

# Talk Through

The Magazine of the  
Ministry of Defence Police



## PROJECT UNITY

Preparing  
for the  
MDPGA  
Pages 2-3

Out and About  
with the Special  
Escort Group

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MDP High Flyers –  
Women at the Top



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Issue 117 March/April 2004

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#### FRONT COVER:

MGS Ian Moore with the Army Air Corps at RAF Wattisham

*Photograph by Paul Kemp/Audio Visual*

# TalkThrough

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# Developing the Business

■ *An overview by ACC (Div Ops) Gerry McAuley*



## North, South . . . and West

**H**aving gone on a whistle-stop tour of the country in January meeting officers and customers from as far afield as Arbroath in Scotland to Culdrose on the south coast to St. Athan in Wales, everywhere I went I found a highly valued MDP presence.

MDP is fortunate in having teams of officers who work hard to provide the best possible policing and security service. I have, perhaps unusually, actively tried to meet as many Unit Beat Officers (UBOs) as I can, and this has been a valuable process.

### North – Edinburgh Castle



*ACC (Div Ops) G P McAuley, Div Cmdr Ch Supt S Mason, UBO Redford Barracks Const P Stringer and UBO Glencorse Const Helen Rogan*

### South – RAF Brize Norton



*ACC (Div Ops) G P McAuley, UBO Const T Burtenshaw, OIC RAF Police Flight Lt Craig Teasdale and RAF Police SNCO Steve Jones*

### West – RAF St Athan



*ACC (Div Ops) G P McAuley, Div Cmdr Chief Supt D Allard, Det Sgt G Nixon, T/Det Const M Real and UBO Const S Walsh*

## UBOs Fly the MDP Flag

Increasingly, UBOs are featuring in the considerations of customers who desire a dedicated policing service but who cannot fund a 24-hour traditional style of complement.

Our UBO colleagues, working largely on their own, fly the MDP flag in remarkable ways. I constantly received praise for their work, from senior military customers and Service Police Colleagues. More than one UBO claimed confidently that they "had the best job in the Force." What was clear though, is that in terms of positive reputation they are creating for the MDP, they are doing all of us a great service.

## Keen to Grow our Business

We all need to understand the financial pressures that our customers are operating under; the MDPGA shares those challenges too of course. We need

to be realistic in our expectations for new police posts because of such funding constraints, but that doesn't mean we are not keen to grow our business.

Divisional Commanders are constantly seeking such opportunities and my job, and that of my colleagues on the Agency Management Board, is to assist in this whenever possible.

So, we will see some more UBO's coming on stream and we will look to build upon larger-scale opportunities, such as the new complement at Oakhanger, and the enhanced complements at Fairford and Welford.

## APT Trailblazers

The Area Policing Teams (APT) being de-tasked from 1 April 2004, were in many ways trailblazers for the Force. Officers were innovative in generating a customer base within the MOD but 9/11, Operation Telic, the Quinquennial Review and HMIC all pointed the way to the need for change.

## Divisional Support Groups

Divisional Support Groups are a new way for the Force to meet some of the demands placed upon us. Using the National Intelligence Model to focus activity, DSGs will continue to provide a crucial part of our policing response. They will be fitting heirs and successors to the APTs.

.....  
From UBOs to larger complements, from DSGs to CID, and from dogs to marine units, the MDP continues to provide excellence in policing for the MOD. It's a good idea, just occasionally, to remind ourselves of that.

*ACC (Div Ops) Gerry McAuley*

# MGS prepares for a bright future . . .

■ *Operating from some 200 sites – 37 of them equipped with dog sections – the MGS employs a committed workforce of approximately 3900. The organisation is now moving to a new corporate structure under the overall direction of Lloyd Clarke QPM, the Chief Executive of the Ministry of Defence Police & Guarding Agency (MDPGA).*

*In future, MGS guards will be employed by the Agency, instead of MOD business units (top level budget holders), though they will continue to come under the operational control of local Commanding Officers and Heads of Establishment.*

*When MDPGA comes into existence on 1st April 2004, it will account for some 8% of the total civilian headcount of the MOD.*

TalkThrough spoke to Martin Gilbey, Deputy Director Strategy, about what the MGS does and the changes the new MGS organisation faces.

“The establishment of a corporate MGS organisation and its joining with the MDP is a significant opportunity for MGS and the new MDPGA”, said Martin. “Over the last 18 months we have worked with MDP Agency personnel, MOD top level budget holders, trades unions and of course MGS officers themselves, to complete the reorganisation. We believe that the ‘building blocks’ we’ve now put in place will deliver a better service to the Ministry of Defence as well as taking

advantage of all the benefits of joining forces with MDP.”

“This is a long-term strategy for MGS designed to meet MOD customer needs at all times by delivering a more effective and efficient service. We also need to raise the skills and competences of the MGS and prepare it to meet the challenges from the private sector. To achieve this will require culture change across MGS.”

## The MGS Role

“We provide a range of unarmed guarding services to MOD stations and bases from the Shetlands to Cornwall,” explained Martin, “including high profile sites like MOD Main Building, RAF Menwith Hill, and HMNB Clyde. We have five primary outputs and within each output we can provide a number of distinct services. Below are some examples:

## Managing the MGS

“The organisation has been divided into five regions which largely mirror MDP divisional boundaries, except for Western Division which has been split into two MGS Regions to reflect the large number of MGS officers in Wales and the West Midlands,” explains Martin. “Five Regional Managers have been appointed to provide the necessary leadership and direction and they are directly supported by MGS operational officers, five training officers and support staff. The five Regional Managers are:

- JOHN EGAN – Region 1, Scotland
- MICHAEL CAIRNS – Region 2 North of England, East Midlands and East Anglia
- DAVE HANKINS – Region 3 Wales and the West Midlands
- STEVE PLUMMER – Region 4 South East England and London
- KATHRYN MALOUGH – Region 5 South West England

OUTPUT	SERVICES
Access Control	<ul style="list-style-type: none"> <li>■ Control of access and egress</li> <li>■ Visitor reception duties</li> <li>■ Traffic Control</li> <li>■ Control of passes</li> <li>■ Searching vehicles and personnel</li> <li>■ Control and issues of keys</li> </ul>
Patrols	<ul style="list-style-type: none"> <li>■ Security patrols of buildings and perimeters</li> <li>■ Dog patrols</li> </ul>
Communication & Monitoring	<ul style="list-style-type: none"> <li>■ CCTV monitoring</li> <li>■ Observation tower duties</li> <li>■ Alarm monitoring</li> <li>■ Liaison with other security providers</li> </ul>
Emergency Response	<ul style="list-style-type: none"> <li>■ Contribute to CT planning</li> <li>■ Contribute to emergency response</li> </ul>
Specialist Duties	<ul style="list-style-type: none"> <li>■ First Aid Duties</li> <li>■ Unit Security Officer</li> <li>■ Scanning of mail and baggage</li> <li>■ Helicopter Marshalling</li> </ul>



## Mr A W MacCormick

**Director Regional Operations,  
Ministry of Defence Guard  
Service**

Sandy MacCormick took up the appointment of Director Regional Operations (MGS) at the beginning of February 2004, on a 6 month contract whilst the open competition for the post is completed. Sandy will therefore be in post on 1st April – the day the the new Ministry of Defence Police and Guarding Agency comes into existence.

Sandy comes to the MGS after 30 years service as a Royal Marine, retiring with the rank of Colonel. In his final Service appointment as Deputy Director of Defence Security (Physical), he and his staff liaised closely with both MGS and MDP on security issues and policy, so he is not entirely new to the business of this Agency.

During his time with the Royal Marines, he held staff appointments in MOD HQ (on the Navy Staff and the Centre Staff), HQ Royal Marines and in a NATO HQ in Germany; he was Director Royal Marines Reserve and held various command appointments in 3 Commando Brigade Royal Marines.

Sandy commented, "I am a strong supporter of the new Agency and believe that the MGS will have a stronger voice now. I am delighted to be in the post and look forward to meeting as many MGS and MDP people as I can."

"This is the first time time a UK-wide MGS management structure has been set up. This will ensure a more joined up organisation with both MGS officers and MOD customers having management support at all times."

"Responsibility lies with MGS officers to be accountable for what they do, when delivering both Agency and MGS objectives and meeting customer tasking. As with MDP, the flow of organisational and individual accountability will run from the Chief Executive of the MDPGA (the Chief Constable of MDP) to the Director of Regional Operations MGS, right down to MGS Regional Managers and individual MGS officers."

"Much of the first year will be about understanding the MGS business and capturing a range of management information" said Martin, "which to date has largely been hidden with top level budget holders in the MOD. However, as from 1st April we will be able to analyse station and base level costs and budgets."

### So what lies ahead?

The MGS organisation (and the MDPGA) faces a number of key challenges. One key area is the effectiveness and efficiency of the new organisation and this will have to be demonstrated to MOD Head Office. Once the new

structure is better understood, it is anticipated that efficiencies will be identified and realised.

“Indeed” said Martin, “we have already identified areas where existing processes and practices can be improved. For instance, we intend to:

- **make better use of MGS officers to cover shortfalls and gaps**
- **rationalise MGS on-call and pager allowances**
- **look to improve MGS skills and competences through increased access to training opportunities**

"All of this will help prepare the MGS to meet MOD Departmental targets and to be ready for the challenge of competing with the private sector."

### *Establishing a Learning and Development Culture*

"Our strengths lie in our staff," explains Martin. "However, just as we all need to adapt in a rapidly changing world, underpinning our success will be the need to change the way individuals in the MGS communicate, think, learn and behave. This is a long-term approach and our work will have three key strands: an MGS Training Strategy; a co-ordinated approach to learning and development and a culture change programme."

## The MGS Training Strategy

"The Training Strategy will look at both functional and competence training needs. The overall aim is to ensure individuals have the training and learning opportunities they need to do their job effectively and that we help them to continue to develop.

A significant investment in both time and resources is therefore required and a major element of the strategy is a commitment that, on average, all personnel in the MGS organisation should achieve 5 days training or learning activity every year."

"Other key elements of the strategy include:

- **Re-designed Foundation, and Supervisor and Managers', Courses. These will more accurately reflect the roles in which staff are expected to operate**
- **Proposals to run refresher training on a regional, or on-site, basis**
- **Introduction of a standard comprehensive induction into the organisation as well as site-specific induction**
- **Establishing closer links with Defence Business Learning (DbL) and external providers to ensure a broad range of training opportunities are made available to everyone in the MGS organisation**
- **The development and adoption of an evaluation strategy to measure the effectiveness of all learning and development undertaken within the MGS**

"The establishment of a corporate MGS organisation allows us, for the first time, to take a strategic and long-term approach to learning and development across the MGS organisation. As with other aspects of the business, it will take time to understand where efforts needs to be focused, and what the benefits are."

## Culture Change Programme

"Yes, this does involve a culture change", agrees Martin, "and we will be rolling out a change programme, which should help MGS officers with the integration with MDP. This will give shape to the 'vision' for the new organisation and how everyone in it is expected to work and behave."

"Individuals will be equipped to face the changes positively, identify issues where the organisation and individuals can work better together and agree steps to overcome any possible 'barriers'. Much of this is achievable by encouraging greater team-working and customer focus. Being part of the MDPGA is a major step forward for us."

# MDP High

## Women at the top

■ *Superintendent Wendy Benson is awaiting her appointment as Chief Superintendent. Sharon Taylor BA MA, has held the post of Chief Superintendent for two years and is the first woman in the Force to achieve that rank. Both are high calibre women officers within MDP.*

*As encouragement to other women in the Force, TalkThrough wanted to discover the secrets of their success.*

### Chief Superintendent Sharon Taylor

*Could you tell us your background?*

“ I joined in 1985 and initially served at the Royal Arsenal, Woolwich. That first year I was involved in policing demonstrations at Greenham Common and Molesworth. I really enjoyed it because I met lots of police officers, mainly MDP and some from other forces.

Following a spell at Greenham Common, I was promoted to Sergeant in 1988. I took the promotion exams as soon as I could for both that promotion, and for Inspector as I found it easier to keep going with studying, once I'd started. ”

*What was your most memorable time as a Sergeant?*

“ It has to be as Instructor at the Police Training School, then based at Medmenham. There was a full-blown recruiting drive going on as the Force was expanding rapidly at the time and I trained recruits non-stop for over two years. I found it extremely satisfying. ”

*And four years later you were promoted again?*

“ Yes, as an Inspector in 1992, I was posted onto ATTAT (Anti Terrorist Training and Advisory Team) as the police adviser and presenter. We gave

anti-terrorist advice and presentations mainly to the Army, Home Office Police and other Agencies. This was during the height of the IRA terrorist attacks on UK mainland. After that, I spent some time as Head of MGS Training and then as the SPO at West Drayton. ”

*So, it was up sticks and on to Scotland in 1997.*

“ I was promoted to Chief Inspector at HMNB Clyde as a shift commander and later as the Deputy SPO. It was a wonderful experience. The family and I really enjoyed our time up there. I was the most senior female in Scotland but I didn't encounter any problems and I had an extremely good team of officers. ”

*Not for long, because then you moved South the following year.*

“ Yes, my family and I moved south again following my appointment as Staff Officer to the then Chief Constable, Walter Boreham. It was a fantastic opportunity to be involved at the centre of the organisation and I found it very challenging. Gerry McAuley was his Staff Officer just before me. I gained an insight into the strategic level of the organisation, and to different aspects of MDP. ”

*So, Sharon how long was it before you became a Superintendent?*

“ Three years. It was in 2000. This has always been my planned route, to go as high as I can. I also decided that I would do most of my moving whilst



Chief Superintendent Sharon Taylor

the boys were still young and would not be affected so much. I was appointed as OCU Commander at Uxbridge where I was responsible for over three hundred staff. This required operating at command level overseeing the London Stations, which always have the potential for making political headlines. In addition, in East Anglia, Lakenheath was part of my patch, one of the prevalent protest locations in the U.K. ”

*What was your most challenging task?*

“ It has got to be during the Defence Security & Equipment International Exhibition (DSEi) at the ExCel Centre, Docklands in 2001. When the atrocities occurred on September 11th,

# Flyers

I was involved in policing the exhibition which involved over 800 exhibitors, thousands of visitors and VIPs, and ongoing protest action. News of the terrorist attack on the twin towers came through. Not only did I have responsibility for continuing to fulfil a command role at the exhibition, but I had to take command and deal with the impact of this throughout my stations. At my OCU headquarters at the time, I only had an Acting Chief Inspector, as one of my Chief Inspectors was out of the country on leave and the other one was off sick with an injury. We went up to Amber. It was an extremely testing time. ”

## ***So, when did you achieve your current rank of Chief Superintendent?***

” That was in 2002. I became Divisional Commander Designate for the South East. The Chief promoted four of us several months before divisionalisation but I was then posted in that summer to Divisional Operations to meet organisational needs. Last year, I spent 6 months with HMIC, inspecting six forces at divisional level which really increased my knowledge of the wider British Police Service. ”

## ***You are now in Professional Standards, formerly Complaints and Discipline. What has that been like?***

” A significant challenge, transforming the department into a Professional Standards Department, as from 1st April this year. It has involved converting what is Best Practice from other parts of the Service to enhance the professional standards of the organisation. At the same time we have been preparing for the implementation of the new MDP Conduct and Appeal Regulations and the introduction of the IPCC (Independent Police Complaints Commission) which replaces the PCA (Police Complaints Authority) on 1st April. This has been a significant amount of work and I am lucky that I have got an exceptional team working with me to achieve all of this. ”

## ***Looking back, what thoughts do you have?***

” I have managed to have fourteen posts in nineteen years, moving location in most cases. I have thoroughly enjoyed every post I have had, making the most of all opportunities and I have relished working with so many fantastic people. There is an expectation that you have to be flexible to be promoted, but recently there have been regional promotion boards, which is an important development. ”

## ***What else?***

” I was the pioneer for the maternity uniform for the Force. In the “old days”, you had to give up working in uniform when you could not fit into it any longer, and had to wear civilian clothes and work in an office. Although I did that in 1992, when I was pregnant with Robert, when I was expecting my second child, Gareth, in 1996 I wished to remain in uniform as Head of MGS Training. So, I approached the Ops Support Department, they did some research, and I modelled a prototype maternity tunic dress for the then Chief Constable. He reckoned it would fit him better than me, as he had the bigger tummy at the time! With his approval and a hastily written policy, the maternity uniform was introduced and this allowed me to continue in my role until about ten days before Gareth was born. ”

## ***How on earth did you, and do you, manage with young children and a career?***

” I could not have done this moving around, gone on courses and secondments without my partner’s willingness to be the primary carer for the boys. He has been wonderful about it and we have always moved together, as a family. I think it’s beneficial to stay together but I recognise it is not easy for everyone. ”

## **NEWSFLASH!**

As from  
11th March 2004,  
Chief Superintendent  
Sharon Taylor has been  
appointed temporary  
Assistant Chief Constable  
(P&T) to manage the  
Personnel and Training  
portfolio areas.

## ***What are your tips for other women wanting a career?***

” Take any opportunity that is there and push those open doors. I am a great believer in creating your own path and it does not necessarily apply to just those wanting promotion. I equally support lateral development and, most importantly, people being happy in whatever job they are doing. I have the greatest respect for our constables and sergeants, in particular, because as the frontline staff, they are our most important people and we have to support them as much as we can. I am disappointed there aren’t more women reaching Sergeant and above because there is no doubt there are sufficiently talented women out there. The key message, and the reason I’m taking part in this article, is to encourage more women to think of the MDP as a career. There is greater respect for diversity and flexibility in working conditions to accommodate individual needs. In fact, this Force does far more in this area than a lot of other forces. I am willing to help anybody, not just women officers, who might wish to develop their career. I am happy to perhaps act as a guide and give support to anyone; maybe act as a catalyst. ”

## ***Do you still have ambitions?***

” But of course. I would still like to reach ACC and above. I will be going on the Police National Assessment Centre next year to secure a place on the Strategic Command Course. I am keen to still try and make a difference and this opportunity is my gateway to becoming a Chief Officer in the Police Service. ”

# Women at the top . . .

## Superintendent Wendy Benson

"If I can do it, anyone can," is Wendy's first comment on her recent promotion. She sees herself as an average sort of person; however, her qualities of leadership, clear thinking, afraid of nothing, adventurous, forward looking, team worker, lateral thinker are obvious to anyone who meets her.

She puts it all down to her father's influence.

“I suppose I'm a chip off the old block. My father was in the Services and he was always striving for the next rank. I'm comfortable with the structure within the MoD and, like my dad, I work very hard. I owe a lot to him; he taught me about life, what's right and wrong. My partner and family are the most important people in my life – I owe them everything.”

What has been your attitude to promotion?

“I decided to go for promotion from day one.”

***“If I can do it – anyone can!”***

Has your time in MDP been eventful?

“The whole of my time with MDP has been enjoyable. Everything is an opportunity. We only have one chance so I grasp life with both hands. I'm an optimist and full of energy.”

Wendy's energies carry over into her spare time. If she's not chairing the Southern Region Huntingdon Disease Association, or playing hockey for Romsey 2nd XI Women's Hockey Club, or running in the annual Agency road race (for which she is the current holder of the MDP

Women's Veterans Trophy) she may well be climbing yet another mountain.

Volcanoes are her passion. Asked why, her reply was,

“It's the excitement. I like to get as high as I can; it's about achievement ... and the splendid views from the top.”

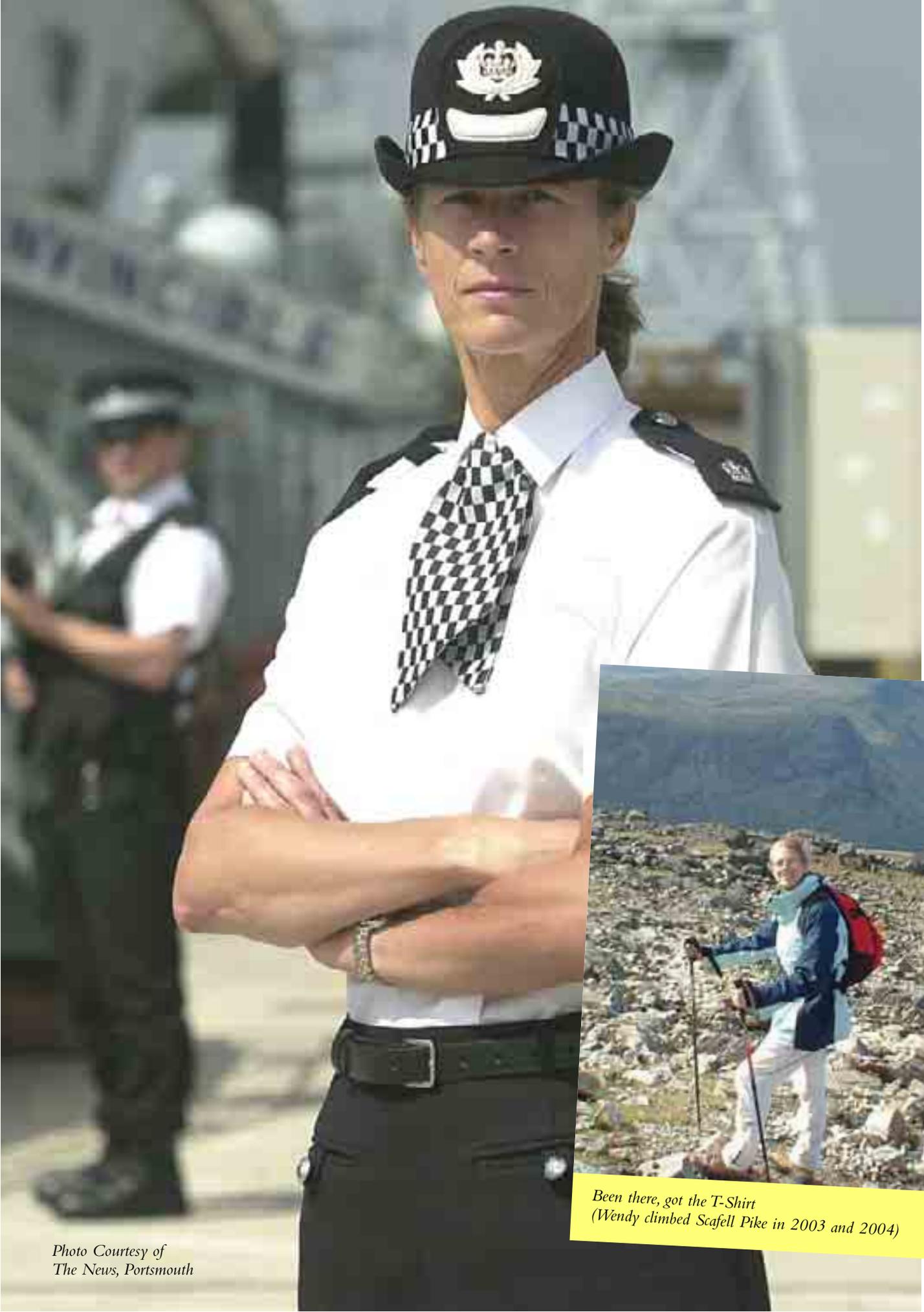
## A word of encouragement to other women thinking they'd like a career with a future within MDP

Wendy insists,

“It's a challenging career and, if you work hard and give one hundred percent commitment and effort, you can do anything you like. Whether your goal is to develop horizontally or laterally, it is down to you. Your destiny is in your own hands.”



*Superintendent Wendy Benson and her Team ensure safety for the Royal Navy at HMNB Portsmouth.*



*Been there, got the T-Shirt  
(Wendy climbed Scafell Pike in 2003 and 2004)*

*Photo Courtesy of  
The News, Portsmouth*

# Safeguarding Integrity

## The Ministry of Defence Police Professional Standards Department

■ *This article was compiled by the Head of PSD, Chief Superintendent Sharon Taylor, and it is recommended reading for officers of all ranks.*

On 1st April 2004, the Complaints and Discipline Department was re-named as the Professional Standards Department (PSD). The overall vision of the PSD is to promote the highest levels of professional and ethical standards/behaviour throughout the Agency. The key priorities of the PSD will focus on formalising its policies and practices to take account of its new role. There will be an emphasis on streamlining processes towards greater involvement at Divisional level, prioritising cases for appropriate and proportionate investigations and encouraging managers to adopt a different approach towards managing integrity and ethical issues.

In addition, the PSD is proactively seeking to build an effective partnership with key stakeholders throughout the Agency, these being the Police Committee, the Agency Management Board, the DPF, Divisions/HQ departments and operational officers. It is intended to develop a PSD Forum to facilitate the consultative process with representatives of all stakeholder groups. In addition, staff from the



independent  
police complaints  
commission

PSD will proactively identify and develop issues of concern through regular visits to divisions and departments.

### Core Functions

The core functions of the department broadly remain the same in dealing with complaints against police by members of the public and internal misconduct allegations. However, there have been significant changes in the way the department conducts its business, through the introduction of new MDP Conduct and Appeal Regulations, as well as the replacement, in England and Wales, of the Police Complaints Authority (PCA) with the Independent Police Complaints Commission (IPCC). Both changes took effect from 1st April 2004.

### The New Conduct and Appeal Regulations

There are three sets of new regulations, that have been made by Statutory Instrument, covering procedures following misconduct allegations, from the appointment of an investigating officer through to the review and appeals process. Separate procedures have been implemented for officers serving in Northern Ireland. Different complaint procedures will apply to officers serving in Scotland.

### Code of Conduct

One of the key changes is the introduction of a new Code of Conduct to replace the Discipline Code. The 13 elements of the Code are:-

- Honesty and Integrity
- Fairness and Impartiality
- Politeness and Tolerance
- Use of Force
- Abuse of Authority
- Performance of Duties
- Lawful Orders
- Confidentiality
- Criminal Offences

- **Property**
- **Sobriety**
- **Appearance**
- **General Conduct**

A breach of the Code of Conduct may result in action being taken by the organisation. The standard of proof required to prove an officer has breached the Code has been changed to the "balance of probability" (the old standard of proof was "beyond reasonable doubt"). An officer will know he/she has breached the Code through a complaint being made by a member of the public (complaint against police) or through evidence becoming apparent from within the organisation (non-complaint/internal misconduct allegation).

### Action

For less serious non-complaint cases, a line manager may just record the incident (in pocket notebook), offering informal advice and guidance, including training where appropriate. There is a new procedure to enable a formal written warning to be given to an officer who admits failure to meet the standards expected, where the level of misconduct does not merit proceeding to a full Misconduct Hearing. More serious misconduct allegations will be fully investigated. In the case of a complaint against police in England and Wales, the IPCC (Independent Police Complaints Commission) may investigate, supervise or manage the investigation. The resultant report may recommend that the case goes to a misconduct hearing.

### Hearings

The previous types of hearing (presided over by CCM DP or an ACC) have been replaced by new Misconduct Hearings. These are now conducted by the DCC or an ACC as the Presiding Officer, assisted by two Chief Superintendents/Superintendents. Where the accused officer is a Chief Superintendent or

Superintendent, the DCC/ACC will be assisted by two ACCs from other forces. The hearing may award the following sanctions:-

- **Caution**
- **Reprimand**
- **Fine (up to 13 days pay)**
- **Reduction in rank\***
- **Requirement to resign\***
- **Dismissal\***

*\* These sanctions can only be awarded where an officer has been given the opportunity to be legally represented.*

### Reviews / Appeals

Following the hearing the officer can request a Chief Constable's Review, to review the decision of the hearing and sanction (although he cannot increase it). A Police Appeals Tribunal replaces the current right of appeal to PUS. This right only exists if the officer has been reduced in rank, required to resign or dismissed.

### Fast Track Cases

In very serious cases, a new "fast track" procedure may be used. This allows proceedings, where appropriate, to take place whilst criminal proceedings are pending. It is designed to deal with cases of gross misconduct where an officer has been caught "red handed" committing a serious crime. The procedure will be implemented in advance of criminal proceedings and would normally expect to result in the officer's dismissal from the Force. Once initiated, the procedure should be completed within 6 weeks. A number of special criteria have to be met before a case can be fast tracked.

## Other changes and the future

### Information

The impact of the new regulations have resulted in many other changes too numerous to mention in this article. It is intended to publish another article at a later date. In the interim, SPOs were provided with a guide to the changes at the recent SPOs' Conference. There is more detailed information available on the G Drive under "MDP Library" in the "Professional Standards" folder.

### Training

There has already been some training for all senior ranks/grades within the Agency. The new regulations and procedures have been incorporated into existing training for staff. In addition, there will be training for accredited investigators, to enable each Division and Headquarters to have a pool of trained officers to conduct investigations.

### Professional Standards Intelligence Unit (PSIU)

A major development for the future is to have a Professional Standards Intelligence Unit (PSIU), working within the department. The role of this unit will be to gather intelligence to deter, detect and disrupt corruption and misconduct within the Agency. The formation of this unit is in line with national best practice and is due to be fully operational by 1st October 2004.

### Contacting the PSD

If any member of the MDP & GA or other organisation has questions about these changes, or indeed has any other concerns about professional standards issues, any member of staff within the PSD will be happy to take your call. The PSD are contactable on all the numbers listed in the Force Directory. Alternatively, call the Switchboard at HQ on 01371 854000 or e-mail the department on the Force network or on: [professional\\_standards.mdp@milnet.uk.net](mailto:professional_standards.mdp@milnet.uk.net).

# Maintaining a Healthy Workplace within a Safe Environment

## Meet the members of the MDP Occupational Health and Safety Service

■ *TalkThrough* asked Dr. Marcus Navin, MDP's Occupational Health Physician, to explain the core differences between a Doctor's Practice and an Occupational Health Centre.

Dr. Navin says:

“Occupational Health can be explained as how work affects health and how health affects work. We deal with issues concerning entry into MDP and provide advice and guidance on attendance management, for instance on return to work and possible rehabilitation programmes. For anyone who is injured, we can provide advice to management, and to do this we draw on all our skills to make sure the workplace is a safe environment.”

### *Back to Back*

*Clockwise from Back Right:*

*Dr. Marcus Navin – Occupational Health Physician*

*Vivienne Bryson – Occupational Health Adviser*

*David Taylor – Safety, Health, Environment & Fire Adviser*

*Nicky Smith – Office Manager*

# Healthy Workforce Environment



## The Team

**DR. MARCUS NAVIN**  
*Occupational Health Physician*

Dr. Navin continues: "Although there are a variety of roles and areas of expertise here, we work together as a team covering mainly Occupational Health, Safety, Fire, Health and Environmental Issues. We cover some other areas too such as pre-employment screening for new police recruits. We do liaise with other health professionals but we are not a substitute service; where treatment is required, an individual must attend their GP."

**VIVIENNE BRYSON**  
*Occupational Health Adviser*

OH Adviser Vivienne tells TalkThrough:

**"Our medicals meet the Home Office standards for physical entry into a police service".**

"I carry out a variety of tests for pre-employment and other roles and this can include hearing tests. The hearing test procedure is quite simple really; individuals sit in a soundproof booth with earphones on and listen to a series of tones and press a response button. The information is fed directly into a computer and the specialist programme comes up with the results. The print-out is explained to each individual. With the Hearing Conservation Screening Programme, which begins towards the end of this

year, MDP officers in post will be tested on a regular basis. Pilots have been undertaken in Scotland and Portsmouth. Once you have lost your hearing, you can't get it back. We advise staff on how best to look after their hearing to ensure they don't damage it.

"Other tests include eyes, lung function, height/weight/body mass. We have a range of specialist equipment to carry out all these tasks."

### DAVID TAYLOR

*Safety, Health, Environment  
and Fire Adviser*

David explains cheerfully:

**"My equipment is rather expensive. Everything from temperature, humidity, noise and lighting monitors. The equipment is easily transportable and so I can go anywhere I'm needed in the country.**

"If a member of staff thought their light levels in the office were insufficient, say, I would come along with my light meter to monitor their working conditions. I can measure noise levels throughout the day and, by downloading the information onto computer, I get the answers. There are specific noise levels I have to set on the device to take into account any background noise.

"I've been involved with the development of protective equipment and clothing and am on the Clothing Committee at HQ. As an example of what we look at, we have been investigating the purchase of a utility vest which gives the officer greater capacity to carry equipment on different parts of the body, at the same time taking the weight off the hips. The whole issue of officer uniform is constantly evolving.

"MDP has a duty of care to its

# The Role of the Health and Safety

## *Multi-disciplinary Team*

Major changes have been taking place in the provision of Occupational Health and Health and Safety within MDP. A department that consisted of one Occupational Health Adviser and one Health and Safety Adviser has become a multi-disciplinary team that now also includes an Occupational Health Physician and an Office Manager. Although the team remains based at Wethersfield it provides a nation-wide service to all staff on work-related occupational health and safety issues.

## *What does this mean to you?*

The main objective of the service is the promotion and maintenance of good health, both physical and psychological, with the emphasis on prevention of ill health and accidents within the workplace. The Occupational Health and Safety Service provides the MDP with the ability to comply with its legal obligation to provide a safe and healthy working environment for its employees.

## *What is Occupational Health and Safety?*

Occupational health focuses on the effect of work on health and health on work. Within the MDP the Occupational Health Physician, Dr Marcus Navin, and the Occupational Health Adviser, Vivienne Bryson, are involved in the assessment of an individual's suitability for their role. This includes such areas as pre-employment assessment, return to work following ill health or injury, health surveillance or suitability for employment in specialist duties. They also aim to have a proactive influence on the health of the organisation by providing specific health related advice / information to individuals and managers.

## *Confidentiality*

As health professionals, both Vivienne and Marcus are bound by a code of ethics relating to medical confidentiality. This means any information provided to them by an individual is treated as confidential. However, one thing that must be emphasised is that Vivienne and Marcus do not provide a substitute GP service.

# The Occupational Safety Service

## *Current and Pending H & S Legislation*

The other side of the occupational health and safety service coin is the Safety, Health, Environment and Fire Adviser, David Taylor, whose role is to advise management on all aspects of current and pending H&S legislation and the impact this may have on the MDP. David also undertakes the monitoring of all aspects of the working environment, and has the ability and specialist equipment to carry out workplace assessments.

## *Promotion of Positive Health and Safety Culture*

The Service is actively involved with the promotion and development of a positive health and safety culture within the agency through involvement with Clothing and Equipment working groups and developing and presenting health and safety awareness training materials.

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The Service recently took over management of the contract for spectacles and S10 respirator lenses. Revised guidance is currently being prepared for inclusion in the Policy and Procedures Manual and will be introduced through Force Orders very soon. The team is also involved in the hearing conservation programme trials.

As many occupational health and health and safety issues overlap there is close working relationship across all disciplines, an example being development and implementation of a force-wide Hearing Conservation Policy and Audiometry Testing Programme due to start at the end of the year. To undertake this programme required investment in portable audio testing and noise monitoring equipment. Other areas of planned joint working include the development of a Manual Handling Training programme that includes back care and how to deal with demonstrators with disabilities; role-related immunisation programme and a review of first aid provision.

employees. For example, do you remember the PortaLoos brought in last year, looking somewhat like a Dr. Who contraption landed from outer-space and dotted around HQ? Well, as the water had to be cut off, they were brought in to keep us within legal requirements.

“Likewise, if the heating levels fall below a certain level, we advise management on whether staff should be sent home.”

### **NICKY SMITH**

*Office Manager*

By unanimous vote of her colleagues, Nicky runs the department with supreme efficiency! She confesses to enjoying her work very much.

**“I like my job - it is a unique post and I find it great fun. It’s challenging and, working as part of a team, I am often called to assist with hearing tests.”**

Nicky explained how their premises were once a hospital when the American Air Force was based at Wethersfield. “In fact, our conference room was once a hospital ward; you will probably have noticed how wide the doors into it are. That was so they could push beds in and out.”

## **A Final Word**

Says Marcus Navin, “We are in a process of change at the moment. This section has increased from two to four staff, and in spite of this the workload is still very heavy - as we do provide a nation-wide service to the whole of MDP.

**“The whole team has a flexible and friendly approach to the delivery of the service so, if you have any questions or any suggestions for future service improvements, you know who to contact.”**

# Out and abo Special Escor

So, what is so special about working for the SEG?

This was a question TalkThrough put to various members of the Special Escort Group when they were preparing for an annual assessment.

■ Before you hear their answers, Inspector Brian Abram, Escort Commander, runs through the history of nuclear weapons transportation and the vehicles currently used for escort duties.

## History

"In 1993, the SEG took over the traffic element with motorcyclists for the first time replacing the RAF motorcyclists. By 2002, MDP SEG had taken over completely from the RAF, which had until then used a Squadron Leader and a Flight

Lieutenant in Commanding roles, replaced now by a Chief Inspector and Inspector to run the convoys. This consists now of three organisations involved in the convoy namely Fleet Protection Group Royal Marines, AWE civilian personnel and the SEG (MDP)."

## Vehicles

The Stand Off Escort – Royal Marines provide armed military personnel to counter any potential threat and the SEG's role in all this is the close escort (security) and traffic management throughout any convoy move.



*Holding a Rolling Block*

# ut with the t Group

AWE  
Aldermaston

By Judith Slater/Corporate Communications



*Inspector Brian Abram Communicates with the Team*

**“The Escort Commander vehicle leads the convoy.** This is where I come into the picture. From here, I navigate the routes and manage the timings by constantly being kept informed of traffic situations up ahead and to make judgements on whether to carry on or change from the plan. Safety is the paramount consideration and the object is to go through junctions and roundabouts as safely as possible by using motorcyclists and a traffic car to police traffic control.

“Then we come to the **TCHDs, or Truck Cargo Heavy Duty vehicles.** We normally run with

three but we are capable of having five on the road at one time. An AWE driver is accompanied by an SEG officer as Close Escort.

**“Following is the Fire Tender,** with staff employed by AWE – the Convoy Safety Officer & Fire Crew and then we have the **Convoy Commander’s Vehicle,** manned by Chief Inspector Richard Willcocks and his team.

**“The Traffic Car** with two SEG police officers keep traffic behind by putting on a ‘rolling block’ whenever there is a traffic build up ahead or the convoy

approaches hazards such as roundabouts or junctions.

“Two miles behind the main part of the Convoy there is a **Support Element** that includes a Convoy Support vehicle and a Recovery vehicle. The AWE provides a Deputy Convoy Safety Officer who is responsible for this element.

“Finally, but still very important to the team, there is the **Coach;** no, not someone who gets us running and exercising at the crack of dawn. This is our transport to our night’s accommodation at our final destination.”

CONTINUED . . .

# Special Escort Group

## *So, what about protestors?*

Inspector Abram explains,

“We get protestors regularly who try to stop the convoy and climb onto the TCHD’s, taking photographs of their colleagues in action and putting these on their internet site. However, I have to say we train on a regular basis to counter any protest!

MDP motorcyclists and the traffic car officers do make arrests and then hand over “prisoners” to the local Police Force so that we can keep moving.

Within a couple of weeks of the operations starting at Fairford last year (Op Telic) the SEG were called in to assist with the convoys from Welford, replacing traffic command & control previously carried out by the local Police Force because of the threat of increased protestor activity.”

## *Explain the training you undergo*

“New officers within the SEG undergo both theory and practicals on, firstly, an Arrivals Course; this is one week long on the different roles in the convoy. Then they go on another week’s course, a Specialist Course, on close escort duties, both courses involve table-top exercises. Thirdly, a one week NARO, or Nuclear Accident Response Organisation, trains on monitoring for contamination and cross-cordon procedures.

All Convoy personnel reinforce what has been learned with regular, three monthly, exercise scenarios to prevent “skill fade”. These include anti-terrorist exercises, nuclear protest tactics and armed security.”

## *Licence to operate?*

“We undergo an annual assessment,” explains Inspector Abram, “both on the road and during a training exercise and these are assessed by the Nuclear Weapon Regulator.

Also, around every two years we have a more intense type of exercise where all the stakeholders get involved from the Army, RAF, Navy, Local Police, Emergency Services and including our customer the Warship Support Agency. This includes mock media scenarios to quiz key personnel who then produce a news sheet – this certainly keeps us on our toes. We base our exercises not only from past experiences on the road but are very aware of current events worldwide.”

## *Have you been in the press?*

“Oh, sure, we always have the potential to attract headlines. For instance, I have a copy of an article in a Local paper in Glasgow in June 2002 entitled “Weapons Convoy in protest Ambush,” and another in October 2003, this time in the Helensburgh Advertiser, proclaiming: “Nuclear Convoy Hit by Breakdown.”

## *What is so special about working on the SEG?*

“For me, as Escort Commander this is a very responsible role from which I get tremendous satisfaction. I travel to other parts of the country and liaise with lots of people who have an input or interest in the Convoy, particularly working closely with local Police Forces and not forgetting my own colleagues. Travelling together over a few days when the Convoy is out means we have even greater team spirit as we see each other as people on and off duty, not just as uniformed MDP officers.”

## *Would you say it is a good career move being with the SEG?*

“Oh, definitely. For instance, John Braund is one of three Temporary Sergeants who is currently preparing himself for the promotion examination and assessment centre. We also have a

Temporary Inspector fulfilling a Special Nuclear Material role that will be covered next time in TalkThrough.”

## *Tell the readers what you do*

“As Escort Commander I am also involved in giving presentations to the Home Department Police Forces, all the ones whose areas we travel through. Then there is the training, I teach on courses run on a regular basis at Aldermaston which refer to the MDP role.

So, you could say my role is trainer, marketing/publicity, manager of staff and the group and then, of paramount importance, the safety and security of the convoy. It is an operationally demanding role.

Everyone on the SEG enjoys the job and the additional responsibilities that they have and all of them are volunteers. We get a good balance of personalities and because we work so closely together we have the opportunities to make improvements for the benefit of everyone.”

## *On a more personal note*

“I appreciate the reality of the SEG does take you away from home on a regular basis. However, personally the satisfaction and responsibility of the role balances the inconvenience and, when not away, our duty hours are Monday-Friday, 8-4 with every weekend off; well, most of them. Finally, every officer, on completion of their training and achievement of Convoy Qualified status, receives a Special Priority Payment and last year it was £2000. This certainly helped make up for that amount of responsibility and being away from home.”

*Thank you Inspector Brian Abram.*



*Taking a Break*

We will now skip a few days. It is a freezing February afternoon and the convoy is about to arrive at its training venue for one of its regular training sessions. Awaiting the arrival of the convoy are two men in plain clothes sitting at the edge of the taxiway in an unmarked van.

The two are John Cox and Richard Davis, currently undergoing training, having joined the SEG in December 2003.

***Why do you think people might hesitate to join the SEG?***

“First,” explains John, “I’d say a big part of it is down to perception. People may think that nuclear transportation will be harmful to your health. But, there is less radiation to your body from this role than, say, a flight over the Atlantic to the States.

“Secondly,” he continues, “the AWE area is considered very expensive to live in. On average a 3-bedroom semi costs anything from £180,000 upwards, which is out of reach for many MDP officers. But I know the Superintendent is trying to do something about this.”

The convoy arrives and is soon under wraps in a hangar. This is TalkThrough’s chance to meet some more of the team.

***Chief Inspector Richard Willcocks, tell us what it’s like holding a senior position with the SEG?***

“It certainly is a worthwhile job and extremely important for the safety of the United Kingdom and its people. Not only is it a good career-building opportunity but the daily buzz and excitement, with no two days alike, is great.”

***As Convoy Commander, what are your duties?***

“I am at the rear of the convoy in the Convoy Commander vehicle, so if anything occurred to the convoy, it would probably take place ahead of me. I am the person with overall Command & Control with responsibility for the AWE, Royal Marines and Ministry of Defence Police.

In the event of an incident, I have all these resources at my disposal. The team is large and likewise the support

element. What we do, when we do it and where we go are all classified information. We vary the routes and timings so as to be unpredictable.”

***Would you employ the same, or different tactics depending on who you were dealing with?***

“Different tactics. Protestors have attempted to lock themselves onto our vehicles in the past. I do understand that everyone has a right to protest, but peacefully. However the terrorist faction would be a lot more complex. We are trained and prepared for that eventuality. As a minimum standard, we do 80 hours enhanced firearms tactics every year.”

***Do you ever need more staff?***

“We are going through a recruiting phase at the moment. We are looking for additional Chief Inspectors, for Convoy Commanders, and Inspectors for Escort Commanders. We also need Sergeant Team Leaders and Constables to join the Escort Group too. There have been Job descriptions in Personal Bulletins/ General Orders last year. I am happy to answer any questions from any interested officers.”

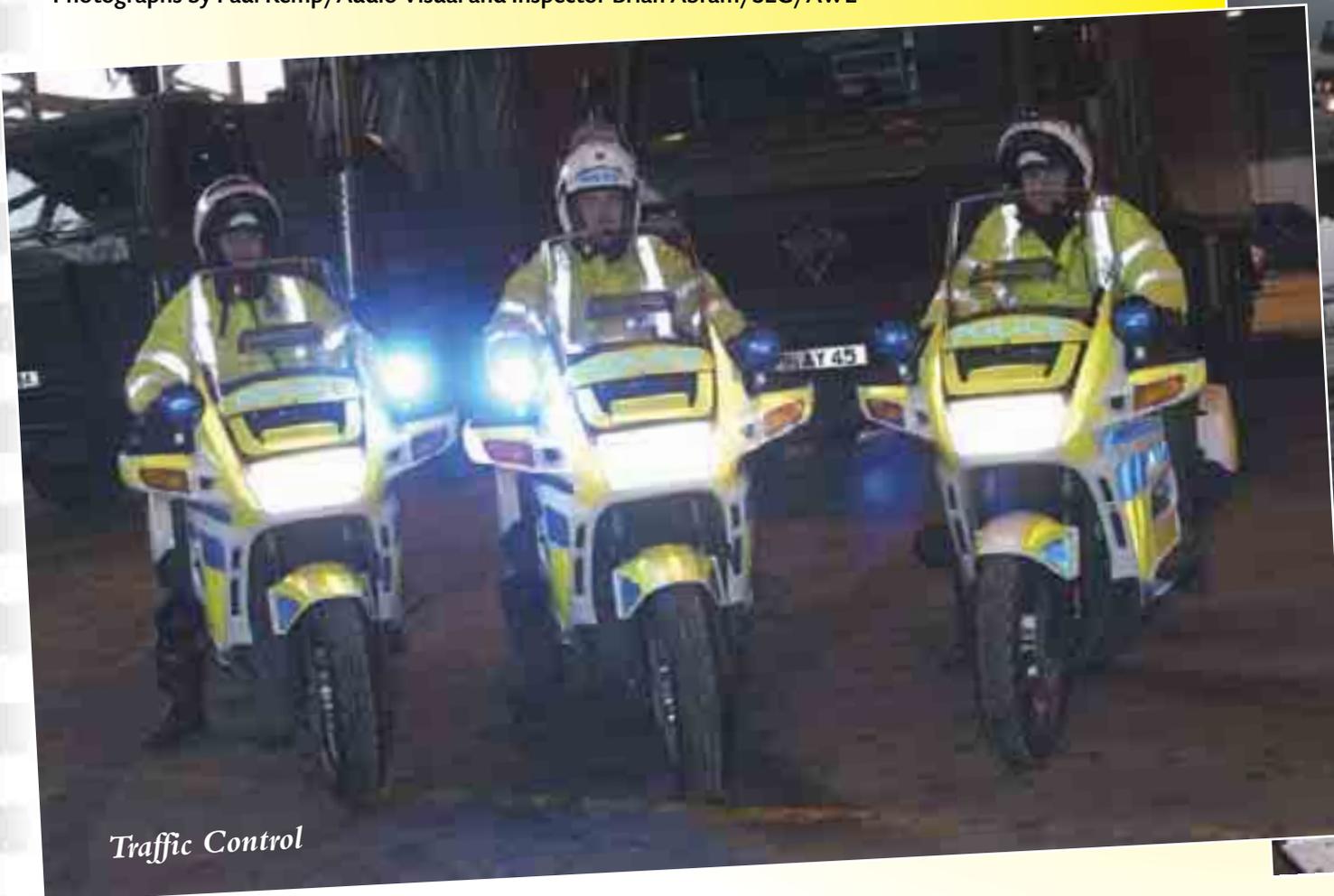
CONTINUED . . .

# Training the Speed



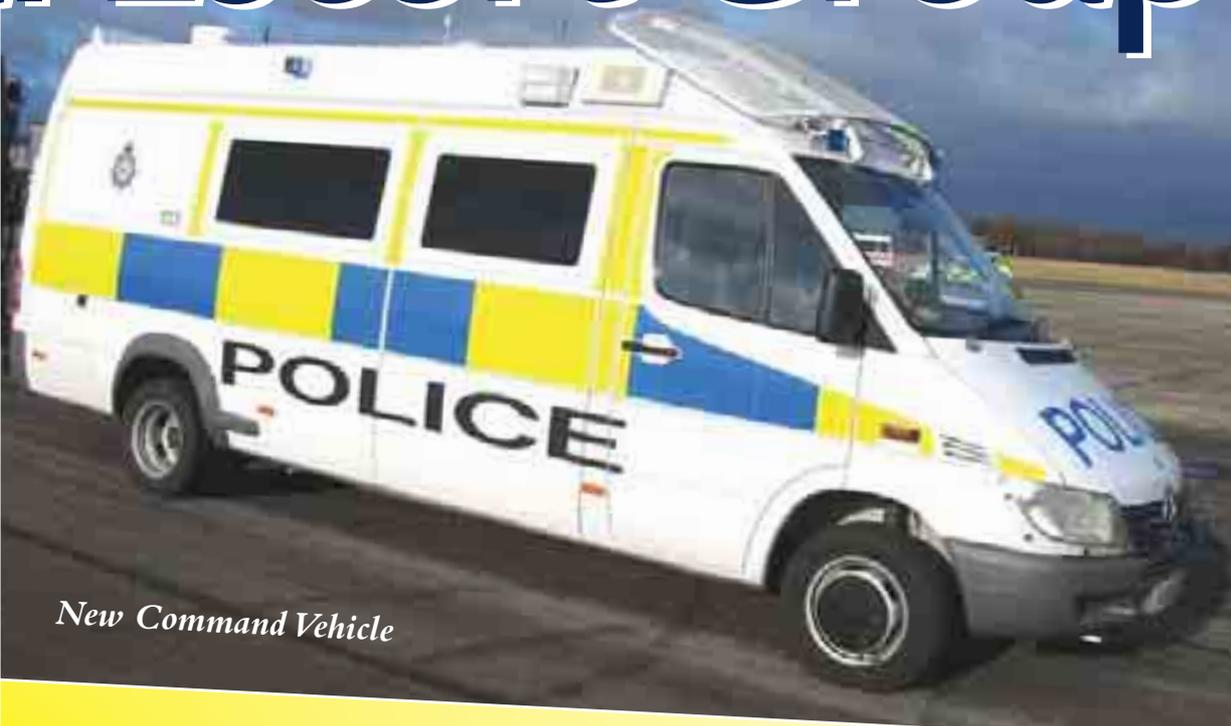
*Controlling the Situation*

Photographs by Paul Kemp/Audio Visual and Inspector Brian Abram/SEG/AWE

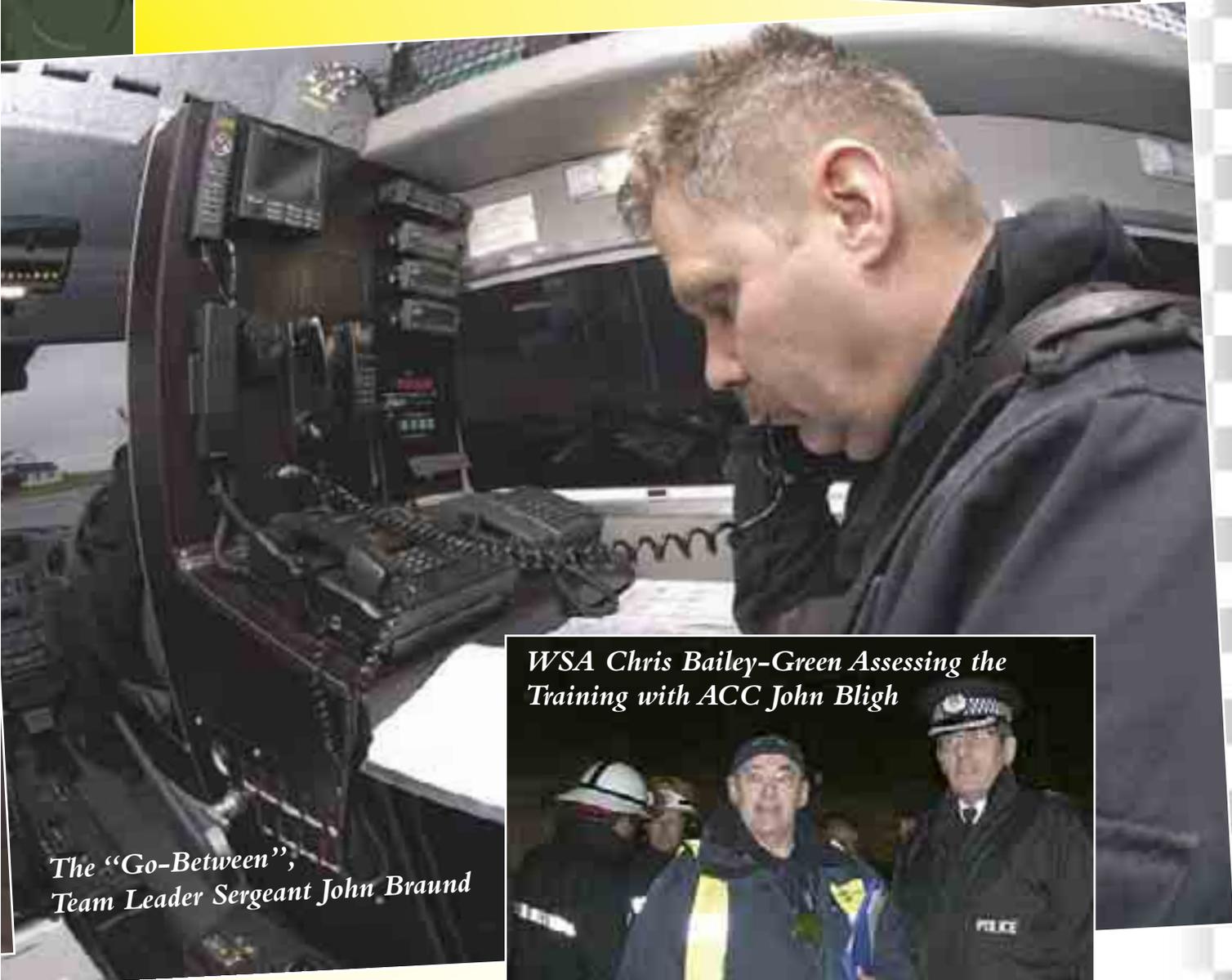


*Traffic Control*

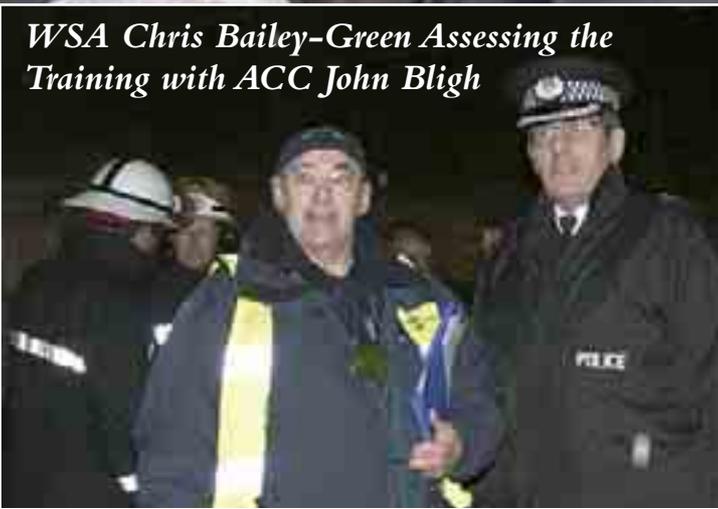
# Special Escort Group



*New Command Vehicle*



*The "Go-Between",  
Team Leader Sergeant John Braund*



*WSA Chris Bailey-Green Assessing the  
Training with ACC John Bligh*

# Special Escort Group



*Nuclear Weapons Convoy Team*

## **Team Leader John Braund;**

“ I have been in the Escort Group for nearly 10 years and with the nuclear weapons convoy group since MDP took over from the RAF, 2 years ago. I have been a convoy qualified Team Leader for only a few weeks after an intensive training period and at the moment I am now the only one qualified in the Force, but there will be more.

It's certainly a job that interests me. I need good communication skills to liaise with all three agencies being, so to speak, the “go-between”. Be under no illusion it is the Team Leader who really runs the show . . . ask anyone! ”

## **You have some new trainees, how long will it take before they are fully operational?**

“ If all goes well, anything from 6 - 9 months when these officers qualify as Close Escorts. We have a mixture coming through from those who are half-way and those who are just starting. These officers are responsible for the security of the TCHDs throughout the convoy move. They work closely with the civilian driver ensuring there is no unauthorised access or breach in procedures.

## **Specialist Roles**

You also have the opportunity to move

into specialist areas. For example to become part of the Motorcycle traffic control team or Routes and Surveys. Likewise, those wanting to drive the traffic car or be involved in traffic duties would continually develop this training on top of the basic courses. We are currently being assessed with the Driver Training Section to assist our training requirements and are providing Motorway Awareness courses for the new officers on the SEG.

## **One of the Best Jobs in the Force**

If you are keen, it can be one of the best jobs in the Force. I believe it has everything anybody wants. You are not tied to one position, each day is challenging particularly when you are escorting the country's nuclear deterrent, it is highly responsible, you travel up and down the country and you feel valued. ”

## **Do you agree that the expensive housing around Aldermaston could be partly to blame for a lack of applicants?**

“ Yes, you have probably hit the nail on the head. However house prices have increased around the country and I wonder if they are now almost equal in comparison.

I have one PC who does not want to move and he drives all the way from Avon

and Somerset and that's dedication. Well done PC Griffiths! ”

**TalkThrough met some Team Members who joined the SEG just over a year ago.**

PCs John Lawson and Hugh Griffiths are both transferees from the Metropolitan Police and Avon & Somerset Police, respectively.

## **What are your impressions of the SEG?**

PC John Lawson explains,

“ It's a completely new role for me. I am learning new skills and the steep learning curve certainly keeps me motivated and interested.”

“Yes”, agrees PC Hugh Griffiths, “ I am learning firearms issues and tactical training. Then there are the opportunities to move onto motorbikes. The training is always evolving and being up-dated. I intend staying some time; it has certainly opened my eyes to possibilities. I would, though, like to see more officers coming in. ”

**PC Tony Walton is a Force Motor Cycle Instructor.**

### ***What is the role of the motorcycle team?***

“We have three motorbikes on the road whose role is traffic control. We assist by changing priorities on the road to the convoy’s favour.”

### ***What about Training?***

“As with driver training, an officer will come to me for an assessment. We invite them on a Motorcycle Standard Response Course, a three week course that includes response training. They then put in some practice hours and come back to me later for an Advanced four week course.”

### ***Do you instruct on motorcycles solely for Aldermaston and SEG use?***

“No,” explains Tony Walton, “I train the Force. They come to me as I have the bikes, it’s easier that way. We train on the road using Honda Pan European 1100 cc bikes. It will accelerate well and do 125 mph with police kit on board. The bikes are kitted out with the full police specification, with three radio systems, sirens and blue lights.”

### ***Can anyone apply to join this team?***

“They would have to train on other aspects of the convoy work first and then express an interest in working with the bikes; as vacancies come up they will then get the chance.

We have four qualified at the moment with another two hoping to pass the course soon. We always plan to have a couple of trained riders in reserve.”

### ***How would you sum up your job?***

“Very enjoyable. To go back to my previous role in the MDP would be a backward step.”

**Let’s meet the Bike Team, sprucing up in readiness for the photo session.**

PCs Gary Davis, Bruce Innes and Ian Hornett are ‘prepping’ their motorcycles. They run through all the checks, including the lights, rear blues, rear reds and front blues.

“People are more aware and courteous to a fully marked up Police motorcycle compared to when I am on my own civilian motorbike,” says PC Gary Davis. “People actually stop when you require them to!”

### ***How Do You Manage the Traffic?***

Explains Tony Walton,

“The first one to a hazard, be it a roundabout, accident, roadworks, traffic lights or collisions, takes it and stays with it until the convoy is through, then follows behind having thanked the traffic we have just held up.

“Take yesterday,” interjects Gary, “we dealt with a car up ahead which had broken down and was blocking lane 3 on a motorway. We radioed back to the Escort Commander and asked for a rolling block. Although still moving, albeit more slowly, the traffic couldn’t get past the convoy. A gap in the traffic was created and we were then able to get the couple and their children onto the hard shoulder and, by that time, the local Police turned up and took over. The driver had been waiting for a gap in the traffic to run over the motorway; it was potentially an extremely dangerous situation they had found themselves in and it was pleasing to be of assistance.”

**Mo Wilson-Brown is the driver of the Command Vehicle, a fully fitted, Mercedes Sprinter.**

### ***As the driver, Mo, what do you think of your new vehicle?***

“We’ve only had it three months and it is brilliant to drive. It is also very well equipped and with plenty of space to take everything we need on board. We will eventually have a fleet of three of these.

I had been using the old RAF Ford transit vehicles we inherited. As a trained Standard Response driver, this is such a change for the better.

I have volunteered to go on a refresher Motorway Training Course at MDPHQ shortly; it is a continuous process of training and refresher training. Some of the newer officers are currently doing their Driver Training.”

**A final few words from Superintendent Bill Hammersley . . .**

“The work undertaken by the MDP Special Escort Group is one of the most important tasks that the MDP are required to complete. The movement of Defence Nuclear Material ensures that the Government is able to maintain the effectiveness of its deterrent policy.

We are constantly seeking ways to provide flexibility in the movement of Defence Nuclear Material throughout the United Kingdom.

As a result of a recent review of nuclear security matters within the Ministry of Defence, the SEG complement will increase its numbers.

We are always on the lookout for MDP officers who have a flexible and adaptable approach to their duties, who are capable of meeting the high standard required by officers on the SEG and who are seeking a challenge. So why don’t you give us a call and arrange a visit?

The Thames Valley region is, along with many other such parts of the country, a high cost area for housing. The Force has been working extremely hard to try to resolve this issue. I was therefore very pleased to be informed by Richard Clancy, Head of MDP Civilian Management, that: “We are in the process of finalising arrangements with the Defence Housing Executive that will enable MDP officers who meet certain qualifying criteria to submit applications to occupy a limited number of surplus Service Families Accommodation, located in the first instance at Arborfield and Windsor at subsidised monthly rents. This opportunity will be advertised in Force Orders shortly and will be open to officers stationed at the two AWE sites (this will include the SEG), and in the Greater London area.”

Weekly Notice LP 29/04 refers. ■

## **Future Article in TalkThrough**

TalkThrough will be talking to officers of the Special Escort Group who deal with the Special Nuclear Material Convoys, a role they still continue to run since taking over the NW Convoy task.

# Drive and dete

## PART 2

By Judith Slater. Photographs by Paul Kemp/Audio Visual

■ *Here is an account of just what it is like to be on a Potential Driving Instructors Course, held at Wethersfield HQ last year. What arises from it is the need to have good interpersonal skills, total dedication, a strong will, exceptional skills in driving techniques and a desire to bring others up to the same standards. What a challenge. Let's see just what it is all about.*

### Progressing to Highway Driving on Stage 3

Our student had already gone through the previous stages of qualifying as a Police Standard Response Driver and gained a recommendation on a Part 1 Potential Instructor's Assessment. He was part way through a 4-week Police Advanced Driving Course. On successful completion of this course, he will go on to undertake a Part 2 potential Instructors Assessment of 2 weeks duration.

If success is achieved on the Part 2 Assessment he will move on to the final stage, which is the 6-week Instructors Course starting in October. The classroom element includes presentation skills and student interaction, practical driving skills and in-car instruction and assessment.

#### The Drive

Slipping into the driver's seat, our student reeled off an amazing number of checks including seat level using his arms extended forwards onto the steering wheel. Aloud, he said: **"Handbrake is on; gear lever is in neutral; seat, seatbelt, head-restraint and mirrors correctly adjusted; door secure, all**

**passengers check theirs and ensure seat-belts are fastened; firm pressure on the brake pedal; switching on the ignition, all warning lights illuminated, sufficient fuel for the journey; depressing the clutch and starting the engine; all warning lights extinguished except the handbrake warning light; selecting first gear, 360 degree look around the vehicle and moving off as it's safe to do so."**

Explained Instructor Ritchie Henderson: "Every student must fluently deliver a "Cockpit Drill" before moving off."

#### From the driver's point of view

Ritchie carried out a series of instructions and offered some advice to reinforce in the driver's mind either what he had to do or where he had gone wrong, or indeed what he had been doing correctly. "25 degrees" the outside temperature given by Ritchie Henderson as they exited WFD Base and further advised the student, "Give yourself a little time to settle in." Before the next junction he instructed the student, "Turning right at the end of this road." They soon reached 60 mph en-route for Finchingfield.

Explained Ritchie,

“We always adhere to the red ring speed limits, unless we are driving under emergency response conditions. On roads, which are subject to the national speed limit, we would be looking to make safe progress. That may involve exceeding the national speed limit but with the emphasis always being on safety. However, we make every effort to avoid triggering safety cameras, primarily because of the way we would prefer the public to perceive what we are doing.”

He also commented that with a good driver, he didn't need to give too much "leading instruction". At a sharp bend Ritchie encouraged: "Squeeze, squeeze, squeeze", explaining that "by squeezing the accelerator by the correct amount whilst negotiating a bend, the car will maintain a constant speed and therefore stability will be increased."

Turning, Ritchie explained, "At advanced level we encourage drivers to make best use of the available road space in order to enhance their view and increase the smoothness of the drive. This may involve 'straight-lining' bends, but once again safety is paramount."

A caring, relaxed instructor then offered mints all round and we continued on through the cornfields of Essex and Suffolk, past sleepy villages such as Finchingfield, Great Sampford and bypassing Haverhill.

Ritchie advised the driver that an overtaking opportunity had been missed and goes on to explain.

“We are looking to make safe, smooth progress and that involves, amongst other things, working for, and developing

# Termination



*Blues and Tivos*

overtaking opportunities. Once those opportunities have been identified and planned for, each manoeuvre must be carried out safely, smoothly and without causing any other road user to change course or speed. Steady and unobtrusive progress are the characteristics of a skilled driver.

“We also expect our drivers to anticipate the likely behaviour of other drivers; for instance, if the person ahead keeps looking to the left and right you may anticipate that they are likely to turn off or pull over. ”

## *Problems encountered on the highway*

On the dual carriageway, whilst overtaking a car at 70 mph, the driver successfully anticipated a truck pulling out ahead. A thumbs up from Ritchie meant his student had done something well, and he complimented him on his calm handling of the situation. Ritchie explained, “Speed in itself doesn’t kill, it’s the inappropriate use of that speed that causes problems.”

Next obstacle was a tractor travelling slowly, a long queue of cars trailing behind. Ritchie acknowledged that his driver showed restraint,

which is a good thing. “Yes, situations like this can lead to frustration and it is important that a driver adopts the correct attitude, remains calm and makes rational judgements. Once a driver becomes frustrated, their driving will almost certainly deteriorate.”

Ritchie explained that, in accordance with The Highway Code, the tractor driver should have pulled over and let traffic past. Overtaking a row of four cars on a dual carriageway, where the dual narrows down to a single lane, Ritchie encouraged him to “Plan for the point where you intend to come back in.”

CONTINUED . . .

# Drive and determination

The object is never to belittle the student, but give encouragement. Ritchie explained that an instructor needs to assess whether the student would gain more from feedback and advice at the time an error occurred or whether it would be best to leave it till the end of the drive, during the in-car debrief.

Turning off onto the A505 to Duxford Museum and up the M11 towards the north, the driver was able to make more progress. As a result of this, he had to extend his observations by looking as far ahead as possible and constantly scanning the nearside traffic. Other drivers may have had difficulty judging the speed he was doing. A courteous wave of the hand served to thank another road user who had clearly seen us approaching and remained in lane.

"Come off at the next junction," instructed Ritchie, "and on to the A603 to Sandy and then on to the Comberton/Barton road. Staggered junction coming up." We were behind a long container lorry; the student correctly anticipated a van pulling right across the road in front of us and adjusted his speed. A thumbs up from teacher must have meant it was a good manoeuvre.

## *Time for a cuppa and discussion*

Another good manoeuvre was pulling into the car park of "Auto Stop", a café used by lots of police on driver training. So many leather trousers; they belong to the Metropolitan Police bikers. A welcome mug of tea and a brief review of the drive so far. Ritchie Henderson assessed the overall drive as good but the gear changes could have been smoother. He pointed out he should have pulled down on the steering wheel, not pushed it up with the other hand, when going round one of the corners.

**Candidates for these courses are all volunteers; and becoming a driving instructor is not seen as a career development move, but**

**rather a job, which someone undertakes because of their absolute desire and commitment to carry out that specific role. When asked if the character of a person played an important part in their success, Ritchie agreed that attitude is very important. This aspect is observed daily and they are looking for such traits as tact, diplomacy and an ability to remain calm under potentially stressful situations.**

One last question, "When will this student start, assuming he succeeds, and who will he be instructing?" For the first time I detected a quiver of a reaction from the driver as Ritchie merrily replied, "Almost straight away. His teaching skills will extend to Basic and Standard Response courses, 4x4, Personnel Carrier Vehicles, Trailer Towing, Quad Bike Training, Escort Convoy Techniques, Motorway Safety Awareness and Skid Car Training."

## *Return Drive to HQ*

Time to return to base. As they drove out of the car park a lorry pulled in and ran over a large bright traffic cone; obviously in need of some MDP driving instruction!

Arriving in Cambridge, it was the student's turn for some curious hand positioning with thumb on horn and fingers covering the headlight flash – in preparation to give audible and visual warnings as necessary, for the benefit of other road users. At each town, our driver lowered his window slightly; this was to make him aware of any outside situations such as fuel spills, sounds of sirens, children playing and anything else he may have heard or smelled.

I had noticed that the atmosphere was one of calm. Ritchie explained that, as an instructor, he wanted his students to give of the best and so he tries to put them at their ease. "Your tone of voice should be calm and relaxed and you need to exercise a high degree of patience," he said. He went on to talk about the Instructors'

respect for one another and how selfishness does not have a place; you and your colleagues work as a team and share the load. He also explained that when you are out and about in uniform you are representing the MDP.

Just before reaching Saffron Walden Ritchie suddenly said, "12 o'clock!" when, looking at my watch, it was nearer 1 o'clock. Turns out to mean go straight ahead at the next roundabout. Likewise, "3 o'clock" was turn right, or take the last exit, and "9 o'clock" was turn left, or take the first exit.

Ritchie's student gave a running commentary as he drove through Saffron Walden and out towards Radwinter which was so fluent and unhesitating:

**"Weather . . . , Road conditions . . .**

**Speed and location is . . . , other traffic . . . Position on road . . . Traffic lights . . .**

**Pedestrians crossing number . . . , mirror check, accelerating, gear change to . . .**

**Roundabout, direction . . . , other road users include . . . , pedestrians number . . . , parked cars on nearside, mirror check, position of car is . . . , road bends to . . . ,**

**Gear change to . . . , Traffic lights, mirror check, following vehicle . . . , high vegetation indicating bend to right, mirror check, car turning reduce speed, driveway to offside."**

## *How was it for you?*

So, how did he think the drive went? The student was totally honest, "I know my positioning could have been better on one of the bends, I didn't like my commentary and some of the gear changes could do with being a little bit smoother." Ritchie agreed, added some comments of his own and looked quite satisfied with this candidate. ■

# Come and join us!

By Judith Slater, Corp Comms

## Police Training Centre is now recruiting new Trainers



Part of the Development Team at PTC

### *A good career move for Bill*

**“Coming to PTC to work as a trainer was the best move I’ve ever made,”**

says T/Chief Inspector Bill Wilson, Head of PTC, Wethersfield. “I’d spent ten years as a PC at Faslane and felt I was in a rut. I truly believe that, had I not come to the Training Centre, I would still be a PC. The skills and encouragement I gained here have enabled me to move on and I enjoy every day of my working life.

Although some might think working at Wethersfield is rather remote, amongst the cornfields of north Essex, it is only within one

hour’s journey from London and half an hour from a London Airport (Stansted) with connections to most of the UK and Europe. It is a beautiful part of the country in which to live; it has a lot going for it.”

### *Current Vacancies*

There are currently an anticipated five vacancies for Trainers. Applications from Constables and Sergeants are invited, and these will be further advertised in Force Orders in July and August 2004, together with one Training Manager, who needs to be Inspector rank; he or she will organise the training, put together courses and generally manage their own training team, six on average. The vacancy for Training

Manager is scheduled on a February Force Order.

Applications can be made on a General Application Form, going through your Line Manager.

### *Divisional Trainers*

At the moment, we have one Trainer at each Division, with one vacancy currently being filled. These are easier posts to fill than those based at Wethersfield, quite simply because on-site staff usually apply and they can remain living in that locality.

An innovation for the future could be to have more of a “flow” system where Trainers could move from PTC out to a Division and back in again gaining a broader experience.

CONTINUED . . .

# Come and join us!

## *Who runs the place?*

The Chief Inspector post involves the overview of the whole Police Training Centre, introducing new policies and general management of the Centre by ensuring sufficient equipment and managing the budget. This person also liaises with other training centres such as CENTREX, the Scottish Police College at Tulliallan, Middlesex University, the Institute of Leadership and Management and the Chartered Institute of Professional Development.

## *Who trains the Trainers?*

In the past trainers were really given unstructured support whilst learning their trade at PTC; they were brought in for a three month period, put into a class to deliver a lesson and then given feedback from another Trainer.

All that has changed. We are currently piloting a 'Potential Training Instructor's Course' and on this course you get a full six weeks training, actually being taught how to teach. You are given models on learning, counselling skills and all the tools of the trade. This is followed by two weeks teaching practice where you will be assessed and from this you gain elements of the NVQ Level 3, Learning and Development Certificate (Units C21, C23 and C27).

## *What types of students do you deal with?*

**"The job satisfaction you get is greater than being on station. I was a trainer here for six years; it was the best job I've ever had in the Force. You see a mixed bunch of raw recruits come in, some with earrings . . . and as for the women, some have visible body piercings! You see them blossom during the course and, at Graduation, it is hard to recognise them as the**

**same people. They gain a new sense of pride and achievement, going out as fully qualified police officers," says Bill.**

"One grandmother said to me of her grandson, 'You've done for him what I couldn't do; you've made a man of him.'

"We also get the other end of the spectrum, the established officers coming in for continuation training. They can have anything from five to twenty years' experience.

"We are also at the early stages of putting together a Management Training Suite, which will incorporate a quantity of different management development packages which can be delivered at Centre and on station by our Divisional Trainers. This is at an early stage of development.

## *Give us the sales pitch, Bill*

"Alright, you asked for it. For starters, I'd say the personal development is greater when you work as a Trainer. The majority who leave get promoted, or go on to specialist departments. All come away with newly learned managerial skills.

"Secondly, your long-term potential for promotion and greater earnings, and remember your pension at the end of your service, also outweigh the loss of overtime. Overtime is not part of the pay structure within PTC. With good course planning and adequate staffing levels, the need to work extra hours is greatly diminished, (many of the trainers do some extra work at home, which displays their high professional standards and high level of motivation).

"Don't forget," stresses Bill, "job satisfaction. If you need to work, why not enjoy what you do? Must just tell you a story... everyone remembers their trainer. I get past students coming up to

me even now and, although I don't always know who they are, they remember me and obviously enjoy the renewed contact . . . so, I must have done something right!

"Another thing. MOD is pretty generous in paying allowances for non-movers. There is a flat rate for either the Delayed Movers Package or Non-Movers Package, so you are not out of pocket. At one stage, from May 2002 until August 2003, I worked at Menwith Hill and lived near Wethersfield, so you could say I was using the system in reverse. One of our current trainers, Sergeant Nick McKeown has been here fifteen months and every weekend he flies home to Scotland, using the nearby airport. He lives in the staff block on site."

## *Name dropping*

"If you insist," says Bill. "Sharon Taylor, Wendy Benson, Rob Hoblin, and Jim Chapman have all, at one time in their careers, been Trainers and have reached Chief Superintendents level. Obviously a good career move!"

## *Grasp opportunities with both hands*

T/Chief Inspector Bill Wilson admits to having been once extremely quiet and shy; even his friends and colleagues were apparently shocked when he told them he'd decided to become a Trainer. "But, I've been successful and so can anyone else."

**"Going from my own experience, all I can say to anyone who would like to be a Trainer but isn't sure if it's the right move for them, is 'Try it.' Nobody knows what they are capable of until they have a go."**

Finally, Bill is happy to talk to anyone who, having read this article, would like to discuss it before applying. He can be contacted on: 01371-854506. ■

# Successful recruiting campaign

Results in 99 Officers in active service with MDP

■ Following a campaign, run in *Constabulary Magazine* as from the end of 2002, the first course for transferees at the MDP's Police Training Centre at Wethersfield Headquarters started in January 2003.

They all spend a week on Station and then attend a week at PTC, followed by two weeks at Firearms Training.

Pictured here are the latest groups to have been through the system before being re-deployed.

Inspector Jim Blair of Firearms Training Wing explained, "They are training with the Browning 9mm pistol this week and on the second week with us they will learn about police tactics. All of them have transferred from other police forces and range from officers with no firearms knowledge to officers who were currently authorised to use weapons when they transferred. We find that they help each other; they already possess the team work ethic."

TRANSFEREES ON COURSE 04/2003 (12/01/04 – 16/01/04)



**FRONT ROW, L TO R:** PC Paul Wightman – Hampshire Police, PC Thomas MacDonald – UKAEA (UK Atomic Energy Authority Constabulary), PC Paul Bennie – Strathclyde Police, DI Michael Conner – The Metropolitan Police, PC Francis Conlon, Cambridgeshire Police, DC Nigel Corbould – Hampshire Police.  
**BACK ROW, L TO R:** PS David Johnson – Sussex Police, PC Gerald Sullivan – Metropolitan Police, PS Derek Hutton – Strathclyde Police, PC Matthew Smith – Hampshire Police, PC Gary Dann – Hampshire Police, PC Colin Lawson – Hampshire Police

TRANSFEREES ON COURSE 05/2003 (9/02/04 – 13/02/04)



**L TO R:** PC Ronald Pickersgill – Greater Manchester Police, PC Vincent McCulloch – Metropolitan Police, Sergeant John Porter-Griffiths – Metropolitan Police, PC Sirbjit Singh Khabra – Metropolitan Police, PC Peter Kirkman – Metropolitan Police, PC Stephen Davis – Hampshire Police, PC Gary Kinchen – Metropolitan Police, D/Const Andrew Millar – Metropolitan Police, PC Mark Haggerty – Metropolitan Police, PC David Daunou – Hampshire Police, PC Michael Lunday – Cambridgeshire Police.  
**In the foreground:** PC Eamon Keating, Class Trainer

PC Eamon Keating MDP/PTC says:

"It is now this group's second week with the Force and, during this time, we covered legislation which is specific to MDP. It has become very apparent that they have brought a great deal of experience with them, ranging from dog handling and firearms right through to CID and Serious Fraud. This can only be an asset to our organisation."

## Constable Eamon Keating is the new National Chairman of the Defence Police Federation

"I put out a manifesto," says Constable Eamon Keating, "and the Federation sent it out with the voting slips to the entire Force, the first time this has happened. I've been an active Federation Friend and served on the Federation since 1992 on the Branch, Area, Management and National Executive Committees.

"I will serve as Chairman from the end of March 2004 for three years; this is a full-time post, based at St. Giles Court, London. As Head of my Staff Association, I negotiate with the Chief Constable on Conditions of Service and pay and assist officers who are subjected to disciplinary procedures.

"Whilst looking forward to meeting everybody and creating an informative environment, I also intend to work vehemently for the benefit of our members. I want to remind the grass-root members that they are the owners of the Federation. They control it, not me."

# Another Class Act

## Graduates of MDP Training 02/2003

### YELLOW CLASS



Yellow Class faced numerous personal tragedies and difficulties, including six bereavements with funerals to attend, illnesses, injuries and family problems. Because of the way the group pulled together and coped so admirably, they were presented with the Endeavour Award. This is the first time the Award has been given to a whole class, rather than to an individual.

**Back Row:** Constables 2310 Alan Woodward, Portsmouth; 2168 Andrew Henson, AWE Aldermaston; 2313 Peter Frost, Whitehall; 2165 James Silverthorne, AWE Aldermaston; 2284 George Manghan, Devonport.

**Middle Row:** Constables 2282 Steven Edwards, Devonport; 2402 William Imeson, Portsmouth; 2316 Gary Cook, US Navy London; 2289 Sean Reeves, US Navy London; 2166 James Pollard, AWE Aldermaston; 2315 Stuart Watts, AWE Aldermaston.

**Front Row:** Constables 267 Katy Pacey, AWE Aldermaston; 268 Gemma Mountjoy, AWE Aldermaston; (Trainer Sergeant Francis Sweeney; Inspector Bill Wilson, Head of PTC; Trainer Sergeant Steve Dickson); 269 Jennifer Keiller.

**Back Row:** Constables 2232 Graham Smith, Clyde; 2265 Euan Campbell, Coulport; 2256 Derek Hume, Coulport; 2261 Dermot Carlin, Coulport; 2267 Vincent Blair, Clyde; 2249 John Murray, Coulport; 2251 Stephen McGoldrick, Clyde.

**Middle Row:** Constables 2255 Douglas Hunter, Coulport; 2276 Gordon Anderson, Coulport; 2259 Keith Harvey, Coulport; 2252 Christopher McArdle, Coulport; 2254 Kevin Kean, Clyde, 2253 John Kelly, Coulport; 2242 Dominic Niven, Coulport; 2248 Kevin Reid, Coulport.

**Front Row:** Constables 2243 Stuart Swan, Coulport; 273 Rebecca Anderson, Clyde; (Trainer Sergeant Gordon Thomson; Inspector Bill Wilson, Head of PTC; Trainer Nic McKeown); 276, Heather Chisholm, Clyde; 2414 Scott Gray, Clyde.

### PURPLE CLASS (Scottish Law)



**Back Row:** Constables 2401 Matthew Lowe, AWE Aldermaston; 2296 Chris Rogers, Lakenheath; 2174 Andrew Burdett, AWE Aldermaston; 2348 Joseph Coleman, AWE Aldermaston; 2308 Russell Selwood, Devonport.

**Middle Row:** Constables 2169 Christopher Hall, 2419 Andrew Neale, Burghfield; 2302 Mark Taylor, Lakenheath; 279 Denise Bartlett, AWE Aldermaston; 2176 Stephen Bray, AWE Aldermaston; 2171 Thomas Fisher, AWE Aldermaston.

**Front Row:** Constables 274 Joanna Little, Andover; 275 Karen Honey, Whitehall; (Trainer Sergeant John Proudfoot; Inspector Bill Wilson, Head of PTC; Trainer Sergeant Gordon Lynch); 281 Tracey Fairclough, AWE Aldermaston.

### WHITE CLASS



# New Grievance Procedure

by HQ Personnel Department

■ *The Agency Management Board have approved a revised MDP Grievance Procedure, which is closely aligned with the simpler and more efficient process developed by the wider MOD.*

This change means that grievances raised by MDP officers will be dealt with in exactly the same way as those raised by all other staff in the MOD.

The DPF have been consulted throughout the development of the new procedure and fully support this change.

## *When does it happen?*

The new procedure is to be used with immediate effect, although any grievances which were raised under the previous arrangements, which are currently unresolved will be handled under the old procedure.

## *Why?*

The background to the change across the MOD was a growing level of concern among line and personnel managers, some employees and the Trades Unions that the MOD's existing procedures for resolving staff grievances were too cumbersome.

The chief complaints were that there were too many levels of appeal, which allowed even the most trivial complaints to reach very senior levels; that they generated disproportionate amounts of work; and that cases took too long to resolve.

These were very similar to the concerns which have been expressed by managers, staff and the DPF about the MDP grievance procedure.

## *Key aims*

With these factors in mind, the key aims in producing proposals for change were to:

- reduce the number of levels of appeal
- strengthen the responsibility of immediate line managers for the resolution of employment disputes
- support the resolution of disputes at the lowest possible level of the line management chain

- ensure that individuals are dealt with fairly, in accordance with the ACAS Code of Practice
- improve the speed of resolution and reduce the administrative burden of handling employment disputes
- align the grievance arrangements as closely as possible with MOD arrangements in order to make it easier for police and civilian staff to understand how grievances should be handled

## *Procedure*

The new grievance procedure consists of:

- Informal attempt at resolution by the individual through the line management chain
- A written formal grievance to the 2nd line manager (or 3rd line manager if the 2nd line manager is the subject of the grievance); then
- A written appeal to either the 3rd (or next higher) line manager or to a new independent Grievance Appeals Panel)

The aggrieved person will be offered an interview at both the formal grievance and appeal stages, and the Deciding Officers at both stages will provide the aggrieved with a full written statement of their decision.

## *Grievance Appeals Panel*

An important and innovative element of the revised procedure is the new Grievance Appeals Panel, which will offer a completely independent and impartial consideration of grievances which cannot be resolved at a lower level.

## *Who is on the Panel?*

A member of the Senior Civil Service (SCS) will chair the Panel, or a recently retired member of the SCS, who will be independent of the aggrieved's line management chain. Panel Chairs will be formally appointed by, and act on behalf of, PUS.

Each Panel will have two other members: normally a serving civilian or military officer at a minimum C1 level or equivalent; and a serving or recently retired official with a National Trades Union background.

For MDP grievances this third member will normally be a recently retired DPF official.

CONTINUED . . .

# New Grievance Procedure

## *Change of emphasis – decision to uphold or reject at Formal Grievance and Appeal stages*

The procedure places a new emphasis on decision-making by those involved at the formal grievance and appeal stages. Previously, the grievance procedure has been a non-judgmental process, with those involved at each stage trying to find acceptable resolutions.

Whilst this will still be a feature of the informal resolution stage of the procedure, at the formal grievance and appeal stages the officers dealing with a grievance are required to come to a decision on whether it should be upheld or rejected and on whether a desired remedy should be accepted.

## *Greater speed*

This change of emphasis should lead to speedier handling of grievances and more clearly defined outcomes.

## *What about complaints of harassment or bullying?*

A significant change is a move away from using the grievance procedure to deal with complaints of harassment or bullying.

Since the MDP grievance procedure was published in 1995, comparatively few grievances have concerned harassment and some concerns have been expressed that the use of informal grievance arrangements to deal with harassment complaints might suggest that the Agency takes a less than rigorous line on harassment or bullying.

## *New guidance on harassment and bullying in Weekly Notices, to be published*

This is not the case, but it is recognised that the removal of the option to use the grievance procedure for harassment complaints makes it necessary to provide clear guidance on the range of options open to someone who believes they have been harassed or bullied.

Such guidance is currently being prepared and will be published in Weekly Notices in due course.

## *Agency Dignity at Work Policy*

In the meantime, advice on possible options is contained in the Agency Dignity At Work Policy (promulgated as LP 26/03) or is available from the Diversity and Equality Unit.

The new grievance procedure is expected to be used to resolve all grievances arising out of an individual's service with the MDP and it follows that grievances should not be raised using the "sealed envelope" procedure outlined in the Procedure and Policy Manual, which is currently under review.

## **Any Questions?**

**Any questions on the new grievance procedure should be addressed, in the first instance, to the appropriate Divisional or HQ Personnel manager.**

# Calling all mobile phone users

**Did you know that up to 20 million mobile phones are replaced each year and that, currently, there are over 90 million in use?**

**MGS Training Wing at MDP HQ Wethersfield have one answer to the next question, "How do you dispose of your old one?"**

**It is quite simple. Either hand it, or post it, to MGS Training Wing and the money raised from recycling will go to a good cause, the Civil Service Benevolent Fund.**

**The address is:-**

**MGS Training Wing  
Police Training Centre  
Building 8A**

**Ministry of Defence Police  
Wethersfield**

**Braintree, Essex CM7 4AZ**

**Tel: 94667-4261 (Mil.)**

**Or: 01371-854261 (Civ.)**

# Successful protection of Devonport Naval Base by MDP

■ *In December 2003, Constables Russell Shaw and David Gibbs were presented with the December Naval Base Awards of the Month by Commodore Andrew Matthews.*

They and their dogs, Ronnie and Geordie, were patrolling when one of the dogs detected two individuals. They were anti-nuclear protestors trying to gain access into the Naval Base and subsequently were arrested.

Says Inspector Tonks, "The professionalism and swift intervention of both men ensured the security of the Naval Base was maintained on this occasion."

Another winner is Sergeant Steve Garrett who received the NBC Award of the Month; this was for dealing with an extremely dangerous situation successfully. One evening last October, on responding to a fire alarm on site, he found himself confronted by someone in a disturbed and emotional state who was threatening to self-harm with a knife. Steve kept his calm and slowly but surely gained the trust and confidence of this young man, persuading him eventually to hand over the knife.



*PC Russell Shaw and Police Dog Ronnie – justly proud of each other's achievements*



*Sergeant Steve Garrett receiving his NBC Award at the Naval Base Headquarters, December 2003*



*PC David Gibbs and his Police Dog Geordie gain recognition for their vigilance from Commodore Andrew Matthews*

# National Crime Standard

## New National Standards

■ *In March 2003, the Ministry of Defence Police joined other police forces in England and Wales in adopting a new national standard for recording crime.*

The National Crime Recording Standard (NCRS) has been produced by the Association of Chief Police Officers (ACPO) following research by ACPO, the Home Office and Her Majesty's Inspectorate of Constabulary (HMIC). They were critical of the lack of consistency in crime recording practices between forces.

Inconsistencies in crime recording between forces has existed for many years, as has been revealed in the different crime levels and trends to be found between police crime statistics and the British Crime Survey.

### *'On The Record'*

In July 2002, the HMIC report 'ON THE RECORD' highlighted an inconsistent pattern of crime recording between forces and identified two different approaches to the issue.

### *Evidential and Prima Facie approaches to crime recording*

Broadly, some forces adopted an "evidential" approach, whilst others took a more "prima facie" stance.

According to the evidential approach, crimes were only recorded when there was clear evidence to support the allegation that a crime had occurred.

The prima facie approach led to the recording of a crime whenever suspicion arose that a crime had occurred, whether there was proof of this or not. Previous MDP policy on crime recording has generally leaned towards an evidential approach to crime recording.

### *Crime doesn't count up*

Inevitably, the adoption of these two different recording systems has had an effect on crime figures for individual forces. However, it is clear, that any inconsistency has arisen largely due to difficulties in interpreting instructions and guidance contained in the Home Office Counting Rules for recording crime.

### *Aims of NCRS*

#### **Consistency**

The first aim of the NCRS, therefore, is to bring consistency to crime recording by setting out clear principles to work to.

#### **Victim-Focused Approach**

The second aim is to encourage a more victim-focused approach to crime recording. Where the victim believes a crime has occurred, this will usually be enough to record a crime, even if the victim seeks no investigation by the police. However, there is no intention that the new standard should involve police forces in time-consuming trawls for crimes where there is no victim evident.

The NCRS should enable forces to record crimes in a consistent manner, with a more victim-orientated



approach. In future, police will act when an individual believes himself, or herself, to be a victim of crime, rather than requiring evidence to prove a crime has occurred.

### *Results will be higher levels of recorded crime*

Within the MDP, we will be monitoring the impact of the standard on recorded crime levels. The MOD estate is one of the safest communities within the UK and is likely to remain so. However, as with other police forces nationwide, there will probably be a rise in overall recorded crime levels. These increases will mostly relate to less serious categories of crime, such as criminal damage and common assault, all of which, to some extent, have long been grey areas of crime recording. There should be little impact on house burglary and vehicle crime.

# Recording



By Ken Thomson -  
Force Crime Registrar

- The development of crime recording policies and subsequent audit programmes
- The achievement of a more consistent and accurate response to crime recording
- To ensure prompt and accurate circulation of changes to counting rules, policy etc.
- To chair or be involved in Force crime recording user group meetings
- To act as the MDP representative and Home Office contact on the subject of crime recording
- To have regular contact with other Force Crime Registrars through regional and national fora with the remit to maintain standards between Forces which is consistent with the National Crime Recording Standard

New Measures Within the MDP  
in Place by 1 April 2004

Since the appointment of the FCR in September, much work has been going on behind the scenes to realign our crime recording policies and processes to ensure that they are fully compliant with the requirements with NCRS. It is anticipated that the new measures will be completed and ready for implementation by 1 April 2004.

Throughout 2004 there will be a number of measures introduced to help officers and support staff to be more aware of the requirements of NCRS. This will include a training package for all officers in England and Wales and a similar package for recruit training and transferees from other forces.

## How about Scotland?

At the moment, NCRS is only applicable to England, Wales and Northern Ireland. A national standard for crime recording is being developed for police forces in Scotland. Although it is anticipated that the standard in Scotland will be similar to that used elsewhere, there will be some slight differences that

reflect the Scottish judicial system. The progress of NCRS in Scotland will be monitored by the FCR in conjunction with the Divisional Crime Manager Scotland in order that measures for implementation within Scotland can be developed to coincide with its introduction throughout the Scottish region.

## Audit

An essential element of the National Standard is the need for regular and on-going audit of all stages of the process. Although the programme for auditing the crime recording process within the MDP is yet to be confirmed, the following should give some indication of what it will involve.

The audit of incident reports involves two distinct investigations:

- Investigation 1 – Has the incident been identified as a crime and recorded accordingly on the Incident log?
- Investigation 2 – Have those logs identified as crimes been recorded on the crime-recording database (MOSS)?

Audit of the Force Crime System will involve the following investigations:

- Classification of crime against the Home Office Counting Rules
- No crimes
- Charges and summons
- Cautions (all types)
- Offences taken into consideration by the court (TIC's)
- Lost Property Registers
- Cases Discontinued by CPS

The audit programme is an integral part of the National Crime Recording Standard. However, it should be remembered that audits are not simply a method of enforcement, but a means whereby we can identify our strengths and areas of improvement.

## Any questions?

I hope that this article has helped to give you a flavour of the way that crime reporting within the MDP will progress during 2004.

**If you have any questions regarding crime recording or the NCRS, please feel free to call me, Ken Thomson, Force Crime Registrar, on Wethersfield Ext. 4414.**

## Victim focused approach

The anticipated increase in recorded crime levels represents an 'artificial' increase caused by police recording practices changing to reflect a more victim-focused approach. The adoption of the NCRS should eventually lead to a greater public confidence, rather than be a cause of increased fear of crime.

## Force Crime Registrar

I am sure that there are some who are still unsure as to the role of the Force Crime Registrar (FCR) in the crime recording process. The NCRS requires that all police forces appoint a Crime Registrar, primarily to ensure that the National Crime Recording Standard is maintained within the Force and to act as final arbiter in both the audit process and the interpretation of the Home Office Counting Rules. Other Force Crime Registrar key tasks include:

# Book of Memories

Compiled by MDP when Serving at Duke of York Headquarters, London

■ **Autograph hunters have missed the opportunity of buying a wonderful collection of 462 celebrities' signatures collected by MDP officers.**

The book has now gone under the hammer, auctioned by Christies. Its pages are a reflection of the visits to the Duke of York Headquarters by the famous.

## Film Stars and Celebrities

Personalities throughout the ages and across the spectrum from Dame Vera Lynn to Spike Milligan, Paula Yates, Bob Geldof, Terry Wogan, Les Dennis, Amanda Holden, Jonathon Ross and Sir Ranulph Fiennes (the explorer).

Stars of the big screen include Ralph Fiennes, Dolph Lundgren, Britt Ekland, Christopher Lee, Cate Blanchett, Joan Collins, Leonard Nimoy (alias Mr. Spock), Richard Gere, Hugh Grant and Honor Blackman.



## Royalty and Musicians

A couple of royals signed the book too: Sarah, Duchess of York and Captain Mark Phillips. True legends adorn this humble tome. Boy George, Cliff Richard, Andrew Lloyd Webber, Shirley Bassey, Kylie Minogue, Adam Faith and many more.

## Politicians and Sports Personalities

If you think politicians are collectable, this book contains the autographs of Jeffrey Archer, who was so keen he signed twice, and Edwina Currie. If your interest is in sport, then how about the signatures of Sir Bobby Charlton and Sir Steve Redgrave, soon after his fifth consecutive Olympic gold medal? Duncan Goodhew,

the Olympic gold medallist, James Hunt, Lawrence Dallaglio, Will Carling, Henry Cooper and even Aldaniti, the Grand National winner in 1981 are in there. Yes, the last one is a horse and he put his hoof print on the page!

## How did this amazing collection of names start?

The Ministry of Defence Police had a complement of officers at the Duke of York Headquarters from 1987 until it closed in May 2002. While there, many famous people visited the establishment for social, or charitable, functions. An ideal location for television, or film rehearsals, the location shoots were ideal opportunities to get autographs. Most were willing, although a few resisted. Wynona Ryder refused as she "only signed for children". When told that the book would benefit a children's charity, she then signed. Dale Winton was the only person accosted in public; at the time, he was minding his own business, walking into Boots the Chemist. He signed, on condition we never reveal what his prescription was for!



## Personal recollections

Each autograph is one memory for whoever collected it. Comments Pc Peter McKay, "I wonder if Rowan Atkinson ever used my clumsiness when I spilled coffee all over his autograph as part of his character Mr. Bean. Like a true gent, he signed another page.

"Birds of a Feather" stars Linda Robson, Pauline Quirke and Lesley Joseph were exceptionally friendly and even gave away tickets for recordings at Teddington. One Easter, Gillian T aylforth, somewhat bird-like herself, gave every PC on duty an egg and a peck on the cheek!"



PC Dave Gibbs hands over the cheque for £400 to Cherie Murphy, Fund Raiser for Great Ormond Street Children's Hospital

## A good cause

This mammoth collection of autographs of the rich and famous, when sold, raised £400. This has now been presented to the Great Ormond Street Children's Hospital. Some of the officers concerned were slightly disappointed at this modest sum, especially as they have been told by the experts that, as individual autographs, some of the names they had collected could be worth £100, or more, each.

"When I think of all those signatures collected over many years, I just wish we knew then what we know now," says Peter McKay ruefully. "We had so many. Everyone knows the likes of Warren Mitchell, Spike Milligan, Dame Vera Lynn, Jonathon Ross, Julian Clary, Twiggy, Terry Wogan, Simon Weston, Kate Adie and Trevor McDonald. Whoever bought the book has got a real bargain."

## Cardinal errors

Peter has some tips for anyone wishing to collect names. "Unknowingly, we made some cardinal errors," he says. "To avoid making our mistakes, this is how to go about collecting names to gain greatest value:-

- only one autograph per page
- use plain, not lined, paper
- use one side only (not back-to-back)
- group subjects into categories
- photographs signed, or attached, increase their value
- keep collection clean and presentable."

# Let us hear from you . . . Your views count

■ *TalkThrough* is your magazine – the staff magazine for all members of the Ministry of Defence Police, both uniformed and civilian.

As such it has a vital role to play in keeping you up to date with the way MDP operates and of the Agency Management Board's plans for the future, as well as showing you what colleagues up and down the country and working overseas have been getting up to.

For many of you, **TalkThrough** will be the prime source of such information, which is why, with effect from Issue No. 116, we are printing sufficient for every member of staff to receive their own copy.

**TalkThrough** is also highly read widely within the Defence community and by our colleagues in other law enforcement agencies.

The attached survey will help us to plan future issues of **TalkThrough**, to make sure that they reflect what you, the readers, want from your magazine.

The results will also help the Agency to devise other ways of communicating with staff. That is why we want to know how you receive information at the moment and whether any such information is always up-to-date.

Some Divisions have their own electronic newsletters. Could such a facility be provided for the whole Force and, if so, what would be the practical difficulties to be overcome? Your ideas on this, or any other communications initiatives will be most welcome.

The attached questionnaire is your opportunity to help shape **TalkThrough** and the MDP's communications strategy for the future – we need your views.

Thank you for taking the time to read this and to complete our survey.

## TalkThrough Questionnaire

Please complete and return to The Editor, **TalkThrough**, Room 2/1070, MDPHQ Wethersfield, by 31st May, 2004  
(Add a supplementary page if you wish)

- 1 Did you receive your own personal copy of Issues 116 and 117? \_\_\_\_\_
- 2 What did you like most about them?  
\_\_\_\_\_  
\_\_\_\_\_
- 3 What did you like least about them?  
\_\_\_\_\_  
\_\_\_\_\_
- 4 Do you find **TalkThrough** informative?  
\_\_\_\_\_
- 5 Do you like the re-styled appearance of the magazine?  
\_\_\_\_\_
- 6 Is the balance between official information and reports of social activities about right?  
\_\_\_\_\_
- 7 What would you like to read more of?  
\_\_\_\_\_
- 8 What would you like to read less of?  
\_\_\_\_\_
- 9 Are you content with the communications channels currently available to you for receiving official information about the Agency?  
\_\_\_\_\_
- 10 Is the information you receive always up-to-date?  
\_\_\_\_\_
- 11 Would you welcome the introduction of an electronic newsletter for the Agency as a whole?  
\_\_\_\_\_
- 12 Do you have ready access to a computer terminal at your place of work for receipt of such an e-newsletter?  
\_\_\_\_\_
- 13 Have you any other additional comments to make?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- 14 Contact details (optional):  
\_\_\_\_\_  
\_\_\_\_\_



# Letters to the Editor

**From: PC 1400 Hazlewood, Operational Support Unit North, Dishforth Airfield.**

Dear Sir,

It was recognised some time ago that London was not uniquely the most expensive area to live and work in and so, in parity with Home Office Forces, the MDP introduced South East Allowance, of which I was in receipt as I was stationed at AWE Burghfield.

This, I believe, was a monthly payment, similar to the London Weighting Allowance, which officers working in London receive.

When I transferred to OSU North earlier this year, my South East Allowance stopped as I had left the area and moved north. A colleague also left his Station at the same time to move north. He previously worked in Whitehall and was in receipt of the London Weighting Allowance.

However, when he transferred, he still continued to receive his allowance. As we have both moved from areas deemed to require special allowance, to boost wages, into an area that receives no recognised special payment, I am puzzled as to why only one of us has fallen foul of a pay cut.

I hope you can answer my query, as Bath has not been able to.

Many thanks.

*REPLY:*

*Although both are locational allowances, the conditions of payment for the South East Allowance and London Weighting do vary.*

*Basically, one of the conditions of payment of the South East Allowance is that, on transfer from the area, payment of the allowance would cease immediately. This was brought into effect for MDP officers because HDPF officers do not transfer often away from their original location.*

*Force Order 349/01 gives much more detail on payment conditions. The same principle applies to the MDP London Allowance as well. In both cases, the conditions of payment were negotiated, and agreed, with the Defence Police Federation.*

*The payment of London Weighting differs in that, if an officer compulsorily transfers to a zero rated area, the officer would mark time on the amount of London Weighting in issue. Marking Time does mean that an officer would not actually see the benefit of pay increments for some time. Also, for officers who voluntarily transfer to a zero rated area, the London Weighting in issue would cease immediately on transfer.*

*I hope that this explains the position.*

## Something to say?

Write to the Editor, TalkThrough, Room 2/1070, MDP Weathersfield, Braintree, Essex CM7 4AZ

**From: Name to be supplied**

Dear Ed,

I find myself getting frustrated regarding the issue of Temporary Detective Officers (TDO's). I understand that, as a collective, the group name for a number of Temporary Detective ranks would be TDO's but, as an individual, surely the rank of the Officer is important i.e. T/DC, T/DS etc.

I get fed up speaking to Officers on the phone that answer as "TDO whatever" and even fill out exhibit labels and other official forms with this title.

What is the answer Ed? Should we be using our

ranks, even as temporary grades, or should we go all American and just answer the 'phone as "Detective" or "Officer"?

*REPLY:*

*The Title "TDO" no longer exists. Officers detached to CID are now called Trainee Investigators (TIs).*

*It is the opinion of CID management that officers detached to CID, who are not qualified Detectives, should address themselves by their rank; Constable, Sergeant etc. This also applies when signing official documents, such as exhibit labels.*

# Winning Streak!

■ See who the lucky punters are in the MDP Central Sports and Welfare Association Lottery, October 2003 to January 2004

## OCTOBER 2003

1st £3,000 Inspr H. Dunbar, RNAS Yeovilton  
 2nd £2,000 Ch Inspr S.J. Parker, HMNB Devonport  
 3rd £1,000 PC D.A. Cowie, DMC Longtown  
 4th £850 PC K. Lane, AWE Burghfield  
 5th £700 PC J.M. Browning, HMNB Portsmouth  
 6th £650 PC C.J. Crayton, RNAD Coulport  
 7th £600 PS L.M. O'Brien-Barden, HMNB Clyde  
 8th £550 PC DJG. Jones, HQ Hereford Garrison  
 9th £500 Mr. R.C. Prescott, retired officer  
 10th £450 E1 K. Welbourne, MDPTC Firearms Wing  
 11th £350 PC A. Ofkants, AWE Aldermaston

## NOVEMBER 2003

1st £4,000 PC L.S. Leigh, HMNB Portsmouth  
 2nd £3,000, PC G. Stirton, HMNB Portsmouth  
 3rd £2,000 PC P.D. Prowle, HQ Hereford Garrison  
 4th £1,000 PS M.E. Simmonds, DAC Melton Mowbray  
 5th £850 PC S.N. Holliday, RAF Menwith Hill  
 6th £700 PS E.F. Round, APT Innsworth  
 7th £650 Mr. M. Healey, Retired Officer  
 8th £600 PC M.A. Haywood, Mill Hill  
 9th £550 PC C.W. Campbell, USN London  
 10th £500 PC J. Fitch, HMNB Clyde  
 11th £450 Inspr. R.W. Burnett, HMNB Portsmouth  
 12th £350 DS J.M. Kerr, MDPHQ (Fraud Squad)

## DECEMBER 2003

1st £3,000 PC N E Trott, RNAS Yeovilton  
 2nd £2,000 DS G A Chapman, CID London  
 3rd £1,000 PC J D Wooley, APT Preston  
 4th £850 PC V Edwards, APT Chatham  
 5th £700 PC B P Moss, DIV HQ (W)  
 6th £650 PC E Duffy, MDPHQ (Ops)  
 7th £600 PC P K Watts, US(N) London  
 8th £550 PC I H McCormack, HMNB Clyde  
 9th £500 DS L F Bates, MDPHQ (MIU)  
 10th £450 Ch/Inspr N Marshall, RNAD Coulport  
 11th £350 PC D A Lavelle, MDPTC (Driver Training)

## JANUARY 2004

1st £3,000 PC J H Cathcart, HMNB Clyde  
 2nd £2,000 PC L McAnernay, RNAD Coulport  
 3rd £1,000 PS A McIntosh, RAF Fylingdales  
 4th £850 PS D J Beswick, MDPHQ CIR  
 5th £700 PC V Edwards, APT Chatham  
 6th £650 DC S Fraser, MDPHQ (Fraud Squad)  
 7th £600 T/Inspr J Coffield, MDPHQ (CID)  
 8th £550 PS G M Smith, HMNB Devonport  
 9th £500 PC D P Uden, DSTL Fort Halstead  
 10th £450 PC J Gilliot, AWE Aldermaston  
 11th £350 PS W B Miller, HMNB Clyde



The caption competition photograph in the last TalkThrough showed Noah in the new Vet's Bath being blow dried by his handler, Joe Grech, at RAF Fylingdales. The winner of the competition is:

**Michelle Kirkwood of Station Administration (Contracts) MDP HQ WFD.**

## Capturing the moment in a caption

Here is her entry:

*MDP trials the new "Dog Breathalyser". It fails to impress!*

Michelle, your MDP tie, biro and museum mug are on their way to you.

Thank you to everyone who submitted an entry; glad to see you all have a sense of humour.

Here are some samples of the other entries:-

**I'm a celebrity, get me out of here!**

Astrid Linsell-Clark, MDP Sec, MDP HQ

**Object all you want! You're supposed to woof, not wiff.**

PC 1807 F.M. Allen (retired)

**And something for the weekend, sir?**

John Pygram, Personnel, MDP HQ and PC Neil Williamson, RAF Fylingdales

# MGS providing a secure environment at RAF Wattisham

