

DBR-Def Sy 4-2-4

23 June 2016

**MOD POLICE COMMITTEE – TUES 7 JUNE 2016**  
**MINUTES OF THE MEETING**  
*[approved on 13 Sep 16]*

**Present:**

**Members**

David Riddle	Chair
Sir Hugh Orde	Police Adviser
Len Jackson	Independent Member
Anne McMeel	Independent Member
Paul Fyfe	representing DGHOCS
Lucy Spencer	Head of Finance Head Office & Corporate Services

**Attendees**

Alf Hitchcock	Chief Constable, MDP
Andy Adams	Deputy Chief Constable, MDP
Justin Oliver	Chief Officer Resources & Programme, MDP
Dave Allard	ACC. MDP HQ
Paul McLaughlin	T/ACC Operations, MDP HQ
Richard Medland	DE&S (Customer representative), DBR-Def Sy
Supt Derry Montgomery	Clerk to the MOD Police Committee
Karen Feather	

**Apologies**

Julie Taylor	DGHOCS
Dave Long	T/ACC ODC
Eamon Keating	Chair, DPF

**Opening Remarks and declarations of interest**

There were no declarations of interest from the independent members.

2. The Chair reported on his introductory call with Julie Taylor, the new DGHOCS, just before the meeting. Although she was unable to attend this meeting, she expected to be an active member of the Committee at future meetings.

**Agenda Item 1: Minutes and Action Log**

3. The minutes of the last meeting held on 15 Mar 16 (DBR-Def Sy 4-2-4 dated 22 Mar 16) were agreed.

4. The action log was reviewed and it was agreed:

- a) Len Jackson would undertake further work on misconduct outcomes in Q3.

b) The requirement for the Chair to review TORs for a CT review should be deleted since these had not yet been forthcoming from HMIC.

**Action: Sec**

5. The Committee discussed the NEOFs/new recruit exit data that had been provided following a request at the last meeting. There was concern that 5% wastage seemed high and that the higher wastage rate from NEOFs was especially surprising. The independent members sought assurance from CCMDP that this was being closely monitored given the costs incurred in training officers. CCMDP confirmed that exit interviews were held. Some leavers had explained that MDP did not meet their expectations given its primary armed guarding role and the website had been amended to better inform potential applicants of the differences between MDP and other police forces.

6. Anne McMeel suggested it would be helpful to identify whether the exits were high at specific locations. Justin Oliver confirmed the intention to capture exit information on the new HR Dashboard that will be routinely provided for the SCPRM from Aug 16, for complete visibility to the Committee.

**Agenda Item 2: Chief Constable's Strategic Report**

7. CCMDP provided an overview of his strategic report

8. TACOS – “Without consequence” fitness testing had started. 545 officers had volunteered to take the test with only 4 failing.

9. The Committee wished to place on record once more its support for a reduced Enhanced Effective Pension age. The Chair suggested that when the outcome of the infrastructure policing was known there may be an opportunity to re-visit this decision as part of building any new organisation.

10. HQ relocation – Bassingbourne remained the preferred option for the MDP HQ re-location following visits to a number of sites. A/DBR noted that HOCS would be required to fund the move which might therefore be prohibitive. The Chair asked whether the uncertainty was having an impact on the MDP's civilian support staff. CORP said there was some evidence of applications for other MOD job vacancies. This was down to a combination of issues such as the infrastructure policing review as well as a site relocation.

11. Communications – some progress had been made with DII access and it was now available to MDP at 41 out of 49 locations. There was a plan for other sites to have access with the exception of AWE and Menwith Hill at present.

12. CCMDP reported on cost implications for the Airwave replacement now that MDP, BTP and CNC were being asked to contribute to costs for the development of the new system. They were due to meet the project director to discuss this. It was noted that this would also impact on the military as Airwave users. Financial planning would also need to include one year of parallel running of Airwave alongside its replacement.

### Infrastructure Policing Review

13. An advice paper will be prepared for Minister before the summer parliamentary recess.

14-15. [redacted]

### Finance Update

16. Justin Oliver reported that the Defence Board was currently considering further savings and FMC had tasked DBR to identify savings in MDP.

17. [Redacted]

18. The Committee also noted that savings to be taken in other business areas would impact on MDP business (e.g. DBS vetting and medical services).

19. Lucy Spencer said while some allowable overspend had been negotiated in 2016 there was no such flexibility in this year's budget.

20. [Redacted]

21. CCMDP and A/DBR updated the Committee on the progress of the AWE option.

22. The Committee was clear that the longer decisions were delayed the less likely it was that MDP could achieve the savings being imposed on them. He also noted this was important for human factors such as the implications for officers and staff.

#### **a) Policing Plan**

23. CCMDP invited the Committee to agree the Policing Plan.

24. A/DBR thought this was a reasonable plan until further savings measures had been imposed on MDP during the last few weeks. Justin Oliver agreed that there was no stability for planning. It was now expected that recruitment would need to stop again to enable officers to move from stations if funding measures were taken.

25. This would also impact on diversity targets and funding since the TORs for new recruits were more favourable for the Department.

26. The Committee made comments on points of detail and endorsed the plan. Updates on progress of Strategic Priorities will be provided at future meetings under this agenda item. **Action: CCMDP**

### **Agenda Item 3: Head Office Update on issues impacting on MDP**

27. The Infrastructure Policing Review had been covered in Item 2.

## Review of Security Policy

28. A/DBR said that Def Sy was leading a review the Defence Security Manual (JSP 440) over 2016-17.

29. Richard Medland confirmed that as a customer he supported this effects based initiative.

30. The Chair asked that the Committee is kept updated on progress under this agenda item. He suggested a seminar for the Committee might be helpful at a later stage to enable the independent members to fully understand the consequences.

**Action: A/DBR**

## **Agenda Item 4: Report of the Sub-Committee for Performance and Risk Management**

31. The minutes of the meeting held on 17 May 16 were noted.

32. It is the role of the Sub-Committee to advise the HOCS Top Level Budget Holder on the efficiency and effectiveness of the MDP.

## **Agenda Item 5: Operational Report**

33. T/ACC Paul McLaughlin provided an overview of the Force's operational activity.

34. The Chair asked for some of the narrative in future reports to be written in layman's terms so the Committee had a better understanding of the meaning. This should also include a short explanation of the subject matter of "Op's" that are referred to in future reports. **Action: T/ACC O**

35. [redacted]

36. The Committee noted the reference to a Navy review of landside policing for the next phase of QEC. The Chair and Sir Hugh Orde would explore this further when they visit Portsmouth for their review at the end of June.

### a) Use of Force and Powers

37. The Committee noted the report.

## **Agenda Item 6: MOD Police Committee Work Programme**

### a) Review of PSD handling of Op Pease

38. Len Jackson gave an overview of his report and recommendations. DCC confirmed that all the recommendations and learning points were accepted and had been implemented by the Force.

39-41. [redacted]

42. The Chair said he would speak personally with the DPF Chair about the report, and the Committee's discussion. **Action: Chair**

### **Agenda Item 7: Professional Standards**

#### a) Q1 report

43. The DCC presented the Q1 report. The average time for finalisation of a complaint case was currently 214 days. He had set some targets for PSD to improve this performance. Len Jackson suggested that the DCC should ensure that PSD stopped the clock when cases became subject to sub-judice etc in case this might be a reason for the large number of cases exceeding the 120 day target.

**Action: DCC**

44. The Q1 report was noted.

#### b) PSD audit assessment

45. Len Jackson had carried out the PSD audit on 1 June and found all files in good order.

46. He had also inspected the Business Interest and Gifts and Hospitality Registers and found all to be satisfactory.

#### c) MOD Police Committee Culture Review

47. The DCC briefed the Committee on the progress on the outstanding recommendations that were made in the Committee's culture review in 2014. The Force priority was to address the Leadership recommendations. MDP had therefore decided to adopt the civil service leadership standard (Inspiring, Confident and Empowerment) but with a police style to complement the 4 pillars of Purpose, Style, the Code of Ethics and the Decision Making Model. The Committee welcomed this. On the recommendation concerning Occupational Health support, Len Jackson noted that MDP reported that service levels from OH Assist were "far from perfect" and that they were continuously engaged to address issues. Justin Oliver explained this was due to the interface between DBS and OH Assist, and DBS needing to address their own cost savings measures. Len Jackson was concerned that this had the potential to slow down the good progress that had made. The Chair suggested the Committee should be updated at the next meeting given the importance of OH Assist support to MDP's fitness testing programme. **Action: CORP**

48. The Committee noted the ongoing progress against other outstanding recommendations.

### **Agenda Item 8: Diversity and Inclusion**

49. The Committee noted that the 2015-16 recruitment freeze had impacted on the MDP targets for women and BAME.

50. Anne McMeel noted that Supt Pam Hewitt had agreed to remain in her E&I role for the short term but urged the Chief Officers to ensure a replacement was found as soon as possible given her posting to AWE as SPO. **Action: DCC**

51. Justin Oliver explained the re-organisation of MDP HR resources following the recent HQ review.

52. The Committee noted there were several errors in the workforce dashboard which needed to be corrected. **Action: CORP**

**Agenda Item 9: Any other business**

54. The Chair announced that this was ACC Dave Allard's last meeting and on behalf of the Committee expressed thanks for his contribution to policing services and wished him a happy retirement after 36 years of service to the MDP.

**Date of next meeting:**

**55. Tues 13 Sep.** Papers will be required by no later than cop Thurs 1 Sep.

KAREN FEATHER  
Secretary

