

ISSUE 158

Talk THROUGH



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DECEMBER 2014

Fresh blood



... FIRST PASS OUT PARADE FOR
NEW RECRUITS FOR FIVE YEARS

INSIDE

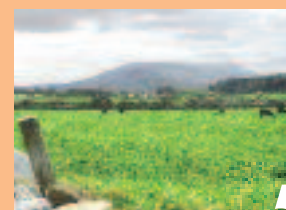
■ FORCE FITNESS DRILL SUCCESS ■

■ BUSY SUMMER OF OPERATIONS ■

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Welcome to first new recruits in five years

Passing out parade is key milestone in rebuilding the Force

Photographs by Paul Kemp



■ HEAD OF THE OPERATIONAL Capability Centre, Supt Dave Hewitt, welcomed family, friends, colleagues and guests to MDP HQ Wethersfield for the graduation of Initial Police Learning and Development Programme I of 2014, on Friday 24 October.

It marked completion of the first 17-week training course for new police recruits to the Force since 2009 and was a significant milestone in the re-set of the organisation, as Chief Constable Alf Hitchcock commented in his address.

He said: "I'm delighted to be officiating at today's graduation ceremony, which is not only an important day for these officers, but for the Force too."

Although modern policing is generally regarded as dating back to the establishment in 1829 of the Metropolitan Police Service, the Ministry of Defence Police can trace its origins back to 1686 and the Admiralty security force, which he described as "a long and proud tradition".

Today's MDP was founded in 1971 by the amalgamation of the Army, Air and Navy Constabularies, he said, adding that the modern Force which the new recruits were joining enjoys a unique and specialist policing role.

"Much depends on the approval, esteem and respect in which the police are held," he said.

● In other words how you carry out your duties is as important as actually doing the duties themselves, in order to maintain public confidence in the service. ●

"I am delighted to see so many family and friends here. That's really important, both in terms of the graduation, but also throughout your policing careers you will need that support of family and friends," said Mr Hitchcock.

But he warned the new recruits: "With great power comes great responsibility. You won't be able to walk up walls, or spin webs, but you will be able to do lots of things and have lots of powers that no other people within our society have. The power of taking away people's liberty, the power to stop and search, the power to make people comply with your directions,

Talk THROUGH

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We welcome articles and photos of interest to readers, but reserve the right to shorten/edit contributions.

Staff contributing articles should ensure they are suitable for open publication.

If you would like to discuss your contribution, please contact the Editor.



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FIRST NEW RECRUITS IN FIVE YEARS

but when you use it, remember that with great power comes great responsibility.

"You are vital to this nation, you are vital to policing of Britain. Take pride in being part of Britain's policing, take pride in being part of the Ministry of Defence police."

Earlier, in his welcoming remarks, Supt Hewitt said that for the students who were passing out that day, the previous seventeen weeks had been 'no walk in the park'.

"Every new officer you see standing here today has been physically and intellectually challenged throughout their time at OCC, but their journey did not start seventeen weeks ago on the 30th of June, it started several months before that. At the same time as your family members and loved ones were submitting their application forms, my staff here at the OCC were beginning to prepare the lessons and examinations and generally prepare for their arrival.

"Over those seventeen weeks, knowledge, understanding, attitude and behaviour have all been examined and tested time and time again," he said. "You should take pride in every one of them for what they have achieved."

Head of Training Delivery, Chief Inspr Tom Falconer, gave an overview of the training the new recruits had undergone since arriving at OCC in the summer: "A wide range of subjects, in which the police code of conduct, professional ethics and duty of care have been the golden thread which has featured throughout the course," he said.

Students had also been introduced to a wide range of equality and diversity issues and taught the importance of dealing fairly, understandingly and consistently with individuals from all ethnic groups and of all abilities.

They were taught to develop their communication skills and to deal with anti social behaviour in an authoritative and proactive fashion, as well as managing conflict, including challenging inappropriate behaviour whenever it came to their attention.

Personal safety training, first aid skills, the police service's national decision-making model, the MDP's mission statement, jurisdiction, powers and privileges, including the policies and procedure which underpin them, were also covered in depth.

Having had their knowledge and understanding of these issues tested under exam conditions – both written and practical – the students completed six weeks of firearms training, in accordance with the national firearms training curriculum.



Wishing them good luck on behalf of all the trainers and support staff at OCC, Chief Inspr Falconer told the newly-warranted officers: "Congratulations, you are the first green shoots which have come through in over five years and the very first class to work towards the National Police Diploma. Work hard and I'm sure that some of you will go on to become the future supervising officers within the organisation."

The Chief Constable was the inspecting officer for the passing out parade and handed each new officer his or her warrant card watched, in addition to the families and friends, by members of the Management Board, colleagues from the Police Scotland training college at Tulliallan, the UK Border Force and the chair of the MOD Police Committee, Mr David Riddle.

Mr Hitchcock also presented awards to the students who had performed best academically.

The award for the officer placed first overall for academic achievement went to **Constable Nathan Yalden**, with **Constable Michael Taylor** placed second.

The Endeavour Cup is awarded to the trainee officer who, not having won any other award has, in the judgement of the course trainers, course manager, head of training and Head of OCC, displayed outstanding personal commitment, professional standards, team work and integrity at every stage of training and demonstrated, through their personal contributions, their endeavour to succeed.

For this student intake the Endeavour Cup was awarded to **Constable Wayne Bird**.

Recruiting the best to join the best...

Photographs by Paul Kemp



THE GRADUATION of 34 new recruits in October marked the first major milestone in a recruiting campaign that is set to deliver a target of 300 new officers annually for the next three years.

Chief Constable Alf Hitchcock told *TalkThrough*: "This is the beginning of a new era for the Force. Recruiting and refreshing the organisation is not only good in terms of organisational morale, but it also helps develop the feel of the Force and its policing style as we move forward.

"It is also significant because this is the first time in five years that we have had to refresh our training, to ensure that we are training people in the most up-to-date policing law and methods", he said.

"The latest recruits have not only done the twelve weeks' training that everyone else does in the police service, but then they have also done five weeks to learn how to be a firearms officer.

That makes them unique – they are the most highly trained police officers coming out of recruitment in the whole of the nation, because other people would have to wait up to five years before becoming a firearms officer.

"The new recruits are important in helping us to get our numbers to the position we need to be in and, as more arrive over the coming months, it will start to relieve some of the strain that I know other officers have been feeling and reduce the overtime they've been having to work, in order to cover the significant organisational gaps.

"I should also mention that it was especially nice at the graduation ceremony in October to see not only all of these new recruits, but also to see children of serving officers joining the Force and keeping up the tradition of the policing family," said Mr Hitchcock.

RECRUITING FAIRS

Despite the current highly competitive market, as other police forces also campaign to rebuild their numbers, MDP has been making good progress, with early indications putting the Force on track to restore staffing levels broadly back in balance with complement by July 2015.

A working group has developed a recruitment programme which includes commissioning of HAVAS (the MOD recruitment advertising

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RECRUITING THE BEST TO JOIN THE BEST...



agency) to promote the Force at a national and local level, using various media.

Recruitment is a key work stream of the MDP Change Programme (Op Granite) and monthly progress reports are also provided to the MDP Management Board.

One of the initial successes has been to engage with potential recruits through face-to-face contact at

recruitment fairs, at which there has been an excellent public response to MDP's stands.

Head of MDP Workforce Policy and Diversity Manager, Derek Munro said: "The opportunity for potential candidates to speak with police officers, for first hand insights into what we do, has helped promote a very positive image of what the MDP does and just how diverse our roles are.



“We are building up an outreach team which will consist of volunteer officers who want to meet with the public and send out the positive message of what working for the MDP has meant for them.”

"This team will build on the work started and attend more events in the coming year, attend more conventions, build closer links with organisations like Career Transition Partnership, and visit universities and schools, to increase our visibility in the recruitment market place.

"In November the team visited NRTE Vulcan to do a specific local recruitment campaign, which involved local officers.

"This is just the start of the ambition of the team is make sure that MDP becomes a career option of choice for as many people as we can – we want to make sure that we can recruit the best to join the best."

Any officer wanting to find out more about the outreach programme should contact **Dave Oliver** on: **01904 662360** or email at: **MDP-Workforce-Recruitment.**

THE VITAL STATISTICS

■ **The Defence Business Services** team has handled 7,500 inquiries, 1,500 application forms and processed 450 individuals through the assessment elements of the recruitment process.

■ **The Professional Standards Intelligence Unit (PSIU)** and **Force Protective Security Team** should also be recognised for their work getting the process of force vetting up and running and then processing approximately 364 cases to ensure we are recruiting the right quality of officer.

Everything you always wanted to know about...

Vulcan

■ **ASK THE AVERAGE man or woman in the street to point to Dounreay on a map and, unless they were one of those lucky people living in the picturesque towns and villages that adorn the beautiful, rugged north coast of Scotland, we guess they would be struggling.**

They might be aware that it is a nuclear power station and they might even be vaguely aware that it's 'up north' somewhere – the name having that hint of the Highlands about it that gives the game away.

What they would be less likely to know is that right next door to this establishment is **HMS Vulcan**, the Royal Navy's Nuclear Reactor Test Establishment (NRTE), where the reactors used to power the UK's nuclear deterrent Trident submarines are thoroughly tested and monitored to ensure the smooth running of the craft during their long voyages beneath the waves, protecting the UK and its citizens from attack.

Nor is it likely that they would realise that the armed police officers guarding this highly sensitive and critical element of the nation's defences are not from Police Scotland, who police the surrounding countryside and local communities, or even from the Civil Nuclear Constabulary (CNC), responsible for security at the power station next door.

They are in fact from the Ministry of Defence Police and have been since the task was first given to the Force in 2010.

Back then, Vulcan **SPO Inspir Paul Chalmers** told *TalkThrough*, it was a detached duty operation and, even though this, the newest station in the MDP, has been complemented since June last year, with only a few exceptions, it is still being run by officers on detached duty.

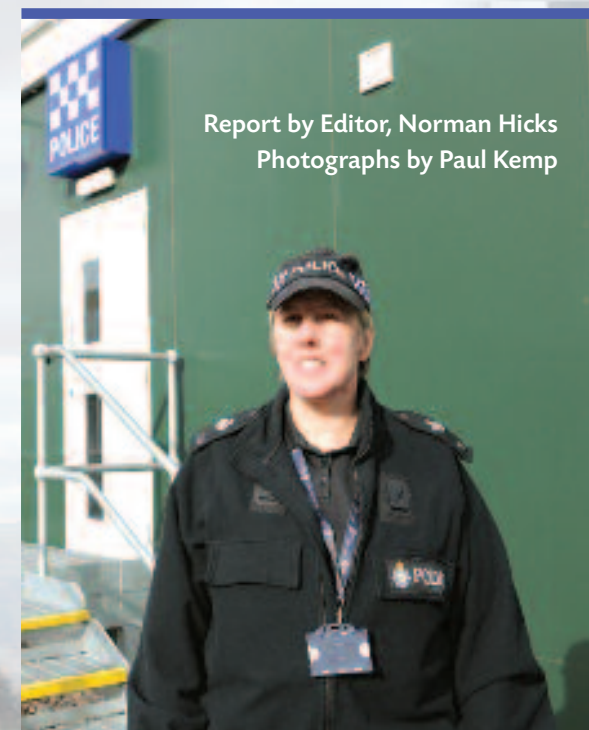
Recruiting has begun in earnest to fill the complemented posts and among the first to take the plunge was **PC Caroline Watson** who, with her MDP Operational Support Sergeant husband, Alan, transferred to Vulcan from RNAD Coulport in May.

Caroline joined the Force in October 2005, when she and Alan both transferred from Dumfries and Galloway Constabulary to join the MDP at HMNB Clyde. Alan has been a police officer since he was 19 and had completed more than 23 years' service, mostly working in Traffic, when he and Caroline made the move to Coulport.

"When MDP began policing Vulcan four years ago Alan had done attachments to Garlogie and St Fergus in Aberdeenshire. We heard that this station was opening up here and we came up for a visit, because we're both from Scotland and we've always loved the Highlands", said Caroline.

“We just fell in love with the area, came up for another visit in April last year and stayed for a week, just to get a feel for it and to see, if we ever got

Report by Editor, Norman Hicks
Photographs by Paul Kemp



the opportunity to transfer here, where we would want to move to.”

"Colleagues advised us to try coming here on a detachment first, but we said no. If you come here knowing that you're only here for a week or so and then go away again, it's a different mindset. We were looking at the area as a whole, including the job. It wasn't just a job for a week or a few months or something like that. We wanted to come up and be part of the community that we were moving to."

The couple transferred to Vulcan on 21 May this year, settling in Bettyhill – a few miles to the west of Thurso – with their two daughters, aged six and eight.

"A FANTASTIC PLACE TO GROW UP"

But, we asked, wasn't that a huge upheaval for the family? No, said Caroline: "Moving from the Dumfries and Galloway Police Force to Faslane was a massive move for me, because I was born and bred there. We all know what the job involves, so moving here was about more than just the job for us. It had to be the right area for us to stay in and for the kids to grow up in. I'm really jealous of my kids. I see them running about on the beaches and think what a fantastic place to grow up, it really is.

"When we came here we were prepared to do basically whatever was required. Paul (Chalmers) asked me if I would consider taking on the Operational Support Admin role, which was new for me.

CONTINUED...



"Having done the job for a while now, I can tell you it's really, really busy! My eyes have been opened as to just how much goes on behind the scenes, which operational officers don't really appreciate.

"Being up here creates many different challenges, because of the distance involved. Inverness is a four-hour round trip for us, but that's fairly typical. People here don't seem to notice it, because that's just the way it is. They'll go to Inverness for a McDonald's because that's the nearest one. And next-day delivery doesn't normally make it next day, it usually takes two days!"

Caroline has no regrets about moving:

Just about every morning I have to stop on the way to work and get out of the car and look around and take it in because it is just stunning. I'm smiling all the time, because I just can't believe I'm living and working in this lovely environment and I wouldn't swap it for the earth. 🌿

As we spoke, the sun was shining through Caroline's office window in the new police station, opened by T/ACC DO Paul McLaughlin in February. She said: "I haven't done a winter here yet, but it couldn't get worse than the winters down in Clyde and that area, because it just rains every single day there, from the end of October until February and then of course you get the snow."

Only a two-minute walk from the Watsons' new home are the wide open beaches of Torrisdale Bay. "It is one of the most beautiful views in Scotland... it's just gorgeous and because you are so far north, everywhere is really quiet," said Caroline.

"We're 25 to 30 minutes away from work, which was our choice, rather than living here in the town. Sutherland is a bit flat and barren which is ok if you cycle to work in the morning, because there aren't any hills! Once you hit Sutherland you've got your Munros (a Scottish mountain over 3,000ft in height, for those who don't know - Ed).



Dunnet Head – an area of outstanding natural beauty, from which viewpoint can be seen the Orkney Islands

"Certainly from a family perspective I think we struck gold with the area that we chose because the school gets cracking reviews. Bettyhill is in a fortunate position, to have such a good school. The kids get a great education. They touch on Gaelic as well, which our kids didn't get before.

"My eight-year-old is one of the youngest in her class. She's a bright wee spud anyway, but in the time that we have been here she has absolutely blossomed, her vocabulary, her confidence, being mixed in with older children and because the school is so small – two classes, one of 13 pupils and one of eight – if there's any event, the whole school does it.

"She's taken up a musical instrument since she's been here and is off to a circus workshop on Sunday. The councils up here do put a lot on for the children."

Bettyhill itself has a swimming pool, funded by Lottery grants and local support, and there is also a secondary school in the village, with around 70 pupils.

"I've really become quite community spirited since moving here and find that that's reflected in the working environment. I can go into the site canteen at lunchtime and sit down with the cleaners, or sit down with the Naval Commander and everybody talks and everybody's got a smile on their face.

"For anybody, especially youngsters, thinking of coming here and worried about relocating, they should know that house prices up here are exceedingly cheap. We were fortunate enough to buy a traditional stone house, with a slated roof, four bedrooms, two living rooms, three bathrooms and a massive garden, for the grand price of £150,000. It's unbelievable. There are two and three bedroom flats in Thurso for £60-70,000. You wouldn't get that anywhere else.

"There is a Tesco in Thurso, which is a 40-minute drive for us, but they deliver. We get a cinema bus that can hold 100 people and parks right next to our house. A butcher's van comes by, as well as a fishmonger van and a mobile bank. So, to be honest, if I wasn't travelling to work I would hardly need to leave my front door.

"There is also a cinema in Thurso, which has two screens, which is more than we had in Dumfries and Galloway; there's another swimming pool in Thurso, which seems to have all the amenities that you would need. I don't know what the night life is like, I'm past that! We have a local hotel and an inn in the village for entertainment.

"The world surfing championships are held at Thurso and there is a lot of surfing from all the beaches along the coast here. We get a lot of Land's End to John O'Groats cyclists and people touring with their cycles and, with three Munros there is a lot of hill climbing and forest walks.

"The nice thing about it all is that you've got all that on your doorstep, but it's all really quiet. You can turn up to a beach on a scorching day in the middle of summer and you'll be the only one on it. It's not like you're walking into Blackpool seafront.

"For me the biggest thing is that overall it's the friendly atmosphere. People look out for you and if somebody is heading into town, they will ask their neighbours if there is anything they need.

"And, for all the youngsters, fibre optic is currently getting laid! We'll have superfast broadband by the New Year," grinned Caroline.



MOVING TO A STABLE PLATFORM

Inspir Chalmers told *TalkThrough*:

"It has been challenging for us, setting up a new station in this part of the UK. We started here in 2010, as a detached duty operation, but the full time complement was only approved in June 2013. Since then we've been running on detached duties from the Clyde group and, more recently, from all over the UK, including Devonport, Porton Down and Fylingdales.

"We're now moving onto a more stable platform. We're having long-term detached duty for a year and Special Priority Payments have also been sanctioned. However, it is very important that it becomes a station in its own right. We can't continue to rely on Clyde. For one thing, it's too far to go for practice shoots, so we have arranged with CNC that we can use their range here and their facilities for operational safety training.

"We're also keen to get people interested in working here as firearms, operational safety and first aid trainers. There are opportunities here for people who have never done that before.

We've got a good building, new facilities, a good working relationship with the site, which is in a nice area, and has good training opportunities. 🌿

"We work closely with CNC. As well as using their new range, we are also going to share the facilities at their off-site armoury. We don't do joint patrols, but we do consult with one another when we are planning mobile patrols, to make sure that we don't end up just following each other around such a small area.

"With Police Scotland we have got an intelligence input, which we quickly got off the ground, and we also work with them in respect of emergency arrangements, in the event of nuclear accidents, or firearms incidents.

"We are keen to entice local people to join MDP, so we have had the Recruitment team up here and we've advertised in the *John O'Groats Journal*. But that will only get us a percentage of the numbers we need, which is why we are appealing to anyone in the Force looking for a new challenge to think about moving to Vulcan.

"We also hope to attract interest from officers thinking of transferring from other forces, provided they have the right experience and attitude," he added.

Explaining the stations' strategic importance, T/ACC DO Paul McLaughlin told *TalkThrough*:

"The Strategic Aim of the MDP at Vulcan NRTE is to provide armed guarding and patrolling, in accordance with the stipulations of the GSSOR. The site is where the Royal Navy houses the land-based submarine nuclear reactor where two nuclear reactor designs and five generations of core have been tested, together with the unique capabilities of main coolant pump radioactive component refurbishment and post irradiation examination.

"The MDP will maintain the safety and security of these high value critical assets by maintaining the safety and security of the Defence nuclear materiel and ensuring the pivotal work undertaken at Vulcan is a key enabler in the Defence requirement of providing Continuous at Sea Deterrence (CASD)," he said.



Officers who transfer to Vulcan on Long-Term Detached Duty are billeted at the Ulbster Arms Hotel near Halkirk, in newly-built accommodation lodges





Chief sets Force new Global Corporate Challenge ...

Aiming for the top

■ **AT THE END** of the 100 day Global Corporate Challenge team event, the MDP's combined efforts made it the second most active government organisation in the world to take part.

But now Chief Constable Alf Hitchcock has set the Force a new target – to be Number One when we enter the competition again next year.

He told senior leaders at their conference in October: "If we put our minds to things we can achieve and we do achieve. We put our minds to the Global Corporate Challenge and said that we were going to compete against the rest of the globe, to show how fit and productive we are.

❗ **One hundred and fourteen government departments across the world said that they would compete against us and we finished as the second highest on the planet! Not in the UK, not in Europe, not anywhere else, but across the entire planet! 🎉**

"The next time we do it – and we are going to do it again – we will be Number One! There's only one place for us to go, one step up and we WILL do it!" said Mr Hitchcock.

He presented awards to Porton Down, as the top performing team in MDP and individual awards to **T/Supt Sandy Stewart**, as the most active officer – covering a total of 1,530 miles – and Sandy's wife Linda, who was very close behind him, to finish as the second most active officer.

The Challenge began on 28 May, with the 100 day team event – called 'GCC Journey' – involving more than 40,000 teams globally, each with seven volunteers aiming to become more active.

MDP had 24 teams and 168 individual officers and civilian staff taking part, who logged their activity using accelerometers. Whether it was running, walking, cycling or swimming, all physical activity counted towards their team's total, which was then equated to a virtual walk around the world.

All the MDP teams added together completed a total of 109,314 miles, or 274,880,861 steps – which works out to a daily average of 16,755 steps per person, a great achievement!

Together they did the equivalent of crossing the Sahara Desert 98 times, in the process burning more than 11 million calories and losing a total 1,252 lbs in weight.

This has translated into a huge increase in daily activity levels with a giant leap from three per cent to 74 per cent of MDP participants moving into the 'highly active' category, regularly managing to take more than 12,500 steps a day by the end of the challenge!

The next phase of GCC is for those taking part to continue being as active as they can, and recording their activity levels, making the most of the tailored nutritional advice available on the website.

In December the 'GCC Sprint' will take the form of an individual challenge, designed to maintain physical activity levels during the holiday season, typically when people need help the most.

A certificate and trophy were presented to the Chief by Adam Lask, GCC's Senior Accounts Manager.

Most Active TEAMS			
RANK	TOP TEAMS	TEAM CAPTAIN	DISTANCE (miles)
1	MDP PORTON DOWN	GRAHAM SCOTT	6,803
2	Team MDP CO HQ	Simon Munro	6,514
3	Team MDP CID 2	Alexander Phillips	5,630
4	Team MDP AWE A2	Rodger Robbins	5,617
5	MDP SO HQ	Sara Hill	5,480
6	Team MDP Scotland GOCOMU 2	Linda-Jane Stewart	5,415
7	MDP FAST CATS	SHERRE WILSON	5,025
8	Team MDP National 2	Jackie MORTON	5,004
9	Team MDP National 1	Michael Finlinson	4,598
10	Team MDP National 3	Helen Wright	4,590



Good News Stories

We asked two of the MDP participants to tell us in their own words what the Global Corporate Challenge had meant to them personally.

First, here is **Constable David Price** and on the following pages you can read **Supt Derry Montgomery's** equally impressive story.

❗ I am Constable David Price currently stationed at MDP Bacton, Norfolk. My current role is as an ASV officer patrolling the villages around Bacton Gas Terminal in accordance with the principles contained in the Government CONTEST strategy and in particular the Detect and Deter strands.

"With the onset of fitness testing and the demands of firearms training I was looking at ways to increase my activity levels, and improve my fitness and health.

"A group of officers at Bacton were talking about the Global Corporate Challenge and explained basically you would be required to do 10,000 steps per day for 100 days. I did not think I could commit to that level of activity as most of our patrolling is done by vehicle and I was unsure exactly how far 10,000 steps actually were.

"After discussion with other officers and reading about the Challenge on line, I agreed to be part of a team of seven and formed the MDP Bacton Team.

"I decided to really commit to the challenge and in the first week I bought a bicycle to enable me to cycle to work instead of taking the car. I don't think I would have done this if it were not for this Challenge.

"The cycling certainly helped with my totals. I realised by making small changes to my lifestyle such as walking with my children to school instead of taking the car etc. made a big difference to my step total. I found actually monitoring my steps also motivated me, as when I realised I might not achieve my goal for that day I did a little bit more and went for a walk.

"The whole experience regarding the GCC made me look at my fitness levels and realise, with a little tweaking, big improvements can be made over a short period of time. 🎉

GCC – a change of pace...



■ **THE SUCCESS** of the MDP's involvement in the Global Corporate Challenge has been very much down to a team effort, but there were also some notable achievements by individuals hidden among the headline statistics.

We caught up with **Supt Derry Montgomery**, formerly Head of the CNI Team and currently attached to the DBR at MOD Main, and asked him about his own personal GCC experience. He told us:

"When I first heard about the Global Corporate Challenge I was a bit sceptical and when asked to form part of the Div Ops team I accepted mainly

because I didn't want to let the team down and felt that as a manager I needed to be setting a better example on fitness.

"I had been struggling with a fairly hefty weight problem for years and decided to use GCC to get fit enough to pass the 5.4 bleep test and to lose 20 pounds (I am old enough to still think in pounds and fat enough for this to be achievable in 100 days). Given my ongoing love affair with all food groups I was horrified to read the GCC statement 'You can't exercise your way out of a bad diet' so settled on a third target – to prove GCC wrong.

"Before setting a step target I recorded my normal activity levels.

This was a chastening experience as my count was about 3000 steps a day. Clearly, apart from trips to the dinner table, I had barely been moving. My wife suggested taking the dog for a walk before and after work and the immediate result was a happier dog and a 10,000 step count.

"Charged with enthusiasm I soon upped my steps to around 20,000 per day and found that though this wasn't hard work, it was very time consuming. The answer turned out to be cycling, as this generated more steps per hour than walking or running and I could even save money by cycling to work. The return journey took only 40 minutes longer than when I travelled by car, but added 21 miles to my daily exercise.

"Checking out how MDP was doing against other organisations I was pleased to see lots of our teams performing well and noticed a certain T/Supt's efforts (Sandy Stewart please step forward – Ed) were dragging the Div Ops team up the rankings. I wondered how well our team might do if he got a bit of help so I set about trying to match his step count. Despite my best efforts, that never happened, but the Div Ops team made it to fifth place out of 24 MDP teams and I was encouraged to work my way up to over 30,000 steps a day.

"Our team captain encouraged us with odd rules and targets; I could never quite stick to 'No chocolate Tuesdays', but managed to follow the parking far, far away rule by leaving my car at home. Few lunch times passed without the call for a group walk and within the team there was a great deal of step count comparison and lots of support.

"As the end of the 100 day challenge drew closer it all got a bit intense and I decided to see if I could manage 100 miles on the bike and 100,000 steps in one day before it was

all over. This was something unthinkable when I first started out, but after several failed attempts I finally staggered off the bike, four days before the end of the challenge, having covered 103 miles and recorded 101,790 steps.

🔵 **Looking back over the 100 days I am surprised at just how much was changed by something as simple as a little**

plastic step counter. During the challenge I lost over 30 pounds (there's still a lot to go), turned a 3,000 daily step average into over 35,000, achieved 6.1 on the bleep test and finally discovered why they put those little adjusters on the waistband of uniform trousers. 🔵

"Even though the challenge is over I am still recording my step count

every day. What next? Despite losing weight without changing my eating habits, I understand what GCC were trying to say about diet, so I am facing up to the prospect of a life with considerably less chocolate in it. Hopefully this will help me lose some more weight and achieve 7.6 in the bleep test.

Who knows, it may even help me live longer, but if not I suspect it will seem longer."



HQ Gym refurbished

AS PART OF A WIDER PLAN to enhance training facilities available to officers and staff, the gym at Wethersfield underwent major refurbishment this year and was officially opened by the Chief Constable, Alf Hitchcock, in June. David King, Head of Corporate Services (left) and Insp Simon Munro are pictured helping the Chief with his weight training.

New ACC gets to grips with what makes MDP unique...

SINCE JOINING THE MDP in September, ACC Central Operations JOHN FLETCHER has been busy familiarising himself with the Force and discovering exactly what is required to 'deliver unique specialist policing' to Defence.

Mr Fletcher's policing career began in 1984, when he joined Suffolk Constabulary, where he worked his way through the ranks, mostly in operational roles, until he qualified as an ACC, joining Bedfordshire Police in that rank in June 2008.

There, he was responsible for Protective Services, which included armed policing, roads policing, major crime, forensics, intelligence, counter terrorism and professional standards, before being promoted to Deputy Chief Constable in October 2010.

He retired from that force in July this year, after 30 years' service, which also saw him take on the national ACPO lead on forensics quality standards and performance, and also serve as a member of the ACPO Intelligence Portfolio, for which he was national policing lead on intelligence partnerships.

TalkThrough caught up with Mr Fletcher after he had attended his first MDP senior Leaders' Conference in October (see pages 14-15).

We began by asking him:

Q What appealed to you about the MDP to make you want to serve with this Force?

A I had completed thirty years in Home Office policing, I love policing and wanted to continue with public service. I believe it is quite a privilege, having done 30 years with the Home Office, to be able to move on and look at something afresh.

The MDP obviously offered that policing opportunity, but in a very different environment. What it presented was a fresh challenge. I wanted to experience and learn something new and my decision to come here was around the unique policing service and the environment that MDP operates within.

There are one or two other things around that. The purpose and style that had been defined for the organisation resonated with me and, finally, I wanted to work somewhere where I felt I could contribute and be happy. Having met colleagues initially within the chief officers' team and further afield, most recently through the Senior Leaders' Conference, it's a really good team – I've been made very welcome and they are people who I feel I can and would wish to work with.

Q From what you have seen so far, how do you see Central Operations being best able to serve the needs of the Force now and in the future?



Interview by Editor
Norman Hicks
Photograph by
Paul Kemp

A Whilst it is early days, it's quite clear in my view that Central Ops can really contribute to the development of the MDP. Firstly, there are the huge new opportunities with recruit training. These are really exciting times in terms of getting fresh blood and new faces through the door. The OCC and Firearms Branch staff have an opportunity to provide the best introduction to the organisation, and develop people with the right skills they need to deliver.

Secondly, still relating to training and development, is the roll out of leadership and management training. It has got a brand, which is 'Preceptive Leadership'. The dictionary definition of that is 'a rule for action or behaviour, especially obtained from moral thought'. We are providing a style of training that makes it clear to supervisors what the organisation expects of them, but also equips them with skills and knowledge on how to do it as well.

Also, I'm now starting to understand the role of the CID, which has got a much reduced staffing level. There is a real opportunity for them to become what I have described as more laser-like in preventing, reducing and detecting fraud and corruption and also, through its intelligence function, supporting wherever possible intelligence-led taskings and deployments.

to continue with a good level of service to the Department, change is going to become more of the norm.

I personally believe that out of challenges can come real opportunities. They're often not easy, but that doesn't mean that they are not worth taking and if we are going to be more focused on continuously improving what we do, and on change, I think Central Ops has got a key role to play in that.

Another main challenge for me is what had previously been identified as being necessary to ensure that our front line staff are valued and supported through effective supervision. I'm a great believer that if you do the basics the performance tends to follow and I refer back to the leadership and development training that is being delivered, that will go a long way to assisting with this.

It's about supporting and valuing the front line.

There is a view that some of the new supervisory arrangements are focused on front line staff not doing their job, but that is not what is intended, because by far the majority are doing a great job and it's about supervisors understanding what they are doing and supporting them.

The other challenge is fitness and capability – making the best use of resources. That's a challenge and, clearly, the work in train around both fitness and capability is an opportunity to crack what appear to be quite 'tough nuts' for the organisation – the effective management of fitness and those officers who are non-capable.

I think another challenge is in developing the way we operate. Given the commitment of the Force to embracing the Code of Ethics, it really should be the golden thread of the way we do things. Supt Mark Foulger, Head of Professional Standards Department, described it as 'the prism through which we view everything' which is a good way of thinking about it. It's not about sanction, it's just about being clear on the way in which we should work and behave, with each other, customers and the public.

Q You've come to MDP from a Home Office policing background. What have been the main differences have you noticed so far?

A This is the third Force I have served in and I have never been made so welcome before. Genuinely, I feel really heartened. Not that I was made to feel

unwelcome in the other forces, but this has been quite different. The biggest differences as an organisation are the links and the interdependencies with the MOD, which is different to the Home Office relationship. Whilst it can bring some strengths, we need to ensure that we are as flexible as possible, within the wider Defence family. My early feel is that that's quite different – the context in which we operate.

The other difference between Home Office policing and MDP is around the customer. In Home Office policing customers were often citizens and victims. Whilst we are providing a public service within the MDP, there is a much greater need to have our focus on a much broader base of customers.

In addition, the demands are different. Operationally it is not as spontaneous in terms of the day-to-day cut and thrust of Home Department style policing. However, in MDP we are dealing with significant risk and the potential of risk to the nation as a whole and that does require some tempo, some energy and alertness at all levels of the organisation.

And the final thing comes back to unique policing services and those operational capabilities. MDP is significantly different in terms of capabilities, especially at what I would describe as the front end of the Force. Certainly, for example, having attended Exercise Astral Climb (which took place at RAF Fairford in September), it was really impressive what the SEG and the combined Central Ops/Divisional Ops Nuclear Guard Force were delivering and that's an example of what is very different between the two policing responsibilities.

What's important to me from an organisational perspective in this day and age is that forces, whether Home Office or Defence, can't stand still. They have got to seek to continually improve what they do, be more efficient, but use their people to their best ability by providing them with some responsibilities to make a difference at all levels, and my sense is we can progress that way.

Q And finally... what do you do to relax when you're not at work?

A I love the fells of the Lake District and my sporting passion is fell running. I run competitive races in the Lake District and aspire to be middle of the pack! For the record, I have done the bleep test since I took up my post and achieved the AFO level, but my objective was to show that it's not one rule for me and another one for everyone else!

Senior leaders finalise policing style

Report by
Norman Hicks

Photographs by
Paul Kemp



TIACC DO DAVE LONG welcomed delegates to the **October 2014 Senior Leaders' Conference** and urged them to **make the most of the learning and networking opportunities it presented.**

In Memoriam

Delegates stood in silence to remember those officers who had died since the previous conference.

Insp'r Thomas Henry Powell
(Shoeburyness)

PS Stephanie Galbraith
(HMNB Clyde)

PC George Henry Madgin
(RAF Stafford)

PC Lyndsey Parker
(Clyde Marine Unit)

PC Cyril Smith
(HMS Caroline, Northern Ireland)

PC George Wilson (NE Div HQ FIB)

The opening address was provided by **Chief Constable Alf Hitchcock**, who reminded delegates that the Force had spent the previous twelve months "trying to define what it is that we are about. As you know, during the last five years the nature of MDP has changed pretty dramatically, the requirement on the Force has also changed pretty dramatically, so we have worked to decide what is our mission, what is it that we are about and what is our niche in the market?" he said.

"We are very, very different from other police forces. With ninety per cent firearms officers, it feels different, it looks different, it is different. So what is that we do? We deliver unique specialist policing to protect the nation's defences and national infrastructure.

"To do that, we need specialist policing skills, to protect. In terms of reassurance we provide visible and active policing and, by doing that, we reassure our customers and our communities that we are delivering against the requirement. Finally, we have to make sure that we use our resources in absolutely the most efficient way possible to achieve our customer requirement," he said.

Turning to the MDP's policing style, Mr Hitchcock said the wording had been distilled from wide ranging consultation with officers and staff across the organisation over a number of months, to define what it should feel like to be part of the MDP.

"We said we want to be Professional, Respectful and Adaptable and we put some words around that. Trusted by our customer ... consistent high quality service ... confidence ... purposeful and diligent ... ethical, accountable ... take pride in our Force ... reassure our public ... be dynamic, flexible, resilient and learning.

"The Code of Ethics was introduced for Home Office forces earlier in the year. We have taken a look at that code of ethics, we have benchmarked it against England and Wales, against Police Scotland and Police Service Northern Ireland and against the Civil Service and the decision has been made to adopt that code of ethics as it has been set out by the College of Policing.

"The MDP Decision Making Model is unremarkably similar to the National Decision Making Model (NDMM) and we will be talking during this conference about how you can use a combination of that model and the other frameworks to make not only operational, but also organisational decisions."

The four cornerstones needed for decision-making are Purpose, Style, the Code of Ethics and the Decision Making Model.

"If you've got all those four cornerstones in place then it's pretty much a case of just do it, because you will be doing the

right thing," he said. "Occasionally, because it's policing, it will go wrong, that is just the reality. But if you've made a valid decision based on purpose, style, ethical principles, using the decision making model, then that has to be supported by us, because you've made a decision that you thought was right for all the right reasons."

The Chief listed what he perceived as the main threats to the organisation, but recognised that these might also be seen as opportunities. They included next year's Strategic Defence Security Review, expected after the May General Election, the need to get the culture of the re-set Force right, getting sickness management under control and the inevitability of further budget constraints.

"All political parties are committed to making the UK's budget balance in the next few years and that means, whatever happens, there will be a reduction in public spending. This means that we need to make sure that we are value for money."

GOOD NEWS

The Chief finished his presentation with a round-up of good news stories, including:

- **Arktis jackets are coming to a station near you very soon**
- **Gym equipment at Wethersfield and elsewhere has been upgraded**
- **The vehicle fleet is being modernised**
- **MDP finished second in the world out of 114 Government organisations in the Global Corporate Challenge**

David Riddle, chair of the MOD Police Committee commented on the recruitment campaign and forthcoming graduation ceremony: "This is a tremendous achievement by the organisation and represents the first sign of spring after five years of winter of no recruitment and standing still", he said, before outlining some of the committee's activities over the previous six months.

"We have seen some really terrific work, with officers doing the day-to-day job with commitment, recognising that their task is about serving the Ministry of Defence, which continues to be a striking characteristic of this organisation."

The committee will continue to act as 'a critical friend', he said and would be focusing on Force culture, as well as fitness, performance, integrity and policing style in the months ahead.

T/Supt Sandy Stewart and **Kathryn Bunyan**, of Workforce Policy Support, then

led a session on how the National Decision Making Model can be applied to non-operational decisions, especially sickness management.

DE&S Principal Security Adviser **Richard Medland** provided a customer's perspective on how the MDP goes about its business and said that it was important for him to know how best he could help the Force to do its job, as part of 'Team Defence' and urged delegates to ask themselves: "What could you do in the next year to make your customers realise that they can't do without you?"

CEO **Mark Williams**, with training manager and Treasurer **Steve Howson**, provided an insight into the work of the Police Firearms Officers Association (PFOA), explaining its welfare and support functions for officers involved in firearms incidents, especially those involving the death of a suspect.

PIM TESTED

Post Incident Management (PIM) of exactly that scenario was the theme of a table top exercise which delegates took part in for most of the second morning of the conference, led by facilitator **T/Chief Supt Chris Yates**.

The exercise concerned a firearms incident inside a Naval Base in which one suspect was shot dead and another detained unharmed. Delegates were asked to consider the operational issues, media handling processes, officer welfare and post incident management processes and protocols. Emerging issues were picked up by Force Firearms Officer, **Supt Kevin McAndrew** and the PFOA's Steve Howson.



Further input came from a number of visiting speakers. They included **Supt Brian Dillon**, of the Metropolitan Police Service (MPS), who described the events surrounding the murder of Fusilier Lee Rigby outside Woolwich Barracks in May 2013, from the point of view of the firearms officers involved.

Chris Lovatt, Deputy Senior Investigator of the Independent Police Complaints Commission (IPCC) and **John Mitchell**, Director of Investigation for the Police Investigations and Review Commission (PIRC) in Scotland, spoke about the role of their respective organisations in dealing with the aftermath of a fatal firearms incident involving police officers and some of the key legal considerations for those directly involved were provided by **Scott Ingram**, of law firm Slater & Gordon.

Civil Nuclear Constabulary Deputy Chief Constable **Simon Chesterman** rounded the day off with a run through the latest policies, training and tactics being developed by the Association of Chief Police Officers (ACPO), for which he is the national armed policing lead.

Continuing the PIM theme on the third and final day of the conference, the morning session opened with a dramatic presentation by the MPS 'Principal Officer' involved, known only as **V53**, who described the events leading up to the shooting by him of known suspect Mark Duggan in 2011.

V53 described the impact this incident had had not only on him and his family, but on the local community, where the shooting triggered a number of riots, inspiring further public disorder elsewhere around the UK.

Supt Mark Foulger took delegates through the Code of Ethics which had formally been adopted by the Force and said it was "not a stick to beat officers with", but rather it was a guide to exemplary behaviour. The code outlines a set of ethical principles and is fundamental to the use of the NDMM to deliver operational and business outputs, he said.

PS Matt Beard spoke about current trends in measuring and managing operational performance, whilst **Chief Supt Beth Disher** informed the conference about the cultural audit tool, developed by the Centre for the Protection of National Infrastructure (CPNI), which can be used to assess workforce motivation and how to improve it.

A session looking at the measures being taken to improve the MDP's sickness and capability record was led by **ACC Div Ops Dave Allard**, ahead of a presentation by Head of Corporate Services **David King** to update the Force on progress with developing a new fitness test (see centre pages) and the Chief Constable's closing address, in which he handed out awards to those who had excelled in the Global Corporate Challenge.

Fitness Programme – next steps

Who won
the GCC
100 Day
Journey

OCTOBER 2014

End of 100 Day
'GCC Journey'
and Awards Ceremony

FEBRUARY 2015

TalkThrough magazine
Fitness Special

'Off the shelf' Fitness Test
proposals from
the INM

What
preparation
shall I do

Who will
be my local
gym
instructor

DECEMBER 2014

24 people trained to
Level 2 Gym Instructor

Start of 'GCC Sprint'

INM presents Occupational
Fitness Standard to apply
for PST/AFO

How are
others
finding it...
Shall I try

What help
is available

JANUARY 2015

Start of 'GCC Sleep'

Newly qualified gym
instructors can
provide familiarisation
Fitness Testing

APRIL 2015

Proposal for
implementation of Fitness
Testing programme

Final Global Corporate
Challenge report
available

Did the
programme
work

Mock road crash helps keep pupils safe . . .

ON TUESDAY 30TH SEPTEMBER 2014, Helensburgh DCPO PC Russell White was invited by Police Scotland (PS) to its training college at Tulliallan, in Fife, where he was accompanied by Police Scotland officers Insp Clare Miller and PC Andy Crawford.

Explains Russell: "The invitation was in response to an initiative that Andy conceived and I had assisted him with: *The Go Home Alive Project*.

"The initiative was shortlisted by PS, to recognise innovation and excellence in delivering local policing across Scotland.

"It was held at Hermitage Academy, Helensburgh, aimed at young pupils there who are driving, or would soon be driving."

The partners in the project included PS, MDP, Scottish Ambulance Service and Scottish Fire and Rescue and involved pupils and former pupils of the school from its drama and film clubs.

"It involved a mock up of a Road Traffic Crash (RTC) on the school grounds with the actors suitably made up and resembling an episode of *The Walking Dead!*" said Russell.

"Emergency services arrived on the scene and the victims were attended to by the relevant personnel. Clues to the crash were discreetly presented and the pupils were invited to inspect the scene when the victims had been removed or in the case of the driver, covered up!

"There were then workshops and the pupils in their groups speculated as to the cause of the RTC. Media was presented to the young people including videos from PSNI which are very graphic and hard hitting.

"The initiative was carried out in an attempt to make young people think of the possible consequences when they get behind a wheel.



"Unfortunately it did not win the overall prize but was shortlisted to the last three in its category of Partnership Working. With a total of more than 300 entries it did very well to make it that far," said Russell.

Apart from hoping the initiative may keep our local young drivers safer, the scheme is being considered to be rolled out to young drivers, Service and civilian, within the Clyde group. This is in response to the sobering statistics involving road fatalities of Service personnel.

All partners are very much in favour of the scheme being carried out in Faslane and it's being discussed currently.

DEFENCE ROAD SAFETY STATISTICS

For motor vehicle deaths in last five years:

- NAVAL PERSONNEL are 89% more likely to die, compared to UK population as a whole
- ARMY PERSONNEL are at 192% more likely to die, compared to UK population as a whole
- RAF PERSONNEL are 23% more likely to die, compared to UK population as a whole

For motorcycle deaths in last five years:

- NAVAL PERSONNEL are 124% more likely to die, compared to UK population as a whole
- ARMY PERSONNEL are 116% more likely to die, compared to UK population as a whole
- RAF PERSONNEL are 247% more likely to die, compared to UK population as a whole



PS Amanda Webb covers while PC Stuart Dunn extracts a 'suspect' from his vehicle during a training exercise at HMS Nelson

Photo: LA(PHOT) Keith Morgan, courtesy of Navy News

First IFO course held at Portsmouth

■ **The first INITIAL FIREARMS OFFICER COURSE to be held at HMNB Portsmouth took place during the summer, with a dozen MDP officers put through their paces at the Base.**

During the six week course the students carried out realistic scenarios in Portsmouth and at Fort Blockhouse, Gosport, as well as taking part in Special Weapons and Tactics (SWAT) training in the classroom.

Sergt Mick Flynn who, along with PC Andy Evans and PC John Brennan, taught the course, said: "It has been really good. After the first two weeks everyone qualified on the MP7 or SA80 plus Taser.

"We include real-life scenario assessments and, as it would in reality,

these scenarios changed during the exercises."

All the students had previous experience of working as armed officers, but for some not for many years, having served in areas of the Force which have undergone major change during the re-set to a new national footprint.

For example Sergt Alan Cameron, from Clyde, said: "It has been 22 years since I handled a gun. It's daunting at first, but the training has been excellent and the camaraderie has been great too. Overall it has been a joy."

Sergt Amanda Webb, based at HMS Nelson, said: "I have learned so much on this course. The instructors are great and there's a good group of people; we all get on well."

The course is normally taught at MDP Headquarters, Wethersfield, but the senior management team at Portsmouth successfully argued a case to run their own course, which was then opened up to other bases across the country.

Inspir Michelle Mahony said:

● **The course is very intensive and is both mentally and physically demanding, with many challenging aspects that require the ability to react in a professional and legal manner to ensure a positive outcome.** ●

The trial has been so successful that there are plans to repeat it at other locations, including HMNB Devonport.

Delivering a professional policing service at RIAT



Photographs by Paul Kemp

CHIEF CONSTABLE Aif Hitchcock paid his first operational visit to RIAT this year, to see at first hand the way MDP works with its policing partners to deliver a professional service.

TalkThrough asked RAF Fairford SPO **Inspr Matthew Stagg** for his overall view on how things had gone. This is his report:

SO WHAT IS RIAT?

The Royal International Air Tattoo is the world's largest military air show, in support of the Royal Air Force Charitable Trust, a charity which was set up to support the wider RAF family. The show is held annually and typically attracts 130,000 to 150,000 spectators over a weekend period and recognition of its unique status was granted by The Queen in 1996.



by Inspr Matthew Stagg

Year on year RIAT offers a unique opportunity for the RAF and others to celebrate their heritage, demonstrate their current capabilities and provide an exciting glimpse of the future of military aviation. Even though the F-35B Lightning II was unable to perform at the Tattoo, this year proved to be no different and aviation enthusiasts were treated to a programme to savour whilst basking in the sun.

RAF Fairford has been the main home of RIAT since 1985 and the Ministry of Defence Police participation has varied greatly over the years, although what is constant is that for a weekend in July the base takes on a completely different make up and in many ways is totally unrecognisable to the day-to-day operations.

By its very nature RIAT is a special event in itself. However, the 2014 Tattoo was quite special in a number of ways. It headlined with the 50th anniversary of the Red Arrows, the 40th Anniversary of both the BAE Systems Hawk and Lockheed Martin F16 and would have been topped off with the arrival for the first time on British soil of four F-35B – Joint Strike Fighter aircraft, had safety concerns, following a fire during testing, not prevented their arrival.

The F-35B can be thought of as the modern day Harrier and at a cost in excess of £100 million each, interest was understandably high. This year's event also saw

the largest ever number of high profile visitors to grace the event, including a member of the Royal Family.

All this has come on the back of seeing the return of the B52 and B2 Stealth Bombers to RAF Fairford in June, which also saw the commencement of the Base build phase. As you can imagine this brought about its very own security issues and acted as a precursor to what RIAT brings to the table.

I have been asked about this 'long weekend' and in my experience the clearest picture for me, having previously shadowed the Silver Liaison Officer, is the flexibility and commitment that has gone into the planning process, right through to the professionalism of the policing service delivered to RIAT.

The ease with which the MDP operation unfolds, working in partnership with far too many agencies to list here, but in particular with the Gloucestershire Constabulary, our USAF customer and head of RIAT safety services, is by far the best working relationship that I have ever encountered over my entire Policing service.

This partnership has not happened by accident and in many ways we need to go back to the days of Supt Dave Pawley, who laid the foundations by appointing Sergeants Pauline Wilkieson and Sergeant Gavin Thomas as project officers for the event. However it is Gavin, who I think of as "MDP's Mr RIAT" who has been the recent driving force and conduit which has made this work on so many levels and who I need to thank.

So with the foundations firmly laid what do we do? MDP's involvement really steps up a pace some three and a half weeks prior to the event itself as the site build starts. Increased vigilance, patrol activity and general security set the tone which ultimately leads to the RIAT weekend. The level of USAF participation dictates the MDP resource

allocation, in support of the overarching GlosPol operation.

For this purpose the Base is split into five distinct areas and our intention whilst working in partnership with stakeholders is to maintain the essential security of the site, whilst providing a high visibility policing presence. This is achieved by deploying double crewed ASVs that primarily provide a deterrent at the public entry points whilst preventing, deterring and detecting criminal offences and identifying offenders. Officers are also deployed on corrals, which provide for a high create armed deterrent to any sensitive USAF asset.

Whilst resources are deployed to the main public areas, thought is also given to ensuring that the integrity of the Base is not compromised and the impact to these areas and to the on-site residents is negated. High visibility patrols, both dog and on foot, support the mobile response to these areas.

This theme of partnership continues not only on the ground level but throughout the operation. The control room, normally run by a lone MDP officer, is transformed into a hive of activity where eight officers from a mix of different agencies are installed. This all supports the independent Silver control cell, where a

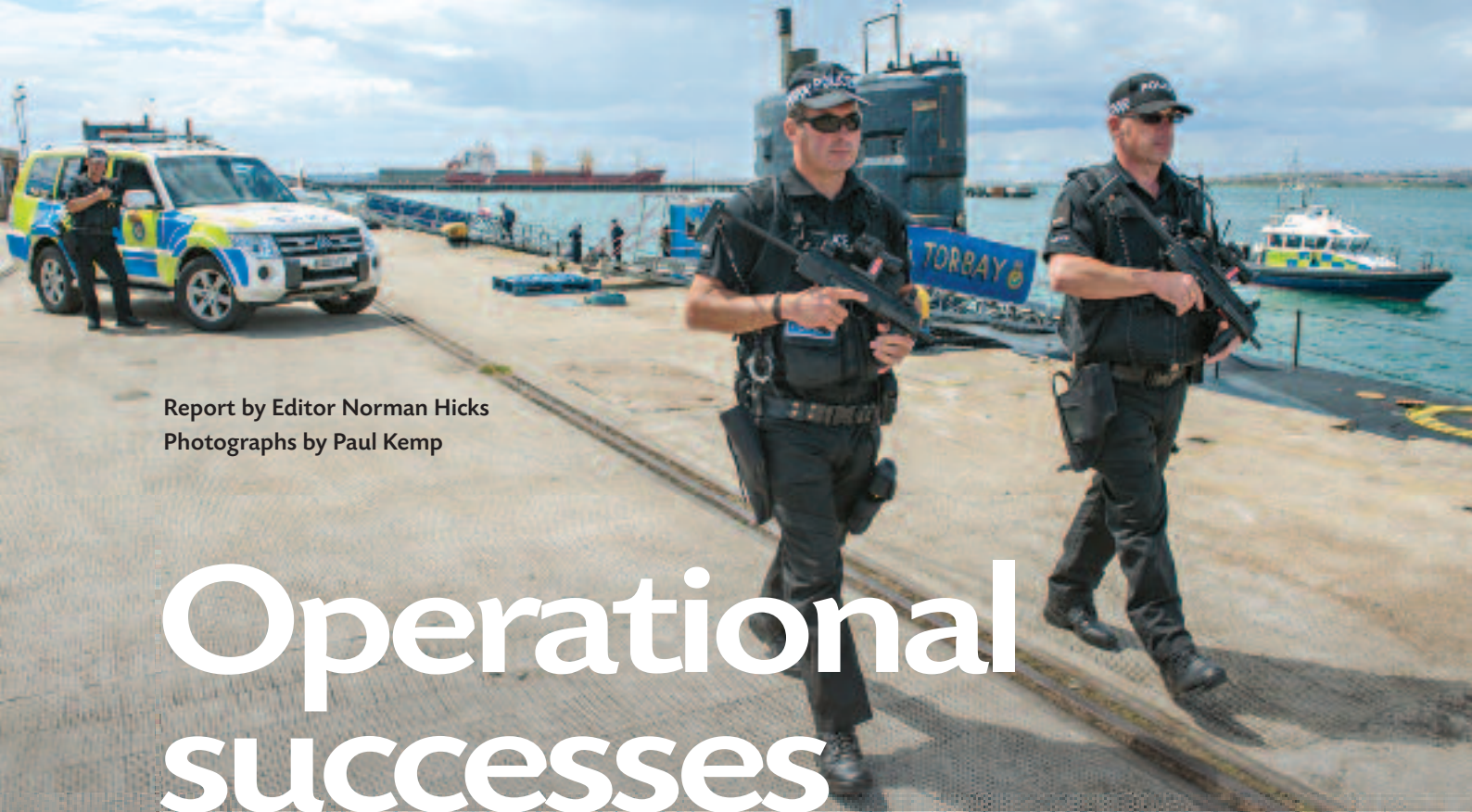
further 25 or so personnel from different organisations can be found. An MDP presence is also seen within the SB cell and with a TACAD within the firearms field, which is supported further afield by a SFC and an MDP Gold.

Post-event reaction has certainly been positive where MDP officers have shown commitment and excellence in their individual roles. The Chief Constable's visit to the Tattoo provided an excellent opportunity to showcase the adaptability and capability of officers in a very different environment. I am pleased to say that feedback from these quarters and at similar levels within the RAF, HDPF and from within the Charitable Trust have all been in a similar vein.

Looking ahead, there is certainly opportunity to build on the excellent reputation of the MDP by promoting opportunities within the Force through recruitment and I am pleased to say that we have already secured a 'pitch' for 2015.

RIAT is certainly something special and I would encourage any officer who has the opportunity to be a part of it to do so. I must finish by thanking all those officers from both the station and from other locations, who supported the event. Fairford has certainly been one busy place.





Report by Editor Norman Hicks
Photographs by Paul Kemp

Operational successes built on joint working

■ A BUSY SUMMER of operational activity saw MDP working alongside Home Office police and MOD military colleagues to great success.

In July a Marine Police escort for the submarine *HMS Torbay*, on a goodwill visit to Portland, involved close working with Dorset Police, the Royal Navy and the Portland Port Police, whilst the NATO Summit in South Wales in September saw MDP officers playing a key role as part of a 9000 strong policing operation for the visit of 66 Heads of State from around the world.

Letters of thanks and praise for a professional job well done have been received from the Home Secretary, amongst others (see page 31) in the wake of these operations, with each one completed successfully, despite current pressures on the MDP's surge capacity.

MARINE OFFICERS INVOLVED IN ESCORT

The submarine escort involved 14 MDP Marine Officers – six from HMNB Devonport and eight from Clyde Marine Unit, led by A/Insp Brian McArdle,

assisted by Paul Kidby from Marine Support and PC 'Reg' Grundy as the TACAD.

Paul told *TalkThrough*: "The operation was to escort the submarine into and out of Portland Harbour and to provide steady state whilst it was alongside. The shore side operation was also conducted by Marine Unit officers. We had a permanent presence out on the water and a permanent presence on the jetty, while it was alongside.

"*HMS Torbay* was on a goodwill visit, during which there were visits from Navy Cadets and local dignitaries. Brian McArdle and I were responsible for planning the operation. Devonport and Clyde supplied the officers, with Clyde on the water in the Island class launch *Lewis* for the majority of the time and the Devonport Marine Unit

officers on the jetty. We also borrowed two PAC24 RIBs from the Royal Navy.

"During the operation we worked closely with Insp James Grant (Portland Port Police) and his staff. Their support, both in the build-up and during the deployment, contributed significantly to the success of the operation. Support was also provided locally by Dorset Police and facilities were made available for us to use by the Royal Fleet Auxiliary (RFA) in Portland Port, he said.

"Our OSU(S) Search Team and CSG facilitated the search and securing of the jetty prior to the arrival alongside of *HMS Torbay* and the commencement of the Marine operation, which ran from 8th to 12th July. From our point of view it all went to plan and there were no incidents."



NATO SUMMIT PLANNING STARTED EARLY

Planning for the NATO Summit began five months previously, Supt Chris Yates – formerly of Central Operations, but now SPO at RAF Menwith Hill, told *TalkThrough*, a few days after the successful end to the operation.

He said: "In my role at Central Ops, with surge responsibility and with the experience of the 2012 Olympics, the G8 conference in Ireland and similar events, I became aware that the South Wales Police (SWP) were looking to have support down in Cardiff Bay for the NATO Conference, particularly around Marine capability and armed Marine Officers.

"I heard that they had gone to Dorset Police, because Dorset had had the Olympic sailing events at Weymouth, where there had been a successful Marine policing operation. Dorset Police told them that MDP had done the lion's share of Marine policing for the Olympics down there, and referred them to us.

"I got a phone call from a Superintendent in SWP planning team, sounding us out to see if we would be able to assist. I suggested that we had a meeting down in South Wales, expecting that to involve me, the SWP planning team and the local regional military liaison officer, because we were aware that there going to be military ships in attendance.

"My intention was to visit Cardiff Bay, to see what it's like and then make a decision, although I had told SWP that I couldn't promise anything, as we were already stretched as a Force at the time, with our own commitments," he said.

Arriving in South Wales with members of his team, Supt Yates was surprised to

find around 30 people there, including Royal Navy planners, representatives from the National Police Co-ordination Centre (NPOCC), plus Gwent Police – as Celtic Manor resort, Newport is where the event was due to take place – SWP representatives, including their planning team, the Home Office and Armed Forces.

Chief Insp Cliff Sharp, from MDP Operational Planning, takes up the story: "Whilst that was going on we were in dialogue with the MOD Ops Directorate in Whitehall, as it was recognised quite early on that there was going to be a big MOD flavour to this, albeit that it was only a police Mutual Aid request at that stage, the MOD was going to be heavily engaged."

Supt Yates added:

● **The Prime Minister's office had contacted the MOD to say that they wanted a significant military feel to this conference. They wanted the war ships to be there, they wanted the Air Force there and the Army to be on the ground with their capability on display.** ●

"So there was that drive from the Home Office and the PM's office to support the event, with an MOD flavour to it coming from MOD centre, but we had to balance that against our customer requirement.

"We had to be alert to the customer's understandable concerns about the likely impact of taking Marine capability away from Portsmouth, Devonport and especially from the Clyde, with the Scottish independence vote imminent and the

possibility of incursions or other protester activity, making it a complex decision as to whether or not we would be able to accede to the Mutual Aid request from SWP," he said.

"At that first meeting in South Wales, I said that whilst MDP does have significant Marine capability, I could not make a firm commitment at that particular time. SWP wanted us to take on the entire Marine operation, because of our long experience of planning and carrying out such operations.

"The MOD were keen for us to take this on and so we were able to put in place a plan which enabled us to do our core tasks but also release capability. Some of the things that we did to achieve this included moving the maintenance schedule to keep all our boats on the water, and we managed to borrow some boats from the Royal Navy.

"Then, it was a question of getting the planning team together here, once we had been given the go-ahead to deploy. The planning team worked through things such as the finance, logistics, accommodation, fuel, all of that kind of stuff. It was a similar team to the one which had planned the Olympics and G8, but on a slightly smaller scale. They worked with SWP on putting in the Marine capability," said Supt Yates.

In addition to that, there was a further request from NPOCC for MDP to provide 13 Authorised Firearms Officers (AFOs), because of a shortage of suitably trained officers in Home Office policing.

Said Supt Yates: "NPOCC made a direct request into our Chief Constable for our support. We had to dig deep, as all our officers are like gold dust at the moment, because of our other commitments. CSG and OSU were completely flat out.



OPERATIONAL SUCCESSES

However, with support from Divisions, linking in with Divisional Operations, we managed to get 13 AFOs released."

Chief Insp Sharp told *TalkThrough*: "They were on armed duties at the checkpoints at Celtic Manor Resort and so right in the middle of it. They were accommodated at the University of South Wales, at its Treforest campus, as were the rest of the police contingent."

In addition to the 13 AFOs, drawn from Territorial Division – Fylingdales, Portsmouth, Porton Down and Hereford – plus one from CSG Aldershot, there were 30 Marine Officers involved in the operation.

These were from Portsmouth, Devonport and the Clyde and were augmented by two TACADs, together with T/Insp McArdle and Paul Kidby.

Two MDP launches – *Excalibur* from Devonport and *Lewis* from Clyde – were there, together with seven RIBs, three of our own and four on loan from the Royal Navy. They linked in with the only Home Office Marine Unit in attendance, a single launch and crew from Dyfed Powys Police.

The planning team put together at HQ consisted of Chief Supt Kim McDonagh, Supt Yates, Chief Insp Sharp,



T/Insp McArdle, PS Peter Jones, PC Barry Hasler, Paul Kidby and Steve Woodgate, from Comms, with further input during the event from the Corporate Communications' team, especially Paul Kemp.

In the lead up to the event South Wales and Gwent Police held a table top exercise attended by key members of the MDP team.

Said Supt Yates: "During the event there was a Public Military Event (PME), down in Cardiff Bay, at which members of the public were invited in to see the ships, with various military hardware on display, showing off the British military capability.

"T/ACC DO Paul McLaughlin suggested that it would be a good opportunity for MDP to put a recruiting stand in and, as a consequence of that, we got a recruit stand set up and officers from

the TSG attended to fly the flag for MDP and generate interest in the Force.

"This was against a backdrop of us actually policing that location as well, which was good. The PME became so popular and so busy that they had to shut the gates to stop too many people coming in."

Initial uncertainty about where the American President's plane *Airforce 1* would be kept during the conference was resolved when it was confirmed that RAF Fairford would host it.

A round-the-clock policing operation was put together by TD Supt Findlay MacDonald and RAF Fairford SPO Insp Matthew Stagg to ensure the safety of the aircraft before it left to take the President back to Washington.

In her letter to all Forces involved, thanking them for the way in which the policing operation had been successfully conducted, Home Secretary Theresa May drew attention to the "very wide spectrum of policing resources" used to meet the various demands associated with the event.

"The result was a first class policing and security operation, showcasing policing in this country at its best," she said. Her full letter can be seen on page 31.



■ On Sunday 30 September I attended the NATIONAL POLICE MEMORIAL DAY on behalf of CCMDP at the Waterfront Hall in Belfast.

This was the eleventh such event and was attended by over 2,000 delegates including police officers from across the Commonwealth, Republic of Ireland and UK.

HRH Prince Charles attended, as did numerous other dignitaries, but none more important than the wives and families of those who had lost members of their family or partners.

I was honoured when requested by CC to represent him on the day, as this was the first time MDP had been invited to the event and it was a privilege to be amongst so many individuals who had lost friends and family in the line of duty. There were many who still bore the marks of loss and anguish including friends and colleagues of PC Yvonne Fletcher, who was murdered outside the Libyan Embassy in 1984.

Although entirely at home in Belfast, I was very much on my own until I was pleasantly surprised to meet up with Chief Insp Avrina Montgomery, who was accompanied by her partner Richard, current Federation Chairman for Essex Constabulary.

The event lasted for two hours, after which there was an opportunity to speak to colleagues and share stories about our respective experiences, but it was the children and families of deceased officers wearing the insignia of their fathers and mothers that proved most poignant and relevant for myself.

The Prince of Wales paid tribute to the bravery of police officers who have died in the line of duty. "We are drawn together from across the UK to demonstrate our deep respect for

National Police Memorial Day

By Chief Supt Mick O'Byrne, Commander Territorial Division

these brave men and women. They will never be forgotten and through us, their exceptional legacy will always be remembered."

Home Secretary Theresa May said: "Police officers go to work every day knowing that they could find themselves in danger, and sometimes they risk their very lives as they protect the public."

Northern Ireland Justice Minister David Ford said police officers did not always get the credit they deserved: "(They) are just seen as a normal part of society, along with people who provide other public services. But on a day like today you remember the challenges that face police officers, you remember the difficulties and the dangers they put themselves through every day of their shifts."

Northern Ireland Commemorates the start of WW1

St Anne's Cathedral Belfast, 4 August 2014, saw Northern Ireland unite in commemorating the start of WW1.

Attendees included HRH Prince Andrew, representing HM the Queen, Theresa Villiers, Secretary of State for Northern Ireland, Peter Robinson MLA, First Minister, representatives of the Military Community in Northern Ireland, and PS Jimmy Carr and PC Alan Millar, representing the MDP.

The event, organised by the Northern Ireland First World War Committee, chaired by Jeffrey Donaldson MP, included the cross community service at the Cathedral, followed by a candlelight vigil outside Belfast City Hall.

PS Carr said it was with immense pride and honour that he and Alan Millar attended the event with colleagues from the Military and the Police Service of Northern Ireland. "It was a poignant and stark reminder of the profound effect that that period of history had on the world," he said.

Later that evening, PS Carr attended a vigil with DCPO NI officers PCs Gary and Theresa Lyttle at Theipval Barracks, Lisburn, delivered by 38 (Irish) Brigade Padre to mark the hour when War was officially declared.

The vigil was attended by representatives of 38 Brigade and Northern Ireland Garrison Support unit and resident Battalion the 2 Rifles.

Other significant dates in the calendar of commemoration for Northern Ireland will be the start of Gallipoli campaign in 2015 and the Battle of Jutland 2016.

The Battle of Jutland, (the only major sea battle of WW1), included a C Class cruiser HMS Caroline, which remains the last light cruiser of the Grand Fleet still afloat.

It will be known to older MDP officers as it was previously policed by MDP, and she remains in Belfast Harbour. There is no other ship of Caroline's type or period anywhere in the world, and efforts are now in progress to open her to the public.

The other significant date is that of 1 July 2016, commemorating the start of the Battle of the Somme which saw some of the greatest loss of life affecting the island of Ireland during the Great War.



Chief's visits to CNI station and HQ Departments

■ **CHIEF CONSTABLE ALF HITCHCOCK** has continued with his station visits programme in recent weeks, heading up to Humberside in July to meet with officers and staff at the CNI gas terminal site there, as well as dropping in on Fleet Management and Firearms Training at Headquarters in September.



He was welcomed to **HUMBERSIDE** by **SPO Insp Dave Shaw**, who briefed him about the site and current operational activity there, before joining a focus group with all available officers and staff. Later, the Chief was given a windshield tour of the site, which MDP has policed for the past seven years since the start of Op Vintage.

For his visit to the **FIREARMS TRAINING CENTRE**, Mr Hitchcock spent an hour discussing a number of issues with the firearms trainers delivering the initial AFO package to the first new recruit course. The focus group included FTC staff, plus firearms trainers from Scotland and RAF Menwith Hill.

The Chief told them that firearms 'is the most important thing we do' and he was very pleased that, after a lot of hard work, the Force had achieved its firearms

licence through to 2017. The Chronicle software program, used by many other police forces to manage firearms training and arming-up procedures, was being rolled out at Headquarters and the bigger stations initially, he said.

Fitness testing was being formalised with the help of the Institute of Naval Medicine and the recruiting campaign was going well, with the first recruits set to graduate in October (see page 1).

Other topics covered included sickness management; the next generation of radio communications, post Airwave; future plans for Command and Control and the Force's Central Control Room; a Police Committee project on organisational culture; the My MDP survey and the current review of MDP officers' Terms and Conditions of Service (TACOS).

Later the Chief met some of the latest recruits and told them:

"As you know, all Forces throughout the UK have gone through major cuts and there has been pretty much no recruiting. In the case of the MOD Police we haven't been recruiting for nearly five years. You are the new Force and you are going to give the Force its new feel.

"I'm really proud and pleased to see you all here. You are our future generation," he said, before observing some of the new officers carrying out an armed arrest in a training scenario.

His visit ended with a live firing session at the range, where he was given a safety briefing by **Sergt Steve Butler**, who was accompanied by **Sergt Steve Coy** when the Chief and his Staff Officer, **Chief Insp Robbie Robbins** were firing SIG pistols from static positions 10 and 15 metres from the target.

At **FLEET MANAGEMENT** the Chief met staff and was given a briefing by Fleet Manager **Paul Canham**, who told him that the team had continued to support the MDP's vehicle requirements and provide a valuable in-house facility despite cuts to its staff levels and budgets (vehicle procurement, commissioning, maintenance, hires).

He said: "We were directed initially to cut costs by 50 per cent and the fleet size by the same amount, but at the same time we knew that a reduction in that size would leave the fleet unable to meet its operational requirements.

Photographs by Neil Parry and Paul Kemp



"The first thing we did, therefore, was to set about capturing the MDP's vehicle requirements in a format similar to a staffing complement document, then scrub those requirements to ensure that they were fully justified and that the vehicle types requested represented the most economical vehicle type to support the requirement.

"I reinstated the Vehicle User Advisory Group (VUAG) meetings, where it was agreed that a separate Vehicle Working Group, chaired by a Superintendent, would take a critical look at the vehicle requirements and decide, by a peer review process, which requirements were justified and which were not.

"The result was that we were able to compile a Vehicle Requirements Listing (VRL), which supported requirements for about 430 vehicles. This was a reduction from the previous fleet size of just over 600 vehicles, representing close on a 33 per cent reduction.



"We then 'post-mapped' the best vehicles against this new structure and processed the unassigned vehicles for disposal. We could then review the VRL to identify where we had vacancies, or where we had substitute vehicles assigned (i.e. a station needed a marked 4x4 but was having to use a marked car as no 4x4s were available).

"We could also look at the assigned vehicles and, by monitoring their age and usage, forecast in which financial year they would fall eligible for replacement. Underfunding in recent years has meant that about half of the current fleet is past its life expectancy. Budgets are expected to remain tight, limiting the options for new vehicles and adding further pressure to the maintenance budget", he said

A number of options for further savings were under review, said Mr Canham, urging vehicle users to look after those they have got, as replacing the majority of them won't be an option for at least the next two or three years.

He also called for more mutual support between stations/portfolios and said that Fleet Management is looking to standardise vehicles where possible, to make rotating them more practical.

"Circumstances have forced the MDP to look hard at its requirements, to ensure that they are being provided in the most-economical way whilst still supporting operational requirements. At the moment there is a huge gulf between what the Force needs and what it can afford, but with everyone being aware of the constraints that Fleet Management has to work with, being realistic with their requirements, all supporting each other and taking care of what we have, our limited budgets can still get us through the next two or three tough years," he said.

What can be done to improve diversity within policing?

■ **CHAIR OF THE COLLEGE OF POLICING**, Professor Dame Shirley Pearce, presided over a Round Table Forum, attended by Chief Constable Alf Hitchcock amongst others, looking at what can be done to improve diversity within policing.

As the national policing portfolio holder for Equality, Diversity and Human Rights, Mr Hitchcock was joined at the 30 September event by senior police service colleagues, representatives from a wide range of organisations, including the Home Office and the National Black Police Association, as well as individuals who have overcome equality and disability issues in their personal and professional lives.

Mr Hitchcock told *TalkThrough* afterwards: "The opening scene setting was done by John Graham, the Director of the Police Foundation and the issues he raised included the role of policing in society, loss of trust

representative of minorities in policing, then it will need legislative change, which may include some form of positive discrimination, either as a short or long-term amendment to the Act.

"So, the feeling was that we need to make sure that we have done everything possible first, before we go for the nuclear option of legislation. The view is also that the police service has not, in a cohesive and coherent way, tried all of the possible ways in which you can take positive action and that there are probably more things that we can do.

"Those are going to be the subject of a paper out from the College of Policing as a result of this forum, which will set out what Forces should be considering", said Mr Hitchcock.

"There was a discussion in relation to incentives and disincentives for joining the police service and the role of direct entry and fast tracking. There was also agreement that the College will be looking at the lessons learned from the first efforts at direct entry, to see where they can improve the process.

"There was a wider discussion of how critical encounters, for example the use of Stop and Search, impacts on communities' trust and confidence and therefore potentially frames minority groups' perception of policing and whether the work currently going on to reduce the use of Stop and Search and use it in a more accountable way, will in fact go on to have a positive impact in the coming years in relation to recruitment.

❗ **Finally, at a fairly tactical level, there was a view held by myself and a number of others that the prescribed process by which Forces decide whether or not potential recruits meet a certain standard, has some cultural or specific parts within it which are in fact excluding people, unnecessarily.** ➡

"On the back of that the College is going to conduct a review of the national selection process to see if it can be improved, something which we, as a Force looking to recruit large numbers over the next few years, will be watching closely."



in policing, and the link of trust to the legitimate right to exercise Constabulary powers – what we would once have called policing by consent, but which is now termed 'legitimacy'," he said.

"John spoke about policing culture as perceived from the outside, professionalism and bringing people in with different skills, Winsor, direct entry and those areas of discussion.

"Over two-and-a-half hours we discussed issues relating to positive action and positive discrimination. This included a debate about whether the police service had exhausted all possibilities within the current legal framework, in relation to positive action.

"The view at this stage was that the service has not done so yet, but that if, when it has, we are still failing to meet the requirement to be more

Chief addresses Policing and Mental Health Summit



■ **CHIEF CONSTABLE Alf Hitchcock attended a seminar on policing and black mental health, hosted by the Home Office on 23 October, responding on behalf of the police service to keynote speeches by Home Secretary Theresa May and co-host Matilda MacAttram, Director of Black Mental Health UK.**



He told *TalkThrough* later: "The conference looked at over representation from minorities within the mental health system, but also policing involvement in detention of people, particularly minorities, using Section 136 of the Mental Health Act (MHA)."

He provided an overview of the Equality, Diversity and Human Rights (EDHR) national policing business area, telling delegates: "You may be here to witness a unique first, because you've got a speech by a Home Secretary, a speech by a campaign group and a speech by a Chief Constable, on behalf of the police service, and we are all going to be saying the same thing, because we are all on exactly the same page in relation to what needs to be done."

Because disability and mental health have become such big issues for the police service, the Association of Chief Police Officers has moved from having a single portfolio to having two separate portfolios, with a Chief Constable leading on disability and a Metropolitan Police Commander leading on mental health.

Mr Hitchcock – who is the national policing lead for EDHR – said that the nine Peelian principles that underpin policing are predominantly about fighting crime and protecting the public, but in the latter case the police have a role to protect the more vulnerable in society.

However, he stressed that: "In terms of mental health, we are not the agency that should be holding frightened and unwell people who are in a mental health crisis in a police cell for up to 72 hours, which is what can happen.

"We are not the right people to provide transport for people who are in a mental health crisis, when they have committed no crime. That's the job of ambulance; and we are not the only 24-hour service, so why is it that all of these jobs come to us when there are far more appropriate service providers in this space?" said Mr Hitchcock.

"But most of all, we are not the service that should be called to mental health institutions or hospitals to restrain unwell people, while medical staff give them their medication. Unfortunately, all of those four things that I have just described, we as a police service have been doing and been asked to do more and more and it has got to stop!" he said.

Mr Hitchcock spoke about the work the police service has been doing in this area, signing up recently to a mental health crisis care concordat, a partnership arrangement for dealing with people in mental health crisis.

"We have led work on what is called 'street triage', essentially modelled where police officers and mental health

professionals work together, either physically on the streets or by sharing information," he said.

"There are various versions of triage that have been proven to be a fantastic success at reducing the number of occasions when officers have to detain people under Section 136 and I called for the Home Office and Home Secretary to put wider pressure on other government departments to engage in becoming signatories to the concordat. I finished by saying that we have made an awful lot of progress in this area but we still have lots more to do.

"One relevant issue to us as a Force during this event was the focus during the day on the use of Taser. The Home Office is planning to collect more information about the occasions when Taser is used, the circumstances under which it is used and the ethnicity of people who are subject to Taser.

"The Home Secretary raised that and I welcomed that openness and transparency, because I said I believed, as a police professional, that we actually use Taser appropriately and only in extremis and that we have nothing to hide by being open and transparent about how we've used it."

The Chief took part in a panel discussion in the afternoon, in which topics included use of police cells for mental health sufferers, use of Taser in relation to people displaying symptoms on the street, deaths in custody, the current review of Sections 135 and 136 of the MHA, the use of communities as sources of additional advice and NHS funding provision for mental health.

A letter of thanks from Matilda MacAttram recognised the Chief's contribution and commented: "... the day as a whole was successful in its aims of bringing together a diverse range of stakeholders from the policing, health and mental health, voluntary and community sectors, to better understand the scale and nature of the challenges they face in their day-to-day work."

Community policing support for military moves

■ IN JULY 2014, 1 Scots Battalion moved from Dreghorn Barracks, in its 'home' town of Edinburgh, to Palace Barracks, Northern Ireland as part of Army 2020, replacing 2 Mercian Battalion, which has moved to Chester.

NI Community Policing Sergeant PS Jimmy Carr said:

🔊 **Very early on it was recognised that reassurance to the Battalion would be a major factor in planning the community policing response to its arrival.** 🗣️

To that end, in March, with the authority of Chief Supt Mick O'Byrne, TD Divisional Commander, PS Carr and PC Alan Millar visited the Battalion HQ in Edinburgh, to meet all the key personnel, including the Commanding Officer, Col Matt Munro, Adjutant, Welfare teams and SSA. These meetings were followed by briefings for the local RMP detachment, Military Intelligence, and Police Scotland.

Facilitating the visit was DCPO Edinburgh Vinnie Blair, who organised the relevant meetings and provided support for DCPO NI officers as they met with relevant agencies.

When meeting with Welfare teams it was identified that 1 Scots were to host a Rugby 7s event for their families in May. Again with the permission of Chief Supt O'Byrne, DCPO NI officers deployed to assist PC Blair in policing of the event. DCPO NI officers attended in their normal working uniform of white shirts so as to be visible to the community allowing them to stop and talk about any fears or concerns they may have.

The early engagement with 1 Scots proved fruitful in the smooth arrival of the Scots to Belfast, with MDP facilitating visits to PSNI neighbourhood teams for Col Munro, helping to establish an excellent link between all policing agencies and the Battalion commander.

MDP in partnership with PSNI have also presented crime reduction briefs to all soldiers from 1 Scots which have targeted the three main areas of concerns: violent crime, sexual crime and road safety issues. These have been positively received by Col Munro as a proactive and positive policing and educational response, designed to keep his troops out of trouble.

The connection between DCPO NI and Edinburgh allowed for a policing programme to be in place with families and the CO months before the Battalion arrived in Northern Ireland and ensured that the Battalion could recognise the role and aim of DCPO NI of providing reassurance policing in support of the smooth transition for 1 Scots to life in Northern Ireland.

2 RIFLES MOVE

At the same time as the 1 Scots move, the 2 Rifles Battalion moved from Ballykinler to Theipval Barracks in Lisburn.

PS Carr stated that significant work took place with the Battalion to deal with the unique nature of the move, which saw the Battalion being moved from behind the wire in Ballykinler to a more open lifestyle outside the wire in Lisburn. This included regular meetings with Battalion, 38 Brigade and Area Commander PSNI at Lisburn.

In partnership with the local PSNI neighbourhood officer, presentations were delivered to 2 Rifles' families, designed to reassure them about the move to Lisburn.

2 Rifles have also received the same crime reduction briefs as 1 Scots, inclusive of the road safety presentations, and MDP continue to work with Battalion in reassuring the community.

Sadly, four days before delivery of those presentations two soldiers from the Battalion died in a road collision in Antrim, highlighting the continuing need for DCPO NI to deliver on one of their main policing targets: **'provide a continual process of road safety education to the Defence community in NI, thus reducing death and injury on the roads'**.

DOE NI has been running a campaign in Northern Ireland since April 2013 encouraging people and organisations to 'sign the pledge', as part of the 'Share the Road to Zero' campaign, which aims to reduce road deaths in Northern Ireland to zero.

Recognising that MDP should support such a campaign, Chief Supt O'Byrne (pictured below) signed the pledge on behalf of the Force during a recent visit.



LETTERS



Well done, and thank you.

FROM: **The Rt Hon Theresa May MP, Home Secretary**

Now that the majority of policing resources deployed to Wales for the NATO Summit have returned to their home forces, I wanted to take this opportunity to mark the scale and significance of this policing operation, which has been unique in so many respects.

You will be familiar with some of the features and challenges of hosting the Summit in Wales. It is significant that one of the smallest police forces in the country was in the position of managing security for the largest gathering ever in this country of Heads of State and VIPs, against a backdrop of restricted infrastructure and complex interrelationships with other Government Departments and agencies.

This challenging context generated a welcome collective approach to the planning and delivery of the policing operation... It was necessary to call on every specialism within the police to support the operation and... to draw on a very wide spectrum of policing resource to meet the various demands.

I know that this represented a considerable sustained effort across forces. However, the result was a first class policing and security operation, showcasing policing in this country at its best. I am extremely grateful to all those who contributed.

The police operation was well judged and supported by the local communities. There were remarkably few arrests, given the potential for disruptive behaviour. The operation was also able to



cope seamlessly with the rise in the national threat level only a week before the Summit, due to the thoroughness and resilience of the planning.

The fact that media reporting focused on the Summit content and not on policing and security issues is testament to the professionalism and effectiveness of the operation, to which every officer participating contributed.

I hope that every officer involved will be able to look back with pride on enabling the safe delivery of a truly historic NATO gathering.

FROM: **Mr Mike Griffiths, Chief Constable Civil Nuclear Constabulary**

Following Operation Isaurian, which took place on Friday 18 July, I wanted to write and thank you for the outstanding support and collaborative working that delivered a successful transport operation, despite the British weather and the vagaries of the road transport network.

The operation went extremely well, due in large part to the relationship that our two Special Escort Groups have built up during the planning for this operation.

Could you express my thanks to your team, who carried out their duties in such a professional manner, and in particular to Supt James Russell, Head of your Special Escort Group, who was instrumental in the success of our joint working? I'm sure there will be many more opportunities like this.

FROM: **Mr Peter Vaughan, CC South Wales Police and Mr Alun Michael, Police and Crime Commissioner**

We want to thank you for the support given to policing NATO 2014. South Wales Police and Gwent Police, who were the lead force as hosts to the NATO Summit itself, have worked closely together and we would never have coped with policing the biggest event of this kind without your help.

As so many of the social events took place in Cardiff, we were acutely conscious that the style of policing was crucial and that a damaging portrayal of events might be inevitable.

In the event, it has been an absolute delight to see the way officers from every force joined in to provide a friendly and welcoming atmosphere. This was recognised by the media, by President Obama and Prime Minister Cameron, but above all by the public in our capital city – both residents and visitors. It was even recognised by some of the protesters.

Indeed, it was pleasing to see the media coverage focus on what protesters were saying, rather than the dramatic scenes of violence and conflict that have characterised some previous summits.

The police officers who travelled from across the UK to join their colleagues here in South Wales and Gwent have proved excellent ambassadors for your Force and have demonstrated the professionalism and pride with which we keep our communities safe. The success of this police operation can only serve to build public confidence.

MDP 2014 National Golf Society Championship

By Willie Burns, Secretary,
MDP National Golf Society

THE MDP (NATIONAL) GOLF SOCIETY'S 2014 Championship took place at The Chase Golf Club, Staffordshire on Thursday 21 August 2014.

The 40 competitors included seven retired officers, with David Hamilton even flying in from Spain to take part. The majority of players were regular participants, but it was good to see a few new faces, including Robbie Robbins (MDP HQ), Robert Bosson (Donnington) and Gary Monk (Hereford).

This year also saw a first in the MDP National Golf Society's 27-year history, when Chief Constable Alf Hitchcock played 18 holes in the fine company of Kenny Whitfield and David Hamilton. Many comments were made but the one that best described the Chief's game was that it had close links to military marching, left, right, left, right . . . At the end of the day and in his own words he thoroughly enjoyed himself and hoped to be at the 2015 Championship.

In the national event the main man to beat has always been Kenny Whitfield (RNAD Coulport). Many have tried in the past and have been very close and this year's event saw no change to that pattern, with Kenny putting together two steady rounds of golf to collect the main trophy, despite the best efforts of Stuart Johnston (Clyde Marine Unit), who finished a close second. Keep trying folks.

The Chairman of the Society, Gardy McKay, thanked everyone for attending, giving a special welcome to the Chief Constable, to Bryan Davies, Operations Director of Chase Golf Club and Matt Southwell, its Head Professional, for allowing us to hold our annual tournament there.

This being the first year for Gardy in the Chairman's post, he said that it was an honour for him to take the reins and thanked Alan Paterson for all of his hard work as previous Chairman.

Well done to all the winners and better luck next year to all who missed out this time. The Chairman announced that the next outing will be taking place on Thursday 20 August, 2015 and would be held in South East, possibly Essex.

PRIZE WINNERS

PRIZE	NAME	STATION
3rd Class – 3rd	Jack Gillies	RNAD Coulport
3rd Class – 2nd	Stuart Wilson	RNAD Coulport
3rd Class – 1st	John Boyd	Retired
2nd Class – 3rd	Craig Govan	RNAD Coulport
2nd Class – 2nd	Neil Higgins	Beith
2nd Class – 1st	Gary Monk	Hereford
1st Class – 3rd	Alan Prior	RNAD Coulport
1st Class – 2nd	Alan Paterson	Retired
1st Class – 1st	David Hamilton	Retired
Endeavour Cup	Frank Grainger	RNAD Coulport
Nearest Pin AM	Graham Parry	Whitehall
Nearest Pin PM	Kenny Whitfield	RNAD Coulport
Longest Drive	David Hughes	Donnington
Bogey Competition	Mick Bone	Retired
Birdie Competition	Alan Paterson	Retired
Stableford Winner	David Hamilton	Retired
Colonial Shield	Alan Paterson	Retired
Par 3's Winner	Kenny Whitfield	RNAD Coulport
Retired Officer Trophy	David Hamilton	Retired
Handicap 3rd	Graham Parry	Whitehall
Handicap 2nd	John McEwan	RNAD Coulport
Handicap 1st	David Platt	Donnington
Scratch 3rd	Gardy McKay	Portsmouth
Scratch 2nd	Stuart Johnston	HMNB Clyde
Scratch 1st	Kenny Whitfield	RNAD Coulport

Were you lucky?

See who won the MDP Central Sports and Welfare Association's Lottery draws in June, July and August 2014.

JUNE 2014

1st	£4,000	PC M Coulter, HMNB Clyde (Coulport)
2nd	£1,000	PC S Tedeschi, HMNB Clyde (Faslane)
3rd	£200	PC H Shields, RAF Menwith Hill
4th	£200	DCC G P McAuley, MDPHQ
5th	£200	Ms C Nelson, DM Longtown
6th	£200	PC M Keightley, OCC Training Centre
7th	£200	PC M A Rosser, HMNB Devonport

4th	£200	PC C Barnett, MDP Bacton
5th	£200	Mr M J Barker, Retired Officer
6th	£200	PC J S Bean, HMNB Clyde (Coulport)
7th	£200	PS D A Lavelle, OCC Driver Training

AUGUST 2014

1st	£4,000	Insp S J Wilson, HMNB Clyde (Coulport)
2nd	£1,000	Mrs D Smye, HQ Fleet Management
3rd	£200	PC J C Coleman, AWE Aldermaston
4th	£200	PC R J Ramshaw, MDP Lakenheath
5th	£200	PC D F Paton, HMNB Clyde (Faslane)
6th	£200	PC S J Barker, HMNB Devonport
7th	£200	PC I Gould, HMNB Devonport

JULY 2014

1st	£4,000	PC R M C Barnes, AWE Aldermaston
2nd	£1,000	PC M Sayers, MDP Hereford
3rd	£200	PC G M Parry, MDP Whitehall

Longest serving officer retires

THE MDP'S LONGEST-SERVING OFFICER – Clyde-based Sergeant Ray Tidswell – has retired from the Force after 48 years' loyal service.

With typical humour, he told *TalkThrough*: "I would like to clarify that I am retiring due to my rapidly declining good looks and severe health problems and not because I was overlooked for one of the recent T/ACC positions!"

Liverpool-born Ray joined the Force in 1966 as a 19-year-old Constable at RSRE Malvern, transferring to RAF Hartlebury three years later and RAF Fairford three years after that.

Other postings have included HQ UKLF Wilton, HMNB Portsmouth on promotion to Sergeant, Training Sergeant at RNAD Coulport and later at Scotland Division HQ, SPO at RAF Prestwick, and Divisional Operations Support Sergeant at HMNB Clyde, from which post he retired, aged 67, in September 2014.

Throughout his service he has received a number of commendations, most recently in 2012 for his work in writing the Business Continuity Plan, BC Exercise and post exercise report, following the creation of Nuclear Division.



A more detailed account of Ray's career will appear in the next issue of *TalkThrough*.



YOU DID IT!

CONGRATULATIONS

**Ministry of Defence Police
(MDP)**

for completing the
GCC 100 DAY JOURNEY

Your participants have walked

274,880,861 Steps

Most Active Team:

MDP PORTON DOWN

Your Total Teams:

24

Your Total Participants:

168

Daily Step Average:

16,755

Total Distance:

109,314 mi

Most Active Team
Total Steps:

16,603,001

Most Active Team
Daily Step Average:

23,718

Most Active Team
GCC Ranking:

522 / 40,564

Total
Energy Burnt:

11,083,196 Cal

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