

# Talk Through

The Magazine of the  
Ministry of Defence Police



## Supporting the MOD Main Effort



Also inside:

- Senior Police Officers' annual conference
- Key Priorities for the year ahead

Issue 147 Spring 2011



# Contents

Issue 147 Spring 2011

Top-level visitors to MDP HQ	1
SPOs' Conference 2011	4
Mission Statement and Key Priorities	6
Supporting the MOD Main Effort	8
CID Success	14
Tested to their Limits – DSG Scotland	16
Hydra given high profile demo	21
Fatal shooting scenario: PIM tested	24
Burghfield Fundraising	29
MDP in the Media	32



Page 4



Page 8



Page 16



Page 24

FRONT COVER:  
Main – PC Ian Houghton, one of several MDP officers who have served in Afghanistan.  
Clockwise (from top left) – CCMDP Steve Love on a recent visit to Helmand; Ch Insp Avrina Montgomery; T/Insp Jane Underwood.  
Full stories on pages 8-13

# Top-level visitors to MDP HQ

By Norman Hicks

Photographs by Paul Kemp



Early Release Scheme (VERS) and other key reviews and programmes of work affecting the Force and the wider Agency.

■ **VCDS**, during his January 21 visit, spent the morning being given a comprehensive briefing on 'who we are and what we do', including a visit to the Operational Support Unit, as well as joining a discussion about the crime work of the Force, its work in Afghanistan and its community policing role.

At the subsequent Town Hall meeting, he said: "It's very nice to come and see in the flesh and on the ground the breadth and diversity of what the Agency does. What you do is very much a core Defence output and very much a specialist role."

"What you do is invaluable, it's bespoke, nobody else could do it and, for those who wear uniforms, these are outputs for which we are deeply grateful. You are very much a part of the integrated team."

"The challenge immediately is to ensure that you can make an appropriate contribution to the savings that the country asks of Defence and, cascading down, of you, but at the same time not prejudice your institutional viability, or your core outputs."

■ **Many of the MOD's senior leaders have been visiting MDP Headquarters at Wethersfield to learn more about who we are and what we do, whilst key decisions are in the process of being taken about the future of the Force, as part of a wide-ranging review of Defence.**

Each of these senior MOD personnel has taken the time to attend a Town Hall meeting at the HQ Briefing Centre and has been happy to answer questions from officers and members of the civilian support staff about the current status of the Strategic Defence and Security Review, Planning Round 11, the Voluntary

Following a visit by Minister for Defence Personnel, Welfare and Veterans Andrew Robathan MP in December (as reported in *TalkThrough* 146 – Winter 2010-11), there have been further visits by the Vice Chief of the Defence Staff, Gen Sir Nick Houghton in January and 2nd PUS Jon Day two months later.

Agency Owner and DGHRCs Susan Scholefield also visited to attend the Senior Police Officers' annual conference in March.



## TalkThrough

### Editor:

Norman Hicks  
Corporate Communications  
Room 127/1070  
MDP Wethersfield  
Braintree, Essex CM7 4AZ  
tel: 01371 854206  
fax: 01371 854010  
e-mail: corpcomms@mdpga.mod.uk

### Assistant Editor

Judith Slater. tel: 01371 854751  
Website: [www.mdp.mod.uk](http://www.mdp.mod.uk)

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.



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# Top-level visitors to MDP HQ

■ For his first visit to Wethersfield, on March 4th, 2nd PUS focused on the MDP's operational delivery, how the Force fits into the Afghanistan jigsaw, the nuclear scene – both for security and response – and the efficiency of the Force and how it fits to Defence need.

He told the Town Hall meeting at the HQ Briefing Centre that he was delighted to have the opportunity to visit Wethersfield and find out more about the MDP.

"For me it is like going home, because I come from a pro-police family," he said, listing a number of his relatives who have had links to the police service.

As VCDs had done earlier in the year, Mr Day set the current move to transform Defence into the context of the national financial picture and the present Government's ambition to balance the nation's books.

It was not a unique situation for Defence, he said, pointing to previous national financial crises which had involved the MOD in having to undertake a certain degree of reconfiguration, as was the case now.

Compared to those earlier occasions, he said, the MOD was in a much better place now.

"Operations in Afghanistan, which I know many of the people here have been involved in, are going well. There is a lot to do in the areas of governance and supporting the State, which you are contributing towards, but we are winning on the ground."

Referring to other recent operations in the Middle East – notably in Libya – Mr Day said: "They have done wonders for Defence reputation, because we showed that we 'can do' at very short notice, as we always do."

Another reason to feel more confident about the future of Defence was the SDSR which he said, in his view: "has provided us with a very credible and coherent vision for the long-term future of Defence."

Clearly, the global financial crisis was having a huge impact, he said, adding: "This is not Defence specific, or even UK specific, although I appreciate that that doesn't make it any easier for us in trying to resolve these difficult issues."

The Defence budget had been cut by seven-and-a-half per cent, as part of

overall Government cuts and, since the SDSR had been concluded other factors, such as increases in fuel costs, unfavourable foreign exchange rates and other financial pressures had added to the difficulties being faced within the MOD and would lead inevitably to some tough choices having to be made.

'Doing better with less' was the buzz word around Whitehall, he said. "What this means is trying to do better with fewer resources in terms of people, money and infrastructure."

Mr Day has set up Defence Operations Board Transformation, with its own support body. "This is intended to prioritise and sequence all of this change – to co-ordinate it and drive it forward. In other words to make sure it makes sense and to make sure it works.

"This is not a rush for cuts at the expense of delivery," he said.

Critical decisions about the MOD's future structure were being taken with great care. "Nobody is relishing the process," said Mr Day.

But he felt optimistic that the organisation that would emerge from the end of the process would be "a different MOD but an equally important MOD."

■ Full details of progress in both the MOD and Agency transformation programmes can be found in the News and Chief's pages on the MDPGA Intranet, where there are also links to the relevant sections of the Defence Intranet.



# Q&A with the Chief

Interview by Norman Hicks Photograph by Paul Kemp

■ The many strands involved in defining the future shape of Defence and, in particular, Defence Policing and Guarding, are starting to be woven together into a coherent strategy for the next five years.

Chief Constable Steve Love has been playing a pivotal role in conducting top level briefings to provide accurate and timely advice to those who will be making the decisions about how the Force and wider Agency should operate in the future.

TalkThrough caught up with the Chief on the day in early March when he entertained 2nd PUS Jon Day at MDPGA HQ, Wethersfield, as part of this ongoing process. We began by asking him:

*What is to be gained by MOD reviewing our own HQ Review? Don't they trust us?*

The MOD isn't reviewing our Headquarters Review - they are helping us with it. We are working with Louise Tulett – who is in effect our budget holder in the MOD – and Her Majesty's Inspectorate of Constabulary to go through every line of the Headquarters Review, to make absolutely sure that we have got it as good as we can get it.

Between us we want to make sure that we have made every saving we can possibly make from HQ and support functions and costs, so as to make sure that we maximise resources for the policing front line.

But we also need to make sure, particularly with HMI's professional advice, that the HQ that we reach is fit for the purpose of supporting and delivering high quality operational services on the ground, including training, equipment, communications and command.



*Does the Home Secretary's announcement about a review of police allowances mean that we will have to review our own?*

We already have one. Since last year Trevor Woolley, a senior civil servant and former member of the Defence Board, has been undertaking a review of MDP's remuneration, conditions and allowances and gave us an interim report last year.

Our Agency Owner Susan Scholefield, however, now has to wait until the Home Office Winsor Review of police conditions is complete and the Home Secretary has considered it, because she will have to consider any implications from that review before firm recommendations about us can be made.

*Coping with the cuts required of us is bad enough, but why do we also have an overdraft? Were we too lavish with our spending in recent years?*

We have not been lavish with spending in recent years as those of us who have lived through PR07, Closing The Gap and PR09 will testify. Nor do we have an overdraft: we have had our budget reduced. The effect is the same – but it is because of a funding shortfall, not an overspend.

Prior to this shortfall we came in within one per cent of our planned budget every year for the last five years and our accounts are signed off by the National

Audit Office 'without qualification' – ie with no criticisms. We have one of the best financial management records anywhere in the MOD and can prove it.

*I'm a young officer – what does the future hold for me in terms of training and development? Will my career be held back for financial reasons?*

You have got a good future in an interesting police force. As for any young police officer in any force, nothing much gets given to you on a plate, but the opportunities are there for you to go out and grasp.

Our direction over many years has been towards specialist and top end policing and I am completely sure that we will continue to move in that direction and that is where your training and development will take you.

Promotions will be a bit sparse for a while, although we are making some. But that is a cycle which all police forces go through and, over a lifetime career, you get cycles where promotion opportunities expand and contract, but it all balances out in the end.

*What are we to read into all the top level visits to MDP Headquarters that we are getting?*

We are to read into it that I am doing my job of getting in among the very top brass and getting them to come and see for themselves what we do and what they get from us.

We had the Minister for Defence Personnel, Welfare and Veterans, Andrew Robathan MP, before Christmas, Vice Chief of the Defence Staff, General Sir Nick Houghton recently and now 2nd PUS Jon Day.

All three have put themselves up front for an open Town Hall meeting with any staff who can attend and I think this signifies on their part a renewed attitude at the top of the MOD to be open, listen and communicate, which I really support and have thanked them for.



# Facing up to the challenges ahead

## ■ ACC Divisional Operations Dave Allard, conference director, welcome delegates to the 15th annual Senior Police Officers' Conference at MDP Headquarters, Wethersfield in March.

He urged them to take full advantage of the opportunities to engage with the different presentations and to make use of breakout sessions to network with colleagues.

"This conference is once again evidence that the Force is developing and trying to move forward, albeit under difficult circumstances," he said.

Chief Constable Steve Love then provided a confidential briefing on "the here and now and the themes that will dominate our professional lives for at least the next two years", bringing SPOs up to date with all that he knew at that time about the MOD's restructuring and its affect on the Force.

He took them through a diagrammatic 'critical path' of all the things that need to be done to get the Force from where it is now, to having a clearly defined footprint within Defence.

### In Memoriam

Delegates observed a minute's silence in memory of the following serving officers who had passed away during the previous 12 months:

James Gerard Balfe  
Roy Martin Chapman  
Elizabeth Anne Hambrey  
Craig Alexander Judge  
Stephen Edward Miles  
Mark Peter Musselwhite

Agency Secretary David King then reinforced the Chief's analysis by showing how the various strands of the Strategic Defence and Security Review (SDSR) and other subsequent reviews involving MDP were dependent on being able to demonstrate value for money in the future, throughout Defence as well as within the Agency.

Deputy Chief Constable Gerry McAuley picked up on the Chief's "challenging" presentation and especially the focus on what was not yet known about the impact on the Force of the various change programmes being rolled out at the time.

Mr McAuley said:

**"There are, however, a lot of things we do know.**

**"We do know that there is a huge expectation still on the MDP to provide high quality diligent policing services.**

**"We do know that there is a requirement on our CID and Fraud Squad to do likewise in terms of their particular world.**

**"And we do know that there is a requirement and an expectation on the MDP to be responsive in how it goes about its business.**

"Just picking up on that responsive theme, I am sure colleagues will be interested to know that earlier today we began planning for a modest – and please note the use of the word modest – enhancement of three operational RAF establishments in support of the Royal Air Force.

"So, despite everything that is going on, we are continuing to deliver excellence in policing," said Mr McAuley.

Members of his portfolio staff then provided delegates with updates on areas including the Police National Database, Information Assurance, Professional Standards – including the introduction of a drugs and alcohol testing pilot scheme – and, finally, Operational Assurance.

By Norman Hicks  
Photograph by Paul Kemp



The then Head of Profession for the MGS, Sandy MacCormick made his final appearance at the SPOs' conference before his impending retirement, treating delegates to another robust appraisal of the current state of play within the Guard Service.

Despite all the uncertainty about the organisation's future role, there was much to be positive about, he said, singling out the National Security Inspectorate's award of Gold Standard accreditation to the MGS as a highlight of the past year.

ACC Professional Development John Bligh opened the second day of the conference by introducing key elements of his portfolio, covering Professional Development, Learning and Development, Communications and Information Systems (transition and security) and HR, including the Voluntary Early Release Scheme.

"We are ultimately a service oriented portfolio, aimed at making sure that you've got the right people, with the right training and the right qualifications

in the right place and with the right support systems in terms of IT," said Mr Bligh.

ACC Operational Support Robert Chidley led the next session, looking at the operational capabilities, information

sharing and international policing aspects of his portfolio.

The session also included a filmed briefing from the Criminal Investigation Department.

A presentation on the work of the Metropolitan Police's Fixed Threat Assessment Centre was well received as was a challenging session from Chief Insp Fiona Kerr, MDP chair of the Women's Police Association on the topic of 'Diversity in Change Management'.

Chair of the MOD Police Committee David Riddle spoke of the 'State of the Force' visits he and his colleagues have been undertaking and there was a welcome return from Agency Owner Susan Scholefield who provided her insight to the current state of play in the wider MOD and how it may impact on the Agency.

The final half day began with a look at Divisional Operations issues, led by ACC (DO) Allard and included an interesting brief from Supt Rob Allen on his current seconded role as Chief of the Gibraltar Defence Police.

There was an open forum with members of the Agency Management Board, which was followed by the Chief's summing up of the conference and his look ahead, beyond the current planning round to the future policing and guarding profile of the Agency.

He told delegates:

**"And hear this. The extraordinary things which the MDP has achieved both in its long term past and in recent years, leave me in no doubt that we have in this Force, in this room, the people of the quality, calibre, experience and commitment to take this on and see it through.**

"There is plenty for all of us to do. I am looking forward to getting on with it. After two years of PR09 freeze I am impatient to get on with it.

"My thanks are due to the organisers of this conference, the speakers, the support team, Dave Allard our host, and to all of you for your time and contribution here. Ladies and Gentlemen, this has been a real conference and an excellent conference. Thank you for making it so."

## Launch of 40th MDP anniversary celebration

Deputy Chief Constable Gerry McAuley told delegates at the 15th annual SPOs' conference in March that the 40th anniversary of the Force will be marked this year, but within the constraints of the current financial situation.

He said: "In 1996 we were involved in quite an impressive event to mark the 25th anniversary. There won't be a similar programme this year, but there will be some lower key, but nevertheless still quite significant events to mark the occasion.

"Following a request to the organisers of the Remembrance Day parade we will be in attendance this year for the first time in our history," said Mr McAuley.

"We will also be having a special edition of the Force magazine, *TalkThrough*, which will have a bit of a retrospective on the last 40 years.

"One aspect of it will be the launch of a competition in the magazine for the image that best sums up the last forty years of the MDP and I understand that we may be able to offer a small prize from the Chief Constable's fund for the best one," he added.

**"We won't be able to blow the trumpet this year – the financial situation won't allow that – but equally we won't let our fortieth year pass unnoticed."**



# Mission Statement and Key Priorities

## – an overview from the Chief

■ *The MOD Police and Guarding Agency has a new sharper Mission Statement and a set of Key Priorities based on what we bring to Defence.*

TalkThrough asked Chief Constable Steve Love – the Agency's Chief Executive – to explain the thinking behind the Agency Management Board's new approach to defining the organisation's role within the Department.

He said:

"We decided that it is the right time to be even clearer to our customers and the Department about what we bring to the party.

"This is important because, when I'm engaging with the MOD's senior management and with our customers I need our Mission Statement and Key Priorities to give them a clearer message about 'This is what we are here for, this is what we bring to Defence, this is what we do.'

"So we have kept the Mission Statement simple – shorter than what existed before and much clearer.

"It is also important to note that we now have the words 'safety' and 'response' as well as 'security' in our Mission. That is because we provide safety and response as well as security.

"Under the heading 'What we bring to Defence' in the Mission Statement, we have written down the four things that we bring to Defence: Secure and uninterrupted operation of the nuclear deterrent; our contribution to the Afghan effort; Protection of Defence people, materiel, estate and Response.



"When I am telling people who we are and what we do, in my first minute I can use the Mission Statement to get over very clearly, who we are and what we do. That is important, especially now."

Under each of the four headings within the Mission Statement are brief explanations of what we mean by them, he added.

"The final statement, about our repayment tasks, is in there because we believe it is important to stress that there are also important things that we do, with MOD approval, for the benefit of the nation as a whole.

"Having established what it is that we bring to Defence, we then need to show how that Mission Statement plays into our Key Priorities.

"After several years with the same seven to nine key targets being refreshed annually, we decided that the time had come to refresh and re-think some of our targets which

sometimes in the past have not fully reflected our overall performance.

**"Our eight Key Priorities now reflect exactly what we should be doing : match fit operational delivery, on budget, while we see through the PR11 transition and reorganisation. Some of these priorities will have numerical targets. Others we will report on using a "narrative report" which means that we will say what we are doing without trying artificially to create a bureaucratic statistical process."**

"The reality of the budget situation is that there are some of these targets that we simply cannot achieve in 2011/12. However, these are Priorities that are designed to sustain us to 2015. Our budget resources, footprint and taskings will be brought back into balance over the PR11 (2011-2014) period. I am confident that these new, sharper, priorities are now exactly what we need."

# MDPGA Mission Statement

## What we are here for

We are here to support the UK's defence by providing specialist policing services and accredited guarding: security, safety and response

## What we bring to Defence

1. **Secure and uninterrupted operation of the nuclear deterrent**
  - a. nuclear security and defensive armed nuclear policing.
  - b. nuclear weapons movements and escort.
2. **Afghan effort**
  - a. police capacity-building in Afghanistan;
  - b. looking after Service families back home;
  - c. attacking theft of military materiel.

## 3. Protection of Defence people, materiel and estate

- a. armed policing of critical sites and strategic assets;
- b. unarmed security guarding;
- c. fraud and corruption prevention, investigation and asset recovery;
- d. security and data loss investigation.

## 4. Response

- a. nuclear guard force;
- b. major incident response and surge.
- c. public order and protest.

We also support the US visiting forces and wider government on a repayment basis and with MOD approval, e.g. critical national infrastructure, overseas police capacity building.

# MDPGA Key Priorities 2011/12

## KEY PRIORITY 1 – To support the secure and uninterrupted operation of the UK's nuclear deterrent

- a. To retain substantial assurance from the DE&S Strategic Weapons Project Team (SWPT) and DE&S Principal Security Advisor (PSyA) quality assurance inspection process.
- b. To have delivered at least 98% of MDP and MGS agreed UK customer tasks at nuclear sites.

## KEY PRIORITY 2 – To support the Defence Main Effort in Afghanistan

- a. To have achieved 100% of HMG/MOD approved requirements for Afghanistan National Police capacity building.
- b. To have 100% of all Defence Community Police Officers (DCPO) positions occupied.
- c. To assist the MOD in the detection and recovery of military materiel theft.

## KEY PRIORITY 3 – To ensure the protection of Defence people, assets, information and estate

- a. To have delivered at least 95% of MDP and MGS agreed UK customer tasks at non-nuclear sites including MOD Trading Funds.
- b. To assist the MOD in preventing and detecting fraud and corruption, and any subsequent recovery of losses.
- c. To assist the MOD in the investigation of security and data loss.

## KEY PRIORITY 4 – To provide a response to Defence major incidents

- a. To have passed the annual Nuclear Guard Force assessment.
- b. To provide a police operational and major incident surge capability that meets the Department's Statement of Requirement.
- c. To achieve the MDP Public Order Standard.

## KEY PRIORITY 5 – To meet the security requirements of all non-MOD repayment customers

To have delivered 100% of MDP and MGS agreed UK customer tasks at non-MOD payment sites.

## KEY PRIORITY 6 – To maintain MDP and MGS operational and professional standards

To have met and maintained 100% of MDP and MGS accreditation and compliance for:

- |  |  |
|--|--|
| a. MDPNet accreditation  | g. National Standard for Incident Recording                                  |
| b. NPIA Firearms Training Licence  | h. Diversity through incorporation into the MOD's new Equality Act framework |
| c. MDP Level 2 Investigation Programme                                   | External MGS accreditations for:   |
| d. ACPO accreditation for Police Dog Training Instructors                | a. The National Security Industry Gold Standard                              |
| e. Information Assurance Maturity Model Level 3                          | b. Security Industry Authority Standard                                      |
| f. National Crime Recording Standards/Scottish Crime Recording Standards |  |

## KEY PRIORITY 7 – To ensure that the Agency Transition programme is on track

To have achieved 100% of agreed Agency transition programme milestones for 2011/12.  
To have achieved a 'Your Say' engagement score that exceeds that of the CTILB parent unit.

## KEY PRIORITY 8 – To ensure that the MPDGA delivers on budget

To deliver specified outputs within 1% of authorised control total.



# Supporting the MOD Main Effort

## Building the Afghan National Police

■ *Chief Inspector Avrina Montgomery has just returned from a year long detachment to Afghanistan where she played an important role in developing the Afghan National Police.*

Working with the NATO Training Mission Afghanistan in Kabul, Avrina served as Head of Training and Development of the ANP (Afghan National Police) on a national level from October 2009 until her return to the UK at the end of October 2010. Now back in the UK working as Head of ATC, **TalkThrough** caught up with Avrina to find out about her year in Afghanistan.

### Approaching the task

The job was advertised through IPSO and after applying to the stabilisation unit, FCO and being interviewed on the telephone from Kabul, Avrina was offered the post.

Avrina quickly realised the scale of the job she was about to undertake.

She said: "I did my 'desktop research' before I went away by reading a lot and speaking to those within MDP who had already been out to Afghanistan.

On arrival, my first task was to gather information and make crucial contacts with the other stakeholders like EUPol, the German Police Project Team and those within the ANP itself, in particular the Afghan General in charge of training. It was clear that only by working together would we be able to achieve what we wanted."

Interview by Judith Slater



Chief Insp Avrina Montgomery meets (from left to right) Maj Gen Ahmadzai and Maj Gen Quodossi

By December – just two months after Avrina arrived – the Head of EUPol and the Two Star General for NTMA had signed an official agreement to work together, which was imperative if training to a national standard was to be achieved.

Over the next 10 months, Avrina and her team got involved in a number of projects to help forward the development of the ANP.

### Literacy and Numeracy

Chief Insp Montgomery is an advocate of education being the key to success and one of her team's proudest achievements was to amend the Basic Course taken by all recruits to include 64 hours of literacy and numeracy, in either Dari or Pashtu.

This enabled recruits to write their names and begin to read, including the Koran, and so it opened up a whole new world to them.

"They can start to question what they're told, and check it for themselves", Avrina explains. And it doesn't stop there. Once the ANP officers have achieved this Grade 1 level, they can move on to Grades 2 and 3. In total, that is 300 hours of learning.

Persuading the Coalition to use these tutorials meant that it could be rolled out to all 42 training centres, and not just the ones run by NTMA.

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## Chief returns to Afghanistan

Chief Constable Steve Love, accompanied by Insp Alistair Eivers, MDP Liaison Officer with Permanent Joint Headquarters, paid a return visit to Helmand Province, Afghanistan in March.

He was there to follow up on his previous meetings with the major partners engaged in reconstruction and training of the Afghan National Police (ANP), to further discuss the roles and progress of MDP officers in theatre and to identify any areas for improvement.

ACC Operational Support Robert Chidley later told delegates at the Senior Police Officers' Conference at MDPHQ Wethersfield that the Force had brought to Helmand a wealth of

experience of overseas policing and, in particular, in the field of training local individuals to form an indigenous police presence as part of the establishment of the Rule of Law.

"We have got lots of officers who are really up for going and doing this

role," said Mr Chidley. "The important thing for us to recognise is that this is the day job. It's a very different day job, but it's the day job nonetheless."

The MDP officers serving out in Afghanistan are doing so as part of the MOD's Main Effort and work alongside their military colleagues to ensure that local police recruits emerge from the Afghan National Police Training School with the full range of skills required to perform effectively, he said.

It was the latest in a series of overseas deployments in recent years, conducted in support both of Government policy and of linked MOD operations, with MDP's main contribution being to use its officers' skills in training, mentoring and community policing to assist in post-conflict reconstruction efforts.





# Building the Afghan National Police



The team Avrina worked with to get this and other programmes started were of many different nationalities, including Jordanian, Turkish, French, German, Italian, Canadian, and British.

## Fresh insights

Looking at both the educational levels of ANP recruits (95 per cent of the population cannot read) and finding out exactly what, once trained, they would be expected to do, rather than make assumptions, gave the team some fresh insights into what they needed to focus on.

**"It isn't rocket science. Many of those joining the ANP might not be able to read, but many were extremely intelligent and had a superb ability at recalling incidents. So, from this, we gleaned that lessons had to be done practically, rather than just by classroom learning. That allowed us to get a better assessment of how they would perform on the ground, during real incidents."**

"We also made sure that the training was specific to the job the individual would be doing. For instance, a basic patrolman would not be responsible for investigating a crime – CID would do that. Neither would they be responsible for investigating traffic collisions as that is the responsibility of the Traffic Police. So we tailored the training to be more relevant."

The Team developed the training programme alongside the Afghan Police Officers and put their proposals forward to the Minister of the Interior. In August 2010, approval was granted for the new national Basic Course to be rolled out across the whole country.

## Continuation training

For those officers who decided they wanted to further their training or specialise – whether in CID or traffic – there was little option available.

So work was also done by Avrina and her team to develop extra training, such as on Domestic Violence or investigation skills, which is now being offered.

## The 'southern gap'

Traditionally, the three year Officer Course for the ANP has been held in Kabul.

Sometimes for those from the south of the country the lure and enticement of the bright city lights, shops and a much higher standard of living than they are used to often proved too much of a temptation.

Many succumbed to the city's charms and refused to return to the south where life was so much harder, often with no electricity or running water.

So, to try to rectify this problem, Chief Inspr Montgomery and her team introduced a pilot six-month Officers' Course in Kabul.

"Because of its success, we then looked at running it in Kandahar and, just as I was leaving, a pilot was starting there. In fact, I was delighted to receive an email from one of the team recently to say everything had gone well. The plan is to take it to Helmand next."

## More and more women are joining the ANP

This is a sensitive issue within a male dominated society, but some of the issues are similar to what we in the West have faced in the recent past.

What Avrina believes is that by recognising the Afghan culture and religion, and embracing it, rather than trying to put across strong, and alien, Western views, people are more likely to listen.

"Men are not supposed to touch other women and so here you have a strong case to train up female police to search women – for instance at the border control points.

"Attending the graduation ceremonies for female police officers was one of my greatest pleasures," says Avrina.

"It always really moved me, because I know how hard it would have been for them to get to where they are. I would chat to them individually afterwards and try to give them a positive message; to let them know there is the possibility of doing well, of living a life free from fear of violence of assault, and that you can get on.

"To have a female MDP officer standing up in a position of authority in front of them must also have sent out strong messages and given the female officers positive feelings about what they are doing."

However, women wishing to join the ANP still can face difficulties.

"They have to get a male relative's written permission to join,



or they sign up in secret, but then have to keep this concealed from their families."

## All ANP, both men and women, are brave to join

It is not only female recruits who face difficulties. On average, ten ANP are killed every day throughout the country. With extended families relying on one income earner, each death has a devastating effect on brothers, sisters, aunts, uncles and grandparents.

**"These recruits are some of the bravest people I have met. They leave their families, often putting themselves and those they leave behind at risk, to train up. And when they graduate, they then face danger on a daily basis. But that doesn't faze them. They are committed and determined to succeed and help improve the lives of their families and local people."**



## Target reached

A target to recruit 136,000 ANP members by October 2010 was achieved.

The NTMA has also grown in size from 1,000 to 2,000 staff. It means there is now a dedicated engineering department whose sole purpose is to build new police accommodation and stations or barracks. Another team now looks purely at communications, teaching the ANP about working with local media, whilst another deals with uniforms and equipment.

Avrina says it is making a real difference:

"A lot of people, including MDP, have dedicated themselves to the task of getting the country to a position where the Afghan Security forces, including ANP, can take on the responsibility for the safety and security of Afghanistan. This is being done through training, supplying of equipment and building capability. This has always been the end target.

"My time working at NTMA has been one of the most satisfying tasks that I have undertaken. It was a real challenge, being away from my family, changes I had to make in my working practises and working alongside other organisations and agencies. But my over-riding memories that I will cherish are of the colleagues I met and worked alongside and the Afghan police I had the pleasure to serve with."

CONTINUED . . .



# MDP officer's high hopes for future of Afghanistan Police

Report by Steve Partridge



■ **An MOD Police officer recently returned from a six month mission to train Afghan National Police (ANP) recruits says she is optimistic for the future of the country.**

Temporary Inspector Jane Underwood was the Head of Civilian Policing at the Helmand Police Training Centre (HPTC) and led a ten-strong team of MOD Police (MDP) officers in mentoring new recruits.

She said: "Personally I am very optimistic about the future. If we continue to concentrate on the development of the ANP then we have to be. When you are training you have to put over a very positive attitude and trust the Afghans themselves to be capable of running their own security forces.

"They understand what's right and what's wrong and good and bad and it's about breaking the cycle from the past. It's about being brave and standing up to the problems they see.

"That's where our training can help; we interact with the ANP at all levels and seek to break old patterns of behaviour.

"They are beginning to understand that what they are trying to

achieve is to build up trust with the local population. They know they have bridges they need to rebuild.

"Gradually, through education, things will change. Certainly the majority of the people I met were enthusiastic, even those who have been in the ANP for some time but who were having their first training.

**"You could see the changes in them. One of my top recruits was someone who had lost a leg after being injured fighting the insurgency. He'd been in the ANP a long time but was receiving his first training, yet his dedication and attitude were fantastic."**

T/Insp Underwood was well placed to train recruits having spent

much of the last five years training MDP officers at the Force HQ, at Wethersfield. She joined the HPTC in May 2010 after it had been operating for six months.

Initially she worked alongside Army trainers from the Queen's Royal Lancers Regiment before then being joined on her mission by soldiers from 5 Scots.

"Establishing the Rule of Law in Afghanistan is obviously key to the country's future stability and with my training and policing skills I knew that I had something to offer," she said.

"The training centre was up and running when I arrived but we knew we needed to push it on. It's such an evolving beast, it's constantly changing, adapting and improving, and it has to in order to deal with the challenges it faces.

"Classes have big numbers. Here in the UK we had a maximum of 18, but there they had 35 to a class. Another issue is that nearly all of the students are illiterate, so that in itself raises problems; conventional teaching practices go out the window.

"You could do very little lecturing because the students wouldn't be able to absorb it. Instead everything was procedure driven with lots of role play and hands on stuff. It was about looking at ways they could absorb the information and really enjoy it.

"We had a core of Afghan instructors working with us who could reinforce and consolidate that and eventually these instructors will be doing all the training themselves.



"The students also had 64 hours of literacy instruction over the eight week course and that's another key element for success. It's a driver for recruitment, it empowers them.

"One of my defining moments was to see an ANP trainee, an existing officer who had never had any training in the past, come up to me with his work book to show he had written his own name in his own language for the first time.

"To see how proud he was, it stopped me in my tracks, because that's a huge key to success."

The environment that the ANP officers have to work in means that

the training is by necessity a mix of civilian policing and more military tactics and procedures as well.

T/Insp Underwood said:

**"They go on patrol as police officers but anything could happen. So if they are fired upon they have to be able to respond to that, use their skills and then deal with the aftermath."**

**"My team concentrated on the civilian policing aims for the first weeks of training whilst the Army concentrated on the areas of their expertise, then it starts to all join up and everything we do after that we do together."**

Among the skills taught to recruits are baton handling, handcuffs use, arrest procedures, proportional use of force, custody procedures and the Afghan constitution and law. They also learn weapon handling, marksmanship and mines and bomb detection.

T/Insp Underwood said: "It's an eight week course but the development after that is constant. The HPTC is a starting point, it's not the end. There are teams of British soldiers and Royal Military Police who go out around the patrol bases and check points and continue the training.

"But it all comes back to being a police officer and working with the local community and there are now areas in Helmand where they can do that job."

## Training Afghan Police in Basic Policing Skills

■ **Last September, PC Ian Houghton exchanged patrolling the Atomic Weapons Establishment in Aldermaston for training Afghan Police at the Police Regional Training Centre (South West) in Lashkar Gah, Helmand.**

Establishing the Rule of Law in Afghanistan is essential for the country's future stability and forms a key plank of the MOD's Main Effort there.

PC Houghton has been an MDP officer for three years, but spent ten years before that with the Hampshire Force.

In Helmand he became part of a team teaching basic policing skills to Afghan recruits who are training to become part of the growing ANP force that will eventually take over control of security in the area.

For eight weeks he and some of the 18 other volunteer MDP officers on deployment to Afghanistan, worked alongside a core of Afghan instructors to reinforce and consolidate the training at the Regional Police Training Centre.

Reflecting on his time out in Helmand, PC Houghton told **TalkThrough**:



**"It's been challenging but also extremely rewarding. The bravery of Afghan National Police officers is truly astonishing. They are committed both to the job they're training to do and to the security of Afghanistan."**

He explained the work he has been doing: "I worked with men aged between 18 and 50, many of whom have never had any formal education. We used practical role play, for example, to teach them the skills they'll need, from baton-handling, handcuff use, arrest procedures, proportional use of force and custody procedures to basic law about theft, robbery and fraud. We also introduced aspects such as human rights, ethics and crime scene management."

PC Houghton added: "This has been a fantastic opportunity and one which I have really enjoyed."



# Ration packs theft detected by MDP

■ **Detective Sergeant Steve Parry, of MDP Fraud Squad Scotland, recounts a successful investigation into the theft of ration packs from RM Condor:**

“In early April 2008, my office became aware that what appeared to be Ministry of Defence ration packs were being offered for sale on the internet auction site, eBay.

**We immediately began inquiries and discovered that as well as the current ones being offered for sale, the seller had also sold similar ration packs on four previous occasions, indicating that the seller had probably got a regular supply.**

We immediately began an investigation and the inquiry very swiftly identified a suspect's address in the Dunfermline area.

Two days later we visited this man at his home address and asked to speak to him about the sale of the ration packs. He was cautioned and consented to a voluntary search of his house. At this time he explained that he was a former member of the Armed Services and the rations were left over from previous military exercises which he was merely selling off.

Our search led to us recovering 73 single ration packs within the premises. However some were within a large cardboard box, labelled by a

national courier, and had been sent from a consignee in Aberdeen. This was at odds with what he had told us and our suspicions were immediately aroused. But the suspect could not provide a reasonable explanation as to why his employers were sending him ration packs.

We therefore detained him for questioning at the Rosyth CID office.

Eventually he said he was also supplying his current employer, a survival training school, with other sets of ration packs which he was picking up via a contact who was still in the Armed Forces. His employer sent him ration packs out of their 'stock' to enable him to run survival courses on their behalf.

Although he refused to say who that contact was he identified him by a nickname. He said that they would meet up to procure the ration packs and he would pay around £400 for a batch, which was about a sixth of their market value.

He apparently sold the ration packs on to his employer for the same amount of money and so he did not gain financially from the deal but what he did achieve was kudos in their eyes.

Following the interview he was arrested on suspicion of theft and informed a report would be sent to the Procurator Fiscal on the issues of theft and reset of ration packs. Reset being 'handling stolen goods'.

The next priority for the Rosyth CID team was to visit the survival company, interview the directors and recover any further ration packs they

held in quick time. DC Ellaine Murphy and DC John Glass, our Scene Of Crime Officer, were re-directed from other duties to attend the company's premises outside Aberdeen. At that location it was apparent a barn was crammed full of ration packs and a large truck would have to be procured to seize them.

DC Robert Hughes obtained a 7.5 tonne truck from the Royal Navy at HMS Caledonia and headed north with TI Frank Granger, with myself following by car.

Two members of the management were detained for questioning and they confirmed that the ration packs had been supplied by our suspect, who was employed by them at this time, but that they had been unaware that they had been stolen; believing them to be 'surplus to MOD requirements'.

However, crucially they were able to identify to us, the name of a suspect, who our first suspect had been using as his supplier. They agreed to assist the inquiry and to provide whatever evidence they had. They also agreed to a voluntary search of their business premises.

The ration packs were then seized as evidence and loaded on to the lorry for transportation to secure storage at Rosyth CID. In total 823 ration packs were recovered.

As the inquiry progressed, we kept in close contact with the Procurator Fiscal, who stated that in order to take the case to court we had to secure sufficient evidence to show



these items had gone missing from the MOD, with a clear audit trail.

The fact a person had been in possession of these items would not be enough on its own to take the case forward.

The Rosyth CID team then concentrated on getting statements from various Quartermasters and supply staff with the associated paperwork to show where the ration packs had come from and when they were delivered to RM Condor.

**Inquiries with stores and the survival company revealed a total of 1,970 ration packs, with a value of more than £20,000, had been stolen and sold.**

Simultaneously we were also building up an evidential picture on our second suspect so that when we

arrested him we would be able to put matters before him that would negate many of the possible explanations he might attempt to use.

We were also looking at both suspects' bank accounts to check whether any payments had been made between them and, if so, how they matched up with the chronology for the thefts.

This second suspect was detained in September 2008 on suspicion of theft and taken to Arbroath Police Station for interview under caution.

He was subsequently arrested and charged with five counts of theft before being released without undertaking.

By this time our case was almost complete but we still had to check out some of the alibis that had been

offered and also carry out further financial investigation.

By June of 2009 the MDP investigation had been concluded and a final report was sent to the Procurator Fiscal for a decision on prosecution.

**In March 2011 the original suspect appeared before Arbroath Sheriff Court and admitted fraudulently obtaining more than £22,000 worth of ration packs from the Ministry of Defence. He is currently awaiting sentence.**

The case against the second suspect did not proceed but our Financial Investigator is currently looking to reclaim monies from him by means of Civil Recovery.





# Tested to their Limits – DSG Scotland

■ *MOD Police at HMNB Clyde have carried out an exercise to test the limits of their counter-terrorist search capabilities and as the mandatory requirement to complete two days search training per year.*

The exercise was carried out in real time and began with a reported explosion in forests surrounding Loch Lomond. An investigation by the local Police then led to links being identified to a number of homes, including MOD accommodation at Helensburgh.

Sergt Paul Chalmers, head of the DSG – which is based RNAD Cullinstown, said: “The setting was that simultaneous warrants were being executed at various addresses. We were initially provided with limited information in order to carry out the search in Helensburgh.

“The team then had to make sure they got hold of everything they needed to know to do the job safely.

But, if they didn’t ask then the information was not going to be given.”

Once the officers were confident they had all the information they needed the search operation was then executed. Inside the address they found a large quantity of component parts and materials that could be used to make improvised explosives.

“They also uncovered literature that linked the occupants to the Loch Lomond explosion and evidence of their future intentions. The next step for the officers was to assess all the relevant information and link it to a possible target and time.



“The team leader was constantly put under pressure, with a number of external inputs from various agencies and individuals, whilst also having to maintain an accurate record of the search and finds.

“All the devices and evidence were deeply hidden and it required a systematic and thorough search to find them.”

Analysis of the evidence then allowed the officers to link the terror group’s potential target to the visit of a senior dignitary which had been covered in a specially produced article of the Naval Base’s ‘Courier’ newspaper.

Sergt Chalmers said: “The team were then required to attend at the planned destination of the visit and quickly put in place a viable search plan whilst working to a tight time scale.

“To add more realism and subtle pressure the team leader was again changed and various outside issues introduced.”

During the search a suspected IED was discovered and a full clearance of



the building was carried out with a request for the Royal Navy Bomb Disposal Unit to attend from the Naval Base.

“This team has worked previously with us on search operations,” said Sergt Chalmers, “However this was the first time we’d co-operated in a training exercise with such a serious scenario.

“The Bomb Disposal team leader carried out a thorough debrief of the

situation with my officers and this proved to be one of the best and well received elements of the exercise.

“There were a lot of lessons learned for the officers; in dealing with the incident they used the complete range of technical equipment available.

“It’s very important to test our search skills in as wide a

variety of environments as possible so we can maintain our readiness to deal with any situation.

“It’s also good to train alongside our colleagues from the Royal Navy, so we know that, should we both be called upon to respond to a real incident, we are instantly familiar with each other’s operations.”





# NEWS IN BRIEF

## Her Majesty The Queen visits RAF Valley

HM The Queen, accompanied by the Duke of Edinburgh, paid an official visit to RAF Valley, where her soon-to-be-wed grandson Prince William – Flt Lt William Wales – is stationed, serving with C Flight, 22 Squadron as a search and rescue co-pilot on Sea King helicopters.

As with any Royal visit, behind the scenes preparations involved many different organisations, police, including Ministry of Defence Police, RAF Police, and the Metropolitan Police Service. For MDP it meant extra support called in with two DSG officers and DCPOs undertaking vigilant patrolling of the outer rim to prevent unauthorised access on to Station.

MDP's Western Division Search Team was also called in to search the Moran building – home of the UK Military Flying Training System (UKMFTS) – prior to the Royal Party's arrival, for Her Majesty to perform the official opening of the new facility.

The MDP operation began the day before, with two Explosives Dog Teams and eight officers carrying out a



search of the building and placing seals on various locations.

The most interesting part of the building was the UKMFTS and its two 360 degree surround vision simulators, for flight training. On the day of the visit, a final search was carried out on the outside areas. This was not helped by the howling gale blowing across the airfield and vertical rain.

## Royal visit at 10th Anniversary of JSCSC Shrivenham

His Royal Highness, The Duke of Edinburgh returned to the Defence Academy (UK) Shrivenham to mark the 10th Anniversary of the opening of the Joint Services Command and Staff College (JSCSC).

The Duke was greeted by Mr John Horwood, Vice Lord Lieutenant of Oxfordshire and presented to the Academy Director, Lieutenant-General Andrew Graham.

Shrivenham MDP set up road closures and cordons and liaised with Close Protection Officers (CPO), Thames Valley Police, as well as the Duke's Close Protection staff to assist with the smooth uninterrupted passage of the Duke around the Academy site.



Explained SPO Sergeant Shona Bridle, "We are used to having high profile visits from VIPs such as The Princess Royal, HRH King of Jordan, Emir of Qatar, Rt Hon Dr Liam Fox, Secretary of State for Defence, as well as our Agency Owner, Susan Scholefield.

"Our officers are all well drilled to ensure the MOD Police provides the professional service our customer requires."

# Gibraltar Defence Police (GDP) catch cigarette smugglers

The vigilance of two sharp-eyed Gibraltar Defence Police officers recently led to the confiscation of 40,000 cigarettes and the arrest of two Spanish nationals.

During a night-time routine patrol aimed at providing security, two police officers in a rigid-hulled inflatable boat spotted movement in the shallow water at the western end of Gibraltar's runway.

They called for back-up from officers based at the airfield and, together, the GDP team arrested two men on the rocks at the end of the runway.

The men were dressed in black wetsuits and were in possession of cigarettes wrapped inside black plastic bags tied with ropes. The cigarettes would have been worth £3,000 in Gibraltar, but much more in Spain.

The men were arrested for tobacco-related offences and after liaison with the Royal Gibraltar Police to ensure that they were not wanted for any other offences they were taken away to be interviewed.



Photo: Corp Ralph Merry ABIPP RAF, Crown Copyright/MOD 2011

The GDP's Superintendent Rob Allen said:

"I am delighted that the vigilance of our officers has paid dividends. In this case it was smugglers at the end of the runway but next time it could be terrorists."

The Gibraltar Defence Police is a civil police force which guards and enforces law on Ministry of Defence installations in Gibraltar. Prior to 17 December 2009 it was known as the Gibraltar Services Police.

## Defence police three peaks charity challenge



Three Ministry of Defence Police officers, based at HM Naval Base Devonport, are seeking support to raise funds for Help-for-Heroes and Jeremiah's Journey for bereaved children by completing a new Scandinavian three-mountain hike later in the year, starting and ending in Plymouth.

Police constables Graham Braithwaite, Russell Selwood and George Manghan are in training in preparation for the 5,000-mile, three-week trek up the three highest peaks in three countries – Galdhoppigen in Norway, Halti in Finland and Kebnekaise in Sweden, starting on August 5.

Preparations include training in glacier crevasse rescue techniques, rough terrain navigation, map reading, rock climbing and climbing rope work.

You can now donate through the website at: [www.vikinghiking.co.uk](http://www.vikinghiking.co.uk). Alternatively you can make your donation directly at: <http://uk.virginmoneygiving.com/team/vikinghiking3>.



# Positive results at Helensburgh

## ■ The Dedicated MDP Community Policing team at Helensburgh are seeing positive results.

Since the Ministry of Defence Police established a Community Policing initiative in Helensburgh in 2001 there has been a marked decrease of reported crime in the area. This significant decrease, a huge 85% since the MDP initiative began, was recently reported in the local press.

This is thanks to both previous and current MDP incumbents in the post. Today, Constables Ian Mustarde and Russell White form the dedicated team, who are also part of the complement of the Station.

They manage to cover 598 houses, spanning an area from the Churchill Estate, through Rhu and round to Ardpeaton on Loch Long.

"Our officers provide the friendly face of policing in the area," said Superintendent Jim Gillen, the Senior Police Officer at HMNB Clyde. Jim added: "They provide reassurance to all our community members at a time where demands on the Armed Services as a whole are high."

Constable Ian Mustarde, who is a trained Crime Reduction Officer, explained their role this way: "Russell and I are on hand to provide dedicated policing support to the Service families

through the provision of high-profile foot and mobile patrols and attendance at the various community events has meant we have got to know the Service families.

"We chat to most of the youths in the area, for instance in the multi-use games area, and also through other community initiatives such as our successful Blue Light Discos. We believe that through our encouragement and taking an interest this has all helped to guide the younger members of the community to channel their energies and interests into valuable initiatives."

Constable Russell White added:

**"Ian and I work closely with our colleagues in Strathclyde Police to ensure a seamless service to the community. We have developed an excellent link with Backchat Youth Club, and members of the various groups and agencies who provide support to the community."**

"Another success has been an excellent partnership we have forged with Louise Press, the Education Attendance Officer based at Hermitage Academy. The majority of our secondary school age children attend the local Hermitage Academy and Louise knows them all. It is this close-working arrangement which allows us to deal quickly and effectively with any incidents that are likely to impact on the Defence community.

"We have a dedicated Police Office where members of the community can come and discuss any issues in privacy. There is a MDP presence on Friday and Saturday evenings which permits us to provide that extra support and reassurance at times when teenagers are out of school."

Sergeant Vincent Reid is the supervisor of the two officers. He said:

**"The work of the officers in Helensburgh has been phenomenal. PCs Mustarde and White bring different skills to the role and immediately adopted a flexible approach."**

"The decrease in crime was achieved through their hard work and commitment to working anti-social hours to forge a bond with the community, particularly younger and more vulnerable members. Dependants of Service personnel feel more secure in the knowledge that Ian and Russell are in the area and can deal with any concerns."

Sergt Reid went on to explain that as a result of the decreased level of reported crime, a proactive strategy was established by the Senior Police Officer and the Naval Provost Marshall. This established a working practice whereby a Service Police Officer is attached to the MDP shift during silent hours and a second MDP officer is dedicated to the married quarters area. The addition of a second officer is widely acknowledged as a huge success.

It is this progressive thinking that has had a direct effect on MDP's success within this particular Defence community.

Supt Gillen sees the MDP Community Policing initiative to have been a great success not only at Helensburgh but also throughout the UK. He commented: "In our own case, the Press coverage that we received is testament to this. It is the dedicated aspect of our service, which MDP introduced, which has proved so invaluable. In terms of Value for Money, since introducing the second DCPO in Helensburgh, we have demonstrated cost savings in repair maintenance of, for example, intentionally damaged buildings, sports pitches and street furniture to the MOD. The savings are significantly more than the cost of the additional officer – a fine example of spend to save."



Pictured are members of the Blue Light Disco policing team, which includes officers from DSG Scotland, MDP Scotland HQ, MDP Helensburgh Community Police Officers, MDP Faslane Dog Section, Strathclyde Police, Royal Naval Service Police and civilian helpers

# Hydra given high profile demo

By Sergt John Kane  
Photographs by Neil Parry

## Critical Incident Simulation Training and Immersive Learning system put to the test...

### ■ Members of the Agency Management Board, led by Deputy Chief Constable Gerry McAuley, attended a presentation and demonstration at the Agency Training College of the Critical Incident Simulation Training and Immersive Learning system at the MDPGA Hydra suite.

Also in attendance were ACC (Professional Development) John Bligh, Agency Secretary David King, Head of Unarmed Guarding David Wray and Head of Learning and Development (HoLD), Supt Matt Spiers.

The presentation and demonstration were provided by Professor Jonathan Crego and Mr Alan Aubeelach, Hydra Operations Metropolitan Police.

Professor Crego gave an overview of the Hydra system's capabilities both within the Agency and for other Forces, explaining the methodology behind the training system, the areas of responsibility for

its use, and the system's not-for-profit philosophy, ethos and licensing arrangements.

Professor Crego also explained the future of Hydra within the police and emergency services arenas, including how the Agency could make best use of both the permanent on-site Hydra suite and the potential benefits of having a mobile system.

Other issues discussed were the possible installation at ATC of the

Hydra 10kV debriefing system; inclusion of the Agency into the small but expanding Hydra Users' training group that extends around the world, including USA, Canada, Australia and Ireland, as well as at least 14 UK Police Forces.

After this presentation ACC Bligh and Prof Crego, in the presence of the AMB and others attending, signed the Hydra software licence for the system to be authorised to deliver Hydra exercise packages at MDPGA Wethersfield.



CONTINUED ...



# Hydra given high profile demo

This was followed by a full tour of the Hydra suite including the Hydra Control room, Subject Matter Expert room, Syndicate rooms and Plenary room.

The Hydra system hardware – computers, cabling, AV and CCTV operation systems and ancillary equipment – has been fully accredited by MOD DSAS accreditors.

The agreement between all the Hydra suites through this licence means that all can share their exercises, thus making the transfer of such exercises cost neutral, in line with the non-profit principles of the Hydra Foundation.

MDP has made use of this aspect of the system and will continue to do so in the future. However, should any department of the Agency require an exercise that can be sourced from one of the other partner suites, then we will do so in the first instance rather than develop one ourselves.

During the installation period the first bespoke MDP exercise (Exercise Lucien) was researched and developed between Sergt John Kane (Hydra Projects) and Det Sergt Mike Betts (Crime Trainer ATC) for the forthcoming Economic Crime course.

The exercise was first piloted in March 2010, followed by an

embedded two-day exercise in the established Economic Crime course run at ATC throughout the training year for delegates and students.

The development of this exercise and further exercises is also possible with the expert assistance of the Agency Audio Visual unit, for their expertise in the filming and production of the audio and film clips for the Hydra scenarios within the exercise.

Further bespoke Agency exercises have been undertaken, researched, developed, delivered or are being worked on. These include MDP Leadership and Management (Sergeants, Inspectors and above) MGS Supervisors, Public Order Command Management, and Tactical Firearms Commander.

These exercises can be embedded into courses or run as stand-alone day(s) if required.

## A short history of the Hydra project

As reported in **TalkThrough 129** (January 2007), Sergt John Kane first attended the Scottish Police College in April 2006 and took up a position within their Hydra suite, working on the research, development and delivery of Hydra exercises for both SPC and MDP.

After a visit by Supt Paul McLaughlin (the then HoLD) it was proposed that MDP would build and run a Hydra suite at Wethersfield. A business plan and meetings followed, leading to the final signing of the Hydra software licence and AMB presentation.

Now the suite is fully operational and Hydra exercises are being delivered to the Agency's staff. The future looks bright as more and more departments understand what can be done for them through this system.

Not every exercise is suitable for Hydra but the project team is always there to give advice on the possibilities.

## What is HYDRA?

HYDRA is a unique, high fidelity, immersive simulation training system, which enables the monitoring of real-time leadership and decision making during critical incidents. The system was originally developed as a training tool for police officers wishing to become accredited senior

investigating officers, although more recent exercises have also included professionals from the fields of education, health, and social services.

During each simulation, delegates are divided into teams comprising of four to seven members. Each team operates within a separate pod, that is, a small room, monitored via CCTV and boundary microphones. The pod is supplied with a computer, printer, and any other maps, stationery or equipment required in an incident room.

Facilitators, who are subject matter experts, run the exercise from within a central control room. Here, they can see and hear the teams at all times via the CCTV, as well as observe the decisions they make.

In addition, each team can communicate with the control room via their computers, to request specific information or issuing instructions to 'virtual' staff on their inquiry team.

A plenary room also exists, in which the teams are brought together at different points during

an urgent press release or a debriefing with superiors. The system thus offers facilitators extremely versatile and flexible control.

The decisions of each team are recorded in individual decision logs, along with the rationale supporting them. As entries in the different decision logs are made, they are simultaneously displayed on screens in the control room. The facilitators can therefore easily monitor the teams' decisions, actions and justifications.



the simulation for meetings, debriefings, and general discussions regarding decisions made and the incident.

Each HYDRA simulation uses pre-constructed case scenarios. The incident unfolds during real-time, continually moving between 'slow burn' tasks (for example, the analysis of witness statements) and 'fast burn' tasks (for example, issuing a press release).

The HYDRA system has a comprehensive and sophisticated multi-media store of information that can at any point be communicated to the teams. This includes written information (for example, witness statements and medical records) and visual information (for example, video clips of actors conveying information).

If the facilitators wish to increase the pace and the pressure of the unfolding inquiry, they can demand

## Why is HYDRA a valuable research tool?

HYDRA exercises offer an innovative means of capturing the dynamic nature of complex decision tasks in a critical incident environment. As each team may have approached the incident and managed problems in a different manner, the plenary room discussions offer an excellent opportunity for delegates to learn from each other.

The video footage, decision logs, and communication records obtained during the exercise also provide a novel methodology of studying decisions as they are made during real-world situations, as well as the leadership and group dynamics of the individual teams.

Read MDPGA's intranet on **Learning and Development/Course Design & Exams Unit/Hydra Systems** for more details.





# Fatal shooting scenario: Post incident management tested...



By Steve Partridge  
Photographs by Paul Kemp

■ *MDP and Essex police colleagues have taken part in an exercise to test the effectiveness of the Force's policy in dealing with the aftermath of a fatal shooting.*

The table-top scenario, called Idus Martii, was played out over two days in the Hydra Suite at the Agency Training Centre.

Among the staff taking part were Exercise Director, Assistant Chief Constable John Bligh, representatives from the Police Firearms Officers Association, frontline armed MDP officers, Senior Police Officers from a number of sites, Essex Police operational and media staff, and members of Secretariat, Occupational Health and the Press Office.

ACC Bligh said:

**"As a Force the MDP has been very fortunate that none of its officers have been called upon to discharge their firearms in responding to an incident.**

**"However, we are one of the foremost specialist Defensive Armed**

**Policing organisations in the UK and have more than 2,000 firearms trained officers providing counter-terrorist protection to the MOD.**

"With that in mind we must make sure we have effective policies in place to deal with the aftermath of a shooting incident should it occur for real and one of the best ways to test that is through exercises such as Idus Martii.

"It's only by playing out such scenarios that we can appreciate the many complex issues and difficulties that can arise and then put in place the necessary training, guidelines and responses to deal with them.

"Any shooting involving the MDP, whether inside or outside the wire, would have to involve the local Home Office or Scottish police force for investigation purposes, so we were very grateful that Essex police could take part in this exercise."

The scenario put under the microscope involved the shooting of a man who points an imitation firearm at armed MDP officers after climbing over the fence of a fictitious military base on the Essex/Suffolk border.

The exercise was divided into 10 different stages, with five phases being

dealt with on day one and the second five on day two.

Chief Inspector Mark Bradberry, who is the author of the MDP's Post-Incident Investigation and Management Interim Policy, said: "The first five phases were very fast moving and covered a relatively short period of time from the initial shooting through to the relocation of the MDP officers involved.

"We spent a lot of time looking at them because the decisions taken on handling the incident, the scene management and officers involved at this stage have major ramifications for everything else that follows.

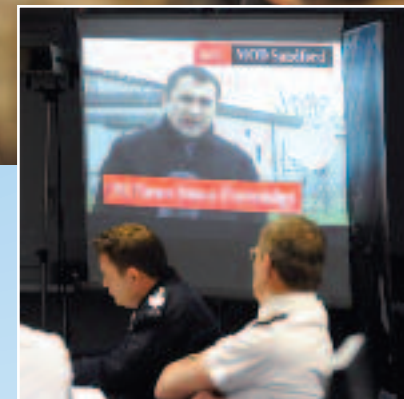
"It's very important should any of our officers be involved in a shooting that both they, and their supervisors, know exactly what is required of them and what is likely to happen."

Among the issues raised within these first phases were whether officers involved in a shooting could confer before giving statements, what happened to their weapons, and whether they were required to give breath or blood samples.

To help increase the realism of the exercise and immerse the players in the scenario a number of videos involving 'media reports' from the scene of the shooting and other locations were shown.



The exercise also looked at which of the MDP, Essex Police, the MOD, the Independent Police Complaints Commission (IPCC) or the Procurator Fiscal would have overall control of information released to the media.



It also looked at how the legal restrictions placed on the MDP by the on-going investigation into the incident could impact on what the Force could say about the shooting and its response to criticism in the media.

The second five phases of the exercise looked at the longer term impacts of the shooting and how the Force could assist the officers involved through the various stages of investigations and their return to full duty.

Chief Inspector Bradberry said:

**"Any shooting would of course have to be subject to a full outside independent investigation. The local police force would have to be involved as would the IPCC in England and Wales and the Procurator Fiscal in Scotland.**

"Irrespective of whether any incident could lead to the involvement of the criminal courts, where someone dies, there would always have to be an inquest in England and Wales or the possibility of a fatal accident inquiry in Scotland.

"These processes can all take weeks, if not months or years, depending on the complexity of the incident. Therefore it's important that the long term impact of that is taken into account.

"This means looking not only at the impact on the mental wellbeing and health of the officers involved, but also taking into account the effect on operational business, especially if, for example, the complement at the site involved was very small."

Among the questions that exercise players were asked to address in the second part of the exercise were the possibility of Occupational Health referrals, whether the police could expect their identities to be withheld at inquests and the impact of media coverage on officers.

A number of points were raised during the exercise, which have been

flagged up for further work and investigation. Everyone involved was also asked to fill out feedback sheets to further inform the future shape of Force policy.

A full debrief from the day took place on Wednesday 13 April and an action matrix has been produced to ensure that none of the points identified during the exercise gets missed.

ACC Bligh said: "It was an incredibly worthwhile exercise and it has identified a number of areas of work for the policy team. We owe a duty of care to every single one of our officers to have in place the proper procedures and support mechanisms, should they ever be called upon to fire their weapons in response to an incident.

**"There is also the fact that, although we looked specifically at a firearms scenario for the exercise, the Post Incident Policy is equally applicable to a whole range of other traumatic incidents in which our officers could potentially become involved."**





Photograph by Neil Parry

## PC Andy Hall commended for Firearms Training role at AWE Aldermaston

ACC Divisional Operations Dave Allard (left) is pictured presenting PC Andy Hall, of OSU (South) with a certificate of commendation for his role in firearms training in support of a new Tactical Support Group at the Atomic Weapons Establishment at Aldermaston.

The citation reads: "You are commended for your involvement with the Operation Layer project. You displayed commitment and professionalism to deliver the necessary instruction within demanding project timescales and provided crucial support to the Firearms Training Centre at Wethersfield in assisting with the formation and deployment of the AWE Tactical Support."

## Officers receive Long Service and Good Conduct Medals



Chief Constable Steve Love presented PC ERIC MILLS, of RAF Fylingdales, with his Long Service and Good conduct Medal at a ceremony during the 2011 Senior Police Officers' Conference at MDP HQ, Wethersfield.

PC Mills joined MDP in March 1988, leaving behind a safe career at the Clydesdale Bank. He served first at the former RAF Chessington, moving to Fylingdales in 2003.



At a ceremony at Oakhanger PC RALPH SMITH was presented with his Long Service Good Conduct Medal by T/Ch Supt Paul Aylward, Div Commander SE Div.

His 23 years with the MDP began at RAF Farnborough. He has also served at RAF Fylingdales. In 2006 he moved from Burghfield to Oakhanger, where he is currently deployed.



# Well done, and thank you...

From: **Captain K G Vaughan, Royal Logistic Corp**

I would like to take this opportunity to pass on my sincere thanks for allowing **PC David Daunou** to assist with the Aldershot Garrison Bikesafe training day. It was obvious that David has a huge amount of motorcycling experience that was well presented and easily reached the target audience.

I have been involved with several road safety presentations in my Military career and there is no doubt that soldiers react better to the information they are receiving when someone who has had direct involvement with the subject matter is delivering it. This is something that David clearly has a vast knowledge in and he relates well to Service personnel.

I would be grateful if you relayed my thanks to David for his time, hard work, unquestionable support and complete dedication in educating our soldiers within Aldershot Garrison. David's professional approach is a true credit to the Ministry of Defence Police.

From: **A/Insp Neil Whitchurch, West Mercia Police, Hereford**

May I draw your attention to some excellent work that was recently undertaken by a number of Ministry of Defence Police officers, based at Stirling Lines, Credenhill, Hereford?

On the morning of Sunday 12th December 2010 a serving soldier based in Hereford made a report of a serious sexual offence directly to Ministry of Defence Police officers. The report was attended by **PC 1656 Barrett** and **PC 2975 Hornett**, who subsequently spent a considerable amount of time dealing with the victim.

The suspect, also a serving soldier, was very quickly identified. He had returned to the garrison at Credenhill. In order to preserve the integrity of any possible forensic evidence and in order to expedite the investigation I asked PC Barrett to arrange for police officers based at Credenhill to locate and arrest the suspect. **PC 301 Brown** and **PC 1681 Jones** soon made that arrest and took the detained person to Hereford Police Station. Responsibility for the investigation has subsequently been taken over by West Mercia Police.

The prompt and effective action taken by the officers named above has been hugely important in ensuring that the matter will be resolved as soon as possible; I cannot overstate the significance that their positive initial actions have made to achieving a proper result in this investigation.

From: **J and M Jenkinson, Coleorton, Leicestershire**

Since our nephew Cpl Steven Dunn was repatriated through RAF Lyneham in December we have all had a very difficult time. It was good to meet such an understanding and caring police officer as **PC Jarra Brown** at Wootton Bassett, on what was a deeply unsettling and yet very special and unique day. The insight he was able to give us and the constant communication during the day made a world of difference to us all.

Sadly there have been many deaths before and after Steven's and every time we hear of another lost life it brings home the pain another family must endure. It also brings our thoughts back to PC Brown and his colleagues and the difficult job that have to do at repatriations and beyond.

His actions and attitude cannot be praised highly enough. He has been an absolute superb ambassador, demonstrating both the caring human face and the professionalism of the MOD police. Please accept our sincerest thanks for the support shown by PC Brown and his colleagues during a very sad time.

From: **Bob Newland, Enviro-Crime Enforcement Team Manager, Greenwich Council**

I am writing with a big thank you on behalf of my team for the assistance provided by your officers **Kevin Crowhurst**, **Pete Cooper** and **Ian Cremlin** at Woolwich MOD Police Station.

As a result of their longstanding efforts we have recently secured two convictions against a long-term persistent fly tipper.

The collaboration of your team at Woolwich contributes significantly to our ongoing efforts. We are also pleased to collaborate with your team in dealing with nuisance vehicles on MOD land in Woolwich. I hope you will pass these thanks on to the team at Woolwich.

From: **William Spiers, Coastal Safety Manager, MRCC, Marine and Coastguard Agency, Clyde**

With Easter fast approaching and our busy season about to start on the West Coast of Scotland, I write to thank you for the invaluable support we receive from **MOD Police launches on the Firth of Clyde**.

Having highly trained and qualified mariners who are on the water and, when possible, able to respond to assist those in difficulty in our local area is a great benefit to the Search and Rescue Co-ordinator.

I would be obliged if you could pass on my thanks to all your crews and support staff for their continued support and assistance.

## BURGHFIELD FUNDRAISING

# Did you go red in February?

A sweepstake was organised by the MDP at AWE Burghfield during February which raised £87 for the British Heart Foundation along with raising awareness of heart disease.

February was National Heart Month which is an annual campaign organised by the British Heart Foundation who carry out vital research into the treatment and prevention of heart and circulatory disease. Since the British Heart Foundation was founded in 1961 there have been major advances in the treatment and prevention of heart disease; heart surgery is now commonplace and thousands of people live longer thanks to new drugs; all this might never have been possible without the existence of the charity.

The aim of National Heart Month is to increase awareness of heart and circulatory disease and to raise funds for research, prevention and care services. During National Heart Month, the British Heart Foundation asks people to be a part of Red for Heart by organising their own red events and participating in National Wear Red Day which was on 25 February.

As it would be difficult for uniformed officers to wear red, the MDP at Burghfield organised a red themed sweepstake instead which simply involved picking a number from 1 to 300. Members of AWE Division who took part in the sweepstake were entered into a draw for winning heart healthy



red prizes and on 28 February three numbers were chosen at random by Superintendent Derek Holmes, the Senior Police Officer at Burghfield. The prize winners were:

**FIRST PRIZE** was awarded to **Constable Amanda Howell** from Section 4 at Burghfield. Constable Howell received a bottle of red wine. Research has found that red wine can lower the risk of heart disease (recommended consumption is no more than one to two small glasses per day for women and two to three for men).

**SECOND PRIZE** was awarded to **Temporary Sergeant Bob Arkless** (pictured above) from Section 2 at Burghfield who received two bars of Bourneville chocolate. Studies show that dark chocolate can reduce blood pressure and cholesterol due to the large number of antioxidants it contains

(8 times the number found in strawberries).

**THIRD PRIZE** was awarded to **Constable Chris Harris** from Section 3 at Burghfield. Constable Harris received a basket filled with red fruit. Red fruit are loaded with beneficial plant compounds called phytochemicals, which can preserve your health in several ways including guarding against heart disease.

The money raised by this event will directly help the life-saving work of the British Heart Foundation for example; £24 could provide an hour of specialist care from a British Heart Foundation Heart Nurse to a heart patient and their family, providing practical and emotional support. To find out more about National Heart Month and the work of the British Heart Foundation visit; [www.bhf.org.uk](http://www.bhf.org.uk)





## Christmas Joy for the Dingley

Since 2008 MDP officers at Burghfield have been fundraising for the Dingley Family and Specialist Early Years Centre.

The Dingley Centre supports children with additional needs and their families across Berkshire. It provides a place where children, from birth to five years, with special needs and disabilities can develop skills through therapeutic play. More than this, it is a place where their parents and carers are welcome, where they can make friends and share experiences.

In previous years MDP officers at Burghfield have raised money for the charity through the profits from their Tuck Shop, which was set up by PC Les Easty. He continues to run the successful initiative along with his colleagues T/PS Barry Parsons and PC Rob

Nichol. At Christmas time together with presenting the Dingley Centre with the money that had been raised throughout the year, the children at the local Centre at Newbury Racecourse were also given Christmas gifts, donated by MDP officers at Burghfield.

This year, the MDP teamed up with AWE and together raised an astonishing £2800 for the charity; this included donations from the AWE Community Committee, Wingate, Wilson James, Bam Nuttall and Project Mensa. In addition to raising this money, over 40 gifts were donated for the children.

In December a convoy of MDP officers from Burghfield and AWE representatives attended the Christmas party of the local Dingley Centre to present a cheque and give the children all the gifts that had been donated.

The Group Leader from the Dingley Centre said;

**"I am speechless; this will make such a difference. We struggle all year to make funds; sometimes feeling like no one cares and then something like this happens which makes it all worthwhile."**

As well as the Christmas gifts the children at the Centre also got to play inside the police van and have fun with the MDP officers. PC Les Easty said: "Having attended the Dingley Centre and been a part of their Christmas party it made me realise that everything we have done for them will not only greatly benefit the Centre, but also make a huge difference to the children. I am very proud to be involved and very thankful to everyone who donated."

To find out more about the Dingley visit; [www.dingley.org.uk](http://www.dingley.org.uk)

## Movember What was all the fuzz about?

During November 2010 MDP officers at AWE Burghfield and AWE employees at both Burghfield and Aldermaston participated in Movember.

Movember (the month formerly known as November) is a moustache growing charity event held during November each year that raises funds and awareness of men's health issues.

### Raising awareness of prostate cancer

The Movember Foundation is a global not-for-profit, charitable organisation that runs the men's health initiative, Movember. Funds raised by the Movember campaign in the UK, benefit The Prostate Cancer Charity and Everyman (Institute of Cancer Research). Prostate cancer has overtaken lung cancer to become the most common cancer in men; more than 35,000 men are diagnosed with prostate cancer every year in the UK and about 10,000 men die from prostate cancer every year, this works out at more than one man every hour.

### Taking on the challenge

Movember challenges men to change their appearance and the face of men's health by growing a moustache. The rules are simple, start Movember 1st clean shaven and then grow a moustache for the entire month. Much like the commitment to run or walk for charity, the men of Movember commit to growing a moustache for 30 days. The moustache becomes the ribbon for men's health, the means by which awareness and funds are raised for cancers that affect men.

### Mo Bros and Sistas

Men sporting Movember moustaches are known as Mo Bros and women who support the event are Mo Sistas. MDP officers at Burghfield and AWE employees at both sites participated in the event and together raised over £1500.

In order to encourage donations T/PS Pete Drummond, based at Burghfield, pledged to have a



Photograph by Andrew Cox, AWE Burghfield

full body wax if his colleagues raised over £1000 – and evidently they did. T/PS Drummond had all his body hair removed on 3rd December 2010 at the Beauty Lodge in Burghfield.

Supt Derek Holmes, the Senior Police Officer at Burghfield also took part in Movember and said: "It was rewarding to see so many people take part in the event and I am really impressed with the amount of money that has been raised." MDP officers who took part in the event at Burghfield were entered into a competition for the best moustache; PC Daniel Parsley (pictured right) was awarded first place and PC Chris Mercer came second, AWE Divisional Commander Ch Supt Rob Hoblin presented them with their prizes.



To find out more about Movember visit; <http://uk.movember.com/>



# MDP in the Media

Recent extracts from newspaper and magazine articles which have featured MDP

From: East Anglian Daily Times

## AMNESTY FOR CHECKS ON TINTED WINDOWS

**Tinted windows have been cited as a possible factor in the deaths of American Service personnel killed on the roads in Suffolk.**

As a result, the Ministry of Defence Police has launched a month-long amnesty for airmen and families stationed at the US airbases in Suffolk.

MOD Police will be performing free checks on tinted windows, which are often applied to American cars because of the usually brighter weather across the Atlantic.

However, while those tinted windows are legal in the US they are often illegal in the UK.

"The concern is because there have been several fatalities recently in Suffolk, which are believed to have been caused partly because of tinted windows," said PC Paul Glover, who serves with the MOD Police at RAF Mildenhall.

"Motorcyclists have been hit by cars with heavily-tinted windows, and it's this that is believed to have mainly contributed to the accidents.

"Most happened at dusk or after, when it is very hard to see. With tinted windows, you can't see dark shapes, because they result in poorer vision," he said.

"All newcomers are briefed of the rules on this at the newcomers' briefings, so they should be aware of it," PC Glover said.

He said a general Suffolk amnesty had been held three months earlier. However, many Base personnel were unaware of it so failed to get their screens checked.

From: This Is Gloucestershire

## Bomb and terror exercise on 747 ahead of Olympics

**Explosives, firearms and clues about terrorist activity were discovered on a plane as part of a training exercise ahead of next year's Olympics.**

A decommissioned Boeing 747 was taken over by scores of officers from Gloucestershire Police and the Ministry of Defence Police.

With the permission of Air Salvage International, they turned the aircraft inside out to recreate a typical police search which could save hundreds of lives.

Speaking at the scene, Sergt John Garner, of Gloucestershire Police, said: "This is a counter-terrorist search exercise.

"The previous day myself and some other senior officers hid items on the plane, including bombs and component parts of bombs, firearms and stuff relating to terrorism."

If officers found anything suspicious, they were subjected to questioning on its significance by senior staff.

Sergt Garner said: "They have to know the procedures to put in place and issues around forensic recovery."

From: This Is Plymouth

## Divers being warned to keep off protected ship wrecks

**Efforts to protect sunken wrecks from treasure hunters are being stepped up after officials intercepted a diving party carrying suspected booty off the coast.**

A Ministry of Defence police patrol boat confiscated items from two men thought to have taken them from the protected wreck of the warship Coronation, which sank off Penlee Point, near Plymouth in 1691.

The wreck is one of 46 protected sites and lies within a restricted area of water surrounding Devonport Naval Base.

The incident follows the launch by English Heritage (in February) of the Alliance to Reduce Crimes Against Heritage (ARCH) initiative, supported by more than 40 organisations.

Chief Inspector Mark Harrison, English Heritage's policing adviser, has warned divers that sites are being monitored and action will be taken.

"There is increasing evidence that suggests that the threat from heritage crimes is growing and we need to do something about it," he said.

"This case sends out a clear message that action will be taken to put a stop to illegal activity, as well as showing that sites are being monitored on a regular basis."

Divers wishing to access the nation's historic wrecks need to obtain a licence from English Heritage.

Last month (February) the coastguard at Plymouth reported possible unauthorised activity within the 112 sq miles of water guarded by armed vessels from the Devonport Dockyard marine unit.

Officials in a police boat were sent to meet the two men and are now awaiting results of a forensic assessment to determine whether seized items came from the Coronation.

The 90-gun warship won fame after it fought the French off the Sussex Coast on July 10, 1690 during the Nine Years' War."

There were also four officers who are specially trained to work in confined conditions which could pose a health and safety risk due to lack of oxygen.

Last year's exercise took place on a passenger freight ferry in Portsmouth. This year it was at Cotswold Airport near Cirencester.

Sergt Garner said: "We are searching this plane to give officers experience of different environments.

"It is not in response to any particular threat against the aviation industry."

With the 2012 London Olympics on the way, officers from all Forces could be involved in search options.

PC Allan James, from the MOD, also recalled a search of a murder scene in Bromyard for West Mercia Police.

He said: "It was an old abandoned church and we had to search where the body was found. We had to turn over every stone."

# Were you lucky?

*See who won the MDP Central Sports and Welfare Association's Lottery draws in November and December 2010.*

### NOVEMBER 2010

1st	£3,500	PC G H Jones, Bicester
2nd	£2,000	Mr D Parnell, Retired Officer
3rd	£1,000	PC P S Robertson, Boscombe Down
4th	£200	PC J P Houghton, York
5th	£200	Ch/Inspr J Wylie, Tewkesbury
6th	£200	PC J J McGill, Larkhill
7th	£200	PS A T Mawman, RNAD Coulport
8th	£200	Inspr B Frost, Arborfield

### DECEMBER 2010

1st	£3,500	PC D McLean, HMNB Clyde
2nd	£2,000	PC I S Paterson, RNAS Yeovilton
3rd	£1,000	Miss Natalie Boshell, MDPHQ Wethersfield
4th	£200	PS K J Thorn, Corsham
5th	£200	PS J C Bell, Aldouos House, Aldershot
6th	£200	Ch Supt Wendy Benson, SE Div HQ Aldershot
7th	£200	PC R A Stringer, Gosport
8th	£200	PC S Milligan, RAF Menwith Hill

# MDP officer honoured by Lord-Lieutenant

*PC Matt Loose, in his TA uniform (right) receives the certificate from the Lord-Lieutenant for East Yorkshire Susan Cunliffe-Lister, watched (left) by Matt's SPO Sergt Dave Shaw*

**MOD Police Constable and Territorial Army (TA) Reservist, Sergeant Matthew Loose from Selby, has been awarded the Lord-Lieutenant Certificate – an achievement recognised as one of the highest honours in the Armed Forces, ranking alongside the MBE.**

The certificate was presented to Sergeant Loose by Susan Cunliffe-Lister, Lord-Lieutenant for East Yorkshire, at a ceremony held at Wenlock Barracks in Hull, in recognition of his outstanding contribution and dedication to the Reserve Forces and cadet movement.

Sergeant Loose joined the TA in July 2000, initially serving in the York Rifle Platoon and then transferring to the Anti-Tank Platoon of Yorkshire. Showing potential from the off-set, he was promoted to Lance Corporal in 2004, Corporal in 2006 and most recently Sergeant in 2010.

During his time with the TA, Sergeant Loose has volunteered to serve on two operational tours; Iraq in 2003 and Afghanistan in 2007. His TA duties have also often seen him commute several hundred miles to attend and conduct TA training, before returning to his demanding civilian job as an MDP officer.

Sergeant Loose was one of the first soldiers in his Battalion to be trained on the new JAVELIN anti-tank weapon system and is not only regarded as a highly skilled anti-tank soldier but also a well-qualified infantryman.

Reflecting on the ceremony, Sergeant Loose commented: "I have always been proud of serving in the Forces as it has been a



large part of my life since being a teenager. The skills and experiences I have gained allowed me to progress in civilian life, and through service I have met most of my closest friends. Being presented with the Lord-Lieutenant Certificate is an honour."

Colonel Snagge, Chief Executive of the Reserve Forces' and Cadets' Association (RFCA) in Yorkshire and the Humber, added: "Sergeant Loose is a committed and enthusiastic member of the TA. He combines excellent soldiering skills with enthusiasm and dedication, ensuring that he sets and maintains the highest standards. I am delighted that his service has been commemorated in this way and have no doubt he will continue to make a difference to the Reserve Forces in Yorkshire."



# Final escort for decommissioned HMS Invincible



Under escort from an MDP Portsmouth Marine Unit launch, the aircraft carrier HMS Invincible leaves the south coast Naval Base for her final journey, six years after she was decommissioned.

In the background, HMS Ark Royal is pictured moored at her berth, having been decommissioned earlier in the month, following the Strategic Defence and Security Review decision to withdraw her from active service.

Photo: Mike Walker Pictures