



Ministry of Defence Police

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Our Ref: eCase: FOI2018/09080 RFI:214/18

Date: 31 July 2018

[REDACTED]
[REDACTED]
[REDACTED]
Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000. MINISTRY OF DEFENCE POLICE: MULTI STAGE FITNESS TEST

I refer to your e-mail of 9 July 2018, which was acknowledged on the 10 July 2018.

We are treating your e-mail as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your e-mail you requested the following information:

“1. I would like to know how many Officers in the Clyde group have been disarmed as a result of not passing the multi-stage fitness test (MSFT) since the mandatory consequential testing came into effect in June 2017?

2. How many Officers in the Clyde group have been unarmed as a result of failing the multi-stage fitness test for over twelve months?

3. Are the Ministry of Defence Police adhering to the College of Policing's fitness testing guidelines?

4. Why has a female Officer in the Clyde group been tested in excess of five times over fifteen months and still not passed the test? Why has this female Officer been tested three times in the last 6 weeks and still not passed the test?

5. What are the consequences of repeatedly failing the MSFT?

6. Is it true that Officers who repeatedly fail the MSFT can demand which PTI takes them for a test? Is it also true that they can demand somebody to pace them also?

7. Are these options available for all Officers or just the ones who repeatedly fail?

8. If Officers are employed as AFO's, what are they doing If they cannot perform an armed duty?

9. Do the Ministry of Defence actually have standard operating procedures for testing and is there an unsatisfactory performance procedure? If so, do the Ministry of Defence actually follow it, within set time guidelines?

10. If a Ministry of Defence Officer cannot pass a simple 5.7 MSFT, how can they protect the public?"

A search for information has now been completed by the Ministry of Defence Police and I can confirm that we do hold some information in scope of your request as follows:

1. I would like to know how many Officers in the Clyde group have been disarmed as a result of not passing the multi-stage fitness test (MSFT) since the mandatory consequential testing came into effect in June 2017?

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2. How many Officers in the Clyde group have been unarmed as a result of failing the multi-stage fitness test for over twelve months?

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3. Are the Ministry of Defence Police adhering to the College of Policing's fitness testing guidelines?

The MDP are working towards harmonisation of fitness standards with those stipulated within CoP guidance.

4. Why has a female Officer in the Clyde group been tested in excess of five times over fifteen months and still not passed the test? Why has this female Officer been tested three times in the last 6 weeks and still not passed the test?

MDP Officers are required to undertake an annual fitness test as a condition of service. Should an officer not meet the required fitness standard during the annual fitness test an action plan will be agreed to assist them with meeting the required standard. As part of their own personal fitness development officers may choose to train to achieve the required fitness standard using the Multistage Fitness Test. However, this would not be classed as an official fitness test.

5. What are the consequences of repeatedly failing the MSFT

Officers who are not able to meet the required fitness standard would be subject to line management action in accordance with the Ministry of Defence Police (Performance) Regulations 2012. See also the response to Q9 below.

6. Is it true that Officers who repeatedly fail the MSFT can demand which PTI takes them for a test? Is it also true that they can demand somebody to pace them also?

No. Officers can request certain conditions in order to assist them in meeting the required fitness standard while being tested, but these are subject to availability and line management recommendations.

7. Are these options available for all Officers or just the ones who repeatedly fail?

All officers can request certain conditions at the outset of fitness testing. Subject to availability, line managers will make recommendations on a case by case basis.

8. If Officers are employed as AFO's, what are they doing If they cannot perform an armed duty?

This is dependent on the available roles at each station, and the reason for officer non-capability.

9. Do the Ministry of Defence actually have standard operating procedures for testing and is there an unsatisfactory performance procedure? If so, do the Ministry of Defence actually follow it, within set time guidelines?

Yes. The Ministry of Defence Police (Performance) Regulations 2012 govern the management of attendance and performance for MDP officers; medical-capability issues fall under 'performance'. The MDP also has Fitness Testing Standard Operating Procedures that define the process for fitness testing within the force, and the Informal and Formal processes that are used when an officer who, for a medical reason, is unable to undertake the fitness test or meet the required fitness standard.

Whilst the Informal process should not usually last longer than 12 weeks, there may be circumstances where it may be appropriate for it to last longer. Within the Formal process the Ministry of Defence Police (Performance) Regulations 2012 allow for a specified period to be set that must not be out-with the 12 months allowed as a validity period. The length of time within both processes is therefore dependent on individual circumstances.

10. If a Ministry of Defence Officer cannot pass a simple 5.7 MSFT, how can they protect the public?"

The performance processes outlined above are initiated when an officer is not able to reach the required fitness standard. No MDP officer is deployed with a firearm unless it is safe and lawful to do so.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the

Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

MDP Sec Data Protection and Freedom of Information Office