



Ministry  
of Defence  
Police

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# TALKTHROUGH



## HQ on the move

Also  
inside

- **New fleet** on the horizon
- MDP marks 4th anniversary of **Project Servator**





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MDP in the Social Media

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## TalkThrough

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# CC INTRO





# The very best of public service shown by you all

Chief reflects on MDP's pandemic response



By Chief Constable Andy Adams

**T**o quote Bernie Sanders: "Difficult times often bring out the best in people." And that has been the case throughout the pandemic: whether you are a colleague who has delivered our operational response, someone who has found ways to ensure the front line continues to receive everything it needs, or a friend to a colleague (or their family) when they are in dire need of support, you have brought a smile to my face because you have demonstrated the very best of public service.

I am guessing, though, that I would be stating the obvious when I say many of you are all looking forward to a return to relative normality. As many colleagues begin to receive their vaccine (over 450 have as I write this piece) it is hoped we will be doing that sooner, rather than later.

Once the return to normality commences, it will be a time for personal and professional reflection, including what we in the MDP have learned and how we can use those lessons for the future. Whatever that learning brings, one thing is for certain: I am immensely proud of the work you have all done during the last 12 months.

COVID-19 has come at a cost; not just the obvious personal impact, but a financial one. That financial challenge, coupled with the changes Defence is now seeking to achieve through the ambitions laid out in the Strategic Review (SR), will lead to reduced finances in many parts of Defence, as money is prioritised towards the ambitions the SR contains. We will not be immune from that and I thought I'd quickly lay out some of the approach we might need to make in order to respond.

## Financial model

**F**or some time, we have been trying to establish a better financial model for MDP – everyone agrees our current model doesn't work – and we are seeking one which places the money back in the hands of the people who we provide the service to.

That gives our customers choices on how they manage risk and allows us to accentuate how policing should be used as part of an integrated security model. As professional police officers, who are fit for the service we deliver, we should be used in the role we are trained and equipped for and deployed in ways that maximise our resourcing capabilities.



It's what I have described many times as 'blue doing what blue do'. If we can achieve a new financial model and focus our activity on the 'policing' requirements we cement our place in Defence.

If we can do that in as efficient and effective way as possible then we assist with the financial challenges Defence faces. Fortunately, we are already doing much to be efficient and effective – transforming our headquarters and training are examples, as is fitness harmonisation. But there is a requirement for more during the next few years and much of our ambition is laid out in our business plan for 2021/22.

As we move towards the implementation of the Operation Jute work and the move to RAF Wyton becomes a reality (together with new training sites at Southwick Park and Coulport) many of you will be relishing the idea of a new purpose-furnished working environment.

Others will be apprehensive to leave Wethersfield, particularly if that also means leaving a site which has been your home as well as your workplace. I know many will also have to move your private homes.

Change brings anxiety, and that is why we have invested in establishing a programme

structure which has 'people issues' at its heart. I am grateful for the hard work colleagues have put in to supporting you in the lead up to our moves. They will do everything they can to deal with issues that are within our purview and point you in the right direction to manage those things which you need to resolve.

The next year or so will significantly change our headquarters and training environments and I am grateful for the activity of very many people to deliver that.

### Closing the gap

**C**hange is not just occurring in our physical environment, it is also occurring with personnel too. This coming year will herald the closing of the gap between the number of personnel we need to deliver for Defence and what we have.

That has been a five-year exercise and involved considerable work by recruitment, HR, training and stations. A tremendous effort by all and a stabilisation of resourcing for the first time since 2012.

We have also, finally, arrived at a point where most ranks are occupied by substantive personnel and where they are not, the selection processes

are now controlled and annual – rather than the race we have had to fill significant gaps in the last few years. Again, an outcome for which several of you have to be thanked.

Since I last wrote an article for Talk Through, several selection processes have taken place. I congratulate all those who have been successful and extend a welcome to colleagues who have joined the Force as a result, be they police officers or civil servants.

The results of the recent Superintendent and Chief Inspector selections demonstrate a few things for me about police recruitment: opening up selection internally and externally attracts superb internal and external talent. If you are talented there is nothing to fear from competition from colleagues outside MDP.

I would argue that, based upon the impact of those who have been selected, we are better for the broad experiences we can draw upon from policing inside and outside of the MDP.

I can't promise that the next year will be easier than the last – our challenges may not be pandemic focused, but they will require similar collective energy – but what I am convinced of is the capabilities of you to meet them. #proudtobeMDP





# Chief praises ‘keep it going’ spirit at COVID-19 landmark

As the UK marked the anniversary of the first national lockdown in March with a Day of Reflection, Chief Constable Andy Adams issued a public statement, praising the response that had been shown by his officers and staff.

**H**e said: “I join everyone today in reflecting on the past year, remembering those who, sadly, have passed away and reflecting on our own individual experiences.

I personally would like to thank our people in the communities we serve for all they have done and all they continue to do, to ‘keep it going’.

I encourage you to take a moment to connect with someone today and I urge anyone who needs support to reach out. Stay safe.”

In a message to staff, ACC Dave Long, Gold Commander for the Force response, also looked back with pride at what the Force had achieved, mixed with sorrow for those we have lost.

He said:

The past year has been unprecedented and challenging for every one of us, in both our working and personal lives, and we have all been personally affected by the pandemic in various ways.

We have dealt with the demands of home-schooling, we have kept our distance from our loved ones for long periods of time, we have cared for loved ones who have been ill and we have grieved for those friends, relatives and colleagues that we have sadly lost.

As a Force, we have adapted, developed and modernised our ways of working, rising to every challenge we have faced throughout the pandemic.



We have continued to deliver for our customers and have done everything we possibly can to ensure the safety of the MDP workforce by providing Personal Protective Equipment (PPE) on a scale that none of us envisaged 12 months ago, being fully committed to operating through COVID-secure compliance.

We have also played our role in the implementation of the new policing powers and regulations that have been introduced by the government and devolved administrations.

Now, a year on, as we enter springtime, there is a feeling of hope and a sense that there is light at the end of the tunnel, with the vaccination programme being delivered at pace and various rapid testing facilities becoming more widely available

But we cannot and must not become complacent. The threat of COVID-19 is still here, and it is something that we will continue to live with over the coming months and beyond. In my role as Gold Commander for the MDP COVID-19 response, alongside ACC Andrea Bishop, I have

been overwhelmed by the commitment, resilience and resourcefulness that you have demonstrated throughout the past year and for that, on behalf of the Chief Officer Group, I send a huge thank you to you all.

## Lived experiences

Here, we reproduce excerpts from a transcript of an internal video, in which officers and staff personally affected by COVID-19 recall their lived experiences. Their recollections have been anonymised to protect their privacy:

I was extremely ill and felt terrible both mentally and physically. I was suffering with extreme fatigue, major respiratory issues, loss of smell/taste and sleepless nights. I feared what COVID was doing to my body and what damage it would do in the long run. Nearly a year on, I have made a good recovery, however still suffer with ‘long COVID symptoms’. I experience days when I suffer with extreme fatigue and still haven’t fully regained my sense of smell or taste.



After testing positive, I experienced the main symptoms of a high temperature, continuous cough, fatigue, and breathlessness. The symptoms lasted for a few weeks and although not feeling at my best I returned to work. After a week or so, I began to experience the symptoms again this time they seemed to appear worse than when I first tested positive for the virus, namely fatigue and breathlessness. I had to have another period of time off work for six weeks. My doctor diagnosed me with long COVID and advised me to rest. I have since returned to work, and after a period of phased return I am now on full operational duties.

I contracted COVID-19 as a result of visiting a restaurant for a quiet family meal during the Eat Out to Help Out Scheme last August. All four members in my party had different COVID experiences, yet despite being the youngest and fittest in the group, I developed the worst symptoms.

I enjoyed a good level of fitness prior to COVID and am recovering, but six months later, I still have good and bad days – sometimes I can breeze through a 7.6 Multi Stage Fitness Test (MSFT), other times I struggle for breath at the top of a flight of stairs. I have also been left with chronic laryngitis which affects my voice. Thankfully my family members have all recovered, for which I am really grateful.

I tested positive for COVID-19 in November 2020 and had no symptoms at all. Having COVID didn't affect me, unlike my other family members. I tested positive again in January, as I was tested within the 90 days, they weren't sure if this was because of COVID-19 still in my system or if it was new. I also had no symptoms at this time either. COVID-19 hasn't affected me or impacted on any of my fitness and health going forward." The disease came on suddenly within me, a sneeze, a sore throat then a cough. Then

hypersensitivity of my teeth when eating and drinking. Then it really kicked off on day two, pretty much everything from high grade fever, dry coughing fits, intercostal (ribs) muscles racked with pain from exertions of coughing, high blood pressure and a high resting pulse and a real feeling of pain and anxiety. The news and mainstream media is full of 'bad' news regarding this disease, and rightly so, but that does not help you when you have it. Everyone is an expert, and no one is. I would suggest that you be more selective in your consumption of news and media relating to this serious and worrying disease, which we must not take lightly.

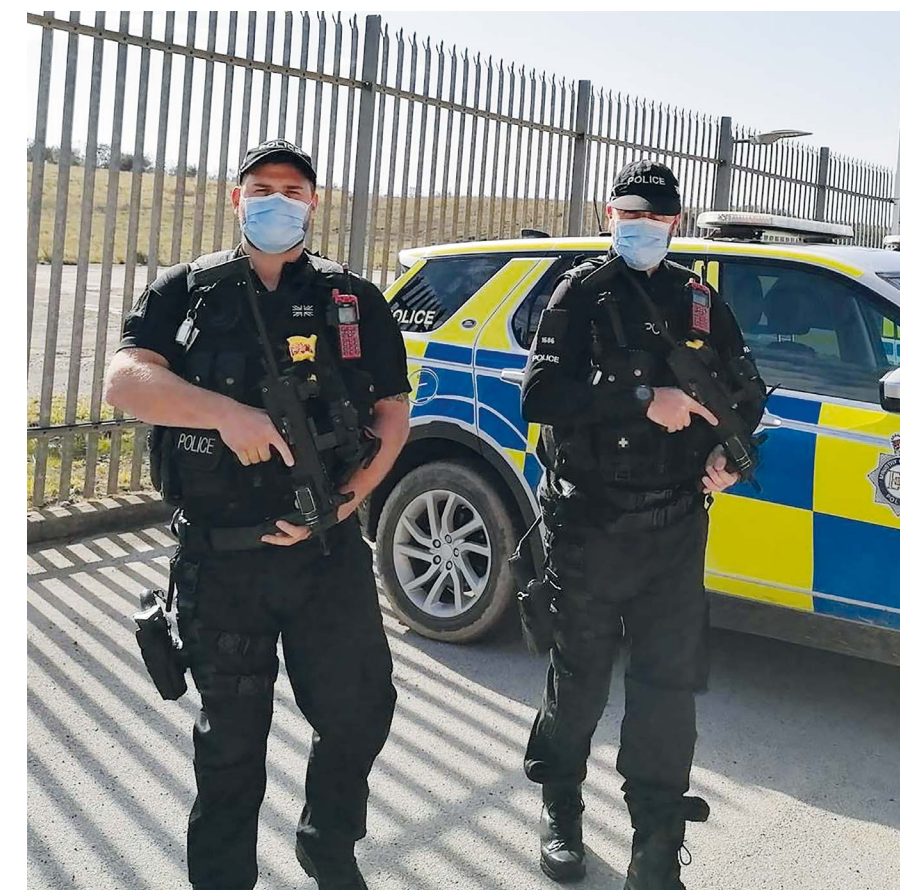
I'm a 54-year-old officer who contracted COVID possibly from my daughter in early January 2021. First, I had mild cold symptoms with a high temperature, tested positive for COVID and a few days later became very ill. I was extremely fatigued, so much that I couldn't get out of bed. All my

joints and muscles were very painful. My skin hurt and taking a shower was awful. Breathing became difficult and blood oxygen levels became low. Before COVID, I used to enjoy jogging on a regular basis. I could do 5-7 miles easily. Previously, I had run two marathons and several shorter distances. I have managed the job fitness test to level 7.6 without a problem. Recently, after COVID, I tried the test and couldn't get past level 5. I now find any physical activity difficult and have to stop after a few minutes.

I haven't had any of the main three COVID symptoms, so no temperature, cough, and no change to my sense of taste or smell. I woke up feeling a bit under the weather, with a headache and mouth ulcers, neither of which are unusual for me, I put my symptoms down to being run down and tired after a busy weekend. Three days later, I realised I wasn't just a bit run down and booked a COVID test which proved positive.

All I wanted to do was sleep and this continued for the next ten days. My breathing was fine so long as it was all I did. Talking on the phone, sitting up to eat, visiting the bathroom all sent the room spinning around me. I spent about 10 days laying on my back sleeping and breathing and still felt wave after wave of exhaustion pushing me down and spinning the room around. I lost count of the days. When I was finally able to start

moving my muscles and joints were sore, painful and swollen, my chest felt as if it was bound in tight bandages, standing to do the washing up left me so exhausted I had to sit down for two hours to recover and my skin and the inside of my mouth was sore and bled really easily. When walking, I felt as if I had a stone caught in my calf muscles, which my GP suspected to be blood clots in my superficial veins."





# CRIME COMMAND



# Crime Command

## Drug dealer jailed after MOD Police Crime Command operation

Close working with Merseyside Police leads to arrest.

Drug dealer Jacob Bullen (26) was arrested in possession of just over 1 kilogram of cocaine with a street value of £75,000, an electronic currency note counting machine and multiple mobile phones.

His arrest in Everton, supported by Merseyside Police, followed a proactive intelligence gathering police operation by MDP Crime Command detectives.

Bullen, who was already on a suspended sentence for possession with intent to supply controlled drugs from a previous offence, pleaded guilty to a similar offence at Liverpool Crown Court, where he was jailed for a total six years and eight months on Friday 29 January 2021.

Detective Superintendent Raffaele D’Orsi, Head of Intelligence and Investigations for MDP Crime Command, said:

**This is an outstanding milestone in safeguarding the communities of Merseyside and the MOD from those predisposed to peddle class A drugs to enhance their criminal enterprises.**

**I am proud of the officers and staff involved in securing such overwhelming evidence against Bullen that has resulted in him pleading guilty and being sentenced within 43 days of his arrest. The MDP Crime Command will continue pursuing all threats to the MOD, its personnel, assets or estates, in whatever form they may take, or wherever they may originate from.**





# DIVERSITY AND INCLUSION



# Diversity and Inclusion round-up

## International Women's Day 2021: Choose to Challenge

Ministry of Defence police officers share their stories and perspectives.

With the theme for this year's International Women's Day (8 March) being 'Choose to Challenge', we focused on the ongoing challenge to improve representation of women in the Ministry of Defence Police (MDP) and more widely in UK armed policing roles.

This year marks the MDP's 50th anniversary, having first been established in October 1971. At that time there were no female police officers in the force. It was not until 1974 that two female sergeants transferred into the MDP from Strathclyde Police. The first four female recruits then started their training in 1975.

The MDP is now a very different and much more diverse organisation, with women represented at all ranks, from Constable to Assistant Chief Constable, working in the same roles, with the same kit and

weapons as their male colleagues. There has clearly been huge progress, but the need to encourage more women to pursue a career in armed policing still exists.

As Chief Inspector Fiona Kerr, Chair of the MDP Gender Network, explains:

**Recruiting female officers remains a challenge for us as it is for many police firearms units in other forces, and we're committed to improving representation of women in the MDP.**

**Our officers, including myself, are sharing our stories about joining the MDP and our lived experiences working in armed specialist policing roles, to show the range of career opportunities available.**

### 1. Fiona's story



Fiona began her MDP career in 1987. © Crown copyright.

My MDP career began in 1987, as a Constable at Clyde and I'm very proud that I have now returned to the station as a Senior Police Officer. When I first joined, I was issued with a small pistol, an equally small truncheon and handbags and skirts were the norm.

After a few years, I transferred with the MDP to London and I had the opportunity to carry out both armed and unarmed duties, gaining promotion over time and transferring to iconic UK sites such as Portsmouth and Whitehall.

My career highlights include planning for the initial arrival of the Queen Elizabeth Carrier at Portsmouth, setting up the first Women's Staff Association within Defence, being the first female Initial Firearms Commander in the MDP and working with some truly superb people.

I am a single parent of two children (now adults). As they were growing up, I was able to pursue my career goals, with the support of my fantastic parents and family, and the flexibility and support of my managers and colleagues. I worked permanent nights for a time, to assist with childcare and I was always first in queue for breakfast club at the primary school, wanting to get home to get some sleep!

Being a single parent in any career is always a question of forward planning and having a support network and a continuity fallback. In the MDP, I can personally vouch for the fact that raising children on your own is not a barrier to success, with policies, diversity networks and understanding managers there to support you along the way.

### 2. Hannah, PC Dog Handler



Hannah works as a dog handler. © Crown copyright.

I joined the MDP in 2008 with the aspiration of becoming a dog handler. I was lucky to achieve this at my first station. I am currently based at HM Naval Base Devonport with my two specialist, explosive and drugs search dogs.

As an MDP dog handler, my role includes tracking suspects, property searches for evidence at crime scenes, drugs searches and defensive searches for VIPs. I deploy to Defence locations across the UK and provide specialist support to other police forces.

Throughout my career, I have always been particularly interested in how dogs learn and develop within their roles. This has now led me to a new career path as an instructor, to deliver training and develop police dog teams within the Force. I'm so proud to say that I will soon be the first female MDP police dog instructor and as part of my training role I look forward to assisting and supporting other women to progress in a police dog handling career.

I'm so proud to say that I will soon be the first female MDP police dog instructor and as part of my training role I look forward to assisting and supporting other women to progress in a police dog handling career.

### 3. Kirsty, Marine Unit Police Constable



Kirsty is a Day Skipper at HM Naval Base Portsmouth. © Crown copyright.

I joined a Home Department Police Force when I was 18 years old and after just over 10 years, I decided that I wanted a change. I researched the MDP and was interested in the opportunity to carry out unique specialist policing roles.

I am currently qualified as a Royal Yacht Association (RYA) Day Skipper at HM Naval Base Portsmouth and I'm working towards a RYA Coastal qualification. My proudest moment so far has been passing an Operational Firearms Commanders' course.



My move to the MDP is, for me, the best move I've made. My most memorable experiences include escorting the HMS Queen Elizabeth and HMS Prince of Wales carriers, whilst having to negotiate a busy sea channel carrying passenger ferries and commercial shipping. My next challenge... I aim to become an MDP Marine Unit Sergeant.

#### 4. Sally, T/Chief Inspector Operational Delivery and Special Escort Group Commander



Sally is an Escort Commander on the MDP Special Escort Group. © Crown copyright.

After graduating with a degree in Archaeology, I ran the Students' Union and then went on to hold management roles in sales and catering before starting my policing career.

I chose to join the MDP because I wanted to work in a role where I could specialise as an Authorised Firearms Officer, right from the beginning of my career.

The MDP also had, and still has, the largest Marine policing capability in the UK and that was a specialist area of policing that I was keen to get into.

The best thing about my career with the MDP has been the variety, from the Atomic Weapons Establishment sites in Berkshire, to the Operational Support Unit, to the HQ Operational Training and Capability Centre, to the Marine Unit at HM Naval Base Portsmouth, to a range of secondments at MDP HQ, I have enjoyed them all.

One of my proudest moments was representing the MDP as part of Operation Herrick, where I had the great privilege of mentoring the Female Afghan Police. I was also very proud to qualify as a Team Leader within six months of joining the Special Escort Group (SEG) and consequently becoming the first qualified MDP female Escort Commander and Rail Convoy Commander.

I am now working towards my goal to achieve substantive Chief Inspector rank and I look forward to continuing to develop in my career, whilst encouraging and mentoring my colleagues to help them achieve their full potential too.

#### 5. Nicole, T/Police Sergeant Clyde Support Team



Nicole is a T/Police Sergeant at HM Naval Base Clyde. © Crown copyright.

I always wanted to be a police officer and before joining the MDP I studied and graduated with a BA (Hons) in Criminal Justice. I decided to join the MDP because I wanted a role that offered a stable work-life balance and plenty of opportunities for promotion and career development.

I'll never forget when I graduated as a new recruit from 'Orange Class' with my super excited daughter watching throughout, dressed in orange for the occasion! After my graduation, I was then immediately deployed as part of Operation Temperer, following the Manchester Arena attack in 2017. Now, almost four years into the job, I'm working as a T/Police Sergeant, I'm a Force Personal Safety Training Instructor and I lead the Clyde Support Team in delivery of Project Servator, protester removal and search requirements.

I am very proud of everything that I have achieved so far and the MDP has well and truly lived up to my hopes for opportunities to progress and develop in a specialist policing career.

#### Women in policing profile

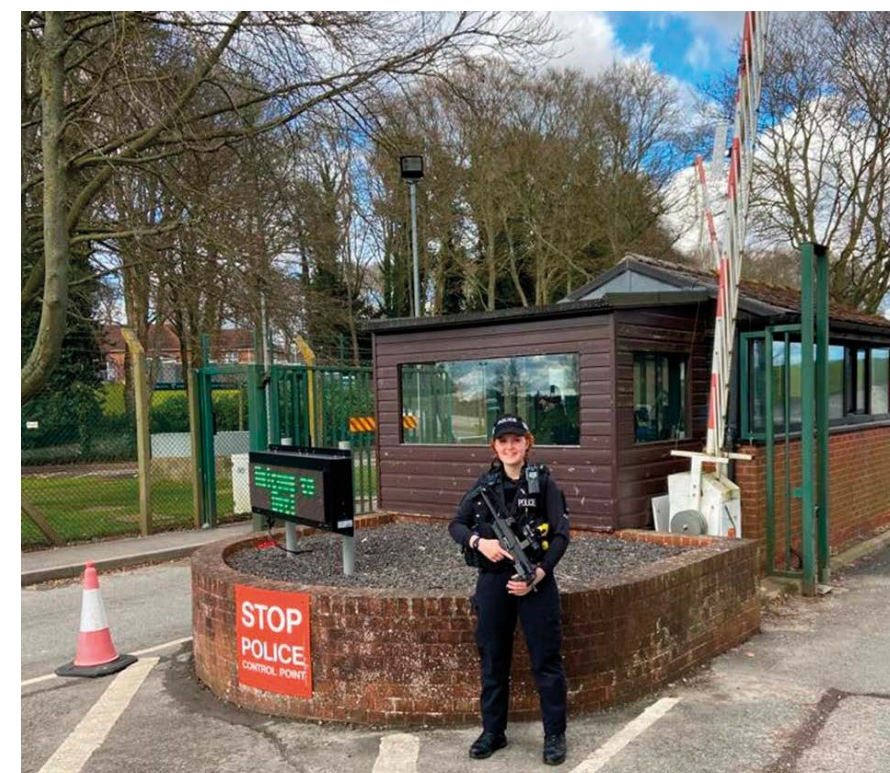
To mark International Women's Day, DSTL used its Intranet to profile female personnel associated with its work, including Porton Down-based MDP Constable Rebecca Stinchcombe.

#### Rebecca said:

**I joined MDP in August last year and arrived here in mid-December. So far, my journey with my new career has been**

**a great experience. I particularly appreciate the amount of effort that individuals have put into my training, especially considering the challenges brought about in the current pandemic, that have permitted me to be here today.**

**At the start of my career, I was based at MDP Headquarters Wethersfield, with 39 other students who came from such a broad range of backgrounds. Some were ex-military and one was even an air hostess.**



**This part of the training course took eight weeks in total, which encompassed the study of law and how to act as a police officer within real life scenarios. Additionally, I was trained to protect myself and my colleagues through Personal Safety Training, utilising the equipment I was issued with, such as PAVA spray, baton and handcuffs, as well as understanding certain pressure points on the body. Additionally, I studied various interview techniques when dealing with both suspects and victims.**

**The final part of my training involved nine weeks' firearms training at Devonport, where we were joined by the addition of former Home Office police officers who were transferring into the Ministry of Defence Police.**

**Within this part of the course I learned how to handle and use Glock, Taser and Heckler and Koch MP7, the standard issue firearm for the MDP here at Porton Down.**



This course allowed me to understand the importance of firearms in the protection of national assets, as well to become more confident in handling these weapons. Additionally, the course also covered firearms tactical employment, property searches, containment of buildings and vehicles stopping and searching.

Both sections of this course really pushed me to limits that I never thought I was capable of achieving. I thoroughly enjoyed each part of the course; I would say my favourite part of this course was the firearms element as you could really get your teeth into it and tie everything that you learnt throughout the course together.

I feel lucky that I am able to work with such a great team and feel supported and welcomed within the MDP and DSTL family here at Porton Down. I have always loved working with animals, horses and dogs in particular.

Dogs have played an important part in my life and I very much hope to be able to go on and train to be a dog handler.

I come from a Service family; my father having served in the Royal Air Force. I decided to join the MDP to permit me to play my part in serving, protecting and connecting with the wider community. I specifically requested to serve at Porton Down as I knew the position here would be varied and interesting.

Though my family live in Wiltshire, and I am a country girl at heart, I have never visited this part of Wiltshire before. I am pleased to say that I very much enjoy both living and working in this part of the world.

In my spare time I enjoy running, cooking and art. Before joining MDP, I studied art and worked at Dyson headquarters. I enjoyed working there, but I wanted to do something completely different that would really

challenge me. A career in the MDP offered me the opportunity to do something out of my comfort zone, a real challenge with a range of career pathways that appealed to my sense of adventure.



### MDP REACH Staff Network update

Formerly known as the MDP Race Network, on 11 March it was agreed by members to change the name to the REACH Staff Network – Race Ethnicity and Cultural Heritage.

REACH Communication and Engagement Officer, Princess Hercules, told Talk Through:

“This was a unanimous decision after a detailed discussion at our network meeting. One of the main reasons for our change to this new name is that we wanted to be more inclusive and create a name that matches the supportive nature of our network.

We also wanted to be able to acknowledge the various elements that come with race.” she added.

On the back of this change, the network has elected committee members:

**PC Moses Williams** – Chair

**PC Shaz Ahmed** – Vice Chair

**Princess Hercules**  
– Communication and Engagement Officer

**Yasmine Long** – Secretary

Other highlights of the past few months have included:

- For UK Race Equality Week REACH ran a campaign on social media in which the MDP Race Champion, the Network Chair and Vice Chair and Superintendent Sandy Stewart made pledges, as to things they would do better to help promote racial equality in the workplace.
- MDP Cross Network – International Women’s Day celebration was facilitated by the REACH Staff Network from an intersectionality perspective. This event was held on Microsoft Teams on 9 March 2021 at 13:00 hrs, where there were five different speakers

from the MDP Gender, LGBT+ and Disability network. The event was attended by both civilian and police officers in the MDP.

- International Day for the Elimination of Racial Discrimination 21 March 2021 – the REACH Staff Network put out a social media post showing its support for this day along with sign posting of how to report hate crime.

Throughout the months of January to March 2021, various working groups created the REACH action plan, revised the network’s terms of reference, started planning for Black History Month and future race-related diversity dates.

These included the network’s official launch on 30 March, an all-staff dial-in on 8 April, with guest speaker Mike Franklin discussing diversity and his lived experience through his policing and other roles; Thai and Nepali New Years in April; Stephen Lawrence Day (21 April) and World Day for Cultural Diversity for Dialogue and Development (21 May).

More information on these events can be found on the MDP Sharepoint page and in the next issue of Talk Through.

The REACH Staff Network encourages participation from everyone in the organisation to participate in its events, as diversity is about all of us. If you have any questions or queries and you would like to take part in any network events, please contact the team on **MDP-BAME-Network@mod.gov.uk**



# FITNESS UPDATE



# Force given more time to reach fitness standards

The College of Policing (CoP) has agreed to review the MDP Firearms Training Licence in April 2022, when it is due for renewal.

**T**his means the effective date for officers to be compliant with the fitness standard for the Authorised Firearms Officer CT role is now 31 March 2022.

Whilst this movement of the deadline gives officers more time to improve their individual fitness levels, there should be no doubt that no further extension can be justified or will be sought by CCMDP.

The benefit of the extension to the cut-off date, is that the work the Force is undertaking, with the support of the Defence Police Federation (DPF), to validate a fitness standard with the Institute of Naval Medicine (INM) will be completed at the same time.

The INM work, which is currently ongoing and which the Federation is fully engaged with, will provide scientific verification of an appropriate fitness standard for the AFO CT role.

This will be achieved via an exercise that will be endorsed by the National Police Chiefs Council (NPCC) Armed Policing and Fitness Testing Working Groups and which involves the CoP (Physical Employment Standard – PES).

The Force has managed to accelerate that programme, so that the INM will report on the VO2 max/MSFT levels by March 2022.

The DPF has said it will agree to a scientifically based standard, as long as the process to reach it is agreed and the standard is relevant to MDP's role and that the time leading up to the new 2022 deadline will constitute a 'cut off' for officers who have not achieved the newly agreed national fitness standard, as defined by the work carried out by the INM.





## DOfit Programme

To help officers attain the required fitness standard for their role, in June 2020 the Force introduced the Defence Occupational Fitness Programme, known as DOfit, which is a health, wellbeing and fitness programme, available to AFO-CT officers who require support to achieve level 7:6 on the Multi-Stage Fitness Test (MSFT) or equivalent.

Officers participating in the DOfit programme are learning how, progressively, to improve fitness, including training within the limitations of any injuries, the benefits of improving dietary quality and planning food intake around work and non-work routines, and how to lose weight in a healthy and sustainable way.

DOfit courses are being routinely run via regional 'hubs' across the MDP geographical area, to ensure as many officers can access this programme as possible.

The DOfit course is free to the individual and is delivered by MDP Fitness Instructors who are trained as Defence Health and Wellbeing Advisers (DHWA) by the Force Dietitian and Institute of Naval Medicine.

Officers are encouraged, by both the Force and the DPF, to attempt 'best effort' up to the 7:6 level, which will ensure they are able to meet the new AFO CT levels as identified by the INM, as the Force is confident the required level will increase.

The programme is a person-centred, health behaviour change intervention, developed by the Institute of Naval Medicine in partnership with Public Health England (PHE). This evidence-based programme has been designed by nutrition, physical training and behaviour change subject-matter experts.

Since its launch in the Armed Forces in 2016, DOfit has proved highly impactful, providing participants with the knowledge, skills and support to implement positive health behaviour changes.

Here is what some of the MDP DOfit participants have said so far:

**The course really helped me knowing that others feel like I do, we can keep pushing ourselves.**

**It's really good that the MDP has made this course available for us.**

**The one-on-one talk during the DOfit was crucial – I felt I was being listened to and received specific advice.**

**This was the reset I needed.**

**This course was better than I expected.**

**I would go as far as to say this course has been life-changing, for the first time in a long time I feel that I will achieve my goals.**





**HQ**  
**MOVE**



# HQ move less than six months away

Chief Constable Andy Adams, accompanied by senior staff, was shown around what will be the new Force Headquarters from October this year.

For the visit to the Palmer Pavilion at RAF Wyton, near Huntingdon, Mr Adams was accompanied by Chief Officer Resources and Planning, Justin Oliver and Head of Business Systems, David Old.

Also in attendance were Rotimi Akinsiku of the Defence Estates Optimisation team (DEO) and Jo Weston, Operations Director for the Main Contractors involved in the building's refurbishment, Willmott Dixon.

The group was given a tour of the site, led by the project's principal architect, Enrique Solas, who also showed a computer-generated impression of what the finished interior will look like.

Work to ensure a smooth transition from the current HQ at Wethersfield is well under way, under the umbrella of 'Project Jute', with regular staff updates and a timetable in place for the order in which departments will be moving.

Project Jute also covers the provision of new training facilities at Southwick Park, near Portsmouth and RNAD Coulport on the Clyde in Scotland.

The Palmer Pavilion refurbishment is due to be completed in September, followed by fitting out by third-party suppliers and the first occupants arriving in mid-October, with further moves taking place over the following few months.

The Force training department will move next year.





# THE FLEET



# New fleet on the horizon

A major new programme is under way, to replace the old diesel-driven craft in the MDP Marine Unit fleet, with 16 modern jet-drive vessels, at a total cost of around £30 million.

Inspector Brian McArdle, of HQ Marine Support, explains:

The Police Patrol Craft (PPC) project will provide the MDP with a highly manoeuvrable jet drive vessel with the latest maritime safety and security technologies.

The project craft will replace an aging fleet of legacy propeller driven craft ranging from 18m-14m with a single craft solution bespoke to MDP operational needs enhancing the existing Island Class Fleet.

Once all craft have been delivered the number of variants of Police Launches will reduce from four types to two (all jet-drive), streamlining training and maintenance requirements.

The project will also deliver an additional launch at each base-port location which will bring the fleet to a level commensurate with customer/MDP statement of need.

Although specifics are not known at the moment, the craft user requirement articulated max length 15m, max draught 1.3m, max beam 4.5m.

The craft will have enhanced ballistic protection, including ballistically protected forward-facing windows to Defence standards, providing the coxswain and crew additional protection.

Design has utilised the latest vibration seating technologies and WBV monitoring and display systems, in addition to engineering solutions to reduce noise profile.

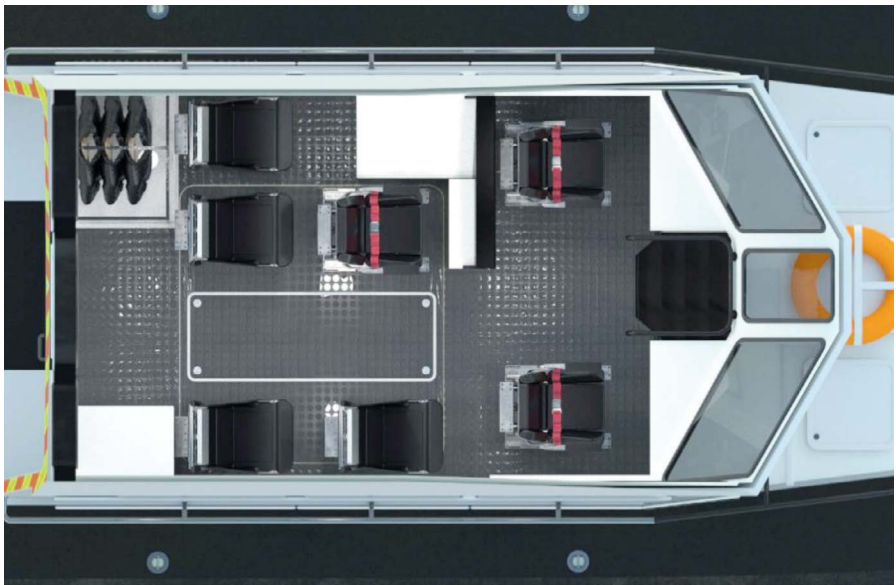
The craft will have a stabilised thermal and low light day/night imaging system, with autonomous functions and a long-range acoustic communication device.

Internal systems will be configured ergonomically for crew comfort. The craft has been designed to support a crew of three, with up to four additional securely forward seated passengers, to deliver MDP needs across all operational profiles.

Inspector Stypulkowski will be engaging with the project team and the contractor to develop an OCC supported training course and syllabus to train our 341 complemented Marine Unit officers.

The first vessels are expected to be available in the first half of next year and will be rolled out over a three-year period from then.

This programme comes ahead of another major project, to introduce 24 new replacement Rigid-Hulled Inflatable Boats (RHIBs) to the MU fleet, at a further cost of £16 million.





# OUR PEOPLE







## DCC appointed Deputy Lord Lieutenant for Suffolk

Message from Chief Constable Andy Adams:

I am pleased to be able to inform you that on Friday (26 February) the Lord Lieutenant of Suffolk, Clare, Countess of Euston, announced the appointment of Gareth Wilson, our DCC, as a Deputy Lieutenant for the county of Suffolk.

This prestigious position recognises Gareth's public service in the county of Suffolk over a number of years, during his time as its Chief Constable, and since joining the MDP. I know you will join me in congratulating him.



## Deaths in service

**T**he Chief Constable has regretfully had to announce the deaths in service this year of Inspector Paul McNamara and Constable William (Billy) Ritchie.

**P**aul, who was based at USVF Menwith Hill, passed away on 27th January. He is survived by his partner, Wendy-Louise and his son, Alex. A private family funeral took place in Hull, on 8 March.

**B**illy's death occurred on 16 January. He was stationed at RNAD Coulport and is survived by his wife, Gillian and children, Craig and Amy.

Permission was granted to allow for a socially distanced Police Guard of Honour at Billy's private funeral, which took place on Wednesday 10 February, at Woodside Crematorium, Paisley.

The Chief Constable has extended both his and the entire Force's condolences to both officers' families.

## Death of PS Walter Moffat – retired

**F**ormer MDP officer Walter Moffat passed away on Saturday, 11th June, aged 98.

Walter served on HMS King George V and was aboard when they helped sink the

Bismark. He joined the Admiralty Constabulary in 1962 and served at Rosyth, also serving at Coulport and Workington, where he was a dog officer for a few years before moving to Faslane in 1975, retiring ten years later as a Sergeant.

On Christmas Day a launch and RHIB from Clyde Marine Unit gave a brief demonstration offshore from Walter's home in his honour.

The Chief Constable extends his condolences on behalf of the entire Force to Walter's family.



## Presentations

**C**ongratulations to PC Wilks and PC Tunbridge, from Regents Park Barracks, who recently received their Certificate in Policing from Chief Constable Andy Adams.

**P**C John Large, from Menwith Hill, was presented with his commemorative coin for 30 years' service, by Superintendent Mark Sellers. Congratulations John and thank you for your service.



**I**n March, on behalf of CCMDP, PCs Goodier, Lloyd and Horton, from Easington, received Royal Humane Society awards for their life-saving actions, and PSs Loose and Dixon received Level 4 Skills for Justice certificates in Police First Line Management. Well done to all.

**C**ongratulations to MDP trainer and Special Constabulary Inspector David Howse, on being awarded a British Empire Medal in the 2021 New Year Honours. It was his second honour, having been given the Proud to Serve Suffolk Award in 2018, for his work with the county's Special Constabulary.



**P**C Ifor Williams received a Royal Humane Society Award, for his life-saving actions, from Dstl Porton Down Chief Executive Gary Aitkenhead.

PC Williams and a colleague rescued a critically injured man, who had been stabbed, and applied live-saving pressure to his wounds.

## Retirements

**I**n May, we said farewell to Chief Inspector Kim McDonaugh, from the Ops team at MDP HQ, who has retired after 41 years' service.



**A**lso retiring, in April, was ACC MDP Staff Officer Inspector Christine Cameron, who said: "I've thoroughly enjoyed my MDP career, having worked in some of the finest teams, with the most incredible people."

We bid a fond farewell to Christine, who had clocked up 35 years' service when she left.



**C**lyde Group SPO Superintendent Sandy Stewart also bade farewell to PC Jimmy Orr, upon his retirement from the MDP after more than 40 years' service. Jimmy served as a dog handler and Authorised Firearms Officer at HMNB Clyde.



**I**n March, the MDP team at NRTE Vulcan, said farewell to PS Alan Snedden who has retired from the Force after 38 years' service.

**M**eanwhile, in December, the Senior Police Officer at the Salisbury Plain Training Area, PS Alan Swanwick, retired after serving with the MOD for an impressive 42 years – joining the MDP in 1990, after serving for 12 years with the Army.



**T**he Force has also said goodbye to PC Lee Gristwood, Defence Community Police Officer at Winchester Garrison. Lee retired in December, with over 17 years' MDP service.



**F**inally, we mark the retirement after 30 years' service, of PC Gordon Connor, who joined MDP in 1990 and has served at RNAD Coulport and NRTE Vulcan during his career.





# Appointments

## New USVF Group Superintendent appointed

**A**fter serving with Home Office Police Forces in Avon and Somerset, Gloucestershire and Wiltshire for 30 years, Superintendent Mark Sellers is relishing the new challenge of being Group Superintendent for the USVF Stations policed by MDP.

He told Talk Through:

**I left the police after 30 years and genuinely thought I had moved to a new chapter in my life. I found after a year, however, that I was at risk of losing my actual purpose, and at this point I was lucky enough to see the opportunity presented by the MDP.**

**Several months on, I am privileged to have been welcomed into an organisation that recognises its strengths, but does not shy away from its challenges, and gives me an opportunity**

**to share my experience as well as learn about policing in a whole new context.**

Some of the highlights of Mark's career have involved helping to support and develop international Policing in Tanzania (2015) and Sierra Leone (2016), as well as designing and delivering training packages to develop Military and Police leadership, and embed the UK Public Order Command model at strategic and operational levels ahead of democratic general elections, which passed with the highest level of turnout and lowest violence on public record.

Mark also orchestrated and commanded the 24/7 protection of victims of the Salisbury nerve agent attack in 2018, by engaging with Security Service, Counter Terrorist policing, and health stakeholders to design, deliver, and command the comprehensive armed protection of Sergei and

Yulia Skripal, securing their rehabilitation and recovery for a period of five months, owning and mitigating all risks, amidst significant political scrutiny.

He also commanded operational deployments to develop complex and culturally challenging environments globally, leading active policing and partnership operations in support of Police and Military in: the British Virgin Islands, Cyprus, Oman and Morocco.

He has been married to Sam for 28 years, and they have two daughters, Gabi (an intel analyst with Wiltshire Police) and Talia (an art student at Falmouth University).

He likes to spend time travelling with his family and friends, but says that motorbikes, hill-walking, Bath Rugby, and general fitness shape his time away from work.

Superintendent Mark Sellers







# PROJECT SERVATOR



# MDP continues to grow a network of vigilance

The first week of April marked four years since the MDP first adopted use of Project Servator, a policing tactic that aims to disrupt a range of criminal activity, including terrorism, while providing a reassuring presence for the Defence community and public.

Project Servator was first developed and introduced by the Centre for the Protection of National Infrastructure (CPNI) and the City of London Police in 2014, and is now used by a growing number of police forces in the UK, Gibraltar and Australia.

In February 2020, among 180 nominees at the annual Government Security Conference Awards, the MDP received a 'Highly Commended' Team Award for delivery of Project Servator.

Even at a distance, Project Servator officers can still use their specialist training to spot the tell-tale signs of criminal activity or intent. Our Project Servator deployments have continued, with suitable social distancing, during the COVID-19 pandemic and have expanded to include HM Naval Base Devonport and the surrounding area, with our officers often working in partnership with their colleagues in Devon and Cornwall Police. We are also currently trialing Project Servator at RAF Menwith Hill, with joined-up working alongside North Yorkshire Police.



In addition to operational delivery of Project Servator, since late 2019, we have trained more than 950 people to watch out for signs of potential criminal activity, in and around the Defence sites from which MDP Project Servator officers operate. From March 2020, See Check and Notify (SCaIN) training has been delivered remotely by us, working with Base security teams, partners, stakeholders, local businesses and employers. This training has been undertaken in accordance with the ongoing COVID-19 restrictions.



Superintendent Steffen Morgan-Fisher, MDP Project Servator Strategic Lead, explains:

**Over the past year we have continued to build a network of vigilant contacts across the Defence estate and in the surrounding communities. Using SCaIN training and our Project Servator deployments, we have further promoted a security minded culture and enhanced**

**onsite resilience and our interoperable working relationships with security partners.**

This means that more people in and around the sites we protect now have a better understanding of what to look out for and the importance of reporting anything suspicious that they see or hear, or that just doesn't seem right.

**Project Servator is founded on a collective responsibility to be vigilant, and that approach is as important as ever. For now, it remains vital that people follow the rules to stop the spread of COVID-19, but the threat of terrorism has not gone away; the need to be alert in and around the sites we protect is still of the utmost importance.**



# PROJECT SERVATOR

TOGETHER, WE'VE GOT IT COVERED

I thank all who have taken part in SCan training and engaged with our Project Servator officers during the past year. Communities defeat terrorism, and by working together we can all help to keep each other, and the nation's defences, safe.

MDP Project Servator – what you will and won't see

- Unpredictable deployments: you can expect to see officers pop up at any time, and anywhere in and around Whitehall, Portsmouth, Clyde, Coulport, Devonport, Menwith Hill, the Atomic Weapons Establishment (AWE) sites at Aldermaston and Burghfield and at other Defence locations and events.

- Officers operating in highly visible police uniform and in plain clothes: so, some you will see and some you may not.
- Community engagement: posters and QR codes (in replacement of handbills currently) are used to support deployments and we'll say hi if we see you, so feel free to ask us about what we're doing and why.
- A range of supporting resources (some you will see and some you won't) that include: police dogs, armed officers, vehicle engagement points, CCTV and Automatic Number Plate Recognition (ANPR).
- Joined-up working with policing and security partners, including the service police, the Ministry of Defence Guard Service and other local police forces.

Social media posts showing our deployments in operation: follow MDP on Facebook and Twitter and search #TogetherWeveGotItCovered and #ProjectServator.

## How you can help

- If you see or hear anything suspicious or if something just doesn't seem right, trust your instincts and report it to a police officer or member of security or staff immediately. We'll do the rest.
- Reports can also be made in confidence at [www.gov.uk/ACT](http://www.gov.uk/ACT)
- To report suspicious activity to the MDP, call 01371 854444. In an emergency, always call 999.





# QEC VISIT



# Successful multi-agency operation marks carrier's first visit

The Royal Navy's Fleet Flagship, HMS Queen Elizabeth, arrived at the Glen Mallan jetty, on the River Clyde in western Scotland, in March, as part of final preparations before her first operational deployment.

**T**he 65,000-tonne aircraft carrier sailed regally along the Firth of Clyde, after a two-week sea voyage, spent testing and trialling her latest equipment, before berthing at the new Northern Ammunition Jetty for a routine onload of operational stores.

HMS Queen Elizabeth is the first of the Royal Navy's fleet to visit the new £64 million facility, built by the Defence Infrastructure Organisation (DIO).

Operated by Defence Equipment and Support (DE&S) through Defence Munitions, the Northern Ammunition Jetty is specifically designed to support the surface fleet,

allowing them to continue entering and berthing at Glen Mallan.

Superintendent Sandy Stewart, MDP Clyde Group's Senior Police Officer (SPO), told Talk Through that the visit – the first of a series of regular visits planned for both HMS Queen Elizabeth and her sister carrier HMS Prince of Wales – had taken five months of multi-agency planning.

Under the operational name of Clockface 4, it had been a huge logistical challenge, with MDP working in partnership with Police Service of Scotland (PSoS) to manage the policing aspects of the visit, both on shore and on the water.

He said:

**Given this was the first time HMS Queen Elizabeth had visited the west coast of Scotland, and also the first time any of the Royal Navy's fleet had berthed at the new Northern Ammunition Jetty, it was critical to get the planning correct for future evolutions.**

The joint efforts of the MDP and PSoS management and planning teams have successfully done this. However, we embraced the challenges to undertake what was a successful policing operation.

Chief Inspector Garry Richardson, SPO Clyde Marine Unit, was assigned as the MDP Planning lead for the operation and alongside phases, which involved planning and co-ordinating the marine and shoreside elements.

Said Sandy:

**Operation Clockface 4 involved officers from Clyde Marine Unit (CMU), Portsmouth Marine Unit (PMU), Devonport Marine Unit (DMU), DM Glen Douglas, OSU North, HMNB Clyde Group officers, as well as significant Police Scotland resources and MGS personnel.**

Prior to and during the operation, joint Project Servator deployments took place involving MDP and Police Scotland and also involved the

team carrying out SCaN training with members of HMNB Clyde personnel involved in the operation. This was a fully collaborative operation. We had some significant challenges in terms of COVID-compliance with multiple officers coming to protect this critical defence asset and with the assistance of MDP SHEP, in particular Nikki Dutton, Phil Shaw and Chief Inspector Jimmy Carr, we put in place COVID-19 risk assessments to protect our officers, this also included COVID-19 tests prior to the arrival of officers.

Garry was grateful for the continued support received from Operational Support Departments, Duties Offices, Boats Support, CT SECCO officers, Clyde Support Team, Logistics Officer, MDP SHEP and special mention also goes to Inspector Paul Stringer, PS Angus Livingston (SPO – DM Glen Douglas) and Temporary Inspector Kenny Dalglish who assisted throughout the planning and operational phases.

Similar to previous operations all officers displayed dedication, flexibility and the utmost professionalism throughout, which was commented on by the Commander of the Carrier and Chief Superintendent John Paterson, as the overall Police Scotland Planning Lead.

This continues to enhance the excellent working relationships we already have in place and shows the high regard we in the MOD Police are held by the MOD and Police Scotland.

Lessons learned meetings with Police Scotland are in the process of being carried in preparation for the future visits of the carriers – when we do it all again!



**Defence Secretary**

Defence Secretary  
Ben Wallace said:

HMS Queen Elizabeth has a very proud affiliation to Scotland and it is only fitting she returns before her first operational deployment later this year.

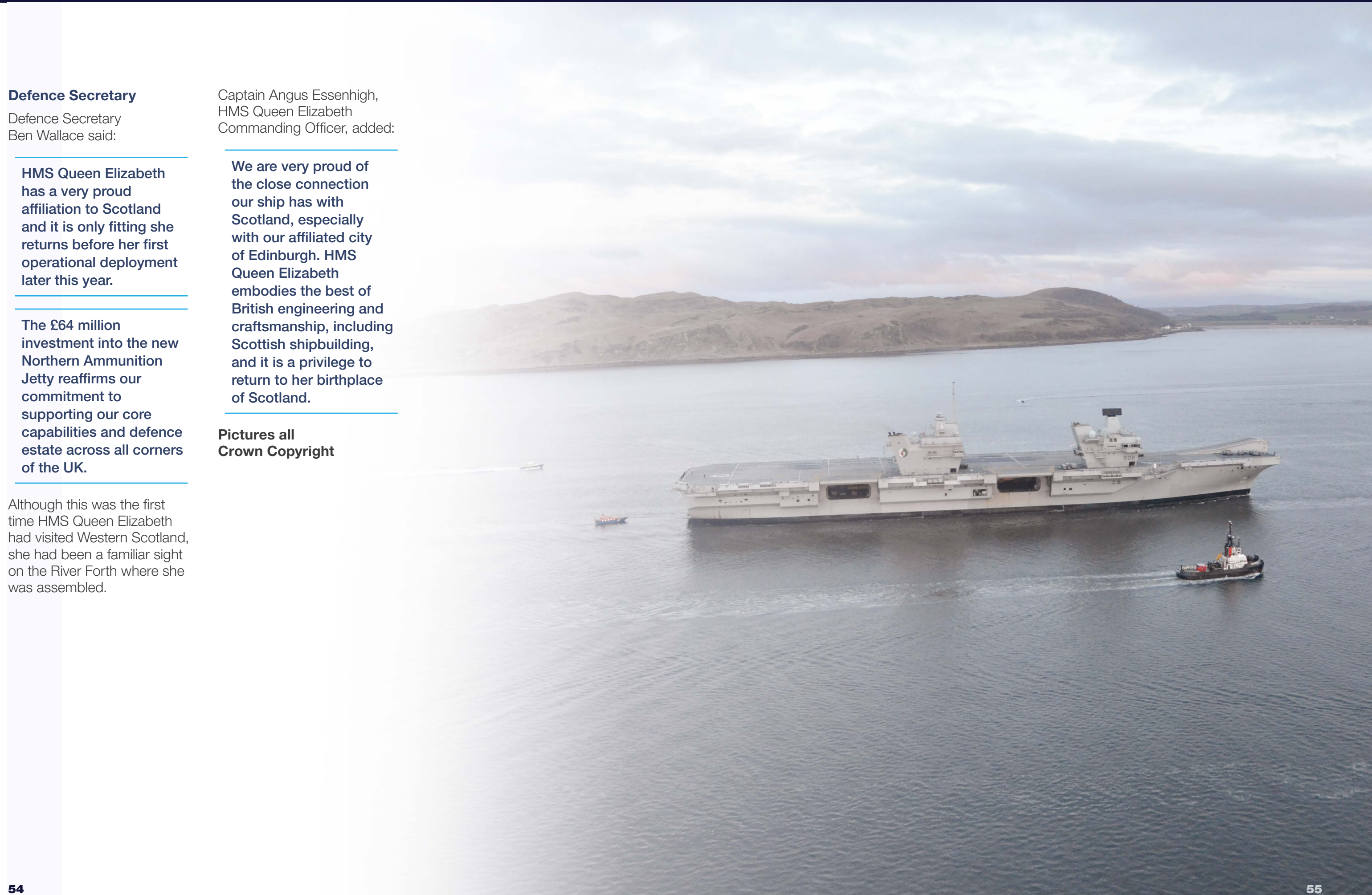
The £64 million investment into the new Northern Ammunition Jetty reaffirms our commitment to supporting our core capabilities and defence estate across all corners of the UK.

Although this was the first time HMS Queen Elizabeth had visited Western Scotland, she had been a familiar sight on the River Forth where she was assembled.

Captain Angus Essenhigh,  
HMS Queen Elizabeth  
Commanding Officer, added:

We are very proud of the close connection our ship has with Scotland, especially with our affiliated city of Edinburgh. HMS Queen Elizabeth embodies the best of British engineering and craftsmanship, including Scottish shipbuilding, and it is a privilege to return to her birthplace of Scotland.

**Pictures all  
Crown Copyright**





# Well done and thank you

## Porton Down royal visits

**From: Gary Aitkenhead, Chief Executive Dstl Porton Down**

**To: MDP Porton Down Chief Inspector Robbie Robbins**

I would like to express my sincere thanks for the time, passion and dedication you invested in organising and delivering a successful visit of not one, but two royal visitors to Dstl Porton Down. The high standards and professionalism shown by your team to ensure the safety and security of our VVIPs was critical, and I have no doubt that the visit was such a success due to you and your officers' involvement.

As well as highlighting Dstl as a national asset to both HM The Queen and HRH The Duke of Cambridge, we also catapulted Dstl in front of the world with national reports of the visit. A visit of this kind is priceless in furthering our future impact as an organisation.

This visit will go down as a highlight of my career – I hope you feel the same!





**Ministry of Defence Police** @MODPolice · Mar 5

This week, on behalf of #MDP\_CC, PCs Goodier, Lloyd and Horton, from Easington, received Royal Humane Society awards for their life saving actions, and PSs Loose and Dixon received Level 4 #SkillsForJustice certificates in Police First Line Management.

Well done to all. 🙌



2 25

**Ministry of Defence Police** @MODPolice · Feb 12

Our Tactical Firearms Unit (TFU) undertake demanding training, with skills that include Dynamic Entry and Rapid Intervention.

Find out more about the TFU and our specialist policing teams:  
[mod.police.uk/specialist/ind...](https://mod.police.uk/specialist/ind...)

#ForceWithADifference  
#MDP\_TFU @AWE\_plc



3 28

**Ministry of Defence Police** @MODPolice · Mar 31

Working with @RoyalNavyPolice as @hms\_argyll was inbound to @HMNBDevonport today, engaging with the community at locations around the naval base and Plymouth.

Our #ProjectServator deployments can appear at anytime, anywhere.

Find out more: [gov.uk/guidance/minis...](https://gov.uk/guidance/minis...)



2 26

**Ministry of Defence Police** @MODPolice · Jan 25

A very wintry patrol for our officers from RAF Alconbury earlier today.  
#ViewFromTheOffice  
#SnowDay ❄️  
@423FSS



1 44

**Ministry of Defence Police** @MODPolice · Apr 29

Joined up working with @MPSWestminster today, at locations around Whitehall.

We work with policing and security partners to keep you safe. Help us, help you, by reporting anything suspicious or that doesn't seem right.

[gov.uk/guidance/minis...](https://gov.uk/guidance/minis...)

#ProjectServator



1 22

**Ministry of Defence Police** @MODPolice · Apr 29

Whilst visiting our Whitehall team this week, #MDP\_CC Andy Adams presented certificates for completion of initial student training, probation portfolios and a Police Sergeant promotion portfolio, with the officer certified in rank.

Congratulations and well done to all. 🙌



1 29

**Ministry of Defence Police** @MODPolice · Apr 26

We have seized 4 vehicles over the past few days, at @HqSpta. Found to be untaxed or SORN, out on public rights of way on the plain.

Make sure your vehicle is road legal.

**Ministry of Defence Police** @MODPolice · Apr 20

#ProjectServator out around @DefenceHQ, @AWE\_plc, @HMNBDevonport and #HMNB Clyde...

Our highly visible deployments can happen anywhere and at anytime. Help us protect defence and keep you safe by reporting anything suspicious.

# MDP IN THE SOCIAL MEDIA

prev... departure. Read more at:  
face... #Re... #999Coastguard



**Ministry of Defence** @DefenceHQ · Apr 20

Today Chief of the Defence Staff General Sir Nick Carter welcomed his Ukrainian counterpart to @DefenceHQ for the first time for discussions on our ongoing defence cooperation.

Show this thread





# Ministry of Defence Police



Members of the MDP's rope access team in action on the cliffs near the Cornish venue of this year's G7 conference.

Full report in next issue of Talk Through.

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