

Talk Through

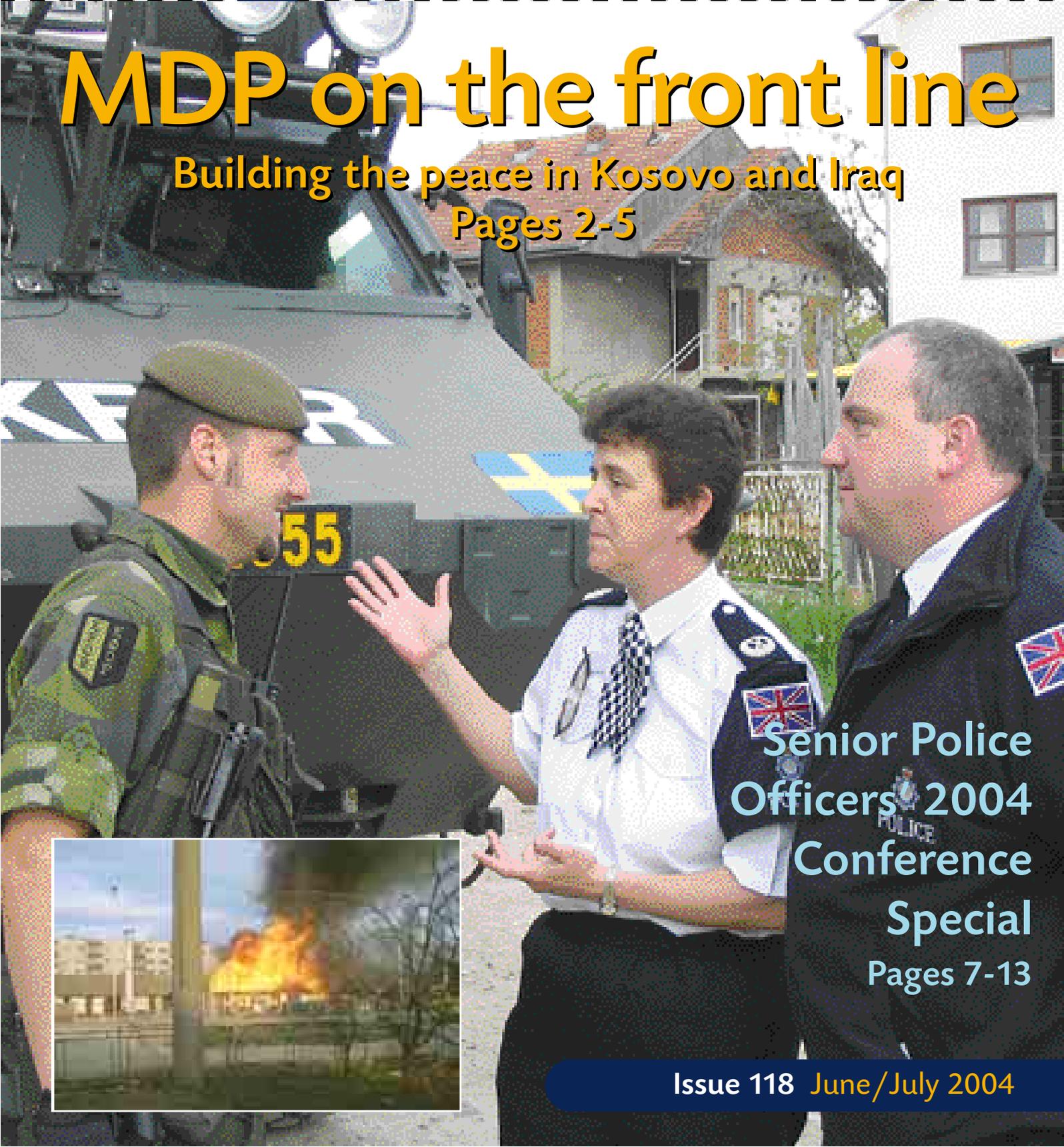
The Magazine of the
Ministry of Defence Police



MDP on the front line

Building the peace in Kosovo and Iraq

Pages 2-5



Senior Police
Officers 2004
Conference
Special
Pages 7-13



Issue 118 June/July 2004

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FRONT COVER:

T/ACC (P&T) Sharon Taylor and Chief Inspector Jim Gillen (Overseas Deployment Office) pictured during their recent visit to Kosovo

Talk Through

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We welcome articles and photos of interest to readers, but reserve the right to shorten/edit contributions.

Staff contributing articles should ensure they are suitable for open publication. If you would like to discuss your contribution, please contact the Editor.



Progressing with Unity and Support



This is the first edition of TalkThrough since our moment of history with the merger between MDP and MGS on 1st April to make us the new MDPGA. It represents the opening of a new chapter and strengthens the Agency's position in being able to provide a comprehensive security and reassurance service to the wider MOD. Any partnership takes time to settle in and I have no doubt we will suffer "birth pangs" as we get used to each other as new partners. From the Operational Support view, I see it as an opportunity for us to broaden our horizons and understanding of our MOD customers and a logical extension of the drive to help make all parts of the Agency a more intelligent and demanding customer of our services.

Thus over the forthcoming months we will be looking at areas where we may be able to assist with clothing, equipment and vehicles, in particular, as services that we can offer to our MGS colleagues to maintain and hopefully improve the level of support that they currently enjoy.

More importantly, we will also be looking at how we can encourage them to make a full contribution towards our guarding, policing and security missions, as well as countering crime. We now have an additional 4,500 pairs of ears and eyes throughout the MOD estate, providing us with the opportunity to greatly enhance our intelligence gathering capability as an Agency. The timely introduction of the Police National Intelligence Model (NIM) needs to be exploited to best effect, so that the Defence community derives maximum benefit from our new partnership. Similarly, it is also the chance for our new colleagues to recognise the value that they bring to the Agency. Ultimately, whilst we have merged at the Headquarters level, it is the operational unity and mutual support that will both cement our partnership and exploit maximum benefit for all.

Major change is very much in the air at the moment with the opening of the new Police Control Rooms at Fylingdales and Headquarters soon to be followed by Portsmouth and Whitehall. The opportunities that the Airwave project offers the Agency to improve joined up thinking and communication with a fuller understanding of the totality of activity and business within the MOD is significant and further supports our vision of greater effectiveness as a joint Agency.

In this edition of TalkThrough you will also see the second in our articles on the work of the Special Escort Group and the ongoing enhancement of operations in respect of moving towards Continuous Running later this year. With this article Ops Support is completing the picture of the breadth of expertise that has been developed with the Group describing its mission in supporting the movement of Special Nuclear Materials.

TalkThrough, in bringing a wide range of items of interest to our attention, maintains its high quality as an in-house magazine and I commend it as essential reading for all those interested in how the Agency is moving forward as well as the day-to-day activities of all our people as they go about their business in a highly professional manner. One particular item of interest for me is the proposed force picture "MDP through the ages". It will graphically (literally) depict the proud history of our service and for me represents a timely reminder of where we have come from as we look to an ever more challenging future. Enjoy our magazine and remember, we are all potential contributors, so CAN YOU help to maintain its interest and quality?

ACC (Director, Operational Support) John Bligh

Building the peace



Temporary ACC Sharon Taylor tells TalkThrough of her recent visit to Kosovo

“Following the recent well-publicised civil disorder, in which MDP officers were involved, I judged it important to visit Kosovo as the Temporary Assistant Chief Constable with responsibility for our international policing responsibilities.

So between 29th April - 2nd May, I flew to Pristina with Chief Inspector Jim Gillen (Overseas Deployment Office) and Eamon Keating, the new DPF Chairman. My main purpose was to address the UK Contingent Meeting, attended mainly by MDP but including two other UK police officers working for the UN, and to meet other key UN staff involved in the formation of the Kosovo Police Service (KPS).

On landing, we were whisked through to the VIP lounge where we

met Ch Supt Tom Sloman, UK Contingent Commander, T/Inspector Colin Aitken and Sergeant Paul Niven. We then travelled in convoy to the Grand Hotel in the centre of Pristina. Kosovo looks like many other parts of Europe, with green rolling countryside that reminded me of the West Coast of Scotland. There are still many signs however that the region was part of a war zone five years ago. The roads are littered with potholes and burnt, derelict houses form part of the landscape, next to newly-built and half finished properties.

Walking into the Grand Hotel was like going back to the 1970s in terms of facilities and comfort. But the staff were friendly and the service was excellent. What I was not prepared for was the traffic noise. It was like “Wacky Races” in the streets until 2am every morning - mainly taxis, police and KFOR vehicles.

MDP's positive contribution

Friday was a long day, with meetings with the MDP managers, the Head of KPS Administration, Richard Warren, and Deputy Commissioner, Vihar Cherkozov, in the morning and the UK Contingent meeting in the afternoon. It was great to see so many of our officers, some of whom I knew from previous postings. Eamon, Jim and I took the opportunity to address the meeting. In my case I shared some recent developments within the Agency, delivered some key messages on a variety of issues and answered questions posed during an open forum. I then conducted five career interviews before returning to the hotel to quickly wash and change for the evening. After a meal, we met up with both MDP and the other officers who are part of the UK

ce in Kosovo...

Contingent, for a more informal chat. What struck me about every officer I spoke to was their obvious pride and their dedication to their various roles within the mission. Everyone is making such a positive contribution and, in most cases, performing roles far beyond the responsibilities normally associated with the rank of constable or sergeant.

On Saturday I had a morning meeting with the Deputy Commissioner for Operations, ex-Dallas Police Chief Jill Muncy. We discussed the real sense of unease felt after the public disorder in March, where the UN had been taken by surprise and had responded in a much more disorganised fashion than had been expected. Quite frankly, it is a miracle that some people were not killed or seriously injured. Our officers responded magnificently to the challenge but were vulnerable for days due to lack of equipment and co-ordinated support from the Special Police Units and KFOR. Jill reassured me that various steps had been taken to avoid a repetition, including our procurement of helmets and body armour for the UK Contingent.



Meeting a Deputy Regional Commander

Eamon, Jim and I were then transported up to Gnjilane by Inspector Isabel Hunter, where she works with PC Margaret Shields-Rae and Sgt John Kane. Despite his rank in MDP, John is the Deputy Regional Commander, with responsibility for over 1,000 staff of international police officers and KPS (puts my own responsibilities as Ex-OCU Commander Uxbridge to shame!). We travelled through some beautiful countryside where families were

having picnics by rivers and streams, unfortunately spoilt by uncollected rubbish. There appears to be very little farming activity and it seems that most food is mainly imported. The gold mine we passed was derelict (though apparently the region is very rich in minerals). Most of the villages looked very poor and the region appears to still lack the infrastructure we take for granted – post and rubbish collections, road maintenance and the like.

The continuing underlying tension between the Serbs and Albanians becomes apparent when you drive through villages where KFOR are permanently guarding churches and controlling checkpoints. John had been managing a problem on the day we visited, where some Serb KPS officers had reported for duty and refused to work with Albanian KPS officers. The Serb officers had barricaded themselves in their police station, and were threatening to blow it up by 1pm unless the Albanians were removed. Now that is serious stuff.



CONTINUED . . .

Building the peace in Kosovo...

(Thank goodness MDP officers aren't so feisty.) John being the stalwart officer he is, refused to concede and eventually those officers who refused to return to work were suspended from duty without pay.

Kosovo's future

Sunday was the time for a formal wash-up of the visit with Chief Supt. Tom Sloman. As we were whisked back to the airport, over the same potholes, I reflected on what had been a very hectic but worthwhile trip. Everyone had spoken so highly of our officers and their achievements. I felt so proud and privileged to have met them on their own turf and see for myself the difficult environment they work in. It saddened me to see children, as young as my own, selling cigarettes, gum and phone cards on every street to make a living (they go to school in shifts because there are



not enough teachers). The economy is mainly reliant on UN support and I can see the inevitable difficulties when the UN finally pulls out of Kosovo. There is still much to be done, including the continuing development of a police service (KPS) that is only four years old.

Vihar asked me for another 100 officers. I only wish we could oblige. I would recommend Kosovo to any of our officers who want a unique career development opportunity (we have recently re-introduced six month tours). It is a fantastically rewarding job. ”

... and in Iraq

Reporting on MDP's early days in Basrah is Superintendent Dennis Jackson

■ *Says Superintendent Dennis Jackson, Ministry of Defence Police, from his office at HMNB Clyde, “My term of office in Basrah, together with another MDP colleague, seconded to the Coalition Provisional Authority, was*

to assist with the task of enhancing the standing of the Iraqi Police Service (IPS).

“What I found was that, although newly liberated, Iraq remained a highly volatile and fragile nation, which back in the UK, you would have seen through numerous news

reports on television. The misery inflicted by insurgents and terrorist organizations who are trying to destabilise the move to democracy is enormous.

“For forty years the police service in Iraq served mainly as one of the tools of oppression for Saddam Hussein's power base. Traditionally,

the service was starved of training and equipment provision as military elements of the regime were favoured. As a result, the IPS was never equipped sufficiently to take on organised crime, violence and terrorism which currently exist."

Taking stock

"My first two weeks involved taking stock of the vast nature of the task ahead. A great deal of progress had been made by the first MDP officers deployed to Iraq and their boss, Deputy Chief Constable Stephen White of the PSNI. Most notably, they helped create a Police Training Academy in Az Zubayr, outside Basrah," recalls Dennis.

The current focus of the Police advisers, in close partnership with the Multi-National Division, now ensconced in Southern Iraq, is on the task of assisting with the ongoing reform of the IPS.

A number of key objectives came out of lengthy meetings; all of which should, if successful, help provide the stimulus needed for efficiency, effectiveness and accountability.

Is there a typical day for MDP Officers serving in Basrah?

"In the main, they will be advising on the creation of a Police Committee which will ultimately exist as the forum in calling the Iraqi Police Service to account on operational performance. A policing plan is being devised by the team, in consultation with the Basrah community."

Communications

Advice on Command & Control methods, as well as Police deployment models, is currently being given, especially in the field of emergency planning and co-ordination of the blue light services, charged with dealing with such contingencies as they arise.

Provision of police cars is a programme involving both the Army and the team. This includes the physical conveyance of very large sums of cash to dealerships in neighbouring Kuwait.

"You will like this," says Dennis Jackson: "On one occasion, more than \$500,000 in cash was being carried in a Tesco plastic bag so as to avoid attention from unwanted sources!"

Specialist Unit to combat inappropriate practices in the IPS

Although Dennis has significant experience of Complaints & Discipline within the MDP, he said that the type of allegations raised really needed a specialized unit. This had to be both dynamic and motivated enough to rigorously pursue allegations of high level corruption at all ranks of the IPS.

Dennis devised a Disciplinary Code to be used as a National Model; it is along similar lines to that used by the MDP, although adapted slightly for Iraq. "Fame at last," says Dennis. "When adopted by the Governing Counsel, the regulations will be known as 'Jackson's Law' by Police advisers in Baghdad!"

Up till now apparently, the traditional methods used by the IPS to prove the guilt of the offender in court was confessional evidence. This was often obtained through duress.

The team, in consultation with the Basrah judges, existing IPS specialists and a plethora of other interested parties are seeking to enhance the capability of the Police in the field of evidence collection from the scene of crime, and through forensic evidence. A number of Basrah policemen will be sent to Dubai for training. This project should make significant differences to the professional standing of the IPS as opposed to oppressive dealings with prisoners, as happened in the past.

"We are proposing changes in procedures and accountability in custody areas of IPS holding cell areas. Historically, human rights violations by use of brutality were common place," says Dennis.

Simple model in collating information

"When I arrived in Basrah there was no effective system of collating information. What was needed was a simple model to allow analysis of crime trends and 'hot spots', which in turn enables police managers to target resources more efficiently."

Challenging environment

"That covers a whole variety of areas," admits Dennis. "I would say, though, that the motivation among all of the units involved in the work is exceptionally high. I'm pleased to have taken part in the setting up of systems in readiness for a democratic form of government. Let's hope that the people of Iraq, who have suffered so much through a repressive regime, followed by war and terrorism, can now look forward to a prosperous future."

Vesting Day for new Agency



Colleagues and VIP guests gather behind CCMDP for a formal pose to mark the occasion



"I want to thank Deborah Loudon, who has been responsible, as chair of the Steering Group of DGS&S, and also to Sandy MacCormick, our Director of Regional Operations designate, the two very specifically involved in the day. I am just delighted that we have got through to the 1st April in the way we have."

■ Guests at the vesting day for the Ministry of Defence Police and Guarding Agency at Wethersfield included members of the Police Committee, Headquarters staff, MDP Divisional Commanders, MGS staff and Regional Managers, as well as representatives of the TGWU and PCS.

A few well-chosen words of warm welcome from the Chief preceded the ceremonies marking the formal recognition of the new Agency.

"We are formally going to unveil the name of the new Agency," explained Chief Constable Lloyd Clarke. "First, I'd like to dispel the myth that this is a take-over by the MDP of the MGS. We have consistently said 'No it isn't'. The two cap badges will remain, and that's important. We are two different Services within one Agency and one Organisation. "What I would really like to say to everybody who has been involved, in whatever way, however small, in respect of moving towards the Agency status is: 'Thank you to each and every one of you'. I want to recognize the efforts of everybody involved in the Agency, and especially also those involved on the Divisions, both MDP and MGS at their Stations, who can't be with us today."

Both flags were hoisted aloft in unison, the MGS flag by CS04 Martin Ball and the MDP flag by PS Frances Sweeny. There was one awkward moment when it appeared the MGS flag was wrapped around the pole. With a gust of wind, the flag suddenly flapped open triumphantly, to the obvious relief of all those watching.

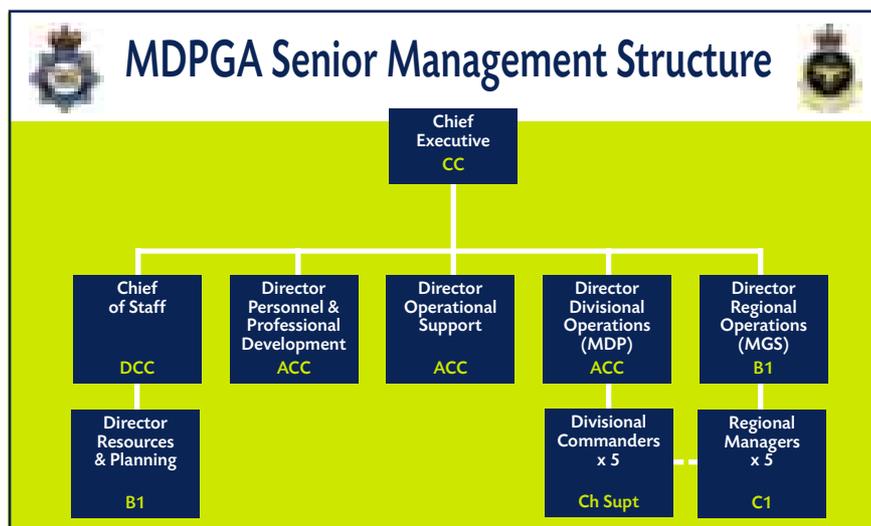
"a significant change in how we will be doing business in the future"

Before drawing back the curtain covering the new Agency sign over the main entrance to the HQ building, Mr Clarke said that the new Agency name marked "a significant change in how we will be doing business in the future.

Approaching the velvet curtain hanging over the doorway, he turned to the guests and paused. "I am told this will work. To keep the anticipation, I was going to touch this cord on the way into work this morning and David Ray, the Deputy, saw me and ordered me 'Don't touch it!'"

As the new Agency sign was revealed, the Chief explained: "Again, this is more than mere symbolism; it is a new start to a newly named Agency where we actually bring the two parts of the organization that form our outputs together.

"I have no doubt that this should show everyone, and our MGS colleagues in particular, that this is a coming together of the two parts of the MDP to form one joint Agency."



Facing the Challenge

■ *The MDP Deputy Chief Constable, David Ray welcomed delegates to the 7th Senior Police Officers' Conference, held at MDPGA HQ, Wethersfield on March 17th and 18th, for what he described as "a unique occasion", bringing together police managers and supervisors under one roof.*

"It's not just serious stuff, it's fun as well!" he declared, with networking one of the stated aims and objectives of the conference.

To mark the approach of vesting day, for the integration of MDP with MGS, the conference welcomed, for the first time, the regional managers from MGS.

Chief Constable Lloyd Clarke, in his opening address, said that it had been unfortunate that last year's conference had to be cancelled at very short notice, but the demands on MDP during Operation Telic had made this inevitable.

"We have to move on from there, but your contribution to Operation Telic was just as important in terms of the security threat we faced then as it is now," he said. "Our civilian staff also played an important role. The

whole organisation pulled together exceptionally well for Operation Telic."

Since the last conference there had been a number of significant organisational changes.

"Our civilian staff also played an important role. The whole organisation pulled together exceptionally well for Operation Telic"

Mr Clarke highlighted Divisionalisation, the appointment of new ACCs, with more appointments pending, the arrival of a new civilian Head of Personnel, the appointment of Dr Marcus Navin as the Occupational Health Physician, and the introduction of new HRMS and other management systems.

"I want to thank each and every one of you for the contributions you have made. It has been an exceptional two years since this conference last took place," said Mr Clarke.



The weekend after the conference, demonstrations were expected at RAF Menwith Hill and other locations to mark the anniversary of the start of war in Iraq.

"We will face challenges we have faced before. The threat of international terrorism doesn't go away," said Mr Clarke.

Other changes being adopted by MDP include the introduction of the National Intelligence Model, the rolling out of Divisional Support Groups and, subject to funding, the switch to a new utility weapon, to replace those currently in use.

The merging of MDP with MGS, to form MDPGA from April 1, is the biggest organisational change we face in 2004, said Mr Clarke, with the number of staff rising from 4,000 to 8,000.

"I want to echo the Deputy Chief Constable's welcome to this particular conference of the five regional managers from MGS. It is important you have an understanding of how we are going to bring both parts of the Agency together for the benefit of the MDP," said Mr Clarke.

The Presentations

WEDNESDAY, 17 MARCH

Project Unity

MGS Director of Regional Operations Sandy MacCormick and Deputy Director Strategy Martin Gilbey provided an overview of the new corporate structure being formulated for the April 1 launch of the Ministry of Defence Police and Guarding Agency.

Said Mr MacCormick: **"The new Agency will allow us to deploy our people with more flexibility according to need. The reality is that unarmed guarding contracts are going to be open to competition and we need to be prepared for that."**

The new Agency will provide a better career structure for MGS officers, enabling them to develop the skills and competences they will require if MGS is to be competitive, he said.

Mr Gilbey explained the detail of the new corporate structure, with MGS divided into five regions: Scotland; North; Wales and West; London and South East; and South West.

"The Regional Headquarters are mostly co-located with the Divisional Headquarters of MDP," he said. Each will be run by a regional manager, supported by area and group managers, training officers, admin support staff and MGS officers at their units.

Strategic leadership and direction to the regions will be provided from MDPGA Headquarters at Wethersfield.

"We are joining the Agency not only at the head, but also through the body as well," he said. "We are not creating separate structures where we can avoid it. We want to maximise effectiveness throughout the Agency."

Mr MacCormick added: "By virtually doubling the size of the Agency we will have a much larger voice in the central TLB. The separate identities of MDP and MGS will be retained; we must recognise that we have very different outputs, but we need to strengthen the existing links.

"This new Agency should not be seen as a threat, but as an enormous opportunity to improve the already good delivery of security in the MOD.

"An opportunity for our personnel to have more job satisfaction and opportunities in a wider sphere," he added.

Agency Planning Process 2004-2005

Chief Supt Ray Morrison explained the current planning framework and addressed the drivers behind developments in this process.

"Primarily, we are developing the Business Plan to rationalise the number of targets and decrease the amount of measuring that occurs in-year on this document," he told the conference.

This in turn will reduce the amount of work needed to construct and monitor a business plan each year, he added.

"Rationalisation of targets will ensure that we measure the critical corporate objectives and targets within the Agency.

"The MGS becoming part of the Agency is another reason for development, to ensure that we have



fully included all aspects of the MGS within the Agency planning cycle and maintain a cascade of objectives and targets with the MGS corporate structure," he said.

By increasing the ownership of targets within each planning level of the Agency and by rationalising them, we will ensure that the business plans cover more relevant issues for the Agency, as all targets should be focused on critical business areas.

Developing the planning processes will also increase the robustness of the reporting system, linking further the bi-lateral reporting system to the quarterly reports against the business plans.

The Business Development Department will provide set templates for each layer of plan within the Agency; will also provide advice and guidance on target setting and the number of plan targets and will offer assistance with the construction of risk registers for each level of plan (excepting the local policing plans).

Guidelines for reporting on the Business Plan will be published and BD Department will offer training and support to each business planner for the construction of each level of business plan.

Directorate of Resources and Planning

From April 1, 2004, four HQ Departments have been brought under a single line management structure, headed by Steve Beedle, Director of Resources and Planning.

They are:- Business Development; HQ Budget and Finance Management-HLB; MDP Secretariat and Station Administration.

The new Directorate has been created to provide "delivery of a comprehensive suite of resource and planning management services aimed at acquiring and making best use of available resources, to deliver the outputs agreed with customers and 2nd PUS", said Mr Beedle, who replaces on the Agency Management Board Mr Paul Crowther, former Head of MDP Secretariat, who has retired.

The rationale behind the new Directorate is that it will lead to improved efficiency and more effective use of resources, said Mr Beedle, who was formerly Head of Personnel.

Agency Consultancy Services

Introducing this session, Supt Bob Sutherland said that ACS consists of "a very small team of both police and civilian staff" and that consultants within the team are trained to Cabinet Office standards for Government Consultancy.

The team undertakes staff inspections (better known as Complement Reviews), project and other consultancy assignments and

also provides a project management service.

Post implementation reviews are also conducted, to ensure correct implementation of reviews and health checks of projects, he said.

Supt Sutherland explained the complement review process, which he said is normally customer-driven. Agency Chief of Staff (the Deputy Chief Constable) is the complementing authority for MDPGA and, as such, no alteration to any complement can be made without his authority.

Requests for complement reviews must be made in writing to the COS/DCC, who will then task ACS.

“No agreement should be entered into regarding staffing arrangements, as this easily leads to the formation of uncompleted tasks and general embarrassment if the task is not agreed by the AMB,” warned Supt Sutherland.

Customer Account Managers

Agency Chief of Staff, Deputy Chief Constable David Ray, outlined the proposed Customer Account Management Team, due to start work on April 1, with the aim of facilitating longer-term customer liaison.

The team comprises two Superintendents, supported by two C2 civilian staff, one pair leading on Customer Supplier Agreements and the other on core Agency surveys (eg Customer Surveys; Victim of Crime Surveys).

“The team will be the focal point in the Agency for customer relations matters,” he said. “Currently, the Agency communicates with customers at many different levels. The CAM Team will provide a central repository and integrate the communication with our customers. This will make our customer relations more efficient and effective,” said Mr Ray.

During the year 2003-4, considerable progress had been made in the signing of overarching Customer Supplier Agreements, he said. “The priority for the coming year is to ensure each SPO has a local agreement in place for the establishments we provide a service to.”

Local Policing Plans

Chief Supt Ray Morrison, Head of Business Development Department, then outlined proposals for the use and construction of Local Policing Plans. “It is with these plans that the

Agency targets and local targets of each station will be delivered,” he said.

He explained the system for cascading targets from the Agency’s combined Corporate and Business Plan, to the portfolio plans of AMB members, from there to the Departmental, MDP Divisional and MGS Regional plans and finally to the local policing plans of each MDP station.



“These (local) plans represent the front line of target delivery within the Agency,” said Chief Supt Morrison.

BD have developed a set template for their construction and, although it is not in the Balanced Scorecard format, it will allow each plan to be linked to the Divisional Balanced Scorecard, he said.

He told SPOs: **“The aim of Local Policing Plans is to support the Agency and Divisional Objectives and deliver customer requirements.”**

“These documents detail to our customer what you will be doing for them in-year. They should be used to demonstrate how you will be working towards Agency targets and delivering the needs of the customer,” he said.

A new folder has been created on the Agency ‘G’ Drive, containing assistance with all planning procedures (‘G’ Drive/MDP Library/Agency Planning Document).

Divisional Operations Overview

An overview of Divisional Operations, including performance against key targets, was provided by the Agency Director of Divisional Operations (MDP), Assistant Chief Constable Gerry McAuley, accompanied by Chief Inspr Colin Fiske (Div Ops).

It was emphasised that the accuracy of data supplied to Headquarters by SPOs was of paramount importance in assessing performance, as the data provides the

building blocks for a raft of documentation, not only for Div Ops, but also for other users, including 2nd PUS, the Police Committee and HMIC.

It was also important that performance data supplied via such sources as E333/MIF, Activity Analysis and the 28-day overtime returns should arrive at HQ within the deadline set by BD, said Chief Inspr Fiske.

“Even a small delay means we are looking at and discussing old information and that is clearly both inefficient and in all likelihood may be no longer relevant,” he said.

Chief Inspr Fiske produced figures for performance against key targets up to the end of February, which showed most to be on track, with the exception of Key Target 6 (overtime reduction), but even this was moving in the right direction.

From April, Div Ops planned to bring in a new process to aid performance management, he said.

The practice of holding quarterly bi-lateral meetings between the Chief Constable and 2nd PUS, to discuss the performance of the Force has been extended during the past year, when the Chief introduced quarterly bi-lateral reviews with all AMB members.

“These meetings cover both performance against their Business Plan targets, including any developing in-year issues, together with financial performance.

“During the year this process has continually evolved and is now an excellent platform from which to discuss each target, understand the issues and drivers affecting performance and to discuss what can be done to address the underlying issues,” said Chief Inspr Fiske.

Having worked through these bi-lateral reviews, Div Ops will be cascading this process down to Divisional Commanders, who in turn will be doing the same to SPOs and Senior Crime Managers, he said.

“We also expect this process to be further devolved down by SPOs or Senior Crime Managers to Team Leader level. The next logical step is for Team Leaders to take this into officers’ PDRs.”

Looking at future developments, he said that work was under way to develop a web-based system for gauging performance, combined with a more interactive performance sheet.

This would be more user-friendly than the current systems and would provide greater visibility across the Agency of how targets were being met, or not.

Mr McAuley said that several of the targets that year had been very demanding, "perhaps none more so than that for reducing overtime."

Divisionalisation had been "a tremendous success" and he wanted to build on that over the next 12 months, with Divisional Commanders being given more control, he said, warning that the next year could be very difficult financially.

Operational Support

Director of Operation Support, ACC John Bligh, reminded SPOs that they were the Team Leaders on behalf of the organisation and that their primary task was to deliver customer service.

Ops Support's mission statement was "Improving Customer Service Through Support" and the key element in achieving this goal was good communications, he said.

Mr Bligh introduced members of the Ops Support management team, who described briefly the roles of their sections.

These included Operational Resources (clothing and equipment), CIR, the Dog Section, OSU, SEG, Marine Policing, threat assessments and development of a new utility weapon.

Mr Bligh was joined by Det Supt Matt Taylor for a presentation on the National Intelligence Model and its anticipated impact on the way the Force conducts its activities (see TalkThrough 116).

Divisional Support Groups

The rolling out of Divisional Support Groups and the subsequent phasing out of Area Policing Teams, with effect from April 1, was explained in a presentation by ACC McAuley and Supt Mick O'Byrne (Div Ops).

They described the rationale behind the change, how the project had been managed, the problems they had encountered and their hopes for the future.

TalkThrough will feature an article on DSGs, once they have become fully operational.

To round off a busy first day at the conference, there were presentations

on the Freedom of Information Act, ATTAT, the bronze/silver command structure and tactical adviser role and security and safety, before delegates gathered for the formal dinner, at which guest of honour was 2nd PUS, Mr Ian Andrews.

THURSDAY, 18 MARCH

Corporate Communications

An overview of the role of the Corporate Communications Department was given at the start of the second day of the conference by department head Mr Patrick Nealon.

As well as handling an increasing number of media inquiries, the Department is also responsible for producing TalkThrough, developing and maintaining the MDP website,



developing an MDP Intranet and exploring other communications channels, to include the possibility of an e-newsletter.

A new communications strategy is in draft form and will be published once it has received AMB endorsement, he said.

"We communicate with a number of important audiences, including the general public through the media perhaps, but our primary communications priority is with the Defence Community and the MOD," said Mr Nealon.

IT Strategy

Head of IT Support Mr Jack Straw provided an overview of the current IT provision, including improvements in the past year and plans for the future.

The IT&T Department is responsible for maintaining the MDPNet (encrypted end-to-end); 14 Local Area Network sites; 120 dial-up locations and other connections to MOD systems.

"There has been a lot of work done during the past year to expand existing networks due to Divisionalisation," he said, with Divisional IT Support staff appointed as "a friendly face close by in your hour of need".

Security has been improved, with additional 'firewalls' installed and other security enhancements.

The introduction of HRMS will lead to the provision of 120 more computers in the coming months. Other future activities will include roll out of the new command and control system, an upgrade to the crime recording system and provision of systems to help intelligence gathering and for the Professional Standards Department.

A web-based intranet project is also underway, together with plans to improve helpdesk and customer service, connect to the criminal justice extranet, enable e-mail to Home Department Police Forces and the electronic submission of crime files.

Delegates were then updated by COS/DCC Mr Ray on the Control Room aspects of the Airwave Radio project, including the Integrated Communications Control System (ICCS) and the NSPIS Command and Control System.

Professional Standards

The Acting Director of Personnel and Professional Development, T/ACC P&T Sharon Taylor outlined recent changes to the former Complaints & Discipline Department, re-named from April 1 the Professional Standards Department.

She gave an overview of the new MDP Conduct and Appeal Regulations (see TalkThrough 117) and also discussed the new complaints procedures, including the introduction of the Independent Police Complaints Commission.

Details of the way in which it is intended the IPCC will operate were provided by Supt Mike Rowe.

In conclusion, T/ACC Taylor commented: "The Professional Standards Department will be the gatekeeper of professional standards and will be there to enhance the integrity of the organisation.

"It is the responsibility of all of us here today to ensure officers act with absolute professionalism and integrity."

Diversity Issues

Recruitment

Progress against Key Target 5 – regarding overall recruitment and the setting of percentage targets for the recruitment of women and those from ethnic minorities – was addressed by Mr Steve Beedle, in his previous role as Head of Personnel.

Recruitment generally had gone well during the year and the target for 15 per cent of new recruits to be women was virtually met.

However, the Force had struggled, despite several initiatives, to meet its

target of six per cent ethnic minority new recruits in-year and the Police Committee has since accepted that a lower target for 2004-5 will be more realistic.

Dignity At Work

Agency Chief Executive, Chief Constable Lloyd Clarke, together with Head of Diversity and Equality Unit David Hubbard launched the Dignity At Work policy.

“The object of the exercise is that we all amend our behaviour,” said Mr Clarke. **“Dignity at work is not just something that’s nice to have, it is a**

right for those who work for this organisation.”

Mr Hubbard outlined the key elements of the new policy and described the “cycle of harassment” which can lead to bullying behaviour.

He also provided guidance on what the organisation expects of its managers, in particular that they ensure their own behaviour is exemplary and that they set clear standards for their staff.

Mini workshops are being developed and a poster campaign is planned for later in the year, he said.

Wide-ranging open forum

At the end of the second day of the conference, CCMDP Lloyd Clarke invited delegates to take part in an open forum.

Subjects raised included:

- The amalgamation of MDP with MGS, to form the new MDPGA
- Civilianisation of Command and Control
- MGS involvement in NIM
- The meaning and purpose of bi-laterals
- Desktop Internet access
- The formation of the Women’s Staff Association
- Transferees from HOPF taking MDP specialisms
- The varied quality of working environments
- Key Target 5 and Dignity At Work
- Customer Account Managers for MGS
- The poor standard of some student accommodation
- Cost-saving plans in the pipeline
- Strategic priorities of MDP over the next five years
- The future of the Fraud Squad

Issues raised under these headings were answered on the day by members of the Agency Management Board or their nominees, or deferred for further research.

‘Lets make work fun!’

■ *At the end of the conference CCMDP Lloyd Clarke summarised the issues which had been raised in the main presentations and said he felt it had been “an exceptionally focused” conference.*

He told delegates: **“You are only as good as the team that works with you. I want to lead a winning team and I actually think we are a winning team – all 8,000 of us.**

“We are riding a high because of the service we have given. We have been particularly visible over the last 12-18 months.

“Divisional and Regional staff, you are the key. Business managers, Personnel staff and Finance staff you are the glue that will bring the Agency together, with support from HQ.

“It has been a tremendous last 12 months, two years since the last conference. We have got a lot to do over the next 12 months,” he said.

And echoing the DCC’s comments of the first day of the conference, Mr Clarke finished by saying: **“Please make it fun for all your staff – if it is not fun, what is the point of coming to work?”**

CONTINUED . . .

Women's group to focus on equality issues

■ *The Ministry of Defence Police & Guarding Agency Women's Staff Association was launched during the 2004 SPOs Conference, with an address by the WSA President, Acting Chief Supt Wendy Benson, SPO at HMNB Portsmouth.*

Thanking the Chief Constable for allowing her to use the conference as a launchpad for the Association, A/Chief Supt Benson said she regarded it as "an honour and a great privilege" to be its first President.

HMIC had identified and highlighted the positive attributes of supporting minority groups within the Agency by way of networking, or the setting up of Staff Associations, she said.

The results of staff care and diversity surveys showed that women Police officers felt significantly less overall job satisfaction than their male counterparts and were progressively under-represented as the rank increases.

The Association's own research had shown this to be the case, too, with MGS.

"This survey also indicated that if we want female officers to progress within the Agency, we need to have sufficient support mechanisms in place to support, guide and advise," she said.

The Gender Agenda was developed by an executive group representing the British Association of Women Police, the Police Federation, the ACPO women's group, the European network of Policewomen and the Metropolitan Association of Senior Women Officers.

As a result, the Chief Constable of MDP Lloyd Clarke had hosted a number of Gender Agenda seminars at Wethersfield, Gosport and Clyde, following which Head of Diversity David Hubbard is leading on Springboard training for women and the WSA has been formed.

"Our aims are to maintain focus on issues affecting women and minority staff, challenge tradition, myths and discrimination, and identify potential solutions for identified issues," said A/Chief Supt Benson.

"The WSA has not been set up to be divisive, it has been set up to help improve, maintain and develop the Agency that we are all proud to work for," she declared.

The Association's Secretary, Nikki Singleton, provided TalkThrough with the following summary of its aims, objectives and composition:



“Despite the name, the Association is open to both male and female Agency staff – past and present. The Executive Committee recognized early in its discussions to set aims for the Association that many issues of concern to female staff may also be of concern to male staff.

With an overarching theme of 'Support, Guidance and Advice', the Association's aims have been agreed as:

- **Maintain focus on the issues of minority staff**
- **Challenge tradition, myth and discrimination in the work place**
- **Identify potential solutions for identified issues**
- **Develop an understanding with the Agency of the challenges facing minority staff**
- **Ensure that changes occur**

The Executive Committee has purposely been nominated to ensure that a range of backgrounds and experiences are represented.

President, **Wendy Benson**, is Acting Chief Superintendent based at HMNB Portsmouth.

Chief Inspector **Avrina Montgomery** is Vice President and is based at South East Divisional Headquarters in Operational Support.

Sergeant Heather Hills, SPO for the MDP at the Defence School of Languages at Beaconsfield, is Treasurer for the Association.

Association Secretary, **Nikki Singleton**, is a C2 Project Manager for Personnel at MDPGA Headquarters, Wethersfield.

Maureen Anderson, CSO4, is a trainer based at MGS Training wing at Wethersfield.

PC **Tina Crossley** is a part-time Divisional Crime Reduction Officer stationed at AWE Aldermaston.

DC **Jacqui Evans** is a part-time Financial Investigator for Fraud Squad based at Wethersfield.

A/Chief Inspector **Fiona Kerr** is a Shift Commander at HMNB Clyde.

The Association will use Force Orders and TalkThrough, as well as the Agency intranet, to share information on a range of issues and is setting up a 'virtual library' of contacts and information sources.

The Association will also be discussing the idea of a regular newsletter to all members and the idea of opening membership to family members of staff.

A leaflet giving more information about the Association, application forms for membership and a copy of a presentation given to the SPO conference by Wendy Benson can be found on the intranet (G: drive) within Staff Associations/Womens, but if you do not have access to this system or require the information in a different format please contact a committee member who will be pleased to help you. ”



Women's Staff Association

APPLICATION FOR MEMBERSHIP

Type of membership required: Full Associate Honorary

Name _____

Station/Department _____

Rank / Grade / Role _____

Mailing Address _____

Postcode _____

Phone Number Home _____ Work _____

Mobile Number _____

E-Mail Home _____ Work _____

How did you hear about MDP & GA WSA? _____

If you are a former member of the Agency, please complete the details below.

Agency _____ Date of leaving _____

FEES: £10 (Full) £5 (Associate) £0 (Hon)

Return completed application form with cheque made payable to: MDP & GA WSA

MDP & GA WSA

Nikki Singleton, MDP HQ WFD, Wethersfield, Braintree, ESSEX CM7 4AZ

*Support
Guidance
Advice*

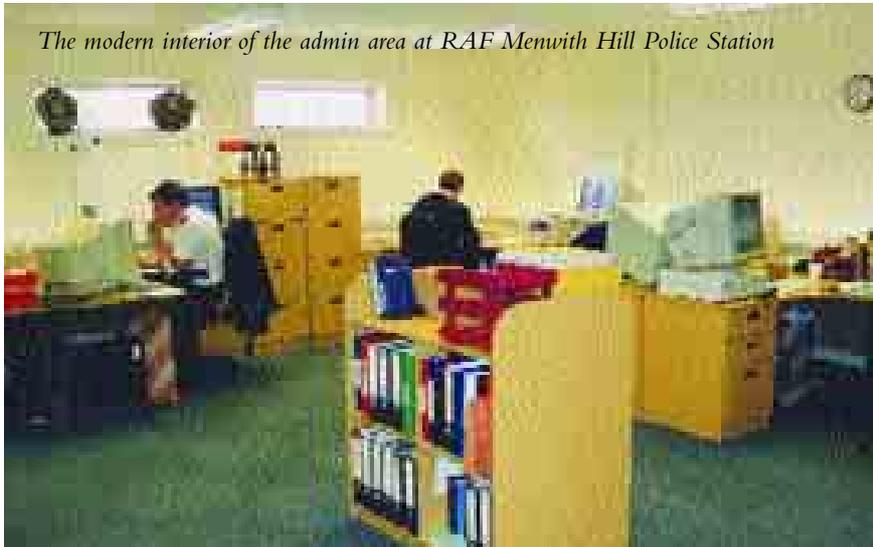
FOR OFFICE USE ONLY

Date rec'd _____ Fee paid _____ Receipt No _____

Membership Type _____ Membership No _____

Facelift for Menwith Hill

The modern interior of the admin area at RAF Menwith Hill Police Station



■ **ACC Div Ops Gerry McAuley officially opened the newly refurbished and extended police station at RAF Menwith Hill on April 22.**

Project co-ordinator PC Garry Norton explained the background: "For operational reasons we have had a major increase in complement here, but the original building was only designed for 25 police officers and was inadequate for MDP to carry out its role effectively.

"The initial planning started in August 2001, but it took until April 2003 to get all the negotiating out of the way, the funding and the budget in place," he said.

"The project to expand the building is a short to medium-term measure, using a number of demountable buildings and there was a delay while asbestos was cleared from the site," he said.

"It has given us a far better working environment and made it far easier to carry out the job here, not only for administrative personnel and senior managers, but for operational staff as well," he said.

The scheme has cost £300,000, plus the cost of hiring the demountables.

"It is an interim measure. We have also started planning the next phase, which will be a new build to house the combined emergency services – the fire service, RAF security and MDP – which will be finished in four or five years' time."

The refurbished police station has been 'flood wired', to enable a more comprehensive IT infrastructure to be incorporated.

"We now have the capacity for up to four MDP network computers and station network computers in the briefing room, for example, plus telephone lines, so that it can be used as the command centre for future operations," said PC Norton.

ACC McAuley recalled the events of the summer of 2001 when there had been a major incursion at RAF Menwith Hill.

Although he was based at Faslane at the time, he had been asked to report to the Yorkshire base and bring to bear the experience he and his colleagues in Scotland had built up over many years in dealing with such incidents.

Among the issues raised by the subsequent security review was first, the need to increase police numbers at the base and secondly, the need to improve the facilities there for police officers.

The project to remedy these deficiencies has involved multi-agency co-operation and Mr McAuley thanked all those present for their part in bringing it to a successful conclusion.

The provision of modern facilities sent out a clear message to those charged with policing the site that they are valued, he said.



ACC Div Ops Gerry McAuley, with VIP guests and MDP personnel outside the newly refurbished Police Station at RAF Menwith Hill

Recruiting Fair throws up some interesting challenges



PC Richard Walls (RAF Hythe), left, explains to potential recruits the benefits of a career in MDP. PC Brian Bromley is pictured in the background

■ *Three officers from South East Division's coastal beat went on a journey of discovery, when they attended a recruitment fair in London, organised by Job Watch.*

The event was held in the Resource Centre, in the Borough of Holloway and was attended by volunteers PCs Richard Walls, from RAF Hythe, Brian Bromley and Adie Denyer, from Fort Blockhouse.

None of this trio knew their way around London, as they were to prove on several occasions.

PCs Bromley and Denyer took over two hours to find their way from the M4/A4 to their hotel – a distance of seven miles – thanks in part to the misdirections of a traffic warden, while PC Walls fared little better, also getting lost en route.

Awoken at 6am by several troops of cavalry parading past their hotel on their way to Regent's Park, our intrepid trio set off to travel the three miles to the recruitment fair venue.

This became a six-mile journey when they found their map book to be as reliable as the traffic warden the previous day!

The event itself was well attended by various companies and HM Forces, although MDP were the only Police force represented.

During the day, the Mayor of Islington, who had opened the event, visited the MDP stand and thanked the officers for attending.

PC Denyer told TalkThrough:

"We had numerous inquiries about civilian attachments, including do we have any vacancies for cleaners and were we the new British equivalent to the FBI?"

The second day of the fair also went well, with lots of interest being shown and personal details taken from those interested in a career with MDP.

"Over the two days, 48 names and addresses were taken and a further 150 recruiting booklets and leaflets handed out to various members of the public," said PC Denyer.

"All three of us would like to say a big thank-you to T/Insp Mark Corder, of SE Division HQ, for giving us the chance of attending this Job Fair in London. We had a great time and met some interesting characters."

Out and About

THE SPECIAL NUCLEAR MATERIALS CONVOYS CELEBRATE THEIR 25 YEARS PLUS 1

Load Carrier Under Close Protection



A Growth in Complement

The only reason recruiting is taking place is because there has been a sizeable increase in the complement levels over the last couple of months. Numerous vacancies have been advertised in Force Orders in April 2004 and recruitment will be on-going until all posts are filled. This increase covers all grades, with the largest increase at Constable level.

Says T/Insp Nottage: "Myself and my colleagues have no desire to move out of the group for other duties within MDP; we totally enjoy what we're doing. We have a great deal of job satisfaction."

The latest word on how recruiting is progressing comes from Emma Fenn, Recruiting Officer at MDP HQ, who says: "The response to the recent SEG vacancy advertisement in Force Orders has enabled the Selection & Development Department to fill one Chief Inspector, two Inspector, one Sergeant and 9 Constable posts, with another 7 Constables expressing an interest.

"It is anticipated that the remaining vacancies will be filled, either internally or through the recruitment of transferee officers, as there continue to be expressions of interest."

What are the Duties of a SNM Convoy?

"We support deliveries of Special Nuclear Material, which means that our work is classified and sensitive, requiring considerable discretion form us all, which adds to the physical and mental challenges posed by our tasks. Our work involves close liaison with the Fleet and with Atomic Weapons Establishment.

Other MOD tasks have included transporting the Meteorological Office's mainframe computer from Bracknell to their new offices in Exeter.

A Potted History of the SNM

Although this feature on the Special Nuclear Materials Convoys follows on from the Nuclear Weapons Convoys article in last TalkThrough, the SNM Convoys were the first involvement MDP had with such convoy work.

They started nearly 26 years ago, in 1978, and their purpose was to escort the MOD's Special Nuclear Materials around the United Kingdom. Most of this work being to, and from, the Atomic Weapons Establishment at Aldermaston.

Explains Convoy Commander, Temporary Inspector Mick Nottage, **"It was because of the excellent track record of this service provided by this specialist section of Ministry of Defence Police, over a period of nearly 22 years, that the Ministry of Defence decided to bring the escorting of all Defence Nuclear Material, Nuclear Weapons and Special Nuclear Material under one roof.**

"At this point the Royal Air Force took on a training role with SEG, training MDP to escort nuclear weapons convoys. This was mainly SEG, as the Nuclear Guard Force was not in place at the time; that came later. From March 2002, the RAF handed over the training task to MDP and this now takes place primarily at Aldermaston, but also at other locations."

The Family Tree

The SNM and NW are two convoys operated by the Special Escort Group and its officers, being multi-trained, are interchangeable. As well as MDP officers, the groups also include civilian fire fighters, civilian drivers and civilian safety escorts.

The same officers carry out both convoys, using two different vehicle fleets and communication systems and procedures. It is however Force policy that both Convoys will be fully integrated by October 2005.

with the SNM

By Judith Slater/Corporate Communications Photographs by T/Insp Mick Nottage and PC Don McLean

As well as road escort, the SNM also provide rail escort and for this the team members have to be qualified in Network Rail Personal Track Safety (PTS) and requalify every two years, with periodic medicals, including drink and drugs checks. MDP officers are accompanied by radiological safety escorts and railway personnel.

Flexibility

"Once you have completed Convoy training" Mick explains, "you are then qualified to interchange and work on both sets of convoys. I will start my Nuclear Weapon training when the time is right for the group; I am looking forward to it."

"To work on the SEG you need to be flexible in your approach to work. You see, sometimes we are out for several days and then may spend the next couple of weeks doing routine maintenance and training. Training is constant; at the moment there are four training weeks a year, which means on average one every three months."

Escort Commander – Temporary Sergeant Dave James

Dave James has been Escort Commander for six weeks, but has vast experience of SEG work having been in the escort job for ten years.

"Once I qualify as a Sergeant, I will then be able to apply for the Escort Commander job," explains Dave James.

"On a convoy, I travel in the Escort Commander's vehicle and, with my team, we are responsible for ensuring we go the right way. Liaising with Home Office police forces and my sweep team, snap decisions have to be made at times. The journeys can be long; up to ten hours, or as short as three hours, with different routes taken every time. We keep the same team for the duration of the journey. Convoy Commander has overall control; his decision is the final one.



Escort Commander, Temporary Sergeant Dave James

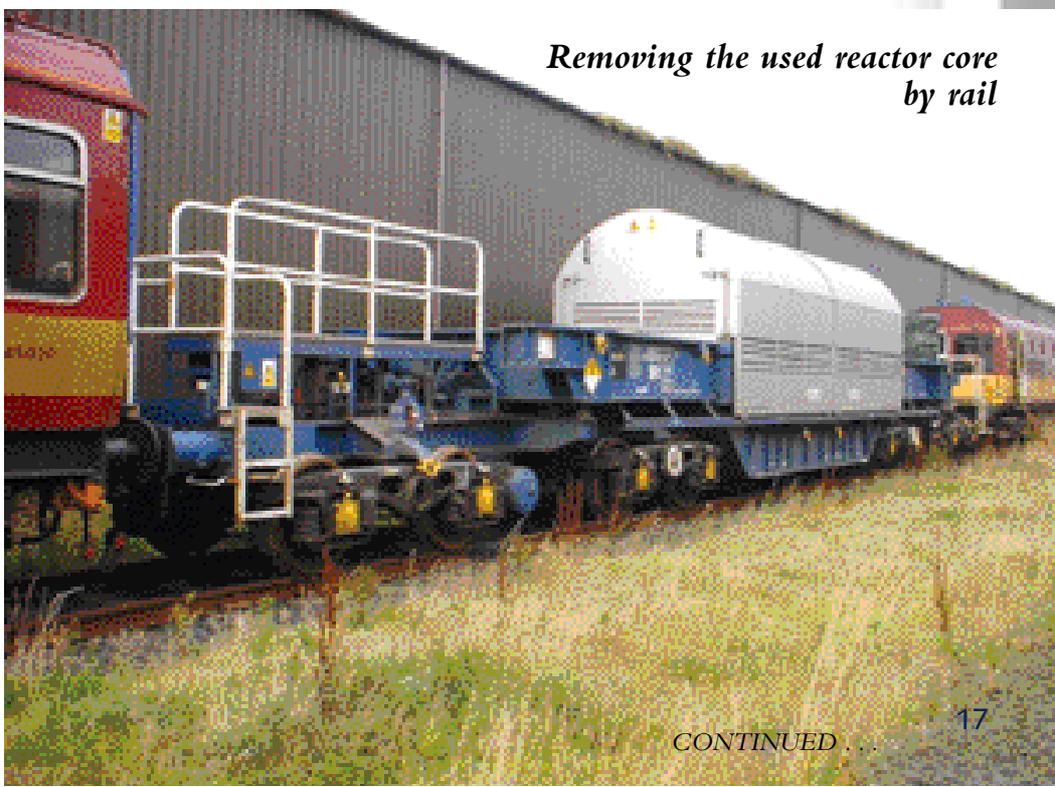
"On a personal note, I have just finished my Bachelor of Arts at Open University, studying Humanities with English Literature. Next year, I will study for an MA and take my promotion exam."

Sergt James is enthusiastic as he extols the benefits of working for the SEG. "The variety of work is broad whether it be dealing with the public, with agencies, undergoing training, specializing in driving, tactics or firearms. Why do you think none of us want to leave? It's called 'job satisfaction'."

T/Insp Mick Nottage – best Job in the Force (sorry Chief!)

T/Insp Nottage is convinced he and his colleagues have the best jobs in the Force. "I have been here for ten years and it's got to be the best job in the Force. I started my working life with the Operational Support Unit, based at RAF Wittering, and then at Aldermaston Station. With this job, every day is different and every job is different. You don't know what is going to happen next. You must be able to think on your feet, be prepared for last minute adjustments whether it is re-routing due to road closures, accidents or congestion. He adds: "Your brain goes into over-time; no chance of getting bored I can tell you."

Asked how he deals with anti-nuclear demonstrators and other protesters, he responds, "We acknowledge their right to conduct peaceful protest. However, if an offence has been committed we will usually instigate proceedings for a prosecution to be considered by the CPS. Most of the public understand the reasons to stop where they are until the convoy has passed. On the motorways, we implement rolling road blocks and it might look to the public that we are the ones causing delays, but they don't



Removing the used reactor core by rail

Special Nuclear Materials Convoys

always fully appreciate that we know what is on up ahead and are acting on information received, and are taking into account the safe passage of the Convoy and other road users."

What do you do as Convoy Commander?

"I plan and prepare the SNM convoys, assisted by Temporary Sergt Dave James. I would just say that each temporary promotion is on a different time-scale but they get the temporary rank because they know the job and can do the work of the next rank up – you can never become substantive until you pass the promotion exams and boards.

"Dave carries out the Escort Commander's role but we split the planning and preparation between us. We work well as a team. We regularly rotate the crewing so you have the opportunity of working with a different set of people."

What are your tips for progression?

"Don't get me wrong," explains Mick, "I never decry people who don't want promotion; our experienced Constables have an invaluable breadth of experience behind them. However, I would say if you want to get on you could instantly experience this by becoming a temporary sergeant. If the vacancy comes up, you can apply for it. All the temporary ranks are advertised internally, because of the specialization of the job; all the more reason to get into the group to be on the spot. Although this doesn't sideline the promotional system, it does give you the experience.

"This goes for new probationers too. If you want to join the SEG the best place to apply for your first posting is AWE Division, for the reasons mentioned. Once you have the required amount of experience, you are then on location to apply for any posts within SEG. It makes sense."



Left: PC Don McLean and Right: PC Trevor Hicks

PC Trevor Hicks with 14 years' experience in the SNM

"I left for 18 months for personal reasons, but I knew I wanted to return to the group; thankfully I have been able to do so.

"Everyone can slot into most of the jobs; I do traffic cars and am in charge of communications. So, it is my task to make sure all the radios, telephones and encryption equipment are working. Everyone is currently Class 2 Driver qualified so that we fill for any absences.

"I have had some amusing situations, such as the time a sheep dog ended on my lap when I opened the car door. Although the dog seemed happy to have found a new friend I don't think the farmer was too amused! That was in Scotland. Another time, at a roundabout, as I stopped the traffic a member of the public came up to me and said "Your convoy's gone the other way!" You have to be prepared for the jokers in the pack.

"It was different for me fourteen years ago than for those now having the opportunities to join straight away; I had to wait two years to get on, because few people left and the complement remained almost unchanged. But with

the increase in numbers, the opportunity to join the SEG is now open to many more officers." He concludes: "I look forward to seeing some new faces on the SEG in the near future."

Meet 'Father of the Group' PC Don McLean

You have been called "One of SEG's finest and most loyal officers." What's your reaction to that description?

"I'm flattered. I have been on the Group a long time and enjoy the job."

You are also known as 'Father of the Group' – tell us a bit about the changes you have seen within the SEG.

"I joined in 1979, so came in at the early stages. It was mainly AWE materials being transported to places like Cardiff, which was ROF Cardiff in those days, and various civilian agencies, such as Hunting Engineering.

"It was a smaller group then; about twelve PCs. All we did was close escort and, if we were doing different category jobs, we went with a civilian driver.

There weren't protestors in those days; that started more or less at the time of Greenham Common.

"All we had was a PC in the cab of the high security vehicle, known affectionately as the Tonka, with a civilian driver and two Range Rovers with two PCs, and a Sergeant in one and an Inspector in the other. The Home Office police used to do traffic duties for us, mainly with cars and sometimes motorbikes. We now do our own traffic role; we train officers on the bikes. I started with a BMW R-80. Now we have ST 1100 Hondas which were designed specifically as a police bike.

"I now do close escort and recently was on the weapons side. I went on a 'tick run' and so I am now CQ (Convoy Qualified). To get this depends on how much training and how many jobs on the road you have done with the TCHD (Truck Cargo Heavy Duty).

"I have seen a few bosses come and go; Alan Skipper was an Inspector of the Group as Convoy Commander; he has now retired. I myself have only a couple of years to retirement, with twenty-five years under my belt. It's time for fresh blood but I like to think I can help the next generation by passing on some of my experience."

Are you Looking Forward to New Members Joining the Group?

"Yes," Don enthuses, "we do need more PCs. I know it might not be everyone's cup of tea but for those who like the challenge, the teamwork and variety and have a flexible attitude, it's great. When travelling on a convoy, you have to be in a state of high alert and the tasks mean you are always busy."



A final few words from the Head of the Special Escort Group – Superintendent Bill Hammersley

Supt Bill Hammersley appreciates the work and commitment put in by each and every member of the SNM team. He explains, **"They all play an integral part and, as such, have the added value of being appreciated and relied upon by their team colleagues. Everyone contributes to the huge importance and significance of the role of the convoys in keeping the roads and public safe."**

He continues: "I'd also like to thank the staff at AWE Division for their help and support over the years, particularly when numbers were tight and matters were difficult. Also, a big 'Well done' to the OSU for their help on security at

staging posts and last, but not least, to the CIR staff who monitor and assist every mile of the journeys. The whole function works well because of the enormous team effort, demonstrating the benefits of corporate values and joint enterprise in contributing to the success of the Group's work over the years.

"Now that you have seen some aspects of the work carried out by the SEG, I hope it highlights how important those duties are, and how seriously we take them. We are constantly seeking ways to improve the ability of the SEG to carry out its business.

"The increase in the complement has put considerable pressure on our existing accommodation, and we are due to move in a few weeks' time to alternative accommodation at AWE Aldermaston, which is approximately eight times larger than the present facilities. This facility will be refurbished to the required standard, with decoration, furniture and an IT infrastructure to an appropriate level to enable the SEG to carry out its business in an efficient and effective manner."



Give Us a Call

If you feel that you have a flexible and adaptable approach to your duties, and are capable of meeting the high standard required by officers on the SEG, and are seeking a challenge, then give us a call and arrange a visit.

We are in the Force Directory. The beauty of people contacting us here is that we can invite them to meet the Group members and talk to us; shows who is really keen.

Drive and dete

PART 3

By Judith Slater. Photographs by Paul Kemp/Audio Visual



The start of a manoeuvre

The Three 'T's – Teaching the Teachers how to Teach

■ *By the beginning of November 2003 Stuart Brown from Feltham, and Simon Sneath from the Force Surveillance Unit had reached the third week of a 6-week course on Stage 4 of the Potential Driving Instructors Course.*

Part of this Course included being assessed on their teaching skills by PC Alastair Crowe and PC Dave Lavelle of the Headquarters Driving Centre. The two have passed the gruelling stages leading up to this but, no matter how good they are at driving skills, or how much they can learn about the theory of teaching, what ultimately matters is that they can teach and coach students into becoming safe and expert drivers.

The 'live' students Stuart and Simon 'practiced' on Bob and Fiona, both PCs

from Colchester, who were undergoing their Basic Driving Course. (Everyone who drives an MDP vehicle has to undergo this training.) The students were described as 'green', it is hoped they didn't mind this description which was only used to indicate they didn't have any previous experience of the types of exercises they were to be put through.

Alastair Crowe explained:

"To be an Instructor, you must have a natural ability; we just fine-tune and give them the tools to do the

job. You must also be good at verbal communication, have patience, understanding, navigational and map reading skills, and, of course, be an excellent driver. Also, you should get a certain buzz out of coaching and seeing your students develop and blossom under your tutelage."

Safety is the paramount emphasis and PC Dave Lavelle points to a notice on the wall to emphasise this. It reads: "You can sacrifice anything for safety, but don't sacrifice safety for anything." Dave Lavelle explains it this way: "There is a general misconception about police driving; it is definitely not about driving at breakneck speeds. Forget about images of Steve McQueen hurtling through the

mination

streets of San Francisco. Police driving is not about doing it at any price; it has got to be done safely. We tell students to show people how well you can drive, not how fast."

At this stage of the Course, the potential Instructor candidates have to teach their 'live' students how to manoeuvre slowly and with total control over a very precise and tight course, with cones used to indicate margins or pivotal points. It teaches them about steering techniques, reversing, 'feathering' the clutch, spatial awareness and low-speed slalom, as well as picking out any poor habits they may have developed.

The first part of the Course is a slalom, marked out with small cones, followed by parking forwards into a tight space, a 'garage', and then reversing out slowly in one curve into another 'garage', using mirrors and a great deal of feathering to achieve smooth control and accuracy. Next, parking on one side of the 'road' and steering smoothly around bends, using the 'pull/push' method, and, finally, returning over the same ground, with parking this time on the opposite side.

Stuart and Fiona were paired, with Alastair Crowe in the back seat with his clipboard to monitor Stuart's teaching. Stuart drove around the course, explaining both before and whilst they went round; then it was Fiona's turn.

Absolutely everything is supposed to be covered by the instructor, including

explaining why they are actually doing this exercise, what it teaches, what the course consists of and areas to look out for, how he will give instructions, including any terminology and what it means - the whole thing is extremely comprehensive.

Said Stuart:

"This is a manoeuvring exercise. What we're going to be looking at is steering, clutch control and how to negotiate obstacles. We have two cones ahead of us which I will call the 'gateway'. We will go through that gateway and negotiate the small cones. We are then going into a 'garage', reversing in. What I will be asking you to do is 'feather' the clutch. It is important to maintain a balance between the clutch and accelerator so we can keep the revolutions of the engine relatively low. Going through these cones is quite tight so it's best to keep the speed slow. You do this by keeping your feet on both the clutch and accelerator pedals in a tandem movement, lifting one, depressing the other. Something you must not do is 'dry steering'. By that I mean turning the wheel whilst the car is stationary. Any questions?"

Before starting off, Fiona asked: "How easy is it to remove cones from the bottom of the car?" to which he replied: "You'll have no worries. Just take your

time, take it nice and easy and we can discuss anything as it comes up."

A lot of instruction followed. Carefully, Fiona negotiated all the obstacles with control and accuracy. Helpful hints such as "Put hand brake on before putting into neutral. This stops any roll." Also, "The trick is to allow the cone to disappear; this doesn't mean we are flattening it. Can we do that gateway? Yes, no problems at all."

In the de-brief afterwards, Alastair told Stuart where he could have done better but also praised him for his excellent approach to the student; his enthusiasm and encouragement were good. "You come across as very relaxed. For instance, when Fiona didn't get through the gate, you didn't let that blow you out of the water. You held it together very well." However, Alastair also pointed out to him that he did miss out correcting a few problem areas straight away. He explained: "What an opportunity you had to address a training need which you may not get on the open road."

Alastair Crowe also gave him a tip on the advantage of asking open questions. This makes the student give a full answer, rather than just 'yes' or 'no'. This helps with the learning process far better than just telling them.

Another session with Fiona, driving over the same course, but this time without so much instruction but giving tips when needed, and no more. This worked a treat and she completed the course smoothly.

Simon Sneath also completed the same instructional test and both he and Stuart progressed to the next final phase of the Course. The 'live' students still looked lively and definitely not green - no worse for their experiences!



PCs Simon Sneath and Stuart Brown have made the Grade

Drive and determination

Life in the Fast Lane . . .

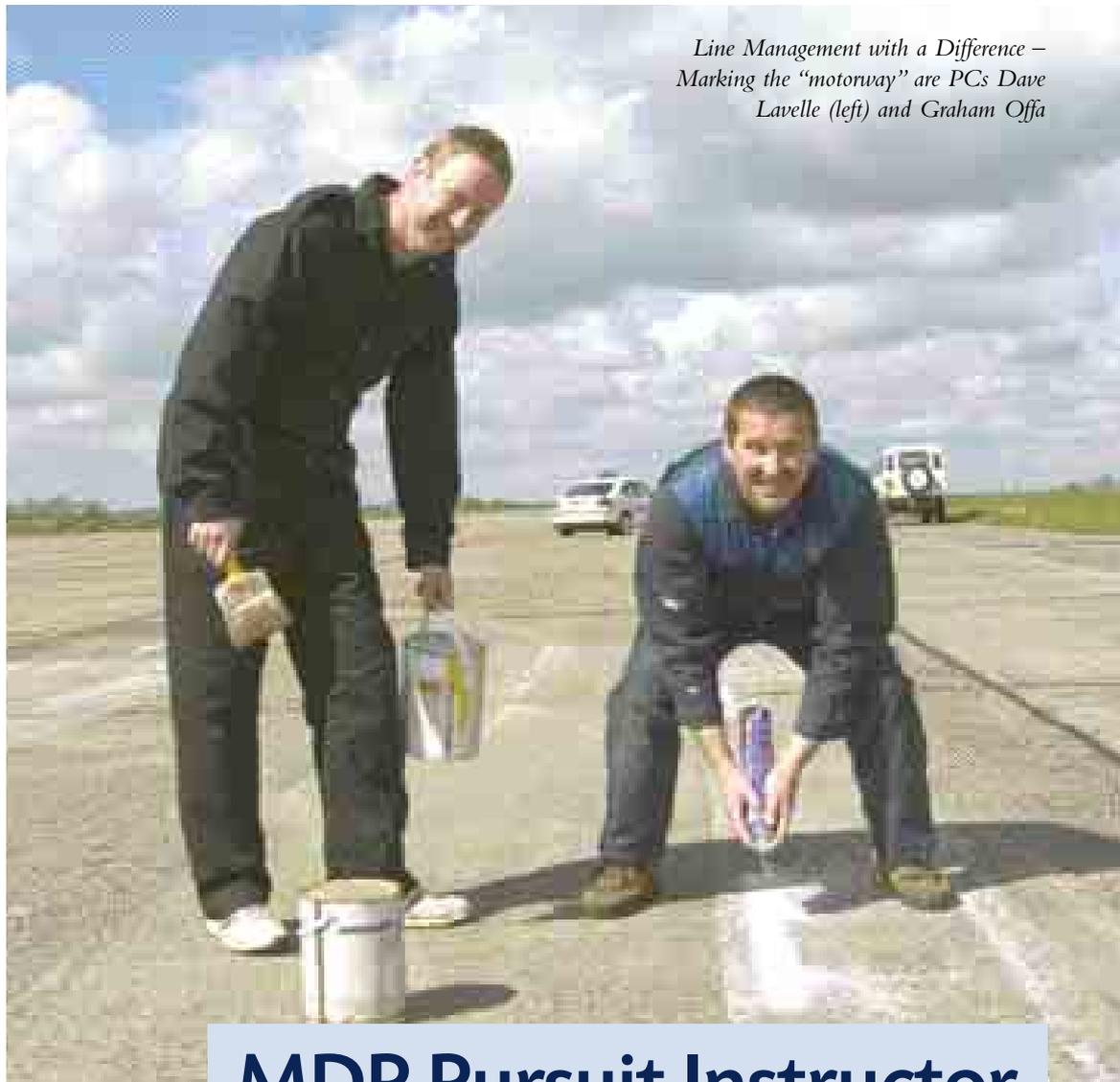
■ **MDP Wethersfield has its Own Motorway.**

Ever heard of a motorway that goes nowhere? Well, MDP at Wethersfield has just such a training aid.

After attending a National Motorway Training Instructors' Course with the Metropolitan Police in February last year, PCs Graham Offa and Dave Lavelle of the MDP Force Driver Training School requested that a simulated motorway be marked out on the disused runway on site. Although the training package they will deliver to members of the MDP Agency is mainly classroom based, it also includes practical lane closures in a safe environment. Only when satisfied that the students have reached the required standard will they use the real thing, the M25.

How could this 'motorway' be achieved? It seemed simple enough. Said PC Dave Lavelle, "Graham and I came up with the idea of hiring a line marker and buying paint. The only hitch was that we had to do the work ourselves!" Many hours of hard slog during September has resulted in lanes marked to exact specifications and hand-crafted posts, which are removed when not in use.

To their credit, Graham and Dave have achieved just what the Driving School needed and at a minimal cost. This facility is now in use and students are benefiting from this mock-up for their Motorway/Fast Road Training.



Line Management with a Difference – Marking the “motorway” are PCs Dave Lavelle (left) and Graham Offa

MDP Pursuit Instructor

■ **Graham is a First for MDP.**

PC Graham Offa, of MDP's Driver Training Centre at Wethersfield, has become the first MDP officer to achieve the status of National Pursuit Management Instructor, having attended the PMI Course with Surrey Police.

When asked how it went, he commented: "Although I have previous experience of following vehicles as an operational APT Officer it was a very tough and demanding Course. You need to have commitment to be a good Force Driving Instructor."

As a National Pursuit Management Instructor, Graham is now qualified to

instruct in pursuit, stinger and vehicle stopping. He has already been able to input into driver training packages being run at MDP Wethersfield and, when changes in pursuit guidelines are published shortly, he will be able to offer advice if any alterations to MDP's current 'no pursuit' policy are needed.

Commented Inspector Graham Ponton of the Driver Training Centre, "This is just one of several measures we are undertaking to ensure best practice is reached. We have first class, highly qualified, instructors here at Wethersfield and are continually seeking improvements to our training facilities. It is our intention to offer the best in driver training."

UBO returns to AFC Harrogate

■ *The return of an MDP presence to the Army Foundation College, Harrogate was marked in April by a formal opening ceremony for the Unit Beat Officer's office.*



Cutting the ribbon was Director of Divisional Operations, ACC Gerry McAuley, who had earlier been welcomed by UBO PC Jim Healey, who took up his duties in April.

PC Healey transferred from RAF Menwith Hill, where he had been for a year, including a period as temporary UBO at Dale Barracks, Chester when it was the home of APT Merseyside.

He has been with MDP 19 years and said he is relishing his new role, in which he liaises with the college authorities as well as the local community and North Yorkshire Police.

MDP's complement of a Sergeant and ten Constables had been withdrawn around two years ago, when it was no longer being funded, although one of the Constables remained on site until January last year.

It was recognised that there was still a need for an MDP presence and so funding was agreed for one UBO for 40 hours a week initially.

It is hoped that funding will be made available for the appointment

of a second officer, as with 2,000 personnel and their families on site there is never any shortage of work, said PC Healey.

"The perks of the job far outweigh the againsts. I always thought that being part of an Area Policing Team was a superb role for Constables, but the UBO role has got to be the best!" he said.

Each intake of junior soldiers – all aged 16-18 – at the college will be briefed about the role of MDP and what the UBO can do for them during their time there.

PC Healey liaises with the RSM and with the families' officer and helps run the youth club, for the children of personnel in the married quarters.

He has also taken part in a joint operation with the Royal Military Police (RMP) and British Transport Police (BTP), escorting large numbers of junior soldiers on the train from Harrogate to Leeds, to ensure a trouble-free journey as they dispersed for the holidays.

He has also involved himself with the local community, as junior soldiers who venture into

Harrogate when they are off duty can become targets for the unscrupulous, or local jobs.

Mr McAuley commented: "This is what Unit Beat Officers do so well. They span the police, civilian, military divide.

"The joint operation with RMP and BTP was an excellent example of jointery, in which the MDP role was to protect the reputation of the MOD and to guard against the threat of terrorism, as large groups of young soldiers like these could easily have become a target."

Mr McAuley was joined by VIP guests, including AFC Harrogate 2nd In Command, Major Rob Morris, accompanied by Cpl Pat Chapman; Steve Hayes, Support Services Manager for Jarvis Accommodation Services Ltd, representing the Contract Director; Capt Pete Longfellow and Sergt Andy Clayton, of RMP; former MDP officer and now with north Yorkshire Police, PC Dave McKenzie Brown and MDP Divisional commander Chief Supt Steve Walker. Mr McAuley was accompanied by his Staff Officer, Chief Insp Colin Fiske.

ACC Div Ops Gerry McAuley with Major Rob Morris and other VIP guests at the official ceremony to mark the opening of a UBO office at AFC Harrogate



Ending the 'Overtime Culture'



■ *From Director of Divisional Operations*
ACC Gerry McAuley

I know that some officers are less pleased than others at the overtime reductions that have been put in place across the Force. When overtime is viewed as a right or entitlement then it's perhaps not surprising that some officers have come to rely upon it as a regular part of their salary.

But of course it's not and never was intended to be. There will always be the need for some overtime in the MDP – the nature of police work, the tasks we do and issues such as training and development abstractions all play their part in generating the requirement for extra duties.

However, we will continue to move away from the overtime culture that has been dominant within parts of the Force.

There are two main issues driving our thinking. The traditional one is of course financial. The MOD is in a tough finance round at the moment and the MDP is affected by that.

However, there have been excellent efforts made to reduce the unfunded posts that have dogged the Force for years and which have partly been responsible for creating overtime.

Kirsty Denwood and her team in MDP Finance have eliminated all unfunded posts thanks to some sterling work and we now see the Force funded to meet the tasks we have. It is our policy wherever possible to spend the budget on new officers rather than on overtime and so we have a Force that is almost "up to strength". But of course that means it is very difficult to justify spending large sums of money on overtime.

The other issue driving our thinking on overtime is that of the work-life balance. We all know that the whole approach to the work-life balance has changed and rightly so in my opinion.

All our staff need to be properly rested and to have as much time with their families and friends as possible. Even though we work within a changing operational environment, we must do everything we can to lessen the impact of work on off-duty time.

In essence, overtime must remain the exception, not the rule.

But very often I face the complaint that the Force cannot meet its tasks unless we use overtime. My reply to that is that our customers have recognised

the importance of reducing overtime in the targets set for us by the Police Committee on which all of our customers are represented at a senior level.

We are mandated to continue to reduce overtime and there needs to be a healthy discussion with our customers at Unit level to explain why we are actively pursuing this policy.

Of course, alongside this there is the need to ensure that our rostering, attendance management and other procedures are effective. We also need to ensure that our shift patterns pass the test of 21st century thinking.

Much work has been done to bring overtime under control and credit is due to all those involved at station, division and HQ. The last few months have provided us with a good opportunity to lessen the impact of overtime on staff and the Force.

The coming months will see a continuing emphasis on this important issue.



ACC (Div Ops) Gerry McAuley

Staff Changes

- **Chief Supt Sharon Taylor**, Head of the MDP Professional Standards Department, has been temporarily promoted to the rank of Assistant Chief Constable, to be responsible for management of the personnel and training portfolio areas.

The appointment to T/ACC (P&T) will continue until at least 30 September 2004.

- The role of 'discipline authority', normally covered by ACC (P&T) will be the responsibility of ACC (OS), **Mr John Bligh**, until a permanent appointment to the ACC (P&T) post is made later this year.

- **Supt Jim Chapman**, SPO HMNB Clyde, is temporarily promoted to Chief Supt, to take over as UK Contingent Commander in Kosovo.

- Other recent changes have seen **Mr Steve Beedle**, former Head of Personnel, take over the new role of Director of the Directorate of Resources and Planning.

This embraces Business Development, MDP Finance, MDP Secretariat and Station Administration. Mr Beedle replaces on the Agency Management Board Mr Paul Crowther, formerly Head of MDP Secretariat, who has retired.

Letters to the Editor

From: PS 1099 Jim Carroll, HMNB Portsmouth

Dear Editor,

In life, a futile action can have a serious impact on your health, career and domestic bliss.

I am proud to say I was accepted into the MDP in January 2003, having spent some 13 years with the Home Office and looking forward to new challenges and diverse opportunities which were not accessible to me within the Home Office.

Unfortunately, unbeknown to me, an injury I sustained arresting a heroin addict, whilst at a "domestic" a year previously, came back with a vengeance with only five months in MDP.

It subsequently resulted in a spinal operation and no career prospects; needless to say, I had a massive sense of humour failure.

What happened next is the reason I am writing to you; the support and friendship displayed at, up to then, the bleakest period in my life was unprecedented.

My family and I were contacted by phone and in person every week. Friendships that were forged in those first five months were cast in stone over the next six months. People like John Shears, Andy Vine and

Ray Scott; the members of 3 Section who, from their lottery fund paid for my wife and I to attend the Christmas function, which included an overnight stay; Sue Mickleburgh, without her expert support and guidance I would have been lost, and of course the countless others at HMNB Portsmouth.

My Superintendent, Wendy Benson, was instrumental in my return to work. Having experienced many Superintendents I can say, without exception, this one truly cares and we are so very lucky to have her.

I know, to many reading this letter, it will have no affect on them and why should it? But, to those who can make a difference, and take note of it we have some seriously great people in our organization, their efforts and achievements go unnoticed.

What I have witnessed was not out of duty but a genuine display of camaraderie and the ability to care. I just need to publicly thank those people concerned. So, from my family and I, thank you all so very much for your continued support, kindness and friendship. It will never be forgotten.

Jim Carroll

Something to say?

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



Pictured at the MDP display are, left to right: A/PS Malcolm Williams (with Buster), Sergt Murray Simmonds (Bow) and PC Bob Horrocks (Kellogs)

Doggone! Weather puts a damper on top show

■ *Despite poor weather on the first day, members of the MDP's Dog Section who attended the "All About Dogs" event on May 8 and 9, were kept busy promoting the Force and providing an insight into how its working dogs are trained and deployed.*

The event, which took place at the Brentwood International Centre, in Essex, is the biggest outdoor dog show in Europe and has been running for two decades.

Sergt Murray Simmonds – accompanied by his dog Bow – was on stage in the experts' tent, where he spoke about MDP's use of the Belgian Malinois breed.

He said: "We were invited to attend the event for several reasons. One was to put on a static display, which we did. Secondly, A/Sergt Malcolm Williams was a judge in the 'Super Dogs' competition and I was there to talk about the way we use Belgian Malinois in the police service.

"One of the main reasons we were there was to talk to breeders and to persuade them to consider donating dogs to

MDP, particularly German Shepherds, Belgian Malinois and search dogs, such as Spaniels and Labradors," he said.

Several breeders took details of the MDP Dog Section, with a view to possibly donating dogs in the future, he added.

"There were also a lot of Home Office police officers there, with their dogs and we were able to exchange information with them. We also saw a lot of the new equipment which is coming on the market and were able to fly the MDP flag with the general public, explaining to them who we were and what we do," said Sergt Simmonds.

MDP Officers Receive Award from CAA

By Judith Slater
Corp Comms

for Assisting in Safe Landing
of Light Aircraft
at Colchester Garrison



PC Jim Ririe beside the makeshift runway – now full of army lorries

Photo by Paul Kemp/Audio Visual

■ ***The Civil Aviation Authority (CAA) General Safety Award for 2003 was jointly presented to four Ministry of Defence police officers, one Home Office Police officer and two MOD personnel in recognition of their “practical skills, quick thinking and common sense in averting a serious or possibly fatal accident.”***

They are:- MDP Officers Sergeant Sam Shields, PC Jim Ririe, PC Brian Britton and PC James Clift; PC Geoff Yates of Essex Police; Staff Sergeant Steven Anthony, a helicopter pilot, and Martin Grogan, Air Traffic Controller, both from Wattisham Airfield.

The incident took place in February 2003 when an instructor, on a night training flight from Southend to Norwich, reported that the engine of his Cessna 152 was running roughly. As the

aircraft passed close to Colchester the pilot reported to Air Traffic Control, at the Wattisham Army Base, that the problem was getting worse; he was unable to maintain height, but had seen a lit flat area which might be suitable for a forced landing.

At this point, Ministry of Defence Police (MDP) were called to help by Air Traffic Control, Wattisham. In the MDP Control Room that evening was PC Jim Ririe, who identified the potential landing

strip as a tarmac car park at Roman Barracks. Said Jim, “It is a fenced area with a row of buildings one side, a fuel compound the other and is banked up with a steep grassy mound at the far end.”

MDP officers Sergeant Sam Shields, PC Brian Britton and PC James Clift went to investigate the suitability of the spot for a light aircraft landing, accompanied by PC Geoff Yates of Essex Police, who in his spare time happened to be a pilot licence holder. They reported back to PC Jim Ririe that they were preparing the site with a vehicle at either end of the “landing strip” with blue lights on.

On his own in the MDP Control Room, PC Jim Ririe played a pivotal role in keeping all parties informed, from giving the pilot wind direction and distance, speaking to local authorities, both fire and medical. Asked what it was like he said, “The phones were constant but you had to keep a cool head. It’s not something you do every day.”

Lord Glenarthur, Chairman of the British Helicopter Advisory Board, presented them with the Tiger Moth Trophy at the RAF Club in London on 11 May 2004. Asked afterwards how they felt about it, a modest PC Brian Britton commented: “It is the primary duty of any police officer in this country to protect life. I believe we were just doing our job.”



Photo: Courtesy of CAA Press Office

Receiving their joint award at the CAA Ceremony in London

Anytime, Anyplace, Anywhere...

...that's Defence E Learning Centres (DELCS)

■ *Sergeant Paul Mayne, MDP E-learning Manager – Course Design Unit, has been instrumental in the organisation's purchase of £200,000 worth of portable e-learning computers.*

His aim, with the full backing of Insp Mike Richardson, Head of the Course Design Unit, is to address the imbalance in the availability of e-learning facilities to MDP officers, MDP Civilian Staff and members of MGS.

"There are many MDPGA personnel who do not have access to the organisation's networked computers or the Walk-In DELC centres available at the larger MOD sites," says Mike, "and this has a detrimental effect on an individual's access to e-learning."

Mike recognises this step as the beginning of an orchestrated change to the organisation's learning culture. "This is a first, yet significant step towards the wider provision of e-learning within our organisation - we hope to follow up the DELC project with more e-learning facilities over the next 12 months."

He takes this opportunity to remind TalkThrough readers of the MOD's Defence Training Review 2001 that announced:

"Our main aim is for 80 per cent of appropriate specialist training courses to deliver at least a quarter of their material by e-learning within five years. Some of the key points of our e-learning strategy are:

- A defence-wide approach, standardising courseware and reducing duplication of effort
- Provision of e-learning centres at or near units
- Material delivered by CD-ROM, Intranet or Internet

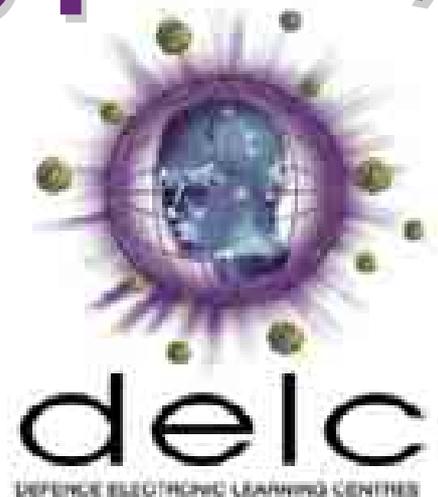
- The need for cultural changes, particularly in motivation of students and support from line managers and the chain of command
- Some in-house production of courseware, but exploitation of opportunities to work with other Government Departments, industry and other nations' forces
- Increasing opportunities for learning at work or at home



L to R: ACC Ops Supp John Bligh; CCMDP Lloyd Clark; Mr John Bruce, Logica CMG and Supt Chris Goldsmith, Head of Learning & Development

The review resulted in a contract with Logica CMG, which is able to provide all the MOD or MDP specific e-learning Courseware on CDs, and kits comprising one server and six laptop computers.

An independent learner would log in and accomplish their chosen courses, using the appropriate CDs. The training liaison officer would send the server back to Logica periodically.



The company would in turn collect data such as; who has done what courses, successful or unsuccessful, and pass the information back to the training liaison officer, and the individual.

Many frustrations, such as time spent travelling, having to leave the job, the family and the social scene, are sometimes seen as inconveniences by many personnel and create barriers to learning. Now some of these problems will disappear when MDPGA makes full use of the portable DELC computers.

Sergeant Paul Mayne has been working directly with Divisional Training Liaison Officers (TLOs) to provide each division with one kit. He hopes that the TLOs will deploy the kits where they identify the most need.

This service is available for all members of the agency, Ministry of Defence Police Officers, Ministry of Defence Guard Service and Ministry of Defence Police Civilian Staff.

"It's the next step in the e-learning culture change," says Paul Mayne "and will have a significant impact on the work/life balance of the members of the agency."

Enquiries to: Roseanna Coates – MDP Course Design Unit WFD 4311

Further information can be found at:

DELCS Site <http://www.delc.co.uk>

MDP G drive: Learning Development

Work Life Balance Website

<http://personnel.defence.mod.uk/personnel/corpweb/submenus/cedu.htm>

Defence Training Review Site

<http://personnel.defence.mod.uk/PERSONNEL/Training/defencetrainingreport2001vol1.pdf>

Logica on DefenceNet

<http://dcsa.defence.mod.uk/cat5/cons/logicacm/cbt/4.htm>

Diane's Nepal Orphanage Appeal

By DC Jackie Evans,
HQ Fraud Squad



Orphanage in Nepal Appeal

■ DEAR FELLOW COLLEAGUES

I am currently running an appeal for a particular orphanage out in Nepal (some of you may even have seen my posters – so if you have, a huge ‘Thank You’ to those concerned who have already dropped a few items in.

About 4 years ago I attended a national conference for women in Policework where I met Diane Doyle – a civilian operator for British Transport Police.

Last year, Diane informed all of her friends that she was selling up and going off backpacking around India.

During her travels Diane ended up working in an Orphanage in Nepal.

E-mails followed about ‘daily life’ for her and about the children she helped care for, which – as you can imagine – is very different from daily life here.

Below is an extract from one of Diane’s emails which will give you a little feel for how life is for these children. (Gunga is the ‘mother’ at the home).

Today I caught one of the kids pouring kerosene on a wound whilst he stood beside a naked flame. My heart nearly stopped. I discovered it is common practice for them to do this. I promptly went out and bought them some TCP. One of the kids (Sofia aged 4) had an accident yesterday and bust her eyebrow open, split like a peach. She passed out in my arms there was blood everywhere. I was stunned when Gunga started pouring milk down her throat. Unfortunately that is seen as the cure for most things here. I along with the help of one of the Himalyan Encounter guides managed to convince them that Sofia needed hospital treatment. It is not lack of care or concern that makes them reluctant to visit hospital/doctor, but money. If something can be

CONTINUED . . .

Nepal Orphanage Appeal

In March of this year Diane emailed all her friends to ask if they could send some basic items over such as toothpaste and soap, and that's where I fit into all this. I started a collection and so far have had a great response.

I cannot list all the people that have already helped/donated in this appeal – but I'm sure you will accept my one big 'Thank You' to you all here in TalkThrough.

Some of you may remember ex-ACC Miles who has been a godsend, arranging all the transportation in Nepal for me.

He tells me that corruption is rife from top level to bottom, so trying to help financially I believe is not a good option at this stage and the only real way to ensure that our donated items get from A to B is via contacts such as himself.

I have already had a generous offer of help from Major David Ronaldson (Army) who just happened to pick up the phone when I rang. He will be transporting some crates out to Katmandu for me in July – this will ensure they get to Mr Miles. The items will then have a five-hour journey by road over rough terrain that has land slides and land mines along the way – but that doesn't put me off!

Please let me know if you have any knowledge or ideas to make this more than a 'one off'.

Diane has asked for various items and already we have had a generous donation of 'Cussons' soap – a huge thank you there to Supt Robbie Allen, MDP Fraud Squad and his brother Julian, of Cussons Soap.

Items **still** required to be donated before the end of July are: antiseptic ointment; clothes; bed linen; hard soap (for washing clothes by hand); pencils; crayons and a jar of coffee for Gunga!

Should you wish to send any items direct to Mr Miles for onward transmission - his postal address is: Richard Miles, DFID, BFPO 04. However, BFPO do have rules and regulations on postage, so please check these out on their website www.bfpo.org before you post anything!

I, however, with a huge help from Mr Miles and

cured with milk, band aid or time then that's the way it is done. They do not always have the funds for a hospital visit and many times doctors/hospitals will not treat unless they see cash up front. Rishla the 14 year old female was learning to ride a bike the other day and the next thing she appears in the kitchen looking extremely shaken. I got her to sit down and asked her what was wrong - she had slipped whilst on the bike and had hit the handle bars with her mouth. Fortunately she had not split her lip but she did break a front tooth in half, leaving nerves exposed. Again the home does not have funds for dentistry. I told Niraje the co-owner of Himalayan Encounters what had happened, in the hope he would offer to pay for treatment and he did! This is costing 5000 rupees for a cap which is about 45.00 sterling. Doesn't sound much, but believe me that is big money out here.

I am not giving you these tales of woe to make you feel bad but to give an understanding of how things truly are here. There are no grants or agencies out here to aid welfare homes or people just down on their luck. If you do not have family or friends then you are truly on your own
. . . and that is very scary.

How did I end up here?

Well, when we got here there was no conservation work only a welfare home in need of volunteers. I was very nervous and not very happy about having to work with children. I do not have any nor do I want any so this was alien ground for me. I think the fact that we do a huge mixture of things, digging up fields, planting seeds, washing clothes, washing dishes, general cleaning of rooms, cleaning rice, preparing food, helping children with homework, playing with children, washing children and the list goes on makes it more interesting and we also have a better idea of what is needed and how they manage to function.

Many of the crops that are grown here are what keeps the kids fed, potatoes, lentils, sweetcorn, spinach, cauliflower. Without these I do not know how they would feed them all. They also have 2 water buffalo and these supply the milk which they make their own butter from. Gunga (the mother) has threatened to teach me how to milk the water buffalo but this seems to have slipped her mind - and I'm in no rush to remind her!

Major Davidson will be sending a crate or two out to Nepal at the end of July, and so if you wish to donate any items that Gunga has asked for or offer to help in other ways, then please forward your items/ideas to me at: **DC J Evans, Fraud Squad Financial Investigation Unit, Room 213/1071, MDPGA HQ, Wethersfield, Braintree, Essex, CM7 4AZ;** or at **MDP-HQ FS FIU DC2 (internal e-mail).**

If you require any further information then please do not hesitate to contact me direct at Wfd x 4144 (01371 854144).

Wildlife Cop wins Top Award



Alan Wilson, Deputy Environmental Minister, hands the award to John Simpson – watched over by an appreciative otter

■ ***At the annual Wildlife Crime Conference, held at the Scottish Police College Tulliallan, Deputy Environment Minister, Alan Wilson MSP, handed the Partnership for Action against Wildlife Crime Award to Temporary Sergeant John Simpson.***

The Award was given in recognition of the years of service in the fight against wildlife and environmental crime.

This prestigious event was attended by members of the National Criminal Intelligence Service, police officers throughout Great Britain and many

non-government organisations such as the Scottish Society for the Prevention of Cruelty to Animals, the Royal Society for the Protection of Birds and the British Association for Shooting and Conservation.

The PAW award is an annual competition between all Scottish forces, Customs and Excise and all the partnership agencies involved in the fight against wildlife crime. The judging panel included representatives of the Scottish Executive, Scottish Natural Heritage and the Association of Chief Police Officers in Scotland.

T/Sergt Simpson said: "I was delighted to win this award. It is a very public 'thank you' to the MoD Police and to all who have helped promote the partnership approach in fighting

wildlife crime throughout the community".

T/Sergeant Simpson also helped organise this year's Wildlife Crime Conference and delivered a joint presentation, with an officer from Strathclyde Police, on their work with the PAW Media and Events Committee. John added: "On behalf of the Wildlife crime team, I would like to thank all those officers throughout Scotland who have helped in whatever way they could. It is appreciated, particularly by the agencies that have enjoyed working with us."

"The wildlife crime team will be staging a number of imaginative and well publicised events across Scotland this year and everyone will be welcome to come along and get involved," said John.



PC Ian Gutteridge calls in for the final time before his retirement

Ian signs off

■ *RNAS Cudrose-based MDP Constable Ian Gutteridge has carried out his last duty and is retiring after nearly 20 years in the Force.*

Ian began his career with the MDP in 1985 after 22 years' service in the Royal Navy and has served at RNAY Wroughton in Wiltshire, HMS Raleigh at Torpoint, in Cornwall, before joining the staff at RNAS Cudrose in 1997.

A familiar face around the local area, Ian is keen on all aspects of amateur dramatics and is an active member of the Cudrose Theatre Club, Meneage Arts, Helston Opera Group and West Cornwall Theatre Group.

He is now looking forward to his retirement, which will give him more time to 'tread the boards' in any forthcoming productions.

Leaving Dean Hill

By PC Stuart Sparrow, DLO Andover

■ *Although the MDP complement at DMC Dean Hill did not hand over the keys for the Main Gate to the depot to Initial Security until 18.30 hrs on Wednesday 31 March 2004, the official closing ceremony was held a week earlier.*

A large crowd had gathered for the event and it was sad to see so many of the former employees there to witness the end of what, to them, was a very special place to work. The closing ceremony was conducted by Peter Fry, Managing Director DMC Gosport and Steve Rhodes, Officer in Charge at Dean Hill.

Construction of the 583 acre site, located on the Wiltshire/Hampshire border, was started in the late 1930s and was used to store and maintain Royal Naval armaments initially (and then for all three services) for approximately 65 years.

There were 24 underground magazines buried into the hillside on the south side of



L to R: PC Chris Wallace rtd; PC Chris Saxby; PS Simon Marshall rtd; Insp. Trevor Howland; PC Colin Iles rtd and PS Keith Grant

the depot and a narrow gauge railway network linking all the magazines to the various maintenance, repair and inspection buildings dispersed throughout the site.

Affectionately known locally as the Admiralty 'Dump' it was the main inland storage of Naval conventional weapons.

However, during the Cold War years it was also the home for much of the Navy's nuclear deterrent. Dean Hill played a key role in supplying the Navy through the Second World War, the Falklands War, two Gulf Wars and many other conflicts and, because of this, it came as a great surprise to everybody when it was announced early in 2002 to close the depot.

Steve Rhodes fought long and hard to prevent the closure and protect the jobs of a work force that had always worked hard, with great pride and loyalty even up until the final day.

The MDP complement has been dispersed mainly around Western and South East Divisions. Two officers returned to their old stamping ground at Lakenheath with four officers taking the opportunity of early retirement.

The closing ceremony on 24 March 2004 was a very sad day for everyone involved with Dean Hill and, even though it was a sunny day, the skies managed to shed a tear or two as Peter Fry conducted his closure speech.

Winning Streak!

■ See who the lucky punters are in the MDP Central Sports and Welfare Association Lottery, February and March 2004

FEBRUARY

1st	£3,000	PC M Beaver, CMU Clyde
2nd	£2,000	Mr A McDermott, formerly ACC(P&T)
3rd	£1,000	PS G J Hughes, HQ Hereford Garrison
4th	£850	PS M N Stagg, DSTL Porton Down
5th	£700	PC G R Loomes, HMNB Devonport
6th	£650	PC G A Saville, DLO Andover
7th	£600	PS J Spirit, SEME HQ Bordon Garrison
8th	£550	PS D J Draper, HMNB Devonport
9th	£500	PC A J Wall, HQ Hereford Garrison
10th	£450	PC D W Hooper, RNAD Coulport
11th	£350	Supt R J Phillips, NE Div HQ

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1st	£3,000	PS G Williams, DSG Ashchurch
2nd	£2,000	PC R G Scott, HMNB Portsmouth
3rd	£1,000	E2 K Brown, CMU Clyde
4th	£850	PC M J Heywood, HMNB Portsmouth
5th	£700	PS M J Bassenger, DSTL Porton Down
6th	£650	PC K D Gill, DSTL Fort Halstead
7th	£600	PC P Priestley, CTC Lymstone
8th	£550	PS L A Sloan, DMC Glen Douglas
9th	£500	PC S Bull, CTC Lymstone
10th	£450	PC R Nicholas, USN London
11th	£350	PC A A Keight, HMNB Devonport

Keep sending us your views

Many thanks for those of you who have taken the trouble to complete the reader survey in Issue 117 of **TalkThrough** – the response has been most encouraging, but we need more! In case you missed it last time, we are reproducing the

questionnaire below and look forward to hearing your views, which will help us to plan future issues of **TalkThrough**, to make sure that they reflect what you, the readers, want from your magazine.

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):





Keeping guard outside the Old War Office Building in Whitehall

Photo by Paul Kemp/Audio Visual