



**Ministry  
of Defence**

**Ministry of Defence  
Police Committee**

**Annual Report 2012-13**

**Chair of the MOD Police Committee**

**July 2013**



19 July 2013

## **MINISTRY OF DEFENCE POLICE COMMITTEE**

### **ANNUAL REPORT 2012-13**

#### **Introduction**

1. The main task of the MOD Police Committee is to provide the Secretary of State for Defence and Ministers with independent assurance that the MOD Police (MDP) is exercising its policing powers and authority lawfully and impartially, and is meeting the standards required of a UK police force.
2. I have pleasure in presenting the Committee's sixth annual report which provides a brief account of our work from 1 April 2012 to 31 March 2013, and our assurance opinion on the MDP. A synopsis of the scrutinies which were undertaken as part of the Committee's annual work programme is at **Annex A**.

#### **Assurance Opinion**

3. **From our activities over the last year, and the evidence we have seen from MDP as well as internal and external scrutinies, we can give assurance that MDP continues to deliver policing services in accordance with the MOD Police Act 1987, that police powers are exercised lawfully, responsibly and proportionately and that MDP meets standards required of a police force.**
4. **During 2012/13, the force managed to undertake the great bulk of its commitments despite reduced numbers. This has been a period of continuing uncertainty for the force and everyone who works in it, as well as a period of substantial change. The level of performance against tasking targets that was achieved is to the credit of all involved in the Force and also the Department.**
5. **In our last annual report we highlighted some significant risks in the MDP Corporate Risk Register, which derived from the length of time being taken to define the new footprint of MDP and to settle the complements required to meet changed MOD requirements as a result of spending reductions and policy changes. Those risks remain. Though progress has been made, there is still a great deal to do. The challenging business of actually reshaping the organisation to get the right people in the places where they are needed is only now getting underway.**
6. **Looking forward, the age profile and fitness of the police workforce will be key issues for the new Chief Constable and his team, allied with the need for revised terms and conditions of employment that better reflect MDP's purpose. Work on these matters has been ongoing for several years and it is crucial that conclusions are reached during 2013/14. Our view is that the force should seek to accelerate decision making, by pressing forward options and opportunities to the MOD on these and other vital issues, and that the Department should support and empower the force to find and implement resolutions. In some areas of policing professionalism and capability, the force's approach to establishing and ensuring**

compliance with common professional standards, and associated communications, needs re-energising.

7. Now that MDP is no longer part of a Departmental Agency, and no longer has responsibility for the MOD Guard Service (MGS), there is an opportunity to refine and strengthen the performance regime, and to develop effective processes for capturing and considering customer views.

8. In the year ahead the Committee will be focussing on the delivery by the force of the strategic change programme, including the review of terms and conditions of service and fitness issues, and on the monitoring of performance and risk management in the force. We will also be revisiting some key aspects of the force operations such as training, and police integrity and professional standards.

9. We pay tribute to the leadership of the force provided by the outgoing Chief Constable, Mr Steve Love QPM who left at the end of the reporting year. We welcome the new Chief, Mr Alf Hitchcock QPM as he takes over the task of driving MDP forward as the specialist police force for Defence.

### **MOD Police Committee – Background**

10. The Police Committee is a statutory requirement of the MOD Police Act 1987. The members are appointed by the Secretary of State for Defence. In October 12, Sir Denis O'Connor joined the Committee (as he retired as HM Chief Inspector of Constabulary), to replace Sir Keith Povey as the Committee's Police Adviser.

11. The number of independent members of the Committee has reduced overall from six to four since 2011. Last year we reported that, as a result of a Planning Round 11 cost savings measure, the MOD did not re-appoint a Police Adviser for Scotland. In Planning Round 12 reductions we did not appoint anyone to succeed Dr Parvaiz Ali, whose term completed on 30 September 12. The full membership of the Committee is provided at **Annex B**.

12. The remuneration and expenses of members and the cost of the MOD staff who support the Committee are at **Annex C**.

### **Future Governance Arrangements**

13. For some time we have felt that the Committee could be more effective if, in addition to advising on policing powers, it was empowered to advise the Department on issues of performance management, efficiency and effectiveness. This was previously the role of a second body: the MOD Police and Guarding Agency (MDPGA) Owner's Advisory Board which met each quarter and was chaired at MOD 3 star level. However, Agency status was withdrawn from the MDPGA last year, and on 1 April 2013 the MOD Guard Service (MGS) moved into the Defence Infrastructure Organisation (DIO) which leaves the MDP as a stand-alone police force in the Head Office & Corporate Services TLB. The Owner's Advisory Board has not met since November 2011.

14. We are very pleased that the Department has taken the opportunity to put in place clearer and stronger arrangements for the future governance of the MOD Police by broadening the remit of the independently chaired MOD Police Committee, to cover the

exercise of policing powers and duties (as at present), and to provide rigorous independent oversight of efficiency and effectiveness, performance and risk management..

15. This will produce lean, integrated governance with effective challenge, by way of assurance to Ministers across all aspects of the MDP. The new formal structured arrangement has been implemented from 1 April 2013 and our report next year will reflect our enhanced role.

### **Chief Constable Appointment**

16. In 2012, the Chief Constable, Mr Steve Love, announced his retirement and the then 2<sup>nd</sup> Permanent Secretary invited the Committee to prepare advice for the appointment of his successor. Following wide consultation with MOD senior officials, HMIC, ACPO, MDP Chief Officers and Staff Associations, we reported in August 2012, with recommendations about the role, the person profile and the required competencies. Our report also discussed the options and implications of appointing someone in a Chief Executive role who was not a serving police officer and we recommended that the MOD should appoint an officer with previous policing experience as a Chief or Deputy Chief Constable. Our recommendations were accepted.

17. The MOD advertised the role in January 2013, and a selection panel comprising Jonathan Slater, the MOD Director General for Transformation and Corporate Services, (who holds responsibility for the MDP in MOD), David Riddle and Sir Denis O'Connor, chaired by Civil Service Commissioner, Dame Moira Gibb, selected Chief Constable Alf Hitchcock for the post. He will take up his post as Chief Constable of MDP in June 2013.

18. The force has developed to become a crucial element of the defence security landscape under Chief Constable Steve Love's command. We wish him all the best for his retirement.

### **The MOD Requirement for Civil Policing**

19. The revised Mandate and Statement of Requirement for the MDP was issued by the MOD's Director of Business Resilience to the Chief Constable in August 2012. It reflected the outcome of financial planning rounds over the period 2011-2012, and defined the services and capabilities that the Department now requires from the MDP.

20. The size and requirement for MDP services and capabilities will ultimately be determined by the financial resources that the department allocates to mitigate the various crime and security risks that are set out in the document.

21. While decisions on the operational deployment of MDP officers are clearly a matter for the Chief Constable, we note that the MOD will expect the Chief Constable to maximise the effect of the investment in this capability, and skilfully target resources on those areas where armed capable police officers can best mitigate the crime and security risks. The Mandate enables the MDP Management Board to consider where to use its deployable assets, and determine the strategic location, configuration and precise role of new mobile armed support group capability.

## **Force Performance**

22. The performance of the Force against its key priorities for 12-13 is summarised in **Annex E**.

23. There were two priorities relating to security of defence assets. In all the circumstances of 2011/12, the force did well to achieve the bulk of its commitments. MDP narrowly missed its target of 98% of tasking requirement at nuclear establishments. However, the target was related to previous standards and complements and did not reflect the inevitable impact of changes in complement or customer policy changes. The Force gave assurance that risk was being managed in active collaboration with customers, to secure effective security at all establishments. Similar issues of mismatch of targets against realistically available resources impacted on results against target in territorial, non-nuclear, policing where MDP recorded 75% achievement against a target of 95%. MDP continued to provide a strong response to the requirements of cross-government priorities, through its significant contribution to the security of the 2012 Olympics, its support to borders policing and its continuing achievement of 100% of overseas policing deployments, particularly in Afghanistan. There are lessons to be learned about the setting of targets in future, to ensure that measures of performance are robust.

## **Transition**

24. Last year we reported that the Chief Constable's assessment of the future MDP footprint may mean compulsory redundancies for some officers. We were advised during this year that the picture had improved as a result of natural wastage, the effect of VERS and the changed customer requirement in some areas. Instead of facing redundancies, there was a potential shortfall of officers at the end of the transition programme.

25. The year has been dominated by ongoing formal consultation following the Ministerial Written Statement underlining the policy changing to the Department's policing and guarding requirement in March 2012 [Hansard Official Report 27 March 2012, column 116WS]. In our last Annual Report we emphasised the importance of moving swiftly to settle the footprint of MDP. The consultation process has been protracted for several reasons, including MoD's complex and extended processes for consulting Staff Associations, the need to reset Police and guard complements for all DE&S sites (and a number of other establishments), and a significant delay in DE&S before these were agreed. We acknowledge and share the frustration of the Chief Officer team (and MOD officials) that this has caused. This situation has exacerbated the operational and welfare consequences for the force.

26. Despite continuing uncertainty about the final footprint, MDP established its two new functional commands from 1 May 12 which replaced the former five regional commands. This was one of the first milestones in the Force's transition. Early indications are that these are running well, although both Commanders have a considerable territory to cover; the Nuclear Command covers the Clyde and the Atomic Weapons Establishment in Berkshire (and includes the Special Escort Group), while the Territorial Command spans from Devonport in the South-West of England up to the North East coast of Scotland and is focussed on the policing of all non-nuclear sites.

27. Formal consultation has now concluded (as of 27 June 2013) and the detailed footprint of officer numbers at all establishments has been set. This means the uncertainty

that was being experienced for many officers has now reduced. The Force can now embark on the process of getting the right officers in the right places. Completing that task, and managing the ongoing risks associated with transition (particularly for those officers who may be required to move locations), will necessarily be a major focus for the force and the committee in the year ahead.

## **Crime**

28. The Committee welcomed the MOD's decision to re-instate a requirement for a proportion of the officers in the MDP's Criminal Investigation Department (CID) (which was previously proposed to be very substantially cut) as part of a new MOD wide counter fraud and loss capability, drawing together MDP resources with those from the Defence Fraud Analysis Unit and the Defence Fraud Irregularity Cell. The Committee expressed its full support for the work done by the Chief Constable to build this new capability within the Department. The new Counter Fraud and Loss Department was subsequently established in April 2013 with a direct reporting line to the MOD's Director General Finance. The Committee will watch to ensure that the MDP CID is being used appropriately and effectively within this new department.

## **Firearms**

29. The MDP retained its Firearms Training Licence from the College of Policing (formerly the National Police Improvement Agency) following its annual submission. However, it is accompanied by a full development plan, including a requirement for a fitness policy, which needs to be addressed. The Committee has engaged with the Chief Constable and his senior team about the firearms licensing process. It is imperative that the internal processes for demonstrating compliance and securing the renewal of the College of Policing licence receive the priority they demand at all levels, given that armed operations are fundamental to the force's role.

30. We have stressed in our meetings that in an environment where officers carry firearms, the MOD must take account of the human factors associated with individuals' uncertainty about their future employment. We have reviewed and probed to ensure that mitigations are in place and to ensure that the force could identify any individuals who may present a risk. The Committee continues to have concern about delays in completing the transition and attendant risks.

## **Collaboration and Mutual Aid**

### **MDP/CNC Strategic Alliance**

31. A jointly commissioned MOD and Dept of Energy and Climate Change (DECC) report set out the issues, benefits and costs of a potential merger of the MDP and the Civil Nuclear Constabulary (CNC). Ministers from both departments subsequently agreed that a more appropriate way forward was for the two forces to develop and implement a Strategic Alliance, rather than doing further work to consider a merger. Proposals should look at ways of delivering operational benefits and financial efficiencies. We will continue to monitor developments.

## Olympics 2012

32. The Committee has expressed its appreciation to the 340 MDP officers who deployed in wide-ranging roles totalling 6,800 working days in support of 2012 Olympics last summer.

## UK Border Force

33. The Home Office has continued to request assistance from MOD for the MDP to work with UK Border Force staff at points of entry to the UK during holiday periods and in particular for the Olympics.

## **MOD Police Terms and Conditions of Service**

34. In our Annual Report last year we stated that there was a pressing need to have a strategy to secure a younger, fit workforce especially as there has been no recruitment since 2009. The average age of the workforce is now 50 years. We have heard at first hand from officers during our visits around the force that this, and the issue of maintaining fitness, is among their main concerns for the future. Having the right terms and conditions to attract, retain, and make effective use of the workforce will be a key to building the workforce of the future, and for dealing sensitively with the concerns of an ageing serving workforce. Work on MDP terms and conditions started five years ago. It was suspended for a period while the Winsor review of national police terms and conditions was underway. We are disappointed that little concrete progress has been made over the past year in setting new terms and conditions for MDP. This will be a top priority for the new Chief Constable. It is incumbent on the Department to ensure that he can secure the necessary expert support to assist him to deliver this programme.

## **Diversity**

35. The Chief Constable has outlined his concerns about Diversity and Equality to the Committee on several occasions over the year. The MDP are now captured in the overall MOD diversity plans and no longer has any dedicated staff or resources for this role.

36. The Committee has not been provided with information to be able to monitor arrangements for promoting diversity and equality within the force this year, and we share the Chief Constable's concerns. While the Force no longer has a separate duty of compliance with legislation, its managers clearly need to be able to use up to date data to enable them to manage the force effectively. The lack of information around diversity is symptomatic of a less than effective pattern of HR information more generally and as such is a matter of wider concern. The inability of the Committee to monitor and the Force's inability to manage in the light of up to date diversity data, will be a significant handicap in growing the force post the present retrenchment.

*[signed]*

**DAVID RIDDLE**  
**Chair of the MOD Police Committee**



## **MOD POLICE COMMITTEE – WORK PROGRAMME 12-13**

### **Training and Leadership Development**

A1. The aim of this work was to ensure that the MDP had a system for training that was appropriate for a UK police force, and that it was delivered effectively with value for money. We took into account the significant changes in the wider police world, including the provision of foundation training, and the methods of foundation and specialist training. We wanted to ensure that the MDP was able to meet the new demands and take advantage of the expertise available. We made several recommendations including the delivery of a customised police diploma, the approach to leadership development and the development of virtual learning packages.

A2. The force considered that the report identified some corporate issues that MDP could not deliver in isolation from the department, but invited the Committee to undertake some further work in this area with a focus on the new Operational Capability Centre in their 2013-14 work programme. We will pursue this next year.

### **Police Integrity**

A3. The Committee's review of integrity in the MDP followed recommendations from the Leveson Inquiry and related work by HMIC. The review confirmed that this force faces challenges that are very different to Home Office forces. We concluded that the force's self-assessment on Leveson integrity issues had been carried out with rigour and appropriate challenge. We recommended that the force updates and re-publishes a number of their policies including the use of social media, business interests, and whistleblowing.

### **Professional Standards**

A4. Quarterly audits of complaints and conduct files are undertaken by members of the Sub-Committee for Complaints and Misconduct. Public complaint numbers are small, reflecting the limited contact of MDP with members of the public. PSD is now better resourced and therefore better able to meet the challenging time limits for misconduct action under the recent regulations. The work of the department itself and its co-ordinators is satisfactory. Some communications initiatives (eg Lessons Learned) are successful but amongst some officers there is a misunderstanding of the effect of misconduct actions. We have commenced a review of misconduct outcomes to establish the extent to which management practices demonstrate consistency, effectiveness and proportionality of outcomes in misconduct cases across the force.

A5. The total number of complaints and conduct allegations handled by the force are provided at **Appendix 1 to Annex A**. These statistics show a reduction of approx 50% since last year in the number of complaints against MDP made by the general public. The number of conduct cases this year is very similar to the number of conduct cases last year.

A6. The sub-committee also has responsibility for considering complaints or misconduct by Chief Officers. During the period of this report, none were received.

A7. There have been no Police Appeal Tribunals under the 2009 regulations over the period of this report.

**MOD POLICE COMPLAINT AND CONDUCT ALLEGATIONS**  
**RECORDED 2012-13**

<b>MOD POLICE - COMPLAINT &amp; CONDUCT ALLEGATIONS RECORDED - 2012 - 2013</b>			
<b>COMPLAINT ALLEGATION TYPE</b>	<b>NO</b>	<b>CONDUCT ALLEGATION TYPE</b>	<b>NO</b>
Serious non-sexual assault	0	Honesty and Integrity	18
Sexual assault	1	Authority, Respect and Courtesy	14
Other assault	6	Equality and Diversity	3
Oppressive conduct or harassment	18	Use of Force	1
Unlawful/unnecessary arrest or detention	1	Orders and Instructions	25
Discriminatory Behaviour	0	Duties and Responsibilities	23
Irregularity in evidence/perjury	0	Confidentiality	0
Corrupt practice	0	Fitness for Duty	3
Mishandling of property	1	Discreditable Conduct	98
Breach Code A PACE (Stop & Search)	0	Challenging and Reporting Improper Conduct	1
Breach Code B PACE (Search of premises/seizure of property)	1		
Breach Code C PACE (Detention, Treatment & Questioning)	0		
Breach Code D PACE (Identification)	0		
Breach Code E PACE (Audio Recording – interviews with suspects)	0		
Multiple or unspecified breaches of PACE	0		
Other neglect or failure in duty	22		
Other irregularity in procedure	0		
Incivility, impoliteness and intolerance	14		
Traffic irregularity	4		
Other	2		
Lack of fairness and impartiality	3		
Improper disclosure of information	0		
Other sexual conduct	0		
<b>Total Allegations</b>	<b>73</b>		<b>186</b>
<b>Total Cases</b>	<b>32</b>		<b>134</b>

**HISTORICAL RECORD OF COMPLAINT AND CONDUCT ALLEGATIONS  
AND CASES**

	<b>11-12</b>	<b>12-13</b>		<b>11-12</b>	<b>12-13</b>
<b>Complaint allegations</b>	<b>127</b>	<b>73</b>	<b>Conduct allegations</b>	<b>190</b>	<b>186</b>
<b>Complaint cases</b>	<b>54</b>	<b>32</b>	<b>Complaint cases</b>	<b>139</b>	<b>134</b>

**MOD POLICE COMMITTEE**

**LIST OF MEMBERS**

**Independents**

David Riddle	Independent Chairman	Appointed 1 Oct 07
Sir Keith Povey QPM	Police Adviser	Left on 30 Sep 12
Sir Denis O'Connor QPM	Police Adviser	Appointed 1 Oct 12
[vacant]	Police Adviser -Scotland	Since 1 Oct 11
Dr Marie Dickie OBE	Independent Member	Appointed 1 Oct 07
Mrs Caroline Mitchell	Independent Member	Appointed 1 Oct 07
Dr Parvaiz Ali	Independent Member	Left 30 Sep 12
[vacant]	Independent Member	Since 1 Oct 12.

**MOD officials**

Mark Preston	Director Business Resilience	wef Mar 09
Andy Gray	Director Human Resources	Left Apr 12
Sara Perry	Human Resources Business Partner	wef Apr 12

**REMUNERATION AND EXPENSES OF THE INDEPENDENT MEMBERS OF THE MOD POLICE COMMITTEE – FY 2012-13**

**Independent members**

<b>Name</b>	<b>Position</b>	<b>Fees</b>	<b>Expenses</b>	<b>Total 12-13</b>
<b>David Riddle</b>	<b>Chair</b>	£ 15,925.00	£ 240.00	<b>£16,165.00</b>
<b>Sir Keith Povey *</b>	<b>Police Adviser</b>	£ 2,600.00	£ 369.50	<b>£ 2,969.50</b>
<b>Sir Denis O'Connor**</b>		£ 7,800.00	£ 636.63	<b>£ 8,436.63</b>
<b>Dr Marie Dickie</b>	<b>Independent member</b>	£ 10,075.00	£1,186.93	<b>£11,261.93</b>
<b>Mrs Caroline Mitchell</b>	<b>Independent member</b>	£ 6,825.00	£ 199.90	<b>£ 7,024.90</b>
<b>Dr Parvaiz Ali *</b>	<b>Independent member</b>	£ 3,575.00	£ 783.94	<b>£ 4,358.94</b>
<b>TOTAL</b>		<b>£46,800.00</b>	<b>£3,416.90</b>	<b>£50,216.90</b>

\* From 1 March to 30 Sep 12

\*\* From 1 Oct 12 to 31 Mar 13

**COST OF MOD SUPPORT STAFF DURING FY 2012-13**

<b>Clerk to the MOD Police Committee (50%)</b>	<b>£28,824.00</b>
<b>Assistant Clerk to MOD Police Committee (25%)*</b>	<b>£ 5,344.00</b>
<b>Total</b>	<b>£34,168.00</b>

\* post cut wef 30 Nov 12.

## **MINISTRY OF DEFENCE POLICE COMMITTEE**

### **TERMS OF REFERENCE**

The MOD Police Committee's main role is to provide an independent scrutiny and assurance to the Secretary of State for Defence that the Ministry of Defence Police (MDP) is delivering policing services in accordance with the MDP Act 1987.

In order to perform this role the Committee is required to:

1. Provide scrutiny and guidance to ensure that police powers and authority are impartially and lawfully exercised by the Chief Constable;
2. Confirm that MDP is meeting the standards required of a police force;
3. Validate that MDP's exercise of its authority is responsible, proportionate and impartial;
4. Validate that MOD's use of the MDP is appropriate in relation to the exercising of policing powers and authority;
5. Provide scrutiny and guidance on any other matter in relation to the use of policing powers which fall within the responsibility of the MDP;
6. Consider the MDP's targets and performance and the Ministry of Defence Police and Guarding Agency's corporate and business plans as far as required to the exercise the above functions;
7. Consider all complaints made against all members of the Chief Officer ranks of the MDP. This may be delegated to a sub-panel of the MOD Police Committee;
8. Undertake all responsibilities required of the Conduct and Appeal Regulations (Statutory Instruments);
9. Submit an annual report to the Secretary of State for Defence on the MDP's discharge of policing powers;
10. Publish the operating costs and expenses of the Police Committee each year.

**MOD POLICE PERFORMANCE**  
**FY 2012-13**

**MDP Business Plan Performance, FY 12/13**

No.	Title	MDP Assessment of End of Year Performance	Police Committee Comments
<b>Key Priority 1 – To support the secure and uninterrupted operation of the nuclear deterrent</b>			
1a	Retain substantial assurance from the DE&S nuclear security and safety assurance inspection process.		The Force has reported that it has successfully met each external accreditation.
1b	Deliver 98% of MDP agreed UK customer tasks at nuclear sites.	93.5% ↓	MDP narrowly missed its target of 98% of tasking requirements at nuclear establishments. However, the target related to previous standards and complements and did not reflect the inevitable impact of changes in complement or agreed customer requirement changes.
<b>Key Priority 2 – To ensure the protection of Defence people, assets, information and estate.</b>			
2a	Deliver 95% of MDP agreed UK customer tasking at territorial policing sites including MOD Trading Funds.	74.9% ↓	See para 23 of our main report. This shortfall was mainly due to stations being under borne, in particular where the policing requirement is expected to reduce or cease in the future as a result of changes in the MOD civil policing and guarding policy which were still subject to consultation over the period of this report.
2b	Assist the MOD in preventing and detecting fraud and corruption and any subsequent recovery of losses.		In FY 2012-13 it was reported that the MDP CID obtained Courts Confiscation Orders to the value of £813,841; Compensation of £509,044 was awarded and Assets to the value of £142,761 were recovered.
<b>Key Priority 3 – To provide an effective response to Defence major incidents</b>			
3a	Pass the annual Nuclear Guard Force/ Nuclear Security Force assessment.		The Force report that the annual assessment took place in October 2012 and was deemed satisfactory with no follow-up actions.
3b	Provide a police operational and major incident surge capability that meets the Department's Statement of Requirement.	↑	The MDP reported to us that they had delivered significant surge capability to support all surge taskings requested of them in-year. The performance grade indicates revisions ongoing of background contingency planning work to ensure some surge capability under the future Force footprint.
3c	Maintain the achievement of MDP Public Order standard.		The Committee has continued to monitor the MDP's progress with recommendations in the HMIC Public Order report 2010 throughout the year.

### MDP Business Plan Performance, FY 12/13

No.	Title	MDP Assessment of End of Year Performance	Police Committee Comments
<b>Key Priority 4 – To meet the agreed requirements of cross-government customers</b>			
4a	Deliver 100% of MDP agreed UK customer tasks at non-MOD payment sites	97.8%↑	MDP has several re-payment tasks. The achievement of 97.8% is commendable against the current back drop of reductions.
4b	Achieve 100% of HMG/MOD approved requirements for overseas policing requirements.		During the year MDP met their Key Priority to achieve 100% of HMG/MOD approved requirements for overseas policing including deployments of officers to Afghanistan and Kosovo.
4c	Achieve 100% of HMG/MOD approved requirements for Olympic and other cross-government support.		The MDP provided a total of 340 officers to the London 2012 Olympics in a variety of support roles.
<b>Key Priority 5 – To maintain MDP professional and operational standards</b>			
5a	MDP Net accreditation		Progress noted.
5b	NPIA Firearms Training Licence		See para 29 of our main report. The MDP retained its Firearms Training licence from the College of Policing following its annual submission but with a development plan. In the 2013/14 licence review an additional requirement for a fitness policy will also now need to be addressed and we will closely monitor.
5c	MDP Level 2 Investigation Programme		MDP report that all CID officers have currently received the necessary training for them to be component in their roles.
5d	ACPO accreditation for Police Dog Training Instructors		MDP report the force continues to meet and maintain accreditation and compliance for all ACPO Police Dog Training Instructors.
5e	Information Assurance Maturity Model Level 3		The Force has achieved and sustained its commitment to strong Information Assurance procedures.
5f	National Crime Recording Standards/Scottish Crime Recording Standards		The compliance audit has been completed and no issues of concerns were highlighted
5g	National Standard for Incident Recording		The compliance audit has been completed and no issues of concerns were highlighted
5h	Met all the MDP's requirements in the MOD's Diversity and Equality Plan.		See para 35-36.
5i	Establish the MDP's Green Energy Strategy		Progress noted.
<b>Key Priority 6 – To ensure that the MDPGA Transition Programme is on track</b>			
6a	Achieve 100% of agreed MDP/MGS Transition Programme milestones for 2012/13.		See para 26 of our main report which details the progress on the re-structuring from 5 geographical operational commands to 2 functional operational commands.
6b	Achieve a 'Your Say' engagement score that exceeds that of the TLB parent unit.		Outcome noted.
6c	Remain within agreed spending limits.	+£2.4M ↓	The MDPGA ceased to be an Agency on 31 March 2012, although the MOD Guard Service remained within the same organisation during the period of this report. Their combined final outturn was £238.3M against a budget of £234M. As conflict prevention funding for Afghanistan is not taken into account, the overall total was therefore within the agreed overspend.