attempted disruptions have become routine over the last year. A major protest took place in October at Aldermaston, organised by Trident Ploughshares. Advertised nationally, and attracting a large number of

protestors from across the UK, the protest was a determined one with many activists intent on being arrested. They employed a range of tactics against the site including jumping out of vehicles, then lying in the road at key locations, chained together. MDP cutting teams however dealt with them very successfully. The joint policing operation (with Thames Valley Police) was a success and the disruption to the site and the local community was kept to a minimum. A total of 33 arrests were made on the day. With the exception of one case which was discontinued by the CPS, all those arrested were either cautioned or charged, and all of the cases heard to date have resulted in a conviction.

In SCOTLAND DIVISION, following the year of intense protest by the Faslane 365 group, 2008/09 turned out to be relatively quiet in terms of protest activity at HMNB Clyde. In addition to the scheduled weekly demonstration at the establishment North Gate each week, there were some minor spontaneous protests but only one "blockade" which resulted in protestors being arrested. The incident was a lock-on style action which resulted in the North Gate being partially blocked until the five offenders were cut free and arrested by officers from the specially trained MDP Protestor Removal Team.

In SOUTH EAST DIVISION, officers on the Divisional Support Group regularly support operations aimed to counter planned demonstrations at AWE, and also provide similar support to Whitehall, a station subject to a wide range of potential protest activity, for obvious reasons. High profile events such as the G20 Conference, US President Bush's final official visit to the Prime Minister in June 2008, and a NATO conference in September attended by the US Defense Secretary were all occasions requiring MDP planning, even though the lead lay with the Metropolitan Police.

FIREARMS TRAINING AND COUNTER-TERRORISM

NORTH EAST DIVISION is heavily committed to Nuclear Guard Force (NGF) training. NGF is a core MDP (armed) tasking, and MDP officers, fully trained in firearms skills and radiological protection, make up a key element in the Nuclear Accident Response Group (NARG). Four Divisional firearms instructors form part of the logistics team responsible for all MDP NGF training.

The Firearms Training Wings in several Divisions had another busy year delivering a wide range of firearms-related training. Courses in the use of MP5, MP7, Sig pistol and Baton Launcher were delivered, as well as courses on Dry Weapons Training, Tactics, Armoury Supervision, Range Management, and Dynamic Intervention and

Dynamic Entry Assessments. Firearms officers at HMNB Portsmouth worked on the development of a ship search capability. To support this work, the team received new equipment and started a number of training exercises with the Royal Navy. The rationale is to develop skills to allow an armed slow methodical search, taking account of the difficult 'tactical' layout of modern warships. The training also included the use of Firearms Support Dogs to provide additional less lethal response options.

In SCOTLAND DIVISION, officers continued to develop their on-site specialist protestor removal capability (PRT) by developing a rolling training programme to ensure that sufficient officers are trained in PRT techniques to provide 24/7 cover. Faslane took delivery of a specially adapted dual purpose personnel carrier / PRT vehicle which enhanced the station capability to deal swiftly with illegal protest action.

Counter Terrorism

In October 2008, an exercise to fully test leadership, command and control, tactics, and deployment of armed MDP officers during contact with hostile forces was held at AWE DIVISION, witnessed by senior Army personnel, senior MOD officials and AWE plc. Benchmarks were set for newly compiled tactical doctrine, procedures, and training. The result was that MDP successfully achieved 'Initial Operating Capability'. Work has since then been underway to develop command and control processes, enhance weaponry, and promote greater understanding and deployment of the tactical doctrine components amongst officers. This work will enable the Division to progress towards 'Full Operating Capability'. In large part this will comprise the completion of the tactical training to all operational officers across the MDP AWE Division, which will be underpinned by the phased implementation of a new rifle and ancillaries. Supporting all of this will be a

large phased increase in armed MDP officer numbers to meet the recommendations of a review in 2008.

Tactical Support Group AWE

The AWE Division Tactical Support Group (TSG) which was formed to provide an armed dynamic intervention capability spent the year continuing to develop its tactics, training, and plans. Numerous presentations and physical demonstrations of its capabilities were provided to visitors to the Division. The team continues to train regularly to maintain its high level of skills, which is now at a point which goes to the acceptable limits of police capability. Liaison and training opportunities with Special Forces are being progressed.

In SCOTLAND DIVISION, at HMNB Clyde, home to the Trident submarines, MDP continued to deliver a high level of armed protection to vessels berthed within the Naval Base. On-site security was complemented by the continued development of the external Armed Response Vehicle (ARV) role to counter any terrorist threat. ARVs were deployed on monthly exercise alongside other site security forces, which enabled MDP Firearms Silver Commanders and ARV crews to hone their skills, as well as providing an opportunity to develop partnership working with other agencies.

HMNB Clyde also became the first MDP station in Scotland to install CCTV and a hard disk recording facility within their police armoury, a move which enhances the security of arms and ammunition, as well as providing a retrievable record of events in the event of an incident occurring within the armoury (eg an accidental discharge).

At HMS Caledonia, MDP officers continued to support the Fife / Metropolitan Police Ministerial Protection operation (in the Prime Minister's constituency nearby).





Critical national infrastructure (CNI)

The MDP role in providing armed defensive policing to the energy sector, begun last year, was confirmed and the temporary arrangements are now permanent. CNI Joint exercising has been a feature of the partnership arrangements at the Grampian CNI sites. A large counter terrorist table top exercise was held at Aberdeen in November with MDP participation in strategic and tactical decision-making and exercise presentations. Quarterly table top exercises between operational MDP and Grampian Police have over the past year become an established feature of the ongoing training and awareness programme between the two Forces. This culminated in a joint full day Silver Command Firearms "Hydra" Exercise at the Scottish Police Training College at Tulliallan which involved Gold Commanders from both Forces.

In Humberside and Norfolk, officers benefited from the development of an enhanced firearms tactical training package. The sites also prepared for a Compliance Audit by HM Inspector of Constabulary, to ensure that the right level of service was being provided to DECC and the Home Office. In January new facilities were opened at the Humberside station, the formal ceremony presenting an opportunity to demonstrate joint working with Humberside Police. The event on the day featured containment of a suspect vehicle entering the site, and the interaction of MDP officers with Humberside Police Dog Units and its Police Air Support Unit.

At MDP HQ, the CNI Working Group complements and supervises similar groups at Divisional level, dealing with recruitment, training, logistics and personnel issues. The CNI Superintendent also chairs a National Tactical Practitioner Group which was formed to provide all the police forces and

government departments involved in this area of work (including the Centre for the Protection of National Infrastructure – CPNI) with a forum within which key issues, such as CNI-specific tactical doctrine, can be discussed.

MARINE POLICING and POLICE DOG SECTIONS

Taken together, the MDP marine policing units at the Naval Bases at Clyde, Devonport and Portsmouth constitute the largest marine policing capability of any police force in the UK. At Portsmouth Harbour, where the MDP marine section operates in and around the Naval Base, there were over 80,000 vessel movements throughout 2008/09, not including private vessel movements. This included over 27,000 military moves, over 50,000 ferry moves and more than 4,000 other commercial movements, making it the second busiest harbour in the country after Dover.

The MDP marine units' principal function is to ensure that Royal Navy vessels are unimpeded as they progress in and out of the Naval Bases. The PORTSMOUTH Marine section dealt with a total of 71 crimes and incidents, including 33 rescues. 34 operations were undertaken, including eleven "section 44" search operations under anti-terrorism legislation. The section also assisted the Royal Navy and Special Forces in exercises in April and October. In July the unit policed the return of the yacht *Lively Lady* from a round-the-world voyage helping young adults turn their lives around. The event attracted considerable media attention. During July and August both the Portsmouth marine section and the MDP marine unit from HMNB Clyde were involved in Operation Oasis, assisting Kent Police at the Climate Protest Camp at Kingsnorth, a high profile protest which also attracted much media interest.

The section provided high profile escorts to 52 foreign ships throughout the year, including twelve US Navy warships. It also recovered 28 small vessels, returning 15 to owners and disposing of the other 13.

The DEVONPORT Marine Unit (DMU) also provides escort to all Naval, Royal Fleet Auxiliary and foreign shipping into the docks. The DMU undertook 1,325 taskings during the year, including:

- escorting HMS Victorious on her departure from HMNB Devonport following a major refit.
- escorting HMS Vigilant on her arrival at HMNB Devonport to begin her refit. A PoLSA-led search was undertaken of the refit areas, the berths and the submarines themselves. Whilst the submarines were berthed outside the secure areas, MDP officers provided extra armed security.

Devon and Cornwall Constabulary requested the assistance of the Marine Unit to search for a person who was unaccounted for, following the capsizing of a vessel in the Dockyard Port. An MDP RIB recovered the body of the missing person from the water.

In SCOTLAND DIVISION, 20 Clyde Marine Unit (CMU) officers have now been trained to deliver an unassisted boarding capability where waterborne craft are judged to represent a threat and fail to comply with police instructions. Trials continue to evaluate and assess various entanglement systems designed to halt the progress of such craft. In July 2008, the Running Gear Entanglement System (RGES) was trialled as a less than lethal option for stopping small fast propeller driven craft. The Metropolitan Police who were instrumental in the development of RGES asked for assistance from the CMU, originally in 2004.

The Home Office Scientific Branch then took on the project before it emerged in its current state of development.

In NORTH EAST DIVISION, the Dog Sections at RAF Menwith Hill, RAF Fylingdales, DSDA Longtown and RAF Alconbury continued to provide high profile dog patrols. These were supplemented by vehicle search and/or explosives search dog teams at RAF Menwith Hill. This year has also seen the building of the new dog kennel complex at Menwith Hill, as well as refurbishment of the dog section administration building.

Conditions for dogs and dog handlers alike improved beyond recognition at HMNB Clyde and DSDA Crombie in SCOTLAND DIVISION during the year, due to the opening of a new purpose-built kennel complex. 60% of MDP dog holding stations in the Division are now fully JSP 315 compliant.

The Division recently became the first in the MDP to provide an ACPO Explosives Detection Dog to the Defence customer. The dog and handler were trained by Strathclyde Police at the Scottish Regional Dog School in Glasgow. A total of 19 two-week Police Dog refresher courses were delivered at Scotland Division HQ, and all dog teams achieved the operational licensing standard.

WESTERN DIVISION has 11 dog holding units, the largest number in the Force, with 72 Police dogs in total. The Divisional Dog Team achieved 1348 taskings in year. Taskings were varied and included property search, heavy vehicle search, building search (person), tracking and high profile patrol. The Division has also implemented a training/licensing standard for Heavy Vehicle Search, which allows qualified dogs to search heavy vehicles on Station entry, for potential concealed intruders. This has been activated at Porton Down, HMNB Devonport and RAF Welford and Fairford.



SOUTH EAST DIVISION provided one police dog team to the G20 Summit, deployed to Stansted Airport. The Division's Firearms Support Dogs were involved in the training activities of the Ship Search Teams at Portsmouth.

The dog sections at AWE DIVISION continued to provide an effective deterrent against unauthorised access onto the sites. The general purpose police dog teams were complemented by specialist dogs that have undertaken additional training to become either Tactical Firearm Support Dog Teams or Vehicle Search Dog Teams. Officers from AWE Burghfield took part in the Metropolitan Police Dog Trials and achieved a very creditable third place overall as well as being named the best non-Metropolitan Police Team.

Constabulary, jointly handled the repatriation of fallen Service personnel from Afghanistan and Iraq.

NORTH EAST DIVISION DSG was heavily involved in supporting the CNI teams supplying additional resources to both the Humberside terminals – a task which they carried out with diligence and flexibility. They also policed the Army Schools Exhibitions at Catterick Garrison and Bassingbourn; numerous student passing out parades both at AFC Harrogate and ATR Bassingbourn; as well as providing support to other major events such as the 4th July Independence Day celebrations at RAF Menwith Hill and RAF Feltwell. In addition to support for Operations Bandsman, Vintage and Layer the DSG provided valuable



DIVISIONAL SUPPORT GROUPS (DSGs)

In SCOTLAND, the expertise of the DSG Protestor Removal Team continued to be sought by a number of police forces - the Metropolitan Police, Grampian, PSNI, South Wales, Cheshire, North Wales, Leicestershire, Bedfordshire, Wiltshire, Fife, Strathclyde, Lothian and Borders and Dorset all benefited from either the provision of specialist advice and training, or from visiting the MDP facilities at RNAD Coulport.

At the Edinburgh Military Tattoo in August, the safety of military personnel involved in the event was underpinned by the deployment of DSG search officers over a three week period. While DSG officers carried out discreet rolling defensive “search and seal” operations at the event venue prior to public access each day, the military were able to concentrate on their performance role.

The DSG in WESTERN DIVISION provided high profile policing in 34 joint operations mounted by the RAF, who together with the MOD's repatriation service and Wiltshire

support to UBO (Unit Beat Officer) stations, which are now more numerous.

In SOUTH EAST DIVISION, where the focus is on Whitehall, DSG officers continued to enhance their skill levels and training, for example by Taser training and deployment. Taser is now regularly deployed in the Central London Government Security Zone.

DSG officers are also PoLSA trained, and the Division has two trained and licensed Police Search Advisors. MDP now has a cadre of officers trained in fast road escorts. These officers assist the Army to train its tank drivers, a vital role in support of the military effort in theatre. DSG officers also assisted CID in a number of high profile investigations throughout the year, a practice that is now well established.

South East Division officers provide a Safety and Security Team (SST) which works closely with the dedicated Metropolitan Police Royalty Protection Team and the local Home Department police forces in ensuring the security of the young Royals during their military careers. Commitments continued in this role at Combermere Barracks, AAC Middle Wallop and RAF Cranwell.



COMMUNITY POLICING and CRIME REDUCTION

Following the Army's review of their use of MDP, Divisions have deployed a number of additional Unit Beat Officers. This is an area where the focus is on providing high value community safety and community reassurance to the wider Defence community, especially the families of Service personnel.

The highlight of the year was the award of a "Highly Commended" to PC Jarra Brown, Unit beat Officer at RAF Lyneham in WESTERN DIVISION, at the Jane's Police Review Community Officer of the Year Awards in December 2008. Only three such awards were made in the whole of the UK police service. At a gala dinner in London attended by every police force in the country, PC Brown received his medal from the Home Secretary, in recognition of his pivotal role in policing the corteges of fallen Service personnel from Afghanistan and Iraq as they passed on to the public roads outside RAF Lyneham following a dignified military ceremony. Across Western Division as a whole, 11 new officers with community policing duties took up post in year.

In NORTH EAST DIVISION the UBO at the Army Barracks in Harrogate was invited for lunch with General Sir Richard Dannatt, Chief of the Defence Staff, in recognition of his commitment to the local military community. The Unit Beat Officer at RAF Coningsby was awarded an MDP Divisional Commander's commendation for his perseverance, commitment and dedication in a successful prosecution for a large quantity of thefts of MOD building materials. The Unit Beat Officer at RAF Wittering was invited to serve as a school governor at the local primary school for his involvement in running classes on drug misuse awareness among young people (an initiative sponsored by the charity DARE UK).

Community safety officers delivered the DARE awareness presentations to schools in the Menwith Hill and Fylingdales areas as requested by US Visiting Forces, and the annual "Crucial Crew" event in North Yorkshire was once again extremely successful. The MDP Community Safety Department received a Highly Commended certificate in the Road Safety in the Community Award from the BRAKE Fleet Safety Forum.

Other UBO work focused on road safety: RAF Halton's UBO conducted a road safety awareness campaign, distributing leaflets during in-musters and giving presentations at local schools attended by the children of Service families; Bicester's UBO gave road safety awareness talks to children at schools in Ambrosden; Winchester's UBO organised a week of activities, including carrying out enhanced speed checks using ANPR (Automatic Number Plate Recognition).

At AWE ALDERMASTON and BURGHFIELD the MDP Road Safety Team from Wethersfield HQ was hosted during the MOD Road Safety Week. Employees at both sites were given advice on road safety issues and many took part in scenarios designed to improve individual road safety awareness. Other crime reduction initiatives included regular police dog awareness presentations to AWE employees; apprentice talks/advice sessions; bike security tagging advice; 'drop-in' beat officer surgeries; self defence awareness; and drink-drive awareness campaigns.

In SCOTLAND, residents in the Helensburgh Area Families Quarters were equipped with a new community police office in Churchill Square. The Office Project, led by MDP, provides the community with a readily accessible policing focal point and enables MDP UBOs to provide quality community policing services in tandem with other agencies to support local residents and combat crime in the area. A number of highly successful "Blue Light" discos for 13-17 year olds (no alcohol, breathalysing and search at the

door) were arranged to encourage social inclusion and discourage anti-social behaviour in young people in the area. These were publicised in local media and attracted high levels of attendance. Partnership working with Royal Navy Police colleagues was developed via a local agreement to encourage joint MDP/RNP patrols both within the Naval Base and the Helensburgh families quarters. Policing outputs at the UBO sites are particularly valued at locations where Armed Service personnel have been deployed to overseas conflict areas.

SCOTLAND DIVISION has responsibility for MDP UBOs in Northern Ireland, and the roll out of the "Home Front" initiative at RAF Aldergrove has been enthusiastically embraced by unit personnel. It signals the strengthening of partnership arrangements at the site, all aimed at delivering community reassurance.

At HMS Caledonia, MDP is participating in the Looking at Life initiative, led by Fife Constabulary in partnership with the Royal Navy, which involves local youth on the verge of 'going off the rails' being given an intensive two-day course based at HMS Caledonia, looking at aspects of life that are not readily available to them in their current lifestyle. MDP's contribution included a presentation on the role of a police firearms officer, and the level of restraint and self discipline required to perform such a role.

SOUTH EAST DIVISION was the originator of the successful *Home Front* initiative, which continued to develop over the year. At Sandhurst and Winchester, the scheme was well received and is in its early stages of bedding in. The project was also well supported by the new Garrison Commander at Arborfield Barracks where as a result of partnership work via Home Front, the garrison successfully applied for a minibus and £45,000 for a local extended schools project. This will improve facilities for young people from both the local military and civilian communities. At Deepcut Barracks a neighbourhood watch scheme was set up, and a "Big Clean" event, aimed at tackling litter nuisance, was well supported by the local community. A police electronic distribution list for circulating community information currently has over 700 subscribers in the local area.

VIP and PUBLIC EVENTS

MDP officers regularly provide policing, including advance security PoLSA search operations, traffic control and escort duties, for visits across the Defence Estate by members of the Royal Family and other VIPs. This year in NORTH EAST DIVISION, these included a visit by HM The Queen as Colonel in Chief of The Duke of Lancaster's Regiment which took place in June at Fulwood Barracks, Preston, and a visit by The Duchess of Gloucester who was guest of honour at the Defence College at Welbeck in May. The Duke of York as Colonel in Chief of The Yorkshire Regiment was the Inspecting Officer at the Royal Salute in

June at the Museum Gardens, York. DSG officers had the responsibility for providing policing and security within the event arena.

The annual Army Careers Exhibition for Schools and Colleges took place at Marne Barracks, Catterick in North Yorkshire in June. Around 15,000 students and 1,500 staff attended over the three days. The DSG provided a high profile police presence.

Field Marshall Lord Inge visited Imphal Barracks, York in August and other VIP visits policed included those of the Chief of Defence Materiel General Sir Kevin O'Donoghue, the Chief Constable of the Civil Nuclear Constabulary, and members of the MOD Police Committee. The visits were ideal opportunities to showcase the numerous security improvements put in place across the Division.

In SCOTLAND DIVISION, MDP policed a visit to HMNB Clyde by the Duke of Edinburgh in June and other visits were made by the Princess Royal and HRH the Earl of Wessex. In July, the 'Meet Your Navy' weekend attracted nearly 40,000 visitors. In SOUTH EAST DIVISION, officers at HMNB Portsmouth policed the Festival of Christmas held in the Heritage area. The two-day event attracted approximately 20,000 visitors. In WESTERN DIVISION, the Queen visited Britannia Royal Naval College, Dartmouth in April 2008 for the presentation of its annual Lord High Admiral's Divisions and Princess Anne visited 10 Signal Regiment, Corsham as Colonel in Chief of the Regiment. In Western Division, the 2008 Royal International Air Tattoo (RIAT) at RAF Fairford, was launched with Her Majesty the Queen presenting Colours to the RAF Regiment on the first day of the show. Following the presentation, and for the first time in its 38 year history, the organisers had to cancel the weekend events due to safety concerns as a result of prolonged and accumulated rainfall on the showground. However, the policing operation was no less busy, dealing with complex traffic demands, trapped vehicles and the security of MOD assets. The Annual Air Shows at RNAS Culdrose and RNAS Yeovilton in July also policed by MDP, each attracted over 15,000 visitors.



Agency Key Targets 2006 - 2009

KEY TARGET	2006-2007	2007-2008	2008-2009
<p>Crime Detection/Strategy</p> <p>By 31 March 2007, to have increased the detection rate of crime that impacts significantly against Defence capability by 3% above the level achieved in 2005/06.</p> <p>By 31 March 2008, to achieve a detection rate for crime that impacts significantly against Defence capability of at least 50%.</p> <p>By 31 March 2009, to have achieved a detection rate for crime that significantly impacts on defence capability of at least 50%.</p> <p>By 31 March 2009, to produce a Strategy for Defence Crime in the light of a Statement of Requirement to be produced by MOD.</p>	<p>Green</p>	<p>Orange</p>	<p>Green</p>
<p>Diversity</p> <p>By 31 March 2007, to have increased the number of female officers by 6% and ethnic minority officers by 5% within the Agency from the levels recorded in 2005/06.</p> <p>By 31 March 2009, to have achieved all Agency Key Diversity Objectives contained within the Agency Diversity Action Plan</p> <p>By 31 March 2009, to have set a baseline score for the Agency using the Diversity Excellence Model</p>	<p>Red</p>		<p>Yellow</p> <p>Green</p>
<p>Customer Satisfaction</p> <p>By 31 March 2007, to have increased overall customer satisfaction with MDP and MGS services to 90%.</p> <p>By 31 March 2008, to have maintained our customer satisfaction rate at the baseline level set in 2006/07.</p> <p>By 31 March 2009, to have maintained our customer satisfaction rate at the baseline level set in 2007/08.</p>	<p>Yellow</p>	<p>Yellow</p>	<p>Green</p>

KEY TARGET	2006-2007	2007-2008	2008-2009
<p>Customer Tasking</p> <p>By 31 March 2007, to have delivered at least 95% of MDP and 95% of MGS funded and agreed customer taskings</p> <p>By 31 March 2008, to have delivered at least 95% of MDP and 95% of MGS agreed customer taskings.</p> <p>By 31 March 2009, to have delivered at least 95% of MDP and MGS agreed customer taskings for TLBs who have fully funded the tasks</p> <p>By 31 March 2009, to have achieved all UK Repayment tasks</p>	<p>Yellow</p>	<p>Orange</p>	<p>Green</p> <p>Yellow</p>
<p>Fraud Reduction</p> <p>By 31 March 2007, to have demonstrated the recovery or prevention of loss to the MOD of a minimum of £2M in assets based on all Fraud investigation activities within the MDP.</p> <p>By 31 March 2008, to have demonstrated the recovery or prevention of loss to the MOD of a minimum of £2M in assets based on all criminal investigation activities within the MDP.</p> <p>By 31st March 2009, to have demonstrated the recovery or prevention of loss to the Department that exceeds the cost of the MDP's Fraud Squad</p>	<p>Green</p>	<p>Green</p>	<p>Red</p>
<p>International Capability</p> <p>By 31 March 2007, to achieve all International agreed tasks with the Foreign and Commonwealth Office in support of wider Defence and foreign policy objectives.</p> <p>By 31 March 2008, to achieve all International agreed tasks with the Foreign and Commonwealth Office in support of wider Defence and Foreign policy objectives.</p> <p>By 31 March 2009, to have achieved all international tasks</p>	<p>Green</p>	<p>Green</p>	<p>Green</p>

Agency Key Targets 2006 - 2009

KEY TARGET	2006-2007	2007-2008	2008-2009
<p>Financial Management</p> <p>By 31 March 2007, to have achieved efficiency targets and measures as detailed within the Agency efficiency plan.</p> <p>By 31 March 2008, to have agreed a Closing The Gap Plan with TLBs and implemented the in-year elements.</p> <p>By 31 March 2009 to deliver specified outputs within 1% of authorised outturn</p> <p>By 31 March 2009 to have agreed with TLBs a forward tasking plan based on resources provided</p>	<p>Minor Deviation</p>	<p>Target Achieved</p>	<p>Target Achieved</p>

KEY

BSC Colour	Definition of target achievement
	TARGET ACHIEVED
	MINOR DEVIATION FROM TARGET SET
	MAJOR DEVIATION FROM TARGET SET
	SERIOUS WEAKNESS IN PERFORMANCE AGAINST TARGET SET

Agency Balanced Scorecard and Key Performance Indicators

Are we delivering what our customers want?

OUTPUTS

- 1.1 Customer Satisfaction:** To continually improve customer satisfaction with the range and quality of services delivered by the MDPGA
- 1.2 Customer Consultation:** To listen and respond to the needs of our customers, increasing their satisfaction with MDPGA services
- 1.3 Services Provided:** To meet the needs of the Department and our customers with our services as part of the UK's Defence capability

How well are we managing our resources?

RESOURCES

- 2.1 People Management:**
To ensure the effective and efficient development and deployment of personnel within the Agency to deliver our outputs
- 2.2 Financial Management:**
To remain financially viable and achieve value for money, safeguarding public funds
- 2.3 Management of Equipment and Facilities:**
To ensure the effective use of all resources to deliver high quality services to our customers to meet their needs

OUR ROLE

Delivering effective Policing and Guarding as a part of the UK's Defence capability

Are we as organised as we should be?

PROCESSES

- 3.1 Recruitment and Retention:**
To recruit and retain a skilled and motivated workforce to deliver the outputs of the Agency, ensuring we remain capable of responding to and meeting customer needs
- 3.2 Management and Leadership:**
To ensure effective management processes are in place to support the delivery of Agency outputs, providing clear direction for Agency staff
- 3.3 Improved Communication:**
To ensure effective internal and external communication and improve the passage of information
- 3.4 Performance Measurement:**
To measure Agency performance to develop, enhance and improve on services delivered to our customers

Are we developing our people and the Agency for the future?

DEVELOPMENT

- 4.1 Staff Development and Training:** To provide all Agency staff with the training and development opportunities they need to realise their own potential and effectively deliver Agency outputs
- 4.2 Develop Our Business:** To embrace business change and develop our outputs to enhance the services offered to our customers

Annex C Agency Personnel Statistics

STRENGTH AT 31 MARCH 2009

Police	Total	Male	Female
Chief Constable	1	1	0
Deputy Chief Constable	1	1	0
Assistant Chief Constables	3	3	0
Chief Superintendents	8	7	1
Superintendents	26	25	1
Chief Inspectors	74	68	6
Inspectors	142	131	11
Sergeants	510	463	47
Constables	2786	2490	296
Total Police Officers	3551	3189	362
Total Probationers	251	215	36
MGS			
CSO1	8	7	1
CSO2	23	20	3
CSO3	86	74	12
CSO4	487	455	32
CSO5	3108	2795	313
Total MGS	3712	3351	361
Civilians			
Grade 5	2	2	0
Band B1	1	1	0
Band B2	5	5	0
Band C1 (Senior Executive Officer)	26	17	9
Band C2 (Higher Executive Officer)	60	32	28
Investigation Officer Physical 1	0	0	0
Investigation Officer Physical 2	0	0	0
Band D (Executive Officer)	86	33	53
Band E1 (Administrative Officer)	216	44	172
Band E2 (Administrative Assistant)	22	4	18
Personal Secretary	0	0	0
Others	52	19	33
Total Civilians	470	157	313

MDP Professional Standards

COMPLAINTS AGAINST THE POLICE 2008-2009

	2006/7	2007/8	2008/09
Total number of complaints	36	30	41
OUTCOMES			
Withdrawn	1	3	4
Informally resolved	11	14	21
Dispensation granted by IPCC	2	3	0
Unsubstantiated	29	12	5
Substantiated	3	6	3
Total cases completed	46	38	33

DISCIPLINARY HEARINGS 2008-2009

Classification	2006/7	2007/8	2008/09
Dismissal from the Force	1	2	0
Requirement to Resign	0	0	0
Reduction in Rank	1	0	0
Reduction in Pay	0	0	0
Fine	4	2	0
Reprimand	5	1	3
Caution	0	0	1
Not Guilty	5	0	1
Total	16	5	5

Annex E Crime Statistics 2008-2009

OFFENCE CATEGORY

CRIME	ENGLAND, WALES and NORTHERN IRELAND		SCOTLAND		% Solved
	Recorded	Solved	Recorded	Solved	
Assaults Non-Police	192	64	27	19	37.89
Assaults on Police	1	1	3	3	100.00
Bomb Hoaxes	1	3	2		100.00
Burglary	309	31	33	2	9.64
Child Sexual Offences	17	9			52.94
Criminal Damage	463	64	84	15	14.44
Customs Offences		1			
Drugs Offences	24	22	4	4	92.85
Forgery	14	13			92.85
Fraud	138	86	11	4	60.40
Life Threatening	13	2			15.38
Other Child Offences			2	2	100.00
Other Offences	384	289	67	56	76.49
Other Theft Act	1316	156	229	120	17.86
Public Order Offences	19	11	4	4	65.21
Sexual Offences	46	6	9	6	21.81
State Offences		1	2	1	100.00
Totals	2937	759	477	236	
United Kingdom overall total		Recorded 3414	Solved 995		29.14

CRIME PROPERTY VALUES

United Kingdom overall	Stolen	Recovered	Damaged
2007/2008	£2,914,506	£242,910	£533,904
2008/2009	£11,185,741.87	£398,671.79	£248,307.50

Extended Jurisdiction Statistics 2008-2009

Introduction

The Anti-Terrorism, Crime and Security Act (ATCSA) 2001, came into effect in December 2001 in England, Wales and Northern Ireland, and in January 2002 in Scotland. The Act included provisions which made modest changes to the jurisdiction of the MDP by amending the Ministry of Defence Police Act 1987.

Table 1 – This table shows a breakdown of the instances and categories where MDP officers used extended jurisdiction during the period from 1 April 2008 to 31 March 2009:

Category	Total
Requests from Other Police Forces/Agencies	689
Emergency Situations	253
Off Duty	6
Section 44 Stop and Search	3670
Miscellaneous	28
Total	4646

Table 2 – This table provides detail of the instances where MDP officers provided assistance to other Police Forces/Agencies. The information relating to instances where officers were armed should be read in the context that MDP officers are routinely armed as part of their normal duties and are subject to ACPO policy on the use and carriage of firearms:

Category	Total
Terrorist Related	5
MOD Related	103
Officers Armed	71
Police Powers Used	736
Vehicle/Person Searches	118
Total	1033

Table 3 – This provides historical information in respect of MDP use of additional powers:

2002/03	2003/04	2004/05	2004/06	2006/07	2007/08	2008/09
2040	1665	2940	6564	4627	7284	4646

Table 4 – This provides a breakdown by MDP Division of the reported use of extended jurisdiction:

Division	Total
AWE	82
Scotland	110
South East	319
North East	118
Western	350

Management Commentary for the year ended 31 March 2009

History

The Ministry of Defence Police (MDP) was formed in 1971 from the amalgamation of the Admiralty, War Office and Air Ministry Constabularies, and in 1996 became a Defence Agency within the MOD. In 2004, the Agency was enlarged to include the MOD Guard Service (MGS) and was renamed the MOD Police and Guarding Agency (MDPGA). The Agency Chief Executive is also Chief Constable of the MDP, which has a statutory status under the Ministry of Defence Police Act 1987. The Act defines the jurisdiction of the Force and confers constabulary powers on its officers, many of whom carry firearms. The MGS was formed in 1992, following a review which identified the need for a professional unarmed guarding service across the Defence estate. Until 2004, MGS officers were tasked and managed locally by Service and MOD units. Since the creation of the MDPGA however, MGS has a corporate structure and its management is the responsibility of the MDPGA Management Board.

Principal Activities

- **Armed Security:** the capability to deter and to respond to an armed attack on Defence personnel and property.
- **Uniformed Policing:** the effective use of police powers to deter, detect and respond to crime and disorder.
- **Guarding:** the provision of unarmed guarding to Defence personnel and property.
- **Crime Investigation:** the investigation of crime that impacts significantly against Defence capability.
- **International Capability:** the contribution of specialist policing and guarding expertise in support of wider Defence and foreign policy objectives.
- **Policy:** contributing to Defence policing and guarding policy.

Post Balance Sheet Events

See note 21 to the accounts.

Financial Performance

The gross operating costs of the Agency for the year ended 31 March 2009 were £378.7M. Operating income totalled £38.1M. The balance, representing net operating costs, as detailed in the Operating Cost Statement was £340.6M.

Net Assets were £10.9M at 31 March 2009. This represented Net Current Assets of £0.1M, Fixed Assets of £12.0M, Long Term Debtors of £0.5M and the balance of £1.7M represents provisions for liabilities and charges. Changes in Fixed Assets are detailed in Note 8 to the accounts.

The Agency is a Management Group reporting to the HR Director Higher Level Budget which is part of the Central Top Level Budget. As such we also produce accounts for consolidation into the Departmental Resource Accounts. These accounts do not include communicated costs.

Further details of our resources, including personnel, assets and equipment can be found in the directors' reports and Annex C.

Business Development and Review of Activities

These are fully described in the preceding Report. There have been no significant changes to the Agency's objectives and activities. There are issues surrounding the funding of MGS that remain unresolved, as detailed in the foregoing report by Head of Unarmed Guarding.

There is a resource gap between that which the Agency is tasked to do and the budget allocation. This gap is to be closed through a full review of the Agency's activities by customer, to re-align tasking and funding.

MDP is subject to external assessment by Her Majesty's Inspectorate of Constabulary using the baseline assessment model. MGS has qualified for the National Security Inspectorate (NSI) Silver Certificate following inspection by NSI. MGS aims to ensure all guards are trained to Security Industry Authority standards.

The strategies for achieving the Agency's objectives along with the development and performance of the Agency are highlighted in the preceding Report.

Key Performance Targets

Key Performance Targets are covered on pages 8-9 of the preceding Report.

Contractual Arrangements

The Agency has a contractual arrangement with Vivista and O2 to supply the Airwave telecommunications and command and control services as outlined in the foregoing report by the Deputy Chief Constable.

Risks and Uncertainties

MOD plans to enable some MOD establishments to open up the provision of unarmed guarding services to competition.

Details of the Agency's policies for risk management can be found in the Statement on Internal Control.

Equal Opportunities Policy and the Employment and Training of Disabled Persons

The Agency has a Diversity and Equality Unit (DEU) the role of which is to promote and build upon a systematic approach to diversity. A diversity programme board is being formed to shape and direct the diversity agenda. The Agency also has a Race Equality Scheme (RES) along with a disability equality scheme. An annual report of progress on the RES has been published as part of the overall MOD report.

Further information regarding diversity and equality can be found in the foregoing report. The Agency employed 310 disabled personnel as at 31 March 2009.

Police Officers who are injured or whose health deteriorates during their career are not automatically retired. Much will depend on the overall health of the individual, the nature of the injury and the likelihood of recovery in an acceptable timescale. Each case will be considered on its merits by the Occupational Health Service. Where retention is not possible, medical retirement terms are offered.

Pension Arrangements

These are covered at Notes 1(o) and 3(c) to the accounts.

Management of the Agency

The day to day management of the Agency is carried out by the Agency's Management Board which during the year consisted of:

Steve Love

Chief Constable and Chief Executive

David A Ray QPM MA LL.M (Cantab) FIMgt

Deputy Chief Constable

Gerry P McAuley MSc MCIM

Assistant Chief Constable Divisional Operations

John P Bligh QPM

Assistant Chief Constable Operational Support

S MacCormick

MGS Head of Profession

Robert Chidley

Assistant Chief Constable Professional Development

Daniel Applegate

Agency Secretary

David Wray

Head of Unarmed Guarding (Joined February 2009)

Steve Love joined as Chief Constable and Chief Executive in May 2005. The Chief Constable was recruited through open competition and has a fixed term contract of five years with a possible mutually agreed extension.

His appointment may be terminated in accordance with the Civil Service Management Code.

Details of Management Board members' remuneration are given in the Remuneration Report.

No member of the Management Board holds any directorships or has any other significant interests that may conflict with their management responsibilities.

Policy on the Payment of Creditors

All MDPGA's bills, with the exception of a very small number of minor payments through a local imprest account, are paid through the Financial Management Shared Service Centre (FMSSC). In 2008-2009, FMSSC had a target of paying 99.9% of correctly presented bills within 11 calendar days of receipt. Actual performance against this target was 99.8%. No interest payments arose from the implementation of the Late Payment of Commercial Debts (Interest) Act 1998.

Staff Involvement

Employees are kept informed of all relevant matters through the Intranet, the Talk Through and Flashlight magazines and through other periodic publications. Weekly Notices and Force Orders are issued to MDPGA staff.

Employees are represented by the Defence Police Federation and by Trade Unions (membership of which is voluntary), who are involved with negotiations including the Terms and Conditions of employment.

Sickness Absence

During the year the days lost through long term sickness were 66,185 days (2007/08 74,702 days) and short term sickness were 41,618 days (2007/08 40,436 days) being the equivalent of 13.98 days (2007/08 14.56 days) per employee.

Personal Data Related Incidents

In common with other government and public bodies, MOD agencies are now required to set out in their accounts a summary of any losses (or unauthorised disclosures, or insecure disposals) of protected personal data, whether formally reported to the Information Commissioner or not formally so reported but recorded centrally by the Agency.

Personal data related incidents are as follows:-

Table 1: SUMMARY OF PROTECTED PERSONAL DATA RELATED INCIDENTS FORMALLY REPORTED TO THE INFORMATION COMMISSIONER’S OFFICE IN 2008-09

Date of incident (month)	Nature of incident	Nature of data involved	Number of people potentially involved	Notification steps
	No incidents			
Further action on information risk	The Agency continues monitoring and assessing its information risks, in order to identify and address any weaknesses and ensure continuous improvement of its systems.			

Table 2: SUMMARY OF OTHER PROTECTED PERSONAL DATA RELATED INCIDENTS IN 2008-09

Incidents deemed by the Data Controller not to fall within the criteria for report to the Information Commissioner’s Office but recorded centrally within the Agency are set out in the table below. Small, localised incidents are not recorded centrally and are not cited in these figures.

Category	Nature of incident	Total
I	Loss of inadequately protected electronic equipment devices or paper documents from secured Government premises.	Nil
II	Loss of inadequately protected electronic equipment, devices or paper documents from outside secured Government premises.	Nil
III	Insecure disposal of inadequately protected electronic equipment, devices or paper documents.	Nil
IV	Unauthorised disclosure.	Nil
V	Other.	Nil

Table 3: YEAR-ON-YEAR TOTAL NUMBERS OF PROTECTED PERSONAL DATA RELATED INCIDENTS PRIOR TO 2008-09

Total number of protected personal data related incidents formally reported to the Information Commissioner’s Office by category number.

	I	II	III	IV	V	Total
2007-08	Nil	Nil	Nil	Nil	Nil	Nil
2006-07	Nil	Nil	Nil	Nil	Nil	Nil
2005-06	Nil	Nil	Nil	Nil	Nil	Nil
2004-05	Nil	Nil	Nil	Nil	Nil	Nil

Total number of other protected personal data related incidents, by category number.

	I	II	III	IV	V	Total
2007-08	Nil	Nil	Nil	Nil	Nil	Nil
2006-07	Nil	Nil	Nil	Nil	Nil	Nil
2005-06	Nil	Nil	Nil	Nil	Nil	Nil
2004-05	Nil	Nil	Nil	Nil	Nil	Nil

Auditors

The accounts of the Agency are audited by the Comptroller and Auditor General under section 7(3)(b) of the Government Resources and Accounts Act 2000. The notional cost of the statutory audit is £85,000. The auditors received no remuneration during the year for the provision of non-audit services.

As far as I am aware, there is no relevant audit information of which the Agency’s auditors are unaware;

I have taken all necessary steps to make myself aware of any relevant audit information and to establish that the Agency’s auditors are aware of that information.



Steve Love
Chief Executive
 29 June 2009

Remuneration Report for the year ending 31 March 2009

Remuneration Policy

In the absence of a remuneration committee, the salary and pension entitlements of the senior members of the MDPGA are determined by advice and recommendations from the Senior Salaries Review Body.

Salaries and Pension Entitlements

The salary and pension entitlements of the most senior members of the MDPGA were as follows (with comparative salary disclosures for 2007/08):

Salary

"Salary" includes gross salary; performance pay or bonuses; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation.

Benefits in Kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument.

*The figure may be different from the closing figure in last year's accounts. This is due to the CETV factors being updated to comply with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008.

The salary quoted is for the period 9 February 2009 to 31 March 2009. The Full year equivalent is £65,000 - £70,000.

† The pension figures disclosed have, due to incorrect calculations provided by PPPA, been recalculated by the Agency based on the best information available.

	Salary 2008-2009 £'000	Salary 2007-2008 £'000	Real Increase in Pension and Lump Sum at Age 60 £'000	Total Accrued Pension at Age 60 and Lump Sum at 31 March 2009 £'000	*Cash Equivalent Transfer Value (CETV) at 31 March 2008 £'000	Cash Equivalent Transfer Value at 31 March 2009 £'000	Real Increase in CETV After Adjustment for Inflation and Changes in Market Investment Factors £'000
S Love	165 - 170	165 - 170	0 - 2.5 plus Lump sum N/A	7.5 - 10 plus Lump sum N/A	81	119	26
D Applegate	70 - 75	65 - 70	0 - 2.5 plus 0 - 2.5 lump sum	25 - 27.5 plus 75 - 77.5 lump sum	434	477	3
D A Ray	110 - 115	100 - 105	0 - 2.5 plus 2.5 - 5 lump sum	12.5 - 15 plus 37.5 - 40 lump sum	259	292	23
S MacCormick	70 - 75	70 - 75	0 - 2.5 plus Lump sum N/A	5 - 7.5 plus Lump sum N/A	86	105	10
G P McAuley	100 - 105	95 - 100	0 - 2.5 plus 0 - 2.5 lump sum	30 - 32.5 plus 95 - 97.5 lump sum	458	509	9
J P Bligh	100 - 105	95 - 100	0 - 2.5 plus Lump sum N/A	7.5 - 10 plus Lump sum N/A	146	185	24
R Chidley	100 - 105	100 - 105	0 - 2.5 plus Lump sum N/A	5 - 7.5 plus Lump sum N/A	89	125	26
D K Wray#†	10 - 15	N/A	22.5 - 25 plus 67.5 - 70 Lump sum	22.5 - 25 plus 67.5 - 70 Lump sum	415	419	1

The table above is subject to audit.

None of the above other than S Love £32.2k (2007/08 £41.1k) received any benefits in kind.

Pension

Pension benefits are provided through the Civil Service pension arrangements. From 30 July 2007, civil servants may be in one of four defined benefits schemes; either a 'final salary' scheme (classic, premium, or classic plus) or a 'whole career' scheme (nuvos). Classic, premium and classic plus are now closed to new members. These statutory arrangements are unfunded, with the cost of benefits met by monies voted by Parliament each year. Pensions payable under nuvos, classic, premium, and classic plus are increased annually in line with changes in the Retail Price Index (RPI). Members who joined from October 2002 could opt for either the appropriate defined benefit arrangement or a good quality 'money purchase' stakeholder pension with a significant employer contribution (partnership pension account).

Employee contributions are set at the rate of 1.5% of pensionable earnings for classic and 3.5% for premium, classic plus and nuvos. Benefits in classic accrue at the rate of 1/80th of final pensionable earnings for each year of service; in addition, a lump sum equivalent to three years' pension is payable on retirement. For premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike classic, there is no automatic lump sum. Classic plus is essentially a hybrid with benefits in respect of service before 1 October 2002 calculated broadly as per classic and benefits for service from October 2002 calculated as in Premium. In nuvos a member builds up a pension based on pensionable earnings during their period of scheme membership. At the end of the scheme year (31 March) the member's earned pension account is credited with 2.3% of their pensionable earnings in that scheme year and, immediately after the scheme year end, the accrued pension is uprated in line with RPI. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of three providers. The employee does not have to contribute but, where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted, is the pension the member is entitled to receive when they reach pension age,

or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of classic, premium and classic plus and 65 for members of nuvos.

Further details about the Civil Service pension arrangements can be found at the website: www.civilservice-pensions.gov.uk.

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which the disclosure applies. The figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real Increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.



Steve Love
Chief Executive
 29 June 2009

Statement of the Agency's and Chief Executive's Responsibilities

Under section 7(2) of the Government Resources and Accounts Act 2000, the Treasury have directed the Ministry of Defence Police and Guarding Agency to prepare a statement of accounts for each financial year in the form and on the basis set out in the Accounts Direction dated 18th. December 2008. The Accounts are prepared on an accruals basis and must give a true and fair view of the Agency's state of affairs at the year end and of its net operating cost, recognised gains and losses and cash flows for the financial year.

In preparing the accounts, the Agency is required to:-

- observe the Accounts Direction issued by the Treasury, including the relevant accounting and disclosure requirements and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;

- state whether applicable accounting standards have been followed and disclose and explain any material departures in the financial statements;
- prepare the financial statements on the 'going concern' basis, unless it is inappropriate to presume that the Agency will continue in operation.

The Departmental Accounting Officer for the Ministry of Defence has designated the Chief Executive of the Ministry of Defence Police and Guarding Agency as the Accounting Officer for the Agency. His relevant responsibilities as Accounting Officer, including responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Accounting Officers' Memorandum issued by the Treasury and published in 'Managing Public Money'.

Statement on Internal Control 2008/09

1. Scope of Responsibility

As Accounting Officer, I have responsibility for maintaining a sound system of internal control that supports the achievement of Agency policies, aims and objectives, whilst safeguarding the public funds and departmental assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money.

2. The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Agency policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the Agency for the year end 31 March 2009 and up to the date of approval of the annual report and accounts, and accords with Treasury guidance.

3. Capacity to handle risk

The importance of having a well defined and effective risk management process embedded in an organisation whose business is delivering specialist policing and guarding services in support of the defence effort cannot be underestimated. My Risk Management Statement that is incorporated within the Agency Risk Management Guidelines sets out the importance that I personally place on the effective management of risk in the Agency and what I expect of managers at all levels across the organisation in terms of how they manage risk in their business areas.

The Agency Risk Management Guidelines are reviewed and re-issued annually to all those involved with managing risk in the Agency and training in risk management is available from internal MOD training providers. It was reassuring that an audit of our risk management policy and processes conducted by the Defence Internal Audit (DIA) resulted in a Substantial Assurance overall rating in the report that was issued in July 2008.

4. The risk control framework

The Agency has an established risk management process which manages the risks against defined business targets and Agency outputs. The Agency Management Board (AMB) maintains a Corporate Risk Register which is reviewed every quarter to track the management of risks and identify any new areas of concern on the Business.

In addition, I have set up an Information Management Group, to monitor the measures we have in place to ensure the security of our data and to keep this under review. At its inaugural meeting the Information Management Action Plan, which takes into consideration issues raised in the 'Managing Information Risk' document and the MOD's response to the Government Data Handling Review was agreed, along with those responsible for delivering the actions. Ensuring the delivery of this action plan is a key function of the Information Management Group. An example of the work already undertaken in this area is that all Agency laptops have been encrypted and the IT Security Officer checks a random selection on an annual basis to ensure this remains the case. Information Management Assurance has also been included as a standing item on the Audit Committee (AC) agenda.

5. Review of effectiveness

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the executive managers within the Agency who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports. I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the Board, the Audit Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The AMB is responsible for the Agency's system of internal control and for reviewing the effectiveness of the system. Such a system is designed to manage rather than eliminate the risk of failure to achieve objectives and can only provide reasonable and not absolute assurance. This review is carried out on specific controls as part of my bilateral process with Directors which assess their

performance on a quarterly basis and annually by individual Directors, who have completed and signed a Certificate on Internal Control in respect of their Portfolio.

The Agency has an Audit Committee (AC) which reports to the AMB annually on the effectiveness of the Agency's Corporate Governance. The AC meets four times a year and monitors, on my behalf as Accounting Officer, the management of significant risks, the operation of the system of internal control and the adequacy of internal/external audit and other assurance arrangements. The AC also has an additional specific meeting in which it reviews the financial statements. The AC consists of three Non Executive Directors (NEDs) as Members, one of whom is in the process of being recruited. All members of the AMB attend Part One of the meeting, which deals with strategic issues. I, the Deputy Chief Constable, Head of Unarmed Guarding and the Agency Secretary attend Part Two of the meeting, which deals with detailed control and assurance issues. Representatives of the National Audit Office (NAO) and Defence Internal Audit attend each meeting and contribute fully. The Agency also has a dedicated Assurance Team (AT) which acts as a link to the AC and provides them with a secretariat function.

DIA are the MOD's internal auditors and within FY 2008/09 they have conducted an Agency specific follow up review on Attendance Management. In addition, the Agency has participated in Central Top Level Budget (CTLB) Reviews on Travel and Subsistence (T&S)/Air Miles and Procurement Coherence and a Pan MOD Consultancy Review on Information Assurance. Within FY 2008/09 there have been twenty two DIA audit recommendations implemented. However, as their work is focused at Top Level Budget (TLB) Holders and ultimately Permanent Under Secretary (PUS) as the MOD's Accounting Officer, there are concerns about the level of resource the DIA is able to commit to the Agency. In addition, due to the comparatively small number of audits within the Agency, DIA is not in a position to provide an overall statement on the effectiveness of the Agency's control measures.

The AT provides an assurance function which complements the DIA, by reviewing compliance with controls within the CTLB Compliance Assurance Matrix. This is carried out using Control Risk Self Assessments (CRSA), which are quality assured by the AT, and any areas of concern are included in the Assurance Programme for further review. Within FY 2008/09 the AT conducted compliance reviews on Government Procurement Card (GPC), Fuel Cards, External Assistance, Official Entertainment and Mobile Phone use. The AT also

produces a quarterly report on the performance of all Agency core assurance providers, for example Business Continuity, SHEF, Agency Dogs and Firearms Training, which I review as part of my bi-lateral process.

Within this financial year there have been concerns raised with the GPC process and Requirement Scrutiny. On the former I have taken issues simplified instructions and a log which all officers must complete when making transactions. I have also substantially reduced the number of cards in use in the Agency, which will make the task of auditing transactions and ensuring compliance much simpler. On the latter, I discovered that the procedures mandated by CTLB were not being followed in all cases and have issued instructions that the procedures must be followed.

Line management within the Agency has the responsibility for carrying out monthly Overtime and T&S audits. I have introduced a simplification to the process, due to concerns I had with the number of Line Managers not responding to audits, and there has subsequently been a marked improvement in their level of performance.

In order to address a gap in my assurance requirements, this year I have also introduced a new Operational Assurance programme, which involves both operational arms of the Agency completing a self assessment on their performance in a number of key areas. Their responses are quality assured by the Operational Assurance Team.

The Closing the Gap programme has successfully reduced the Agency funding shortfall to a level that has allowed 2nd Permanent Under Secretary (PUS) to agree that Closing the Gap should be considered complete as a pan TLB exercise. The Agency will address any residual funding issues directly with the TLBs concerned through a process of bilateral discussions.

In summary I am satisfied with the arrangements in place to identify and mitigate risk, more especially in the light of the steps commissioned to constantly review current practice and to introduce any necessary improvements.



Steve Love
Chief Executive
29 June 2009

The Certificate and Report of the Comptroller and Auditor General to the House of Commons

I certify that I have audited the financial statements of Ministry of Defence Police and Guarding Agency for the year ended 31 March 2009 under the Government Resources and Accounts Act 2000. These comprise the Operating Cost Statement and Statement of Recognised Gains and Losses, the Balance Sheet, the Cash Flow Statement and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective responsibilities of the Agency, the Chief Executive and auditor

The Agency and Chief Executive, as Accounting Officer, are responsible for preparing the Annual Report, which includes the Remuneration Report, and the financial statements in accordance with the Government Resources and Accounts Act 2000 and HM Treasury directions made thereunder and for ensuring the regularity of financial transactions. These responsibilities are set out in the Statement of Accounting Officer's Responsibilities.

My responsibility is to audit the financial statements and the part of the Remuneration Report to be audited in accordance with relevant legal and regulatory requirements, and with International Standards on Auditing (UK and Ireland).

I report to you my opinion as to whether the financial statements give a true and fair view and whether the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000. I report to you whether, in my opinion, the information, which comprises the management commentary included in the Annual Report, is consistent with the financial statements. I also report whether in all material respects the expenditure and income have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

In addition, I report to you if the Agency has not kept proper accounting records, if I have not received all the information and explanations I require for my audit, or if

information specified by HM Treasury regarding remuneration and other transactions is not disclosed.

I review whether the Statement on Internal Control reflects the Agency's compliance with HM Treasury's guidance, and I report if it does not. I am not required to consider whether this statement covers all risks and controls, or to form an opinion on the effectiveness of the Agency's corporate governance procedures or its risk and control procedures.

I read the other information contained in the Annual Report and consider whether it is consistent with the audited financial statements. This other information comprises the management commentary. I consider the implications for my report if I become aware of any apparent misstatements or material inconsistencies with the financial statements. My responsibilities do not extend to any other information.

Basis of audit opinions

I conducted my audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. My audit includes examination, on a test basis, of evidence relevant to the amounts, disclosures and regularity of financial transactions included in the financial statements and the part of the Remuneration Report to be audited. It also includes an assessment of the significant estimates and judgments made by the Agency and Chief Executive in the preparation of the financial statements, and of whether the accounting policies are most appropriate to the Agency's circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations which I considered necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements and the part of the Remuneration Report to be audited are free from material misstatement, whether caused by fraud or error, and that in all material respects the expenditure and income have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them. In forming my opinion I also evaluated the overall adequacy of the presentation of information in the financial statements and the part of the Remuneration Report to be audited.

Opinions

In my opinion:

- the financial statements give a true and fair view, in accordance with the Government Resources and Accounts Act 2000 and directions made thereunder by HM Treasury, of the state of the Agency's affairs as at 31 March 2009, and of the net operating cost, recognised gains and losses and cash flows for the year then ended;
- the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000; and
- information, which comprises the management commentary included within the Annual Report, is consistent with the financial statements.

Opinion on Regularity

In my opinion, in all material respects, the expenditure and income have been applied to the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Report

I have no observations to make on these financial statements.

Amyas C E Morse

Comptroller and Auditor General
National Audit Office
151 Buckingham Palace Road
Victoria
London
SW1W 9SS
1 July 2009

Operating Cost Statement

for the year ended 31 March 2009

		2008/2009	2007/2008
	Notes	£'000	£'000
OPERATING COSTS			
Staff Costs	3	304,708	297,831
Supplies and Services Consumed	4	9,272	8,451
Accommodation Costs	5	22,242	15,693
Other Administration Costs	6	42,493	41,466
GROSS OPERATING COSTS		378,715	366,441
OPERATING INCOME			
Less Income from Repayment Customers	2	(38,080)	(42,298)
NET OPERATING COST	15	340,635	321,143

All activities undertaken during the year are continuing.

Statement of Recognised Gains and Losses

for the year ended 31 March 2009

		2008/2009	2007/2008
	Notes	£'000	£'000
Net gain/(loss) on revaluation credited to the revaluation reserve	14	259	1,307
RECOGNISED GAINS/(LOSSES) DURING THE YEAR		259	1,307

The notes on pages 59 to 71 form part of these accounts

Balance Sheet

as at 31 March 2009

		2009	2009	2008	2008
	Notes	£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible Assets	8		11,956		11,696
CURRENT ASSETS					
Stock	9	1,269		977	
Debtors: Amounts falling due within 1 year	10	4,245		6,984	
Debtors: Amounts falling due after more than 1 year	10	549		525	
Cash at Bank	11	65		11	
		6,128		8,497	
CURRENT LIABILITIES					
Creditors : Amounts falling due within 1 year	12	(5,483)		(7,617)	
NET CURRENT ASSETS/(LIABILITIES)			645		880
TOTAL ASSETS LESS CURRENT LIABILITIES			12,601		12,576
Provision for Liabilities and Charges	13		(1,680)		(1,236)
NET ASSETS			10,921		11,340
TAXPAYERS' EQUITY					
General Fund	15		8,775		8,700
Revaluation Reserve	14		2,146		2,640
GOVERNMENT FUNDS	16		10,921		11,340



Steve Love
Chief Executive
 29 June 2009

The notes on pages 59 to 71 form part of these accounts

Cash Flow Statement

for the year ended 31 March 2009

		2008/2009	2007/2008
	Notes	£'000	£'000
Net Cash Outflow From Operating Activities	24	(296,412)	(281,018)
Capital Expenditure	24e	(3,333)	(3,850)
Net Financing from the Defence Resource Account	24d	299,799	284,879
Increase/(Decrease) in Cash in Period		54	11

Notes to the Accounts

1. STATEMENT OF ACCOUNTING POLICIES

a. Basis of Accounting

These accounts have been prepared in accordance with the 2008-09 Financial Reporting Manual and with a Direction dated 18 December 2008, both issued by HM Treasury. The principal accounting policies adopted by the Agency are summarised below. The policies set out the framework within which the Agency conducts financial management and have been applied consistently in dealing with items considered material to the accounts.

The accounts have been prepared under the historical cost convention, modified to include the revaluation of tangible fixed assets to reflect their current cost.

The Agency does not pay or receive money on its own account other than sums arising from the Asset Recovery Incentive Scheme. Cash payments are made and receipts collected by the MOD central accounting organisation on behalf of the Agency.

b. Value Added Tax

The Agency is not separately registered for Value Added Tax (VAT). VAT collected is accounted for centrally by the Ministry of Defence. The Agency's accounts do however, include non-recoverable VAT attributable to its activities.

c. Income

Income represents the invoiced value of transactions with the private sector, the wider public sector and Government Departments other than the MOD. Income is accounted for and recognised in the Operating Cost Statement net of VAT.

d. Tangible Fixed Assets

On 1 April 2006 the Ministry of Defence transferred responsibility for accounting for fixed assets from the MDPGA to other parts of the Department. Where the Agency retains the risks and rewards of ownership of these assets they continue to be accounted for on the Agency's balance sheet in accordance with FRS 5 and SSAP 21. In all other cases the costs of the use of these assets are communicated to the MDPGA by the asset owners and charged to the operating cost statement.

Land and Buildings

All land and buildings have been transferred to Defence Estates.

Other Assets

Where the MDPGA retains the risks and rewards of ownership of plant, equipment, computers, boats and vehicles these are capitalised where their cost or estimated purchase price is equal to or exceeds the Agency's capitalisation threshold of £10,000 (2007/2008: £10,000) and where their useful life exceeds one year. For fighting equipment, IT and communications equipment the capitalisation threshold of £10,000 (2007/2008: £10,000) relates to grouped assets.

Depreciation

Depreciation is calculated so as to write off the cost, or valuation, of tangible fixed assets, less their estimated residual values, on a straight line basis over their estimated useful economic lives.

The principal asset categories and their estimated useful economic lives are as follows:

FIGHTING EQUIPMENT:	10 years
VEHICLES: Vehicles:	3-10 years
Boats:	6-20 years
COMPUTER EQUIPMENT:	3-5 years
COMMUNICATIONS EQUIPMENT:	12 years
OTHER EQUIPMENT:	3-35 years

Depreciation of assets under construction commences after they have been commissioned for policing or guarding activities.

Revaluation of Fixed Assets

MDPGA's fixed assets are revalued annually using indices provided by the MOD.

Any reduction in valuation below historical cost arising either from the use of indices or from professional revaluation is treated by the Agency as an impairment and charged to the Operating Cost Statement.

Disposal of Tangible Fixed Assets

Assets declared for disposal are removed from tangible fixed assets only on disposal to a third party and any surplus or deficit is shown in the Operating Cost Statement under Operating Costs.

Notes to the Accounts

e. Stock

Stocks are stated at the lower of current replacement cost (or historical cost, if not materially different from current replacement cost) or net realisable value.

f. Creditors

Individual creditors and accruals of less than £1000.00 are not included as they are deemed to be immaterial.

g. Reserves

The revaluation reserve reflects the unrealised element of the cumulative balance of revaluation and indexation adjustments on fixed assets.

h. Notional and Non Cash Charges

Intra-Departmental Charges

Non-cash amounts are included in the Operating Cost Statement for charges in respect of services provided from other areas of the MOD. The amounts so charged are calculated to reflect the full cost of providing these services to the Agency and include centrally provided training and administration costs.

With specific regard to accommodation on other sites, the costs communicated are based on actual costs supplied by the host establishment or estimates where actual costs were unavailable.

Audit Fee

MDPGA is not charged an audit fee by the National Audit Office. The audit fee shown represents the notional charge to the Operating Cost Statement based on the cost of the services provided.

i. Capital Charge

A charge reflecting the cost of capital utilised by the Agency is included in operating costs. The charge is calculated using HM Treasury's standard rate of 3.5% of the average value of net assets (3.5% in 2007/08).

j. Early Retirement Scheme

In accordance with Civil Service White Paper (Continuity and Change) 1994, the MDPG Agency has made 100% provision for liabilities to be incurred in future years relating to early retirements from 1 April 1997.

k. Provisions

Provisions for liabilities and charges have been established under the criteria of FRS 12 and are based on realistic and prudent estimates of the expenditure required to settle future legal or constructive obligations that exist at the Balance Sheet date.

Provisions are charged to the Operating Cost Statement. All long-term provisions are discounted to current prices by the use of H M Treasury's Discount Rate, which is currently 2.2% (2.2% in 2007/08). The discount is unwound over the remaining life of the provision and shown as an interest charge in the Operating Cost Statement.

l. Leases

Rentals payable under operating leases are charged to the Operating Cost Statement over the term of the lease.

There are no assets held on finance leases or on hire purchase agreements.

m. Salary Advances

Where applicable, MOD staff are entitled to salary advances for house purchase, in accordance with MOD regulations. These advances are paid through the payroll system. Balances outstanding at 31 March 2009 relate to 49 MDP Officers (31 March 2008 - 57) and are included in Debtors at Note 10.

Notes to the Accounts

n. Taxation and Social Security

As the Ministry of Defence charges the Agency during the year with the gross payments, inclusive of PAYE and National Insurance contributions, due to Agency employees, the Department is liable for the payment of any liabilities which may be due to the HM Revenue and Customs or Department for Work and Pensions at the balance sheet date, and these are not disclosed in the Agency's Balance Sheet.

o. Pensions

Past and present employees are covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS) and the Armed Forces Pension Scheme (AFPS) which are described at Note 3c. These defined benefit schemes are unfunded and non-contributory except in respect of dependents' benefits.

The Agency recognises the expected cost of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payment to the PCSPS or AFPS of amounts calculated on an accruing basis.

2. INCOME

In addition to Policing, Guarding and Criminal Investigation services provided to the MOD Estate, MDPGA also provides these services to non-MOD Customers on a repayment basis, whose contracts are currently being re-negotiated annually at full cost. UK Customers include QinetiQ, Dstl, FCO, Home Office and The Royal Mint.

The Overseas Customer is the United States Government. MDPGA provides services at sites utilised by US Visiting Forces (USVF), as per the Memorandum of Arrangement dated 20 May 2008 negotiated by MOD Centre.

Other Income derives from the use of parts of the MDPGA estate by non-MOD organisations.

The Agency is required, in accordance with the Treasury's Managing Public Money, to disclose performance results for the areas of its activities where fees and charges are made. This segmental analysis is not intended to meet the requirements of Statement of Standard Accounting Practice 25: Segmental Reporting. Full cost recovery includes certain items not charged to operating costs.

	2008/2009			2007/2008		
	Turnover	Cost	Surplus/ (Deficit)	Turnover	Cost	Surplus/ (Deficit)
	£'000	£'000	£'000	£'000	£'000	£'000
Repayment Work for non-MOD Customers	25,446	28,744	(3,298)	28,249	29,112	(863)
Repayment Work for Overseas Customers	10,679	15,673	(4,994)	13,215	17,103	(3,888)
Other Income	1,955	1,955	0	834	834	0
Total Activity	38,080	46,372	(8,292)	42,298	47,049	(4,751)

This shortfall stems from separate inherited agreements with customers, which prevents MDPGA from claiming the full cost of services provided.

Notes to the Accounts

3. STAFF COSTS AND NUMBERS

a. Staff costs during the year were as follows:

	2008/2009				2007/2008			
	MDP	Civilian	Service	Total	MDP	Civilian	Service	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Wages and salaries	137,084	106,431	83	243,598	134,130	104,200	61	238,391
Social Security costs (E R N I C)	11,733	7,605	8	19,346	11,848	7,278	4	19,130
Superannuation	23,196	17,241	29	40,466	22,529	17,111	13	39,653
Early Retirement Costs	448	850	0	1,298	657	0	0	657
Total	172,461	132,127	120	304,708	169,164	128,589	78	297,831

Civilian Wages and salaries include costs of £620,000 (2007: £159,000) for agency/temporary staff

b. The average number of full time equivalent persons employed during the year was as follows:

	2008/2009	2007/2008
	Number	Number
MDP	3,490	3,550
Civilian including MGS, Non-Industrials and Industrial	4,220	4,359
Service	1	1
	7,711	7,910

The number of whole time equivalent staff who are classified as civil service staff was 7,711 (2008: 7,910), including 8 (2008:6) agency/temporary staff.

c. The Principal Civil Service Pension Scheme (PCSPS)

is an unfunded multi-employer defined benefit scheme but the Ministry of Defence Police and Guarding Agency is unable to identify its share of the underlying assets and liabilities.

A full actuarial valuation was carried out at 31 March 2007 for the PCSPS. You can find details in the resource accounts of the Cabinet Office: Civil Superannuation laid before the House of Commons. (www.civilservice-pensions.gov.uk)

For 2008/2009, employers' contributions of £40,466,126.58 were payable to the PCSPS (£39,653,074.16 in 2007/2008) at one of four rates in the range of 17.1% to 25.5% of pensionable pay based on salary bands.

The scheme's Actuary reviews employer contributions every four years following a full scheme valuation.

In 2008-09, the salary bands were revised but the rates remained the same. (The rates will be changing with effect from April 2009).

The contribution rates are set to meet the cost of the benefits accruing during 2008-09 to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees joining after 1 October 2002 could opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £Nil (£Nil in 2007/2008) were paid to one or more of a panel of four appointed stakeholder pension providers. Employer contributions are age related and range from 3% to 12.5% of pensionable pay. Employers also match employee contributions up to 3% of pensionable pay. In addition, employer contributions of

Notes to the Accounts

£Nil, 0.8% of pensionable pay, were payable to the PCSPS to cover the cost of the future provision of lump sum benefits on death in service and ill health retirements of these employees.

The contribution rates reflect benefits as they are accrued, not when the costs are actually incurred, and reflect past experience of the scheme.

Early departure costs borne by the Agency in 2008/2009 were £448,115 (£656,830 in 2007/2008).

d. Remuneration of the Members of the Police Committee

	2008/2009	2007/2008
	£	£
Sir K Povey (appointed June 2007)	14,300	5,850
D Riddle (appointed Oct 2007)	21,176	5,950
Dr. M Dickie (appointed Oct 2007)	13,325	3,900
Dr. P Ali (appointed Oct 2007)	8,450	3,250
C Mitchell (appointed Oct 2007)	10,725	5,037
A Brown (re-appointed June 2007)	9,100	3,900
J Harris (retired June 2007)	0	695
A Kelly (retired Oct 2007)	0	5,544
S Osment (retired Oct 2007)	0	1,697
R Hatfield (retired Aug 2008)	0	0
S Scholefield (appointed Sep 2008)	0	0
R Rooks (retired Mar 2009)	0	0
	77,076	35,823

Police Committee Members are not employees of the MOD with the exception of two. These board members receive fees for their services as shown above. In addition to these fees, travel costs of £10,233 (£4,667 for 2007/08) were incurred by the Agency for these Committee Members.

4. SUPPLIES AND SERVICES CONSUMED

	2008/2009	2007/2008
	£'000	£'000
Depreciation on Fixed Assets - excluding Land and Buildings	2,990	3,609
Impairment / (Reversal of Impairment) of Fixed Assets	104	14
Write (back) / down of Stock	0	0
Write down / (up) of Fixed Assets	0	0
MOD Stores and services	1,026	970
Vehicle/Equipment Support	5,015	3,876
Loss/ (Profit) on Disposal of Tangible Fixed Assets	137	(18)
	9,272	8,451

Notes to the Accounts

5. ACCOMMODATION COSTS

	2008/2009	2007/2008
	£'000	£'000
Utilities Consumed	987	529
Rent and Other Charges (CILOR)	22	32
Estates and Facilities Management Services	1,248	1,215
Accommodation Stores	674	563
Communicated Costs Relating to Accommodation on Other MOD sites	19,311	13,354
	22,242	15,693

6. OTHER ADMINISTRATION COSTS

	2008/2009	2007/2008
	£'000	£'000
MOD HQ Overhead	16,510	16,554
Permanent Transfers	3,168	2,385
Travel and Subsistence	7,017	6,401
IT Maintenance and Software	2,881	2,886
Telecommunications	473	1,001
Leased equipment	4,049	4,440
Professional Fees	983	1,380
Audit Fee	85	85
Recruitment	326	200
Shared Service Centre costs for Fixed Assets	3,812	3,457
External Education, Medical and Welfare	946	827
Administration Services, Supplies and Expenses excluding leased equipment	1,836	1,346
Unwinding of Discount on Provisions	30	24
Entertainment and Hospitality	27	13
Provision for Bad and Doubtful Debts	(56)	43
Cost of Capital	406	415
Interest payable	0	9
	42,493	41,466

Operating lease expenditure (£'000) amounting to £4,631 (2007/2008 £4,596) is included above and relates to other types of lease, i.e. non-plant and machinery leases.

Notes to the Accounts

7. COST OF CAPITAL

	2008/2009	2007/2008
	£'000	£'000
Plant and Machinery	9	11
Vehicles	296	271
Fighting Equipment	53	58
IT and Comms	4	8
Assets Under Construction	40	24
Other assets and liabilities	4	43
	406	415

8. TANGIBLE FIXED ASSETS

	Plant, Machinery	Transport Other	Single Use Military Equipment	Information Technology & Comms.	Assets Under Const.	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost or Valuation as at 1 April 2008	864	25,326	2,046	1,508	1,085	30,829
Additions	0	1,343	0	0	2,154	3,497
Disposals	(139)	(3,351)	0	(1,142)	0	(4,632)
Revaluation	30	174	50	(48)	0	206
Reclassification/Transfers within MOD	0	2,034	0	0	(2,034)	0
Cost or Valuation as at 31 March 2009	755	25,526	2,096	318	1,205	29,900
Depreciation to 1 April 2008	584	16,742	441	1,366	0	19,133
Current year Charge	73	2,667	202	48	0	2,990
Disposals	(139)	(3,059)	0	(1,106)	0	(4,304)
Revaluation	19	137	11	(42)	0	125
Depreciation to 31 March 2009	537	16,487	654	266	0	17,944
Net Book Value as at 31 March 2009	218	9,039	1,442	52	1,205	11,956
Net Book Value as at 1 April 2008	280	8,584	1,605	142	1,085	11,696

Notes to the Accounts

9. STOCK

	2009	2008
	£'000	£'000
Ammunition Stores	421	335
Clothing Stores	898	679
Gross Total	1,319	1,014
Less Provision for Slow Moving Clothing Stock	(50)	(37)
Net Total	1,269	977

10. DEBTORS

	2009	2008
	£'000	£'000
Amounts Falling Due within one year		
Trade Debtors	2,795	4,991
Prepayments and Accrued Income	1,405	1,994
Net Advances incl Salary for House Purchase	45	56
	4,245	7,041
Less Provision for Bad and Doubtful Debts	0	(57)
	4,245	6,984

Amounts Falling Due in More Than One Year

Advance of Salary for House Purchase	549	525
	4,794	7,509

Analysis of Debtors

Balances with Central Government Bodies	199	2,056
Balances with Public Corporations and Trading Funds	625	903
Intra-Government Balances	824	2,959
Balances with bodies external to Government	3,970	4,550
Total Debtors at 31 March	4,794	7,509

11. CASH AT BANK

	2009	2008
	£'000	£'000
HM Paymaster General – Proceeds of Crime	65	11

Notes to the Accounts

12. CREDITORS

	2009	2008
	£'000	£'000
Amounts Falling Due within one year		
Balances with Central Government Bodies	35	38
Balances with bodies external to Government	1,649	1,900
Accruals and Deferred Income	3,799	5,679
Total Creditors at 31 March	5,483	7,617

13. PROVISION FOR LIABILITIES AND CHARGES

	2009	2008
	£'000	£'000
Provision as at 1 April	1,236	978
Provided in Year	448	657
Paid in Year	(34)	(423)
Unwinding of Discount On Provision	30	24
Provision as at 31 March	1,680	1,236

Early Retirement Provision

This provision represents the future liability to pay officers and civilians early retirement pensions. There are some uncertainties with regard to the likelihood, timing and amounts that are due arising from assumptions made regarding the life expectancy of retirees and changes to Treasury discount rates.

14. REVALUATION RESERVE

	2009	2008
	£'000	£'000
Revaluation Reserve as at 1 April	2,640	4,070
Add: Surplus on Revaluation of Fixed Assets	352	275
Less: Adjustment on Revaluation, Disposal and Transfer		
Revaluation	74	12
Transfer to SBSO	0	0
Backlog Depreciation	(167)	1,020
Transfer to General Fund	(753)	(2,737)
Revaluation Reserve as at 31 March	2,146	2,640

Notes to the Accounts

15. GENERAL FUND

	2009	2008
	£'000	£'000
General Fund as at 1 April	8,700	7,940
Add: Net Financing from the Defence Resource Account	299,799	284,879
Non-Cash Expenditure Items (excluding movement in early retirement provision)	40,158	34,287
Transfer of assets	0	0
Less: Net Operating Cost	(340,635)	(321,143)
Transfer From Revaluation Reserve	753	2,737
General Fund as at 31 March	8,775	8,700

16. RECONCILIATION OF MOVEMENTS IN GOVERNMENT FUNDS

	2009	2008
	£'000	£'000
Government Funds as at 1 April	11,340	12,010
Revaluation Reserve Movements In Year	(494)	(1,430)
General Fund Movement in Year	75	760
Government funds as at 31 March	10,921	11,340

17. CAPITAL COMMITMENTS

There were capital commitments of £121,969 as at 31 March 2009 (£373,000 as at 31 March 2008), in respect of expenditure to be incurred at a later date.

18. OTHER FINANCIAL COMMITMENTS

At 31 March 2009, the Agency was committed to making the following payments under non-cancellable operating leases in the year to 31 March 2010. These leases were in respect of office and radio equipment.

	2009	2008
	£'000	£'000
Leases expiring:		
Within 1 year	60	28
Within 1 to 5 years	2,582	3,369
After 5 years	1,120	1,120
	3,762	4,517

Notes to the Accounts

19. CONTINGENT LIABILITIES

No contingent liabilities have been identified at 31 March 2009.(Nil 31 March 2008)

20. RELATED PARTY TRANSACTIONS

The Ministry of Defence Police and Guarding Agency is an executive agency of the Ministry of Defence.

The Ministry of Defence is regarded as a related party. During the year, the Ministry of Defence Police and Guarding Agency had a significant number of material transactions with the Ministry of Defence and with other entities for which the Ministry of Defence is regarded as the parent department. These include the Defence Support Group and the Defence Science and Technology Laboratory.

In addition, the Ministry of Defence Police and Guarding Agency has had a significant number of transactions with the Home Office, the Royal Mint and the Foreign and Commonwealth Office.

During the year none of the Board Members, key management staff or other related parties has undertaken any material transactions with the Ministry of Defence Police and Guarding Agency.

21. POST BALANCE SHEET EVENTS

In accordance with FRS 21, S B Love duly authorised the issue of these financial statements on 1 July 2009.

22. LOSSES AND SPECIAL PAYMENTS

Ministry of Defence Police (MDP) overpayment due to miscalculation of Net pay Deduction (NPD).The NPD to an MDP Officer’s salary adjusts pay to reflect the PCSPS non-contributory pension scheme compared to the contributions made by Home Office Police Officers to their Pension scheme to ensure pay parity between MDP and Home Office Police remains at 95%. A miscalculation in the previous years annual exercise to calculate changes in tax thresholds for pension contributions had been identified for the period 1 Sep 1998 to 31 Aug 2008 with an estimated

overpayment of £1,250k. From 1 September 2008 this Net Pay Deduction has now been correctly calculated.

23. FINANCIAL INSTRUMENTS

As the cash requirements of MDPGA are met through the Estimates process, financial instruments play a limited role in creating risk. The only financial instruments relate to debtors, creditors and cash balances and therefore liquidity and cash flow risk is very low. Foreign currency risk is negligible. The Agency has no embedded derivatives.

Categories of Financial Instruments

The only financial assets held by the Agency are classified as loans and debtors (including cash and cash equivalents). These amount to £4,218,671.

The only financial liabilities held by the Agency are creditors and accruals. These amount to £5,482,752.

Interest Rate Risk Management

The Agency’s only exposure to interest rate risk is in respect of cash retained from the proceeds of crime and held in a bank account with the Paymaster General. The interest earned during the year was immaterial and the Agency is therefore not exposed to significant interest rate risk.

Liquidity and Cash Flow Risk

The Agency is not exposed to any significant liquidity or cash flow risk, as requirements are met by financing from the Ministry of Defence Resource Account, and it has no borrowing facilities. The Department’s resource requirements are voted annually by Parliament.

Credit Risk

The Agency is subject to some credit risk. The carrying amount of debtors, which is net of impairment losses, represents the Agency’s maximum exposure to credit risk. The majority of the Agency’s debtors are other government bodies. Debtors are impaired where there is sufficient knowledge to indicate that recovery is improbable. The Agency do not have any trade debtors which were impaired as at 31 March 2009.The following analysis provides details of debtors beyond their due date:

Trade Debtors Beyond the Due Date	0-3 months	3-6 months	6-12 months	Over 12 months
Trade Debtors beyond the due date – not impaired	£571,829	£535,570	NIL	NIL

Notes to the Accounts

24. NOTES TO THE CASH FLOW STATEMENT

		2008/2009	2007/2008
	Notes	£'000	£'000
Reconciliation of Net Operating Cost to Operating Cash Outflow			
Net Operating Cost		340,635	321,143
Depreciation	8	(2,990)	(3,609)
Impairment Arising from a Fall in Market Value of Fixed Assets	4	(104)	(14)
Reclassification / Write off Tangible Fixed Assets		(8)	0
(Loss)/Gain on Disposal of Tangible Fixed Assets	4	(137)	18
MOD Non-cash Transactions (Excluding movement in early retirement provision)	24a/c	(40,158)	(34,287)
Adjustments for Movements in Working Capital other than Cash	24b	(307)	(1,963)
Stock Revaluation		(75)	(12)
Movements in Provisions for Liabilities and Charges	24c	(444)	(258)
Net Cash Outflow from Operating Activities		296,412	281,018

Analysis of Capital Expenditure and Financial Investments

Acquisition of Fixed Assets	24f	3,516	4,046
Proceeds from Disposal of Fixed Assets	24e	(183)	(196)
Net Cash Outflow from Investing Activities		3,333	3,850

a - Notional and Non-cash Costs

Shared service centre cost for assets		3,500	3,140
Rates communicated		312	316
MOD Training costs specific to MDPGA		0	0
Audit Fee		85	85
MOD Purchased Ammunition stores		0	0
MOD Purchased Clothing Stores		0	0
Communicated costs relating to accommodation on other MOD sites		19,311	13,354
Cost of Capital		406	415
MOD HQ overhead		16,510	16,554
Early retirement costs		448	657
Unwinding of discount on provisions		30	24
		40,602	34,545

Notes to the Accounts

	2008/2009	2007/2008
	£'000	£'000
b - Movements in Working Capital other than cash		
(Increase) in stocks	(305)	(116)
Movement in slow moving clothing provision	12	8
Decrease / (increase) in debtors	2,715	981
(Decrease) / increase in creditors	(2,134)	1,096
Increase / (decrease) in Capital accruals	19	(3)
	307	1,966
c - Movement in Provision for Liabilities and Charges		
(Increase) / decrease in provision for early retirement	(444)	(258)
(Decrease) in housing allowance provision	0	0
	(444)	(258)
d - Financing		
Payments on Defence Resource Account	340,128	325,940
Receipts on Defence Resource Account	(40,329)	(41,061)
	299,799	284,879
e - Capital Expenditure		
Payments to acquire tangible fixed assets	3,516	4,046
Receipts from sales of fixed assets	(183)	(196)
	3,333	3,850

f - Major Non-cash transactions through the MOD

MOD non-cash costs which flow through the Operating Cost Statement are shown in Note a above.

The total capital expenditure in the year was as follows:

	Note	2008/2009	2007/2008
Cash payments to acquire tangible fixed assets	8	3,516	4,046
Accrual for tangible fixed assets		9	29
Non-cash payments to acquire tangible fixed assets		0	0
Total Capital Expenditure		3,525	4,075



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