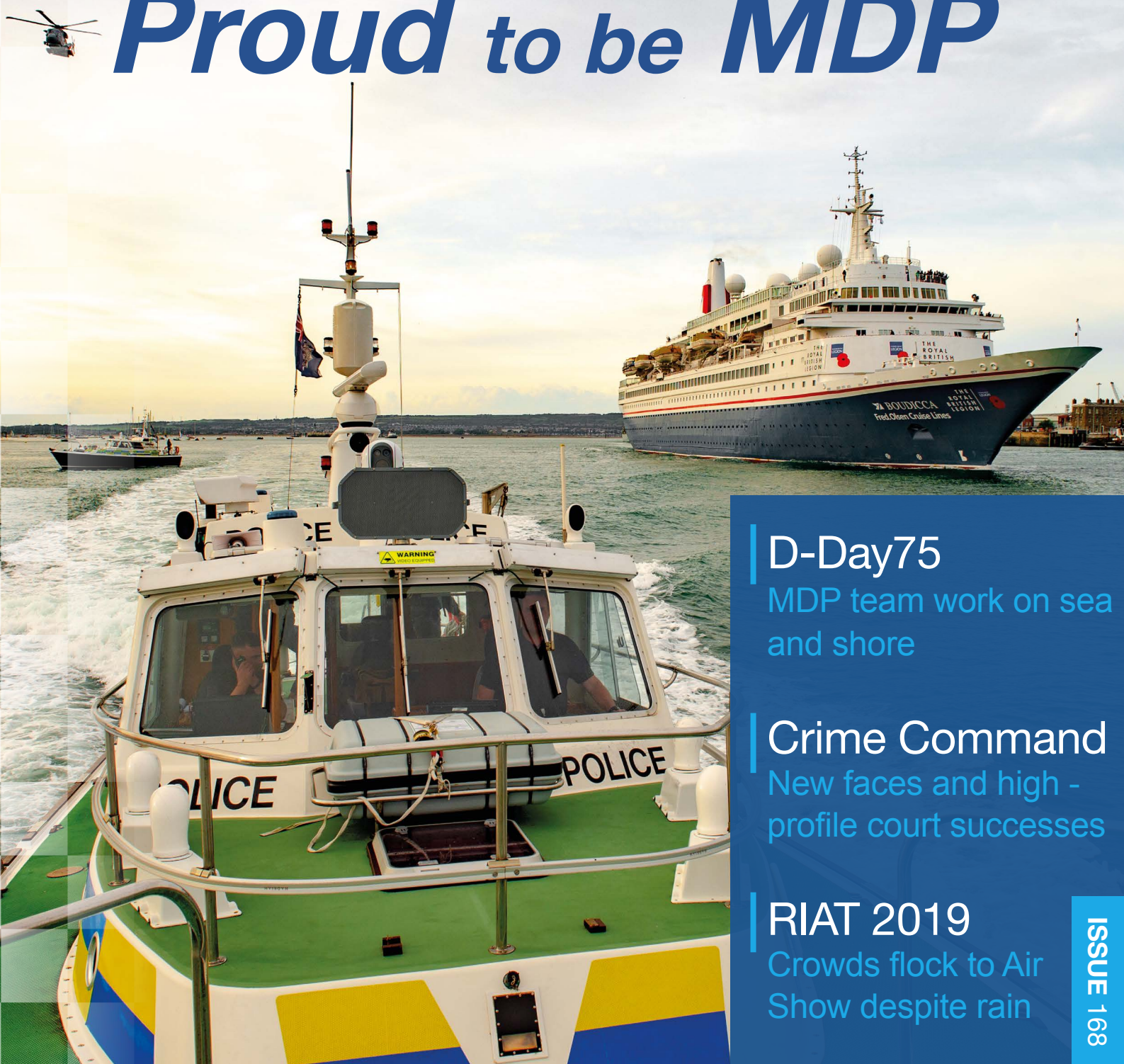




# “TALK THROUGH”

*Proud to be MDP*



## D-Day75

MDP team work on sea and shore

## Crime Command

New faces and high-profile court successes

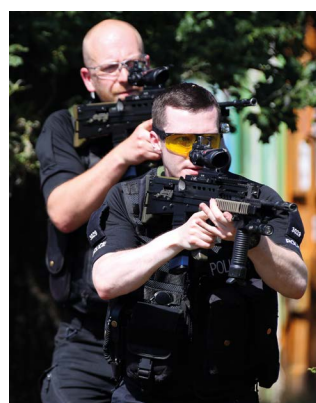
## RIAT 2019

Crowds flock to Air Show despite rain



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## Proud to be MDP

### CHIEF CONSTABLE FOREWORD

Throughout the many changes the Ministry of Defence Police (MDP) has seen over the past 30 years, Talk Through magazine has remained a constant, recording all its ups and downs, but mostly showing the Force at its brilliant best.

You may well notice that this latest edition of the Force magazine has been given a subtle makeover, following a change to graphic design arrangements where for the first time, since 2004, the publication has been produced in-house.

Talk Through Issue 168 features the first-class security operation we mounted alongside colleagues from Gloucestershire, Wiltshire and other policing and security partners at the Royal International Air Tattoo (RIAT), the earlier involvement in keeping VIPs and MOD assets safe at the D-Day75 celebrations at Portsmouth, as well as a host of professional and personal individual achievements by our officers.

There is also a look at the excellent work being done by Crime Command, an update on how the Force is supporting officers to improve their personal fitness and a spotlight on how one of our flagship stations, HMNB Portsmouth, is policed.

Our new Deputy Chief Constable, Gareth Wilson, has been busy getting up to speed on how the Force runs and what the current issues are, whilst he has also continued his role as the National Police Chiefs' Council lead on Diversity and Inclusion.

In this edition Gareth gives his take on how the UK Police Service is tackling diversity issues across the country, how MDP fits into that national picture and his first impressions of the Force.

Together with all my Chief Officer Group colleagues I will continue to visit our stations across the UK over the coming months, discovering at first-hand how the Force is dealing with the perceived threat on the ground, keeping MOD assets and personnel safe and raising the profile of the Force via the Operational Policing Model and Project Servator.

I look forward to seeing how we are improving our ways of working and communicating what we will be doing, moving forward, with a focus on the importance of change to fully meet the MOD's specific requirements of the Force.

I am impressed constantly by the work of the officers and civilian staff who day-to-day deliver, or support, our unique policing services in such a highly-motivated and professional manner. Our people should be proud of what they deliver for Defence, as I am proud to lead them in doing so.

If police and civilian staff have positive experiences they would like to share or something they feel we should be showcasing here in Talk Through or on our social media pages – something that makes them #ProudToBeMDP - they should make contact with our Corporate Communications team.

*Andy Adams*

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Written by  
Chief Inspector Darrell Barber

Pictures by  
PC Kelly Street

# Rain fails to dampen RIAT 2019 crowd's spirits

**T**he 2019 Royal International Air Tattoo (RIAT) will be remembered as much for the wet and windy weather that afflicted the start of the event as for the high-quality flying displays that kept the crowds entertained.

As ever MDP played its part, but the phrase 'come rain or shine' was quite apt for the first day.

Despite the weather, the turnout was still impressive, and some flying displays still took place although they soon disappeared into the numerous looming rain clouds. Things could only get better and Saturday morning the sun eventually broke through.

Overall, it was another great year for RIAT with 170,000 people visiting to enjoy a fantastic display of flying. A total 245 aircraft, from 39 air arms, represented the 25 nations taking part and more than 35 of them were involved in the flying displays each day.

The theme for RIAT 2019 was one of Air and Space, with celebrations of the 70th North Atlantic Treaty Organisation (NATO); 75th Anniversary of the D-Day landings; 75th Anniversary of RAF Fairford; 50th Anniversary of Concorde and 50th Anniversary of the first moon landings in July 1969.



RIAT 2019 CONT'D>>



## POLICING THE SHOW

Although I only got involved in the later stages of the planning - which begins in January for MDP - we quickly appreciated the complexities and scope of the task.

At the heart of MDP's planning operation is Sgt Gavin Thomas, who really is its lynchpin. Insp Matt Stagg, SPO Fairford, asked that Gavin should receive a special thank you for all his outstanding efforts.

He also said: "All of MDP Fairford played their role, some more, some less but all vital. I recognise the disruption caused to the normal working regime and the extra work caused, yet they all embraced it and rightly attracted favourable comments from our own Chief Constable, senior officers of other Forces and the organisers themselves."

Matt continued: "To all MDP officers from Fairford, Firearms Branch and AWE, who performed duties on the showground, thank you for your professionalism and resilience. Many of you got soaking wet on the Friday and all of you put many a mile in to protect our customers' assets. You are all a credit to the Force and to your individual stations."

RIAT Operations Director, Stuart Lindsell, wrote later to Matt: "On behalf of the Trustees, Board and wider RAF Charitable Trust Enterprises (RAFCTE) team, I thank you for your support in helping deliver the Royal International Air Tattoo.

"With your personal support and that of the wider Ministry of Defence Police team, both Fairford-based and from further afield, we were able to put on another safe and successful show.

"The MDP support throughout the RIAT period and indeed during the year continues to be first class and your 'can do' approach and flexibility are greatly appreciated by all of us."

**To all MDP officers from Fairford, Firearms Branch and AWE, who performed duties on the showground, thank you for your professionalism and resilience. Many of you got soaking wet on the Friday and all of you put many a mile in to protect our customers' assets. You are all a credit to the Force and to your individual stations.**

Insp Matt Stagg



## COMMAND TEAM

Whilst the overall command for the operation on the day rests with our colleagues from Gloucestershire Constabulary it is the MDP officers at Fairford who are key to its successful delivery, with our policing partners helping us to deliver the combined operation.

The MDP team was led by Supt Pam Hewitt, as the Gold Commander for the Friday, and I proudly picked up the mantle on the Saturday and Sunday.

Numerous MDP teams and policing partners made up the total operation, including MDP Fairford, MDP AWE (foot patrols, Project Servator and Tactical Firearms Unit); MDP Firearms Branch; RAF Police; Gloucestershire, Wiltshire and Hampshire Constabularies and Thames Valley Police (TVP).

The various roles delivered ranged from armed protection of critical assets, public reassurance, high visibility foot patrols, armed vehicle patrols and, of course, MDP Fairford still delivering business as usual.

## VIP VISITORS

Among the many senior military guests were Air Chief Marshal Sir Stuart Peach, Chairman of the NATO Military Committee; General David Goldfein, US Air Force Chief of Staff, and Air Chief Marshal Sir Stephen Hillier, Chief of the Air Staff, Royal Air Force. Senior industry guests included Sir Roger Carr, Chairman of BAE Systems and Dirk Hoke, CEO of Airbus Defence & Space.

Also at the airshow were HRH Prince Michael of Kent, former Secretary of State for Defence Penny Mordaunt, the then Chancellor of the Exchequer Philip Hammond, Dr Liam Fox, the then Secretary of State for International Trade; former Minister for Defence Procurement Stuart Andrew, Swedish Defence Minister Peter Hultqvist and Minister of State for the Armed Forces, Mark Lancaster.

British Astronaut Major Tim Peake was the star guest on the Friday in the show's Techno Zone helping to inspire young visitors as part of the Air and Space theme, with a Q&A session hosted by Carol Vorderman.

Our own Chief Constable Andy Adams and his wife Theresa visited on the Sunday; he chose the best day for the weather. Congratulating those involved in the MDP operation, in conjunction with their policing partners, Mr Adams said: "An excellent team effort by all policing and security colleagues at this year's Royal International Air Tattoo. The vigilance and professionalism of those involved ensured another safe and secure event for attendees. Great work!"



## TEAM REFLECTIONS

**PC Aeron Slade** from the Project Servator team said: "The success of our deployments at RIAT were testament to the strong collaborative relationships that we have with the event organisers and our policing and security partners, as well as excellent community engagement with the general public."

**PC Alan Williams**, Authorised Firearms Officer with 44 years' police service under his belt, said: "I was glad to have the opportunity to meet and interact with representatives of Air Forces from around the World.

"I also met many members of the public and it was very gratifying to be approached and told - thank you for what you do."

**PC Kelly Street**, on foot patrol and Talk Through photographer for the day, commented: "It was great to see so many teams join together from across the MDP, along with colleagues from Home department Police Forces and the RAF Police.

"I worked with Supt Hewitt and Ch Insp Barber to give members of the public an insight into the MDP's critical role at the Tattoo, as well as taking photos for use on social media to raise the Force profile."





## OPERATION VISCOUNT

# D-Day 75

## National Commemoration

**Recognition must be given to those whose outstanding efforts ensured the MDP delivered a successful and professional operation in a challenging environment.**  
Ch Insp Phil Lucy

On 5 June, Portsmouth and the world marked the 75th anniversary of D-Day with a moving commemorative event, marked by countless stories of bravery from so many amazing men and women who were involved in this important historical moment.

It was attended by veterans and world leaders, including the President of the United States, VVIPs from the UK and beyond, military leaders and Her Majesty the Queen with other senior members of the Royal Family.

Operation Viscount was the Hampshire Constabulary led policing operation that delivered a safe and secure environment within which the commemorations and other official activities could take place.

MDP officers were deployed as part of the MOD's main effort. Led by, then Supt Dave Pawley, the MDP operation provided unique specialist policing in support of HMNB Portsmouth and the wider D-Day commemorative events.

### PLANNING

In the lead up to D-Day, in liaison with Hampshire Police Gold Commander, ACC David Hardcastle, scoping of event locations took place. These

included relevant areas of Southwick Park, Portsmouth Naval Base and Southsea sea front and involved MDP working closely with staff from Buckingham Palace, Metropolitan Police Service Close Protection officers, American Secret Service and Hampshire and Thames Valley Police Firearms Joint Operational Unit.

MDP Cadre Tactical Firearms Commanders (Ch Insp Jeff Renton, T/Ch Insp Paul Alexander and Insp Sally Hunt), SecCo officer (Insp Adam Morris), POLSA officers (Insp Jimmy Carr, Sgts Ali Peachey and Josh Penwill and PC Inti Younis) and MDP Silver Commander and lead planner (Ch Insp Phil Lucy) participated in the scoping exercise, from which MDP Portsmouth began the working strands in preparation for the operation, with regular meetings to review progress against the National Decision Making (NDM) model process.

Throughout the build-up to the event, plans often needed to be revised and amended. There were regular meetings and discussions with MDP's counterparts in the Hampshire and Thames Valley Police Firearms Joint Operation Unit in Bicester.

During the actual D-Day 75 Commemorations, MDP Portsmouth had an operation involving more than 100 officers covering many specialist roles.

These included Authorised Firearms Officers and Armed Support Vehicle officers, Marine policing specialists, POLSA led search teams, GPD and specialist search dogs, protest removal capability, POPS officers, Project Servator teams, and control-room staff, as well as other unarmed patrol officers.

This multi-faceted, multi-agency operation involved MDP working alongside different police forces, other security and law enforcement agencies and with many cross-government departments and other local partners, organisations and community groups.

Ahead of the event, jurisdictional primacy and planning responsibilities were agreed, and protocols compiled to cover and define chains of command. From this the intelligence piece began to develop as VVIP attendees confirmed times and locations for attendance.

In addition to planning for event locations on the MOD estate of HMNB Portsmouth, Southwick Park and Portsmouth Harbour, there was a further requirement to factor in MDP task delivery for the aircraft carrier HMS Queen Elizabeth being used

as a centre piece for some of the celebrations.

Paying recognition to the professionalism of the MDP officers involved with Op Viscount, Ch Insp Lucy said: "The MDP planning team was comprised of personnel drawn from operational roles as opposed to the stand-alone planning teams employed by Home Office Police Forces.

"Recognition must be given to those whose outstanding efforts ensured the MDP delivered a successful and professional operation within a challenging environment."

### ON LAND...OPERATIONAL & TACTICAL ROLES

On the day itself, the then Prime Minister, Theresa May MP, and key Downing Street staff worked from locations within HMNB Portsmouth, before boarding HMS Queen Elizabeth to wave the veterans away as part of the commemorative celebrations. The final tactical plans were completed by T/Ch Insp Alexander supported by a firearms tactical adviser, T/Sgt Stuart Wass. Both officers were deployed as part of the Op Viscount Silver and provided a command function for MDP specific operations and as part of the



wider Hampshire Police Silver command.

Tactical Firearms Commander (TFC), T/Insp Graham Ballantyne was deployed as the ground assigned TFC within HMNB Portsmouth. This was a short-notice request and required him to quickly understand the complexity of the multi-agency operation and establish effective working relationships with officers from other MDP areas, such as the Special Escort Group, Firearms Branch and the Operational Support Unit, as well as Ministry of Defence Guard Service (MGS), Hampshire Constabulary, and Metropolitan Police Diplomatic Protection teams.

As well as being TFC, T/Insp Ballantyne was also the Duty Officer for the day, responsible for running the day-to-day business for MDP Portsmouth on what was an extraordinary day.

He said later that the experience was made easier by the commitment and dedication of the officers on duty, who worked long hours “but who conducted themselves professionally throughout.”

Sgt Dave Hutchins was assigned the role of Operational Firearms Commander (OFC) with the task to maintain an exclusion zone around Admiralty House – used by the PM and her team – at HMNB Portsmouth during the celebrations. On the day, Sgt Hutchins was responsible for a team of four Armed Support Vehicles (ASVs) with the task of protecting a secure area containing multiple buildings and access points.

During the day the operation changed and both unarmed uniformed police from the MDP and Naval personnel were repositioned within the

exclusion zone. This required the responsibility of the ASV Officers to maximise the protection of these officers in addition to the Prime Minister.

The flexible approach and professionalism that was shown and adopted even allowed for an unscheduled visit by the Secretary of State for Defence to Admiralty House.

Reflecting on the event, Sgt Hutchins said: “The tasking that was conducted by the Admiralty House team may not have been high profile or featured in any news reports, but it reflects in general terms the important work that is conducted daily by MDP officers around the country and which is vital to the success of UK business.”

PC Sophie Ray was assigned with the role as Operational Firearms Commander for the aircraft carrier restricted berth within HMNB Portsmouth.

She managed a team of eight officers ensuring the security of the dignitaries and VIPs entering her area of responsibility. This included high ranking officers from the British Armed Forces and the Prime Minister.

#### AT SEA...MARINE POLICING

Insp Alex Stypulkowski, the Marine Unit Inspector at HMNB Portsmouth, was assigned the dual role of Marine Bronze and Firearms Tactical Adviser (FTA) for the Marine Policing elements of the event.

The role of Marine Bronze involved planning and coordinating the marine elements of the operation as well as being ground assigned on

the day to provide operational command of any non-firearms policing incidents.

As the FTA, Insp Stypulkowski was responsible for providing appropriate options and contingencies to the TFC during the planning phase, as well as being on hand to provide advice in the event of any spontaneous incidents on the day.

Insp Stypulkowski said: “This was definitely the largest operation I have been involved with, and I found the Marine Bronze role particularly challenging and rewarding.

“I enjoyed liaising with various partner agencies, including the Met Police Counter Terrorism Specialist Firearms Officer (CTSFO) teams, and designing the operational plans. The logistical side was a challenge too with 15 vessels and nearly 50 marine unit AFOs to consider. It was a real team effort, and I am very grateful to all my colleagues who pulled together to really make this event a success.”

Sgt Steve Tomblin was deployed as a ground assigned marine unit Operational Firearms Commander (OFC) both in the lead up to the D-Day celebrations and on the event day itself.

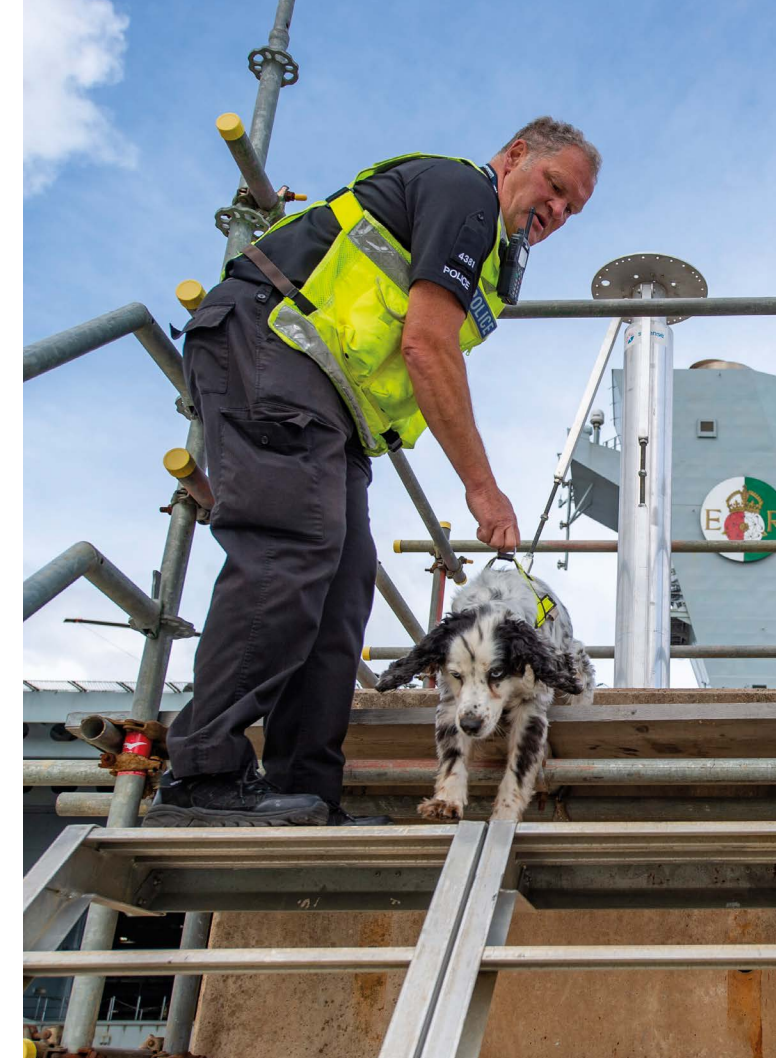
He and his armed Marine Unit teams undertook a number of practise runs with the numerous Naval ships involved in the celebrations but began the day of the 5th with the escort of HMS St Albans, a Type 23 Frigate, for a Gun Salute in the main channel.

This was followed by a high-profile patrol of Charlie and Spithead Anchorages in the Solent, where numerous UK and foreign war ships were at anchor.

As soon as the patrols were concluded, Sgt Tomblin’s team assisted with the safe passage to sea of the UK vessels at anchor. At 1500 hours the team helped the Queen’s Harbour Master, Royal Navy and Hampshire Police, with the Red Arrows Maritime Exclusion Zone.

At 1730hrs it was time to escort five war ships and the MV Boudicca with the 300 D-Day veterans and their families on board. They were given a sail past in the Solent by another five UK warships inbound, with a stunning flypast by a Spitfire.

In summarising the operation, Sgt Tomblin



said: “It was a great honour to serve with a highly professional team, who helped safeguard and escort 300 D-Day Veterans and their families, as they made their way to France.

“I couldn’t have done the job without the excellent support from my Marine Unit colleagues, including officers from Devonport and Clyde Marine Units.

“I was the OFC in charge of an excellent, highly motivated escort team, who had the great honour and privilege of escorting the D-Day Veterans out of Portsmouth Harbour.”

#### POLICE SEARCH TEAM

Insp Jimmy Carr (Frontline Ops) led on search delivery and was helped by POLSAs Sgt Josh Penwell (AWE), PC Inti Younis and Sgt Ali Peachey (Portsmouth), ably supported by PC Amy Ronchetti on her first scribe task.

Insp Carr stated: “Search officers came from all areas of the Force to deliver a high-profile search operation, ensuring the safety of visitors and allowing the focus of attention to be on exactly who it should have been, the D-Day veterans.”



“Search officers came from all areas of the Force to deliver a high-profile search operation, ensuring the safety of visitors and allowing the focus of attention to be on exactly who it should have been, the D-Day veterans.”  
Insp Jimmy Carr



## PROJECT SERVATOR

The Project Servator deployments were coordinated and led by Insp Mick Carrigan (MDP Portsmouth). In the lead up to Op Viscount there were several opportunities to work with the City of London Police (CoLP) and British Transport Police (BTP) Project Servator teams within the D-Day 75 Area of Operations.

Ahead of the main event, the Project Servator team concentrated on high visibility patrols in and around Southsea Common and the transport hub at Portsmouth Hard. On the actual day, with many thousands attending, the deployment stance expanded using a wide range of resources, alongside colleagues from CoLP.

## PUBLIC ORDER

As a nationally accredited Public Order Bronze Commander, Insp Luke Halls was deployed to support Hampshire Police at the National Commemorative Event (NCE), and to develop contingencies in support of the MDP's areas of responsibility.

He was allocated four Public Order Support Units (PSUs) which were deployed to prevent incursions on the NCE and to provide a graduated and proportionate policing response to meet the Gold and Silver Commanders' objectives.

Working under Insp Halls were officers from Devon and Cornwall, Northumbria and Avon and Somerset Police.

## LOGISTICS

PC Kath Burgess (MDP Portsmouth) played a pivotal role in the planning of Op Viscount taking the lead on all logistical areas and ensuring that all support tasks and responsibilities were completed in a timely manner. This included booking appropriate rooms for briefings and accommodation, which was a particular challenge

given the strain on hotels in Portsmouth during the event.

Officers were therefore accommodated at the mess at Southwick Park. PC Burgess ensured that it was suitable, liaising directly with the Defence Police Federation. She also liaised with Hampshire Police, other HMNB and MOD departments and MDP management to ensure interoperability was facilitated.

Working alongside PC Burgess was Mr Alex Underwood who was seconded to the MDP planning team from the MGS at HMNB Portsmouth.

He played an integral role in ensuring effective communication with the MGS, who provided the onsite unarmed security guarding at HMNB Portsmouth.

## THANK YOU

During a visit to the Gold Command, Ch Supt Pawley was introduced to Theresa May, who took the opportunity to thank him for the support and professionalism of the MDP.

At a subsequent de-brief, Ch Supt Pawley stated: "Planning and executing a multi-faceted operation such as Op Viscount doesn't just happen, and I have enormous gratitude for the effort, enthusiasm and professionalism demonstrated by all the MDP officers and staff who have come together to deliver another outstanding high-profile operation.

"Everyone involved with this event should be rightly proud of the professional and positive contribution they have made to the success of the wider policing and security effort. The skill and determination to get the job done, not only contributed to the success of the whole operation but also enhanced the wider professional reputation of the MDP. We are all #ProudToBeMDP!"



## STATION SPOTLIGHT

# HMNB PORTSMOUTH

## BUSINESS AS USUAL

Barely has the dust settled on the highly successful policing operation in support of D-Day75, before planning is under way for the next major event – the arrival soon of HMS Prince of Wales – sister ship to the Royal Navy's flagship aircraft carrier HMS Queen Elizabeth.

Both will be using HMNB Portsmouth as their home base, giving the MDP complement there a new set of challenges in how they keep Royal Navy personnel and assets safe around the clock.

An uplift in the number of Station and Marine officers located at Portsmouth has already been agreed, with consequent increases in equipment levels, including the number of Marine assets that can be deployed.

HMS Prince of Wales' First Entry to Portsmouth is scheduled for later this year and will be another major event involving close planning with Hampshire Police.

The Silver Commander for the event is Supt Belle Berry who also ran the First Entry Portsmouth for HMS Queen Elizabeth in 2017 and has more than enough knowledge of the complexity of the operation from both Forces' perspectives.

Monthly meetings involving MDP, the Royal Navy and Hampshire Police, have been augmented by a large-scale table top exercise with all stakeholders, specifically looking at the policing element of the operation.

STATION SPOTLIGHT CONT'D>>>



Immediately after her arrival, HMS Prince of Wales will have its commissioning ceremony which will be a full-scale joint operation between Hampshire Police and MDP, with members of the Royal family in attendance.

### Business As Usual

On top of these two major events, MDP Portsmouth will still have the escort operations (Op Baroto) for HMS Queen Elizabeth, which left Portsmouth during the summer and will return later in the year.

These operations continue to have a large maritime escort, ensuring safe passage in or out of the harbour, with Tactical Firearms commanders onboard the ship during each evolution.

In addition to these operations, other Royal visits and visits by the Secretary of State for Defence also require detailed planning.

Next year, it will be much the same, with numerous Op Baroto escorts as well as numerous high-profile visits requiring a mixture of police protection. On top of that there is also the business as usual policing operation at Portsmouth, with restricted berth protection,

Armed Support Vehicle (ASV) mobile patrols and Project Servator deployments.

Portsmouth Station is split into four sections, each managed by a section inspector. There is a land and marine capability, including a stand-off guarding role for the restricted berth when the carrier is alongside.

Marine craft are also deployed in and around Portsmouth Harbour, protecting the Naval ships and providing an armed escort for RN vessels entering or departing the Naval Base.

Our Marine area of responsibility includes the Solent and is defined by the Dockyard Port of Portsmouth Orders and involves working closely with the Queen's Harbour Master (QHM), dealing with maritime infringements, distress calls, swimmers in difficulty and unlawful fishing, to name but a few.

A Marine Unit Sergeant has recently been introduced and will be embedded with the Harbour Control and have a closer link with the QHM team, as well as commanding any incidents within the QHM's area of responsibility.

## SPOTLIGHT ON HMNB PORTSMOUTH

# HAMPSHIRE CONSTABULARY AWARDS FOR MDP PORTSMOUTH OFFICERS

MDP officers from HMNB Portsmouth received Response & Patrol Certificates of Congratulations at a Hampshire Constabulary Awards ceremony in July.

PC Natalie Sutton and PC Carl Reynolds, both officers within their first year of probation, each received a Response and Patrol Certificate of Congratulations from Ch Supt Lucy Hutson, Hampshire Constabulary, in recognition of their 'prompt and unhesitating response' to a dangerous situation in Old Portsmouth during February this year.

Their actions prevented a Hampshire Police colleague from being seriously injured by a violent individual with a knife.

T/Supt Groves, Senior Police Officer at HMNB Portsmouth, also attended the ceremony and collected a Response & Patrol Certificate of Congratulations, on behalf of the MDP HMNB Portsmouth Team, 'in recognition and appreciation of the excellent levels of assistance and support provided to Hampshire Constabulary officers in Portsmouth, over the past two years.'

T/Supt Groves commented: "It is a great honour for MDP to have been nominated and to receive this award for our support to Hampshire Police Response

and Patrol officers in Portsmouth over the past two years - and I thank Insp Kelvin Shipp for nominating the Force.

"I and the Police District Commander for Portsmouth, Superintendent Steve Burridge, are fully alive to the fact that many Portsmouth residents work within the Naval Base, meaning that both Forces are policing the same populations here in Portsmouth. We therefore recognise the need for a joined-up approach to general policing and are both very much committed to that.

“It is a great honour for MDP to have been nominated and receive this award for our support to Hampshire Police...T/Supt Cliff Groves”

"The MDP enjoys an excellent working relationship at all levels with Hampshire Police in and around the city.

"The awards to my two MDP colleagues are a clear demonstration of our excellent working relationship and of the mutual respect that is operating between both our forces at grass roots level. Today's formal recognition of that will only strengthen that relationship."





# Focus on Crime Command

VISION: Policing for a Safer MOD

MISSION: Safeguarding Defence  
from Crime and Security Threats,  
Harm and Risk

Written by  
Norman Hicks

Pictures by  
Neil Parry

The future for Crime Command is looking bright, with a new sense of purpose, some new faces on the leadership team and several high-profile court successes in recent months.

Head of Crime Command, Detective Ch Supt Beth Disher, told **Talk Through** that the crime landscape that affects Defence has been changing in recent years. She said: "With the enduring threats from terrorism, domestic extremism and public disorder, added to the threat from serious and organised crime – principally motivated by financial gain and often facilitated or even perpetrated by 'inside actors' – criminal activity continues to undermine the Defence budget and frontline operations.

"At the same time, complex cyber and economic modus operandi challenge our ability and capability to tackle these crime and security threats and so it is important that Crime Command evolves to keep pace with these threats to deliver our Statement of Requirement," said Beth.

"Since the inception of Crime Command as it is today, we have undertaken significant work to reassess the way we do business and our transformation is well under way.

"What I would call the 'new normal' that we are striving for is a department focused more on the ability to prevent, detect, and disrupt security and crime threats against Defence interests.

"We will continue to develop our skills, capabilities, ways of working and develop proactive and productive relationships with relevant partners inside and outside Defence

to realise this goal."

## ROLES & RESPONSIBILITIES

Crime Command business is fully linked to the Ministry of Defence Statement of Requirement and Force Strategic Objectives, whilst several of the MDP's Core Capabilities rest with Crime Command.

In the past, performance was measured against the number of crimes under investigation and the value of assets recovered and disrupted. Under the new command structure there has been a shift towards broader performance measurement to allow a more comprehensive discussion and description of performance across the whole Command.

## PURPOSE

### CRIME

- Combat major Fraud, Theft, Bribery and Corruption against Defence Interests;
- Prevent, detect, disrupt and investigate crime, with a focus on complex, serious and organised crime, major fraud, theft, bribery, corruption and financial crime and the recovery of the proceeds of crime.

### SECURITY

- Combat Terrorism, Domestic Extremism and Public Order against Defence Interests;
- Deliver counter terrorism first response investigation and intelligence capability at MDP establishments;
- Deliver intelligence to MDP Frontline Policing and wider MOD and LEA stakeholders;
- Provide concurrent support to UK CT Network in delivery of UK Contest Strategy.

## HOW CASES ARE PRIORITISED

Every case that is identified as being of potential interest to Crime Command will be evaluated in line with its Case Categorisation and Prioritisation Model (CCPM).

The overriding purpose of the model is to make sure that Crime Command's specialist resources are dedicated to the prevention, disruption and detection of the criminal activities most seriously threatening Defence business and the Defence Establishment.

The CCPM has been developed to assist those who are required to consider the relevant issues which lead to the acceptance, prioritisation, rejection, termination, finalisation or resourcing of operational matters.

Crime Command resources are directed to matters of highest Defence priority and the decision to accept or reject matters for investigation is guided by this precept. Decision-making on 'acceptance' will be through the Crime Command Strategic Crime Group.

The CCPM can also be used to provide guidance to Crime Command's clients ahead of referral, to help identify the most appropriate types of case to be considered.

Factors that will be taken into account include:

- incident/crime type
- impact on Defence
- lawful jurisdiction, investigative primacy and most appropriate agency to deal with the case, to fully meet Defence needs

- importance to both the client and MDP Crime Command, in terms of the roles assigned to them by the Chief Officer Group and the MDP Statement of Requirement as Ministerial Direction

- resources required by MDP Crime Command to undertake the matter, with the decision to undertake a particular investigation made by the Crime Command Strategic Crime Group, after detailed consideration

All reports of serious crime causing substantial financial loss to the MOD will be considered, including – but not limited to – fraud, theft, bribery and corruption and investigations under the Proceeds of Crime Act; serious criminal damage of Defence property; and any other criminality which seriously threatens Defence Business such as data theft and offences of a politically sensitive nature.

“Since the inception of Crime Command as it is today, we have undertaken significant work to reassess the way we do business and our transformation is well under way. Ch Supt Beth Disher”

CRIME COMMAND CONT'D>>>



Crime Command will also continue to protect Defence interests through the investigation of stolen firearms and weapon parts; and serious crime-related instances of ACTO (Attractive to Criminal and Terrorist Organisations) and ITAR (International Traffic in Arms Regulations) property offences.

For a matter to qualify for investigation:

- MDP must hold jurisdiction;
- MOD must be the victim and the crime must impact significantly on Defence;
- Crime Command must have the necessary policing skills and investigative resources available to deploy in response to the referral;
- Investigation of the crime must contribute to the Crime Command vision and mission statements and MDP key targets.

Only crimes meeting these criteria will be considered for investigation.

## MEASURING PERFORMANCE

Until April last year, MDP Crime Command performance measurement indicators were based only on the 'number of new crimes under investigation in-year' and 'monetary value of assets recovered and money disrupted', using a nationally recognised financial disruption matrix. Since then, the department has adopted a different method of measuring performance, that captures crime and security operational activity, outputs and achievements in the form of evidence-based management reports – statistical and contextual data – across the full range of MDP Crime Command operational activities (intelligence and investigations).

It comprises both financial and non-financial performance indicators which evidence Crime

Command operational performance and delivery of the relevant elements of the MOD Statement of Requirements (SOR).

This helps to inform the Defence crime and security threat picture, measure the actual performance of each MDP Crime Command discipline (at team level), and measure customer satisfaction.

It also informs both strategic and tactical operational tasking and resourcing decisions, recognising the different levels and types of operational activity and capturing specific actions/outputs such as arrests, recovery of MOD assets and Proceeds of Crime Act (POCA) outcomes, as well as assessing the impact of the disruption caused by the activity and evidence our delivery of the SOR.

MDP Crime Command also uses the National Crime Agency/Regional Organised Crime Units Disruption performance measurement processes to assess and present its Disruption performance information and data, central to which is the Moderation Panel.

As part of this process, and to ensure transparency and accountability around Disruption, Crime Command has set up a Moderation Panel, which meets quarterly. The panel is formed of MDP Crime Command senior staff, a Performance Manager and internal/external independent partners.

The latter provide objectivity and impartiality in considering Moderation Panel Disruption Reports; a representative from the MOD, and a representative from MDP Operations also attend Panel meetings.

# CASE STUDIES

## CASE: Jailed for stealing MOD stores

As part of Operation Dragonroot, a national police initiative, MDP Crime Command officers executed a warrant at business and residential addresses linked to a civilian military surplus supplier in Hull.

The purpose was to search for prohibited weapons (Taser-torches), ammunition and stolen military equipment, identified from intelligence reports to be on the premises.

A large quantity of military clothing and equipment including items classed as Attractive to Criminal and Terrorist Organisations (ACTO) were recovered and subsequently identified as being of MOD origin.

In interview the owner of the business stated that he was expecting a further delivery of stolen MOD property. As a result of this, a serving soldier was arrested, having been caught in possession of military clothing and equipment, mostly brand new in packaging, including ACTO items, later identified as having been stolen from the Stores at a nearby Army base.

The soldier provided details of a second Service person who had conspired with him in stealing MOD stores on 11 occasions over a nine-month period. Examination of store CCTV identified a third Service person also selling the dealer stolen MOD property.

The four defendants subsequently

pleaded guilty to conspiracy to steal MOD property, with the dealer additionally admitting possession of prohibited weapons, although these did not originate with the MOD.

On 13 June 2019 they were sentenced at Teesside Crown Court. The dealer was jailed for a total of 32 months, two of the soldiers for 16 months and the third was sentenced to eight months, suspended for two years and ordered to complete 140 hours unpaid work and pay a £500 fine. Each defendant was also ordered to pay a £100 victim surcharge.

## CASE: Pay fraud gang thwarted

Two frauds involving £250,000 worth of salaries of Service personnel being switched into bogus bank accounts were thwarted by MDP Crime Command investigators and the ringleader was given a 30-month jail sentence.

The first fraud was reported by Defence Business Services (DBS) in August 2015, after they received several complaints from Service personnel that their salaries had not been paid into their bank accounts.

The second fraud took place in September that year. The modus operandi (MO) was similar to that of the first fraud, but this time the victims were all from the same Army unit, rather than being based at multiple locations across the world.

A consequence of the first fraud investigation was that additional



security measures had been put in place and so the fraudulent activity was spotted and the money returned to the original bank accounts.

Had the changes not been thwarted it would have resulted in a loss of £145,750.

Enquiries into the first fraud revealed that the staff members' bank account details had been changed on an internal MOD pay system without their consent. MDP Financial Investigators identified nine 'mule' bank accounts used to receive the diverted funds.

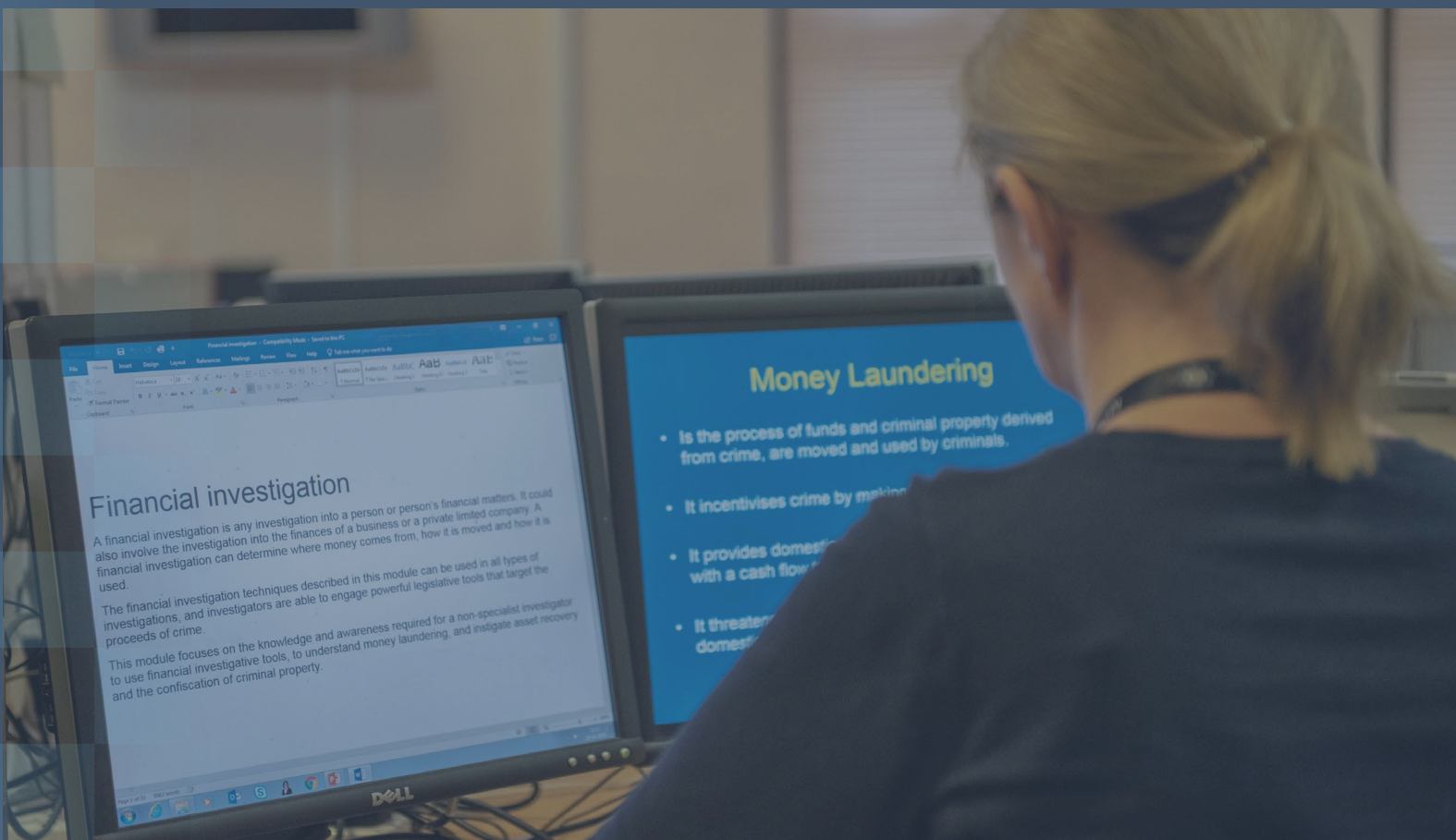
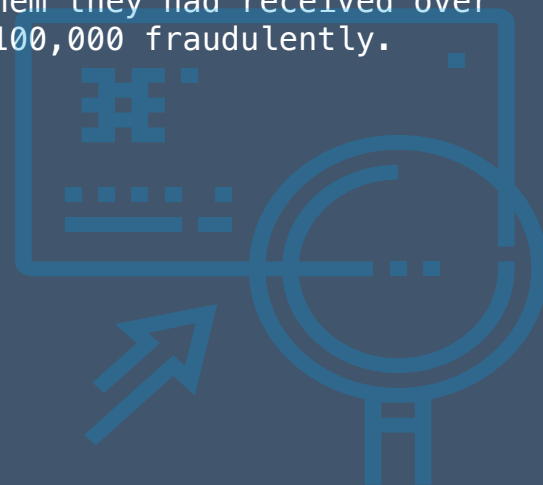
The owners of these bank accounts were traced and interviewed and the Internet Provider (IP) addresses of the computers used to change the banking information were identified.

The relevant computers with these IP addresses were seized and forensically examined by MDP. The bank account changes were attributed to a then serving Lance Corporal, who was arrested

and interviewed.

Analysis of his mobile telephone showed that it contained details of the bank accounts used in the second fraud and communications on WhatsApp that related to preparations for the changes. He was charged with two counts of fraud and pleaded guilty.

The individuals behind the 'mule' accounts were also charged with converting criminal property and either admitted the offences or were found guilty at a trial in February this year and ordered to do unpaid work and pay towards the court's costs. Between them they had received over £100,000 fraudulently.



## CASE STUDY

# ...all in a day's work

No two days are ever the same in Crime Command, so when MDP was asked to check out an 18th century cannon, believed to have been removed illegally from the wreck of HMS Victory, the challenge was accepted.

The cannon was found by Dutch Customs officers, on board a Panama-registered vessel, operated by a Dutch salvage company. They had been tipped off by colleagues in French Customs, who had seen the cannon when they checked the vessel two days previously.

They reported that it was dated 1723 and bore a coat of arms with the texts "Honni soit qui mal y pense" and "Dieu et mon droit", but had been in international waters at the time, so no action was taken, apart from alerting the Dutch authorities.

Dutch Customs immediately informed the State Inspectorate for Cultural Heritage and, based on the sparse though specific information about the cannon, it was considered it might originate from HMS Victory.

The cannon had been found at a depth of approximately 75 metres and its characteristics, together with the location where it was discovered, make it very likely that it had been taken from the wreck of the HMS Victory. There were several ships with that name, but this HMS Victory sank in 1744, claiming the lives of 1,100 sailors, in what is considered to be the worst single British Naval disaster in the English Channel. It is the predecessor to the HMS Victory that we all know as Lord Nelson's flag ship, which is displayed at HMS Naval Base Portsmouth.

MDP received a request for assistance under the appropriate European Directive, as a result of which MDP Crime Command officers went to Terschelling, in Holland, where it was being stored under Dutch Customs' supervision, and recovered the cannon.

Meanwhile the legalities involved were enquired into by MDP officers in association with the appropriate authorities, as part of an investigation into unlawful salvaging from historic wrecks.

The well-preserved bronze cannon was in extraordinarily good condition with few traces of corrosion, although any corrosion could have been removed after the recovery, in an attempt to complicate the comparison with individual photographs of the known cannons taken from the wreck site.

Once MDP officers had completed their enquiries, the cannon was found a permanent home at the Royal Navy's Museum of Naval Firepower in Gosport and is pictured leaving MDP Headquarters, Wethersfield, en route to the south coast.



NEXT: FITNESS UPDATE>>>



# Updates

## On fitness...

**A**s the Force moves towards harmonisation to national police fitness standards, in line with the MOD requirement for it to retain College of Policing firearms training licence accreditation, work has been ongoing to co-ordinate a number of linked projects to achieve the eventual aim of harmonisation, starting with Bespoke Fitness Development Plans (BFDP).

These are an advanced support mechanism for officers that assists them in regaining their fitness for duty. It is a week-long intensive course which aims to physically assess and educate individuals about their health and fitness and what changes and improvements they can make to address any health and fitness deficiencies. They are being run as part of normal business via referral from the Attendance and Capability Manager.

Another element to the fitness programme is an Employee Incentives Framework, which is being rolled out across MOD and which will enable MDP employees to access many benefits, including discounted gym memberships and cycle to work schemes, although the detail of what benefits will be accessible is still being worked on.

The MOD Defence Instructional Notice (DIN) covering use of Defence fitness facilities is being amended to extend the same full access to MDP personnel that is currently available only to Service personnel. This will enable MDP officers to use the fitness facilities for fitness training as well as for fitness testing.

The Force fitness trainers have also engaged with Colchester-based Hamiltons Training Academy as part of their Continuous Professional Development (CPD) to upskill their competency level in Nutrition for Exercise and Health to the Active IQ Level 3 Award. Once these enhanced qualifications have been attained, there are plans for MDP to develop its training capabilities and become a fitness qualification delivery centre. This will allow the MDP to flex its delivery of Fitness Training CPD to suit any developing trends in the needs of the workforce.

The Defence Police Federation (DPF) is getting on board to work with the Force to develop a consistent message on the process to harmonise to national fitness standards. In addition, the DPF has commissioned a study, through Loughborough University, to determine the effects of career-long fitness testing on MDP officers.

Following a gap analysis of those stations without access to existing MOD facilities, they have all been provided with industry standard treadmills, to assist with their continuous training towards meeting annual MDP job-related fitness testing.

A business case has also been approved to expand the provision of fitness equipment to stations that have suitable capacity to be allocated industry standard cardio vascular equipment for the same purpose, where those stations do not currently have access to MOD facilities.



‘Another element to the fitness programme is an Employee Incentives Framework... which will enable MDP employees to access many benefits, including discounted gym memberships’

## ...and the 2019 Police Pay Award

On 22 July, the Home Office announced details of the Police Pay Award for 2019:

- ▲ A 2.5% increase to basic pay
- ▲ A 2.5% increase to London Weighting
- ▲ A 2.5% increase to Dog Handler's Allowance
- ▲ An increase in On-Call allowance from £15 to £20

The above changes were due to take effect from 1 September 2019. The MOD confirmed that the Police Pay Award for 2019 would be implemented in full within the MDP.

Full details of the revised MDP pay scales were published in FOSN 133/19 on 27 August, together with information on increases to the MDP Home Kennelling Allowance, MDP London Weighting and On-Call Allowance.

These changes will be implemented by Defence Business Services and be shown in October 2019 salaries, backdated to 1 September.



Written by  
**Norman Hicks**

Picture by  
**Neil Parry**

# Innovation and people are key to driving MDP Forward

**N**ew Deputy Chief Constable Gareth Wilson has wasted no time in getting a feel for the Force and told Talk Through that his first impressions were very positive.

He said: “My initial thoughts around MDP is that it is an organisation that provides an exceptionally professional service in some very niche policing areas and that the staff are passionate about delivering what we see as a really important service to Defence and policing across the UK.”

Joining MDP in May from Suffolk Police, where he was Chief Constable, having previously served in Norfolk and Essex, Mr Wilson said that he had only had a limited knowledge of what role the Force plays nationally before arriving to take up his current post.

“Even though I have worked just down the road,” he said, “my understanding of the MDP was really limited. I had worked with them quite closely as a Chief Superintendent but, even then, you don’t understand, as an outside Force looking in, the breadth and nature of the work that is undertaken here.

“One of the things we have talked about on the

Chief Officer Group is making sure that we more heavily market what MDP does to those outside of the organisation. I think there is a real gap in the understanding of our role in the protecting of Defence assets and people.”

Mr Wilson has been getting to know MDP on the ground, with visits to some of the key locations it polices.

“I’ve really enjoyed meeting the people, there are some cracking characters within the organisation,” he said.

“I’ve been to RAF Menwith Hill, I’ve been up to Faslane for the ‘CASD 50 celebrations’ and also visited Coulport and Glen Douglas and, consistently when we go out, we speak to people who are doing a really good job.

“Of course there are frustrations amongst our staff so the purpose of our visits is to find out what they are and how we can deal with them.

“On my visit to Menwith Hill, I was really impressed – and again this has been a consistent theme – with what the customer says about the service that is being provided, which is always incredibly positive.

“I’ve had the pleasure of speaking to Head of Security at Faslane and I’ve had the privilege of speaking to the Head of Security for the US Intelligence Agency at Menwith Hill and they were not only incredibly positive, but particularly at Menwith they talked about how they could lift up the model of policing there and look at other USAF stations around the country.

“So, to have somebody who is giving a customer’s point of view and a completely detached view in terms of an outsider looking in and being very positive, I think that is a tremendous reflection on the professionalism of the staff that we have got,” he said.

On his first of two visits to the Clyde, Mr Wilson said that he had had “the privilege of seeing the Marine Unit and Clyde group officers working out and about and I don’t think you can underestimate the importance of the role.

“When you look at the need for Defence to be able to conduct its business on a day-to-day basis and the impact that a public order or counter terrorism event would have on Defence itself, I think that sometimes people underestimate the importance of MDP’s purpose.

“I am really pleased about the ‘#ProudToBeMDP’ campaign because it would be great if our workforce was recognised more and could reflect more on the importance of the role they perform – remembering what we are here for and the importance of being able to deliver that service.”

Mr Wilson said that he saw his role as Deputy Chief Constable and the designated Chief Operating Officer, as “getting out there and playing an integral part in terms of getting people together from all aspects of the organisation, to make sure that we are working as we should be.

“I have got Ch Supt Dave Pawley doing some sterling work in looking at how we can better support those working out on the ground by creating a more innovative, forward-thinking organisation.

“For me, innovation and people are probably the two most importance elements to drive forward the organisation.

“I have witnessed a huge effort in terms of us trying to get through the number of recruits, to make sure we have got the right number of staff in the right place.”

When we caught up with Gareth, he was about to take part in his first Diversity and Inclusion Board meeting, since joining the Force and said that he was looking forward to it very much.

“I’m looking forward to seeing how Diversity and Inclusion nationally can fit into what we are doing within MDP,” he said.

“If you look at it, there are some Forces in the country where they are paying lip service to Diversity and Inclusion and there are some that are in the throes of getting a good foundation. I would see us in MDP as being in that latter group.

“I see the passion of people wanting to do a good job and I can see some really good foundations.

“A diverse workforce is, for me, possibly the most fundamental building block of a brilliant organisation, because not only do you get the most talented people into the organisation but if you better reflect society you get more engaged with the whole spectrum of society. I guess the most important thing is that a Force that polices by consent has got to be legitimate and to be legitimate you have to be representative of those we serve.

“The other issue for MDP, of course, is that we are a UK-wide organisation and, as such, we need to recognise that there is a massive difference across the whole UK and it is not going to be a one size fits all,” he said.

“I have discussed with Justin Oliver, Chief Officer Resources and Planning, how I can translate my national role to better support MDP. This will involve making sure that we understand each area of UK in which we serve.

“There is going to be a huge drive in terms of diversity and what better time to do it than when we are recruiting.’



# Pride events mark 50 years since Stonewall riots

This year marks a significant milestone in the LGBTQ+ rights movement, as it was 50 years ago that the Stonewall Riots in America sparked the worldwide Pride movement that we know today.

The riots were a series of spontaneous, violent demonstrations by members of the gay community, against a police raid that began in the early morning hours on 28 June, 1969, at the Stonewall Inn in the Greenwich Village neighbourhood of Manhattan, New York City – frequented by the gay community at a time when homosexuality was still illegal.

Whilst it was the start of the LGBTQ+ rights movement, it was also a significant moment in time that re-energised the community and demonstrated the possibility of what could be achieved by working together. LGBTQ+ people stood up to the authorities and demanded respect.

As a result, many Pride events are held during June to recognise the impact LGBT people have had in the world and MDP has been represented at several of them.

Pride events supported by the Force this year included Edinburgh Pride, London Pride and Reading Pride, whilst at RAF Menwith Hill, the Diversity Council organised a Colour Circuit in celebration of Pride Month. This event was open to the Base workforce and consisted of an inflatable obstacle course/fun run, with participants having the option of being covered in rainbow paint during the course.

The Force is a member of Stonewall, which is a lesbian, gay, bisexual and transgender rights charity in the United Kingdom, named after the Stonewall Riots. It was founded in 1989 by a small group of people who had been active in the struggle against Section 28 of the Local Government Act, which had banned the

promotion of homosexuality by local authorities, or teaching about it in schools.

Stonewall was established to let all LGBT people, in the UK and abroad, know they're not alone. They believe that they are stronger united, so partner with organisations that help to create real change for the better.

They have laid deep foundations across Britain – in some of our greatest institutions – so our communities can continue to find ways to flourish, and individuals can reach their full potential. They are also here to support those who don't yet feel that they can be themselves.

It's important that we remember how we got to where we are today. The Force recognises that we need to continue to work together. A diverse workforce is essential to our success and we welcome people from different backgrounds and experiences who represent the communities we serve.

MDP is participating in this year's Stonewall Workplace Equality Index which gives employers the opportunity to demonstrate their commitment to advancing LGBT equality through workplace policies and practices. Staff from across the organisation are also invited to complete an anonymous survey about their experiences of diversity and inclusion at work.


Organisations are then assessed and provided with feedback on what they are doing well and where they need to focus their efforts, in addition to seeing how they've performed compared with other members from their sector and region. The 100 best-performing organisations are celebrated publicly and the ultimate aim is to be listed as an employer of choice.



A diverse workforce is essential to our success and we welcome people from different backgrounds and experiences who represent the communities we serve.







# Officers from Clyde join commandos for Dutch exercise

Clyde-based MDP officers joined their Royal Marines counterparts who are also tasked with safeguarding Britain's nuclear deterrent, to test their skills in The Netherlands, during Exercise Gelderland Strike.

The Scotland-based Marines – from O and P Squadrons at 43 Commando Fleet Protection Group RM – are trusted with the important duty of keeping Britain's strategic nuclear deterrent safe, whether on a Vanguard-class submarine in and around the Clyde, or elsewhere in the UK.

The mission relies on the Royal Marines, MDP and other agencies working together, so a joint training exercise was the ideal opportunity to build the partnership and share tactics.

Talking about the importance of training together, MDP Senior Police Officer at HMNB Clyde, Supt Sandy Stewart, said: "The Gelderland Strike joint training exercise has given our officers a great opportunity to enhance and develop their skills and tactics.

"As well as achieving individual training objectives, the MDP and Royal Marines were able to demonstrate and observe their respective methods of operational delivery, creating greater understanding

and supporting a strong team ethos when working together, to protect the Continuous At-Sea Deterrent back on the Clyde."

The importance of the mission at Clyde also means that the Royal Marines and MDP are on duty 24/7, 365 days per year. As well as honing their marksmanship skills on a variety of specialist weapons during the exercise, they got the chance to practice those same skills under the cover of darkness.

The facility was built specifically to train troops in the art of urban warfare. As 43 Commando are specialists in fighting through complex urban environments, this made the Dutch facility the ideal place to train.

An additional facility used in this year's exercise, was the live shoot house; a training facility which isn't available in the UK. After numerous 'dry' runs – where no ammunition is used – 43 Commando became the first foreign troops to use the live facility owned by their Dutch hosts.

With relationships strengthened and skills honed, the MDP and Marines feel that the intense but rewarding training package will help them maintain effectiveness in their core roles of protecting the UK's fleet of Vanguard-class submarines.

“The Gelderland Strike joint training exercise has given our officers a great opportunity to enhance and develop their skills and tactics. Supt Sandy Stewart”





## National K9 memorial honours PD Stella

**T**he National K9 Memorial charity has honoured former MDP Police Dog Stella who is the first dog within the MDP to receive this prestigious honour.

ACC Andrea Bishop joined handler PC Robert MacPherson, with police training colleagues (Supt Sandy Stewart (the then Head of OCC), Ch Insp Gordon Thomson (Head of Training) and Force Dog Officers Sgt John Bean and Sgt Matt Robertson, to remember PD Stella at the National Police Dog Memorial in Oaklands Park, Chelmsford and to collect a memorial medal in her honour.

The charity was founded by retired Essex Police dog handler Paul Nicholls and the memorial statue was unveiled by Met Police Commissioner Cressida Dick in April this year.

Paul said: "Police dogs are the unsung heroes of the Police Service, you may never know when your life has been touched by a Police Dog, yet many of them make the ultimate sacrifice, keeping us safe.

"I looked around at what other countries do and there are some remarkable memorials

dedicated to our Police Dogs, but in this country there was only a small plaque dedicated to Police Dogs at the National Memorial Arboretum.

"I thought that our Police Dogs deserved so much more."

So what next? National K9 Memorial Medals will continue to be presented to Police Dogs. To date a total of 35 medals have been presented from as far afield as Police Scotland to Jersey Police.

"The focus of the National Police K9 Memorial remains to ensure that our Police Dogs who make the ultimate sacrifice will never be forgotten," said Paul.

Sgt John Bean, Force Dog Officer (North) told Talk Through: "The MDP Dog Branch would like to take this opportunity to provide an awareness of this excellent charity. If we can support the charity by any means such as donations or fund raising activities, it would be greatly appreciated."

**"Police dogs are the unsung heroes of the Police Service...Paul Nicholls, Retired Police Dog Handler"**

## MDP ranks boosted by more new recruits

**T**hree more intakes of new recruits have joined MDP's ranks, evidence of the success of the current recruitment campaign, which is scheduled to run for three years in total.

Deployments at new locations, including some still in the pipeline, together with having to cater for natural wastage, means that MDP needs to swell its numbers by around 400 officers per annum over that period.

Displays from the Force dog units featured at all three pass out parades, which were watched by friends and family of the recruits for intakes 04/18, who graduated in May, 01/19 in July, and 02/19 who got their

warrant cards from Chief Constable Andy Adams in September.

As well as the award of cups for the students and classes there were also presentations to three charities, chosen by the students to support during their 17-week training course.

Intake 04/18 presented a cheque for £1337.30 to Abbie's Fund, whilst the mental health charity MIND benefited from a donation of £1467.80 from intake 01/19, and a cheque for £873.51 was presented to Hounds for Heroes by intake 02/19.

Magistrate Wendy Black, South Essex Bench Chair, formally attested the recruits from each intake into the police service.





# In it for the long haul...

## Congratulations to colleagues celebrating 20 and 30 years' service

Long Service and Good Conduct Medals have been awarded to a number of officers, including:

PC Robert Rochester  
PC Tracy Ross  
PC Ian Mellor  
PC Darren Lawton  
PC Fiona Craig  
PC Sharon Beaney  
PC David Reid  
Sgt Stephen Tomblin  
Sgt Malcolm Thomas  
Insp David Hillman  
Ch Insp Simon Munro

Coins commemorating 30 years' service have been given to, amongst others:

PC John McAlpine (retired)  
PC Christopher Wheeler  
PC Richard Glide  
Sgt John Colvan  
Sgt Jim Friel  
Supt Konrad ('Ski') Chrzanowski

## ...and saying thank you, and goodbye

PC Peter Menage, of Fort Halstead, has retired after completing 50 years' public service, including time in the RAF, Cambridge Police and, since 2003, with MDP. He received his Record of Service, signed by ACC Ops Dave Long, from Supt Findlay MacDonald.

Running him close, with 43 years' service – three with the Metropolitan Police Service and Northumbria Police and the rest with MDP – was PC Ken Stark.

Insp Alan Cameron's 37 years' service included 25 spent in Crime Command, whilst other recent retirees have included PC Ronnie Blackwood, RNAD Cowlport (36.5 years) and PC Dougie Wright, HMNB Clyde (28 years).



## Top job...

At the July graduation ceremony, there was recognition for the dedication of Head of Training, Ch Insp Gordon Thomson, who received a Chief Constable's commendation for his 'outstanding contribution, resilience and dedication to training in the MDP, having carried out the roles of trainer, training manager and head of training.'

In the latter role Gordon has developed the current Probationer Training Programme to suit MDP, created career pathway qualifications for Constable to Inspector, dedicated his own time to develop and train staff, led by example in becoming the Lead Internal Quality Assurer for the Force and managed and maintained the Force's College status on an annual basis.

'Your dedication and commitment have been second to none,' concluded the citation.

There was a further commendation, from ACC Andrea Bishop for long-serving trainer PC Kevin Laing, who has been in the role for 14 years. In that time he has delivered training to new recruits and New Entrants

from Other Forces, dedicated his own time to develop and mentor new staff trainers as well as student officers, as well as delivering vital mandatory training throughout the Force, all of which has contributed to maintaining operational outputs at station level.

Finally, the then Head of the Operational Capability Centre (OCC) Supt Sandy Stewart, presented his personal commendation to the canteen staff at MDP HQ Wethersfield, as thanks for providing continued support to students during their 18-week probationer training courses over many years.

Other recent commendations have gone to officers from Clyde Marine Unit. Sgt Johnston and Sgt Robertson were recognised for their contribution to the movement of HMS Queen Elizabeth and Sgt Niven for his planning in support of nuclear security and protection of the Continuous At Sea Deterrent (CASD).

There was also a Chief Constable's commendation for Sgt Vafa Manley, for his dedication, work ethic and professionalism when assisting with criminal proceedings in relation to protester activity at AWE Burghfield last year.



Our people

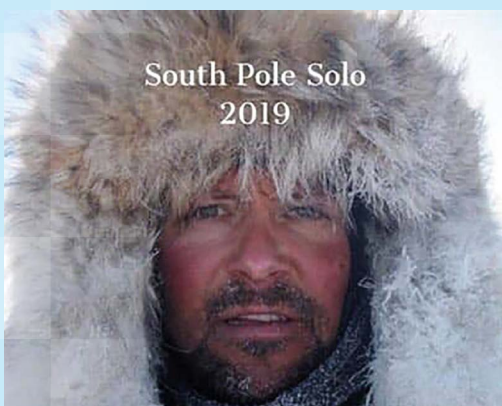


## Everest challenge for Jamie

PC Jamie Ironmonger, from Portsmouth Marine Unit, took on the challenge of climbing Mount Everest earlier this year, in support of Mind – the mental health charity – to raise awareness of issues such as stress, depression and PTSD that can affect anyone, but which can be felt by the men and women of the emergency services more than most.

Setting himself the target of raising £10,000, Jamie has to date collected more than £11,000 from his supporters, who were able to follow his hair-raising adventures on social media.

A more detailed report of how Jamie got on during this toughest of challenges and what has happened since will appear in the next issue of Talk Through.



## Officer to ski to Southpole

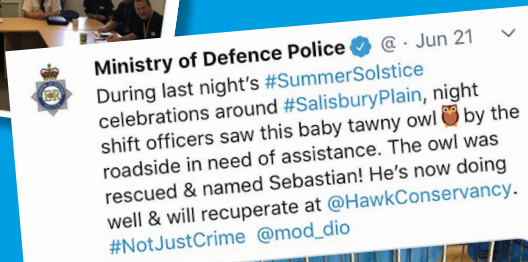
PC Neil Hunter will soon attempt a solo 'man-haul' to the South Pole, raising funds and awareness for Diabetes UK. You can follow his journey on Facebook, just search for "90 Degrees South Solo" and to support Neil, you can donate to his JustGiving page: <https://www.justgiving.com/fundraising/southpolesolo>

## Safety efforts recognised at conference

MDP officers from Porton Down hosted a traffic safety display at the Dstl Health & Safety conference 2019. The stand showed traffic safety information as well as the strategic successes achieved through the strong partnership between Dstl and MDP. At the conference PC Graham Colwill who helped produce the display, along with PC James Davies-Young, won the prestigious Dstl Safety in Partnership Gold award for his contribution to the very successful traffic safety partnership campaign. This continues the successes of MDP from 2018 when the Porton Down team won the Safety in Partnership Silver award and the SPO & D/ SPO won the Safety Ideas Gold award for the Counter-Terrorism safety partnership strategy.



## MDP IN THE SOCIAL MEDIA





# MAY THE FORCE...



A bit of light-hearted relief at RIAT2019 when the characters from Star Wars teamed up with the MDP to keep the crowds safe.

# ...BE WITH YOU!



Ministry  
of Defence  
Police

We want to hear your news, contact us at  
[mdp-corpcomms-group@mod.gov.uk](mailto:mdp-corpcomms-group@mod.gov.uk)