

Talk Through

The Magazine of the
Ministry of Defence Police



Also inside:

- Interview with the Chief
- MDP officers receive Top Honours



Talk Through
150th
EDITION

Issue 150 Spring 2012

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TalkThrough clocks up 150th issue!

By Editor
Norman Hicks

■ *When the then CCMDP Jack Aspinall welcomed readers to the first edition of TalkThrough, in the autumn of 1986, he said it had been created to enable a widely dispersed Force to keep up to date with matters of general interest.*

Back then it was a tabloid-shaped newspaper, rather than the colour magazine we know today, but its four pages were crammed with topical stories, official commentaries and snippets of general news in much the same way that its modern offspring is now.

Interestingly, for those who have followed the recent debate about the future of the Force and, in particular, its investigative capability, the main story on the front page of the first edition was headlined 'Government Support for CID', detailing the response of the government of the day to a suggestion in the Broadbent Review Committee's Report that CID should be scaled down.

The 2nd PUS at that time, John Billeloch, wrote in this first edition:

"I see this new venture as a further example of the ever increasing professionalism of the Force."

And he congratulated the Chief Constable for his "initiative in introducing a welcome new medium for disseminating information of all types, professional and social, to every member of the Force, no matter in which corner of the United Kingdom he or she may be serving."

At the time of the launch MDP HQ was still at Empress State



Building in London and its training centre was at Medmenham, in Buckinghamshire.

The first Editor was HQ-based Insp Hazel Higham, with an Assistant Editor in Sgt Ian Griggs, of Waltham Abbey and six 'area representatives' covering each of four Divisions, the Police Training School and CID.

make a series of arrests of intruders' attending the event!

Credit for dreaming up the name **TalkThrough** was given to Constable Glenn Smart, of Quedgeley, who explained that the phrase meant 'instant communication'.

He was declared by Mr Aspinall to be the winner from among 22 entrants of a competition to find a name for the new venture, which had produced 46 suggestions.

The switch to A4 magazine format came in the early 1990s with the appointment of the first civilian Editor Gaye Jones, who also introduced full colour to **TalkThrough's** pages.



One sign that little has changed in the intervening years was a story regarding 'an international peace march in the Faslane area.' What made this particular march unusual was the fact that 'six MOD Police officers, under the command of Chief Supt Archie McMillan . . . were winched down from a helicopter to

By then the Force had moved out of London and was based at the former American air base at Wethersfield, Essex, combining its Headquarters and Training School elements at one location for the first time.

The magazine continued to reflect a diverse Force and one that took pride in being 'different'.

CONTINUED . . .

TalkThrough

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

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



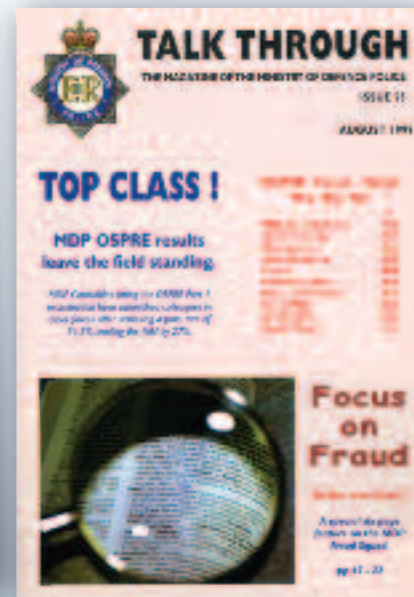
TalkThrough clocks up 150th issue!



Issue 95, published in August 1999, reported that 'MDP Constables sitting the OSPRE Part 1 examination have astonished colleagues in other forces after achieving a pass rate of 74.2 per cent, leading the field by 27 per cent.'

That edition marked Gaye Jones' swansong as Editor, her role being taken over by my predecessor Doreen Porter, former Editor of Defence Focus, who stayed until 2001, having also stamped her mark on the MDP magazine, enhancing its production values and laying the foundations for the highly-regarded publication we have today.

Throughout the past 26 years one theme has remained constant in the



production of **TalkThrough** – the quality of its contributors, with officers' input to each of the 150 issues to date forming the backbone of what has become a fine shop window for all that is excellent about the MOD Police organisation.

As to the magazine's future, like much that surrounds the Force at present, there is an air of uncertainty about it. With the MOD bearing down on all its overheads, including print costs, one possible future for **TalkThrough**, once all MDP staff members have been given access to DII, is for the magazine to take on a digital mantle.

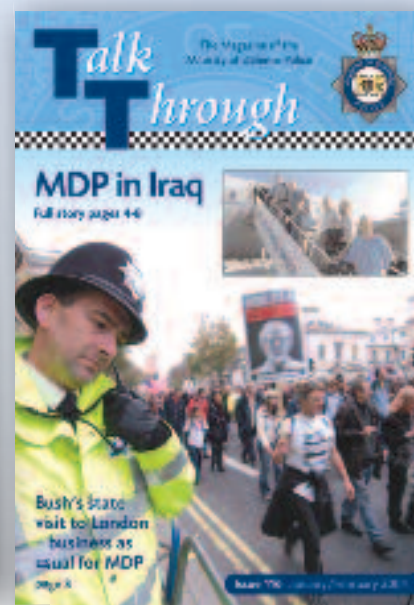
In the meantime, it will remain a key communications tool for the



Force and will continue to reflect the excellent work being done by officers, day in and day out, all around the UK and overseas.

Another mantra throughout the history of the MDP, as reflected in the pages of **TalkThrough**, has been the desire of successive Chief Constables for the Force to be seen as being 'fit for purpose'.

TalkThrough has certainly proved itself to be just that since those pioneering editions of the 1980s and, as you read this special issue, I hope you will agree that it once again shows that the Force that likes to be different is still as professional as it ever was.



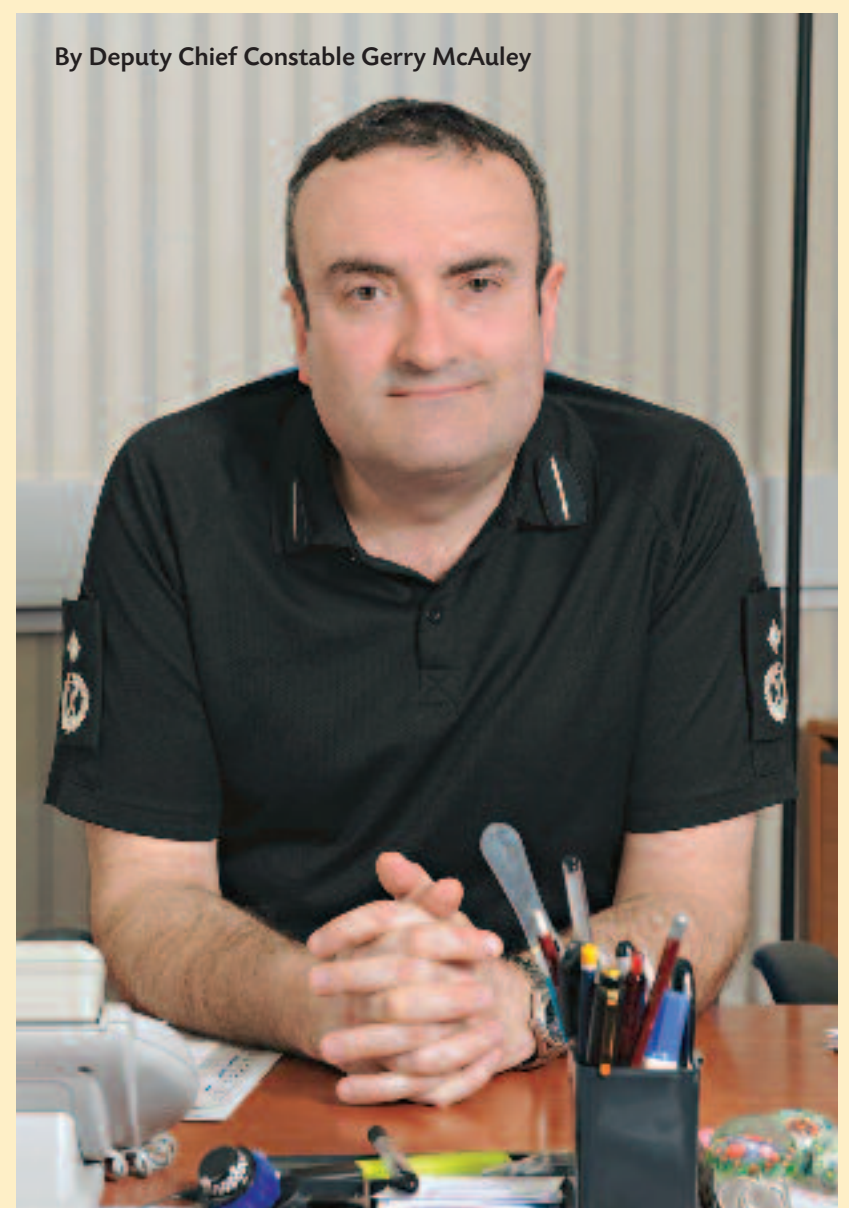
150th EDITION **TalkThrough Reflections**

“The name ‘TalkThrough’ was an inspired choice and the brainchild of one of our own officers.

It's difficult to imagine now, with advanced Airwave communications able to offer direct, secure comms from one end of the country to another, that life used to be rather more hit and miss. Often the permission to 'talk through' to a colleague was met with silence or static on the other end and comms was often seen more as an art than a science.

But from the beginning, the MDP newspaper was a very effective way for a diverse, pre-intranet, national police force to talk to its members and friends. Over the years the newspaper changed its focus and its format, surviving several challenges along the way but emerging stronger and more relevant to its readership whether serving, retired or simply the curious online reader.

A previous editor used to joke about the need to move away from the 'big fish' stories towards a more comprehensive reflection of what the MDP is about. We only need to look at the last edition to see how successful that has been. MDP stories about Royal Wootton Bassett, the London riots, Afghanistan and much more give the reader an insight into the 21st Century MDP.



By Deputy Chief Constable Gerry McAuley

But the current Force owes a great debt to those who went before and **TalkThrough** gives us a wonderful archive of the MDP journey, reminding us of all who have contributed towards that journey and, especially at this landmark time for TT, those who

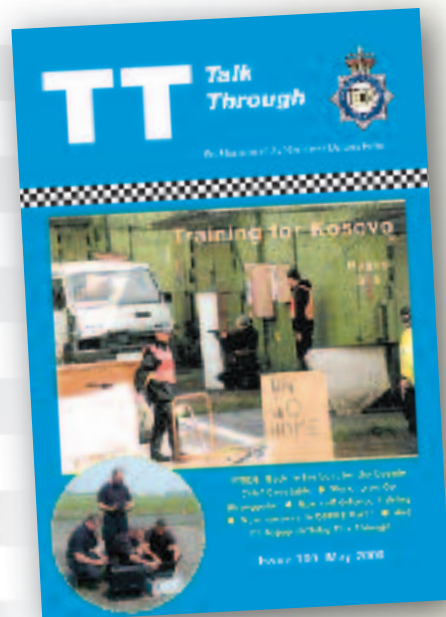
had the vision to establish and maintain a publication which rests very close to the heart of MDP.

I wish the Editor, compilers, contributors and readers of **TalkThrough** every success for the future.

Where are they now?

By Judith Slater

■ Looking back at Edition 100 of TalkThrough, May 2000, there are many recognisable faces of officers still in the MDP.



But, what has happened to them over the last twelve years? Has it been a stimulating and rewarding time, has it been a time of promotions, of challenges, and perhaps hardships too? Where are they now?

To find out, I randomly selected three officers whose images appeared.

I found PC David Retallack pictured with DCC Comben on Page 10 doing a spot of job shadowing 'In the Hot Seat'. Further on, a group photograph entitled 'Another First for PTC' with PC Debbie Poole, Welford. Debbie also appeared on the back cover as a contestant in the Millennium Road Race at Wethersfield. Last but not least, **Sergt John Brizzolara** is seen pulling a ram along a road; the article is called 'Stop Bleating, Ewe've Been Nicked!'.

Sergt David Retallack

PC David Retallack is now a Sergeant. He joined in 1998, spent ten years at Aldermaston, then two years at Burghfield, followed by six months in Afghanistan and he's been at DSTL Fort Halstead (South East Division) for just over a year.

David was more than happy to answer a few questions put to him; here is what he has to say:

Tell us about your day's work experience with the Deputy, Mr. Comben back in 2000.



I had been in the MDP for just under two years when I did a 'job share' with DCC Tony Comben. Late in 1999 I, and other officers I'd joined up with, attended Wethersfield as part of our probationary period. DCC Comben mentioned he hadn't been to Aldermaston much and my colleagues said they felt AWE was isolated from the rest of MDP.

I recalled seeing a TV programme about bosses returning to the shop floor and so I suggested he come for a day, as a Constable, to see what it was really like.

DCC Comben thought about it for only a minute and then said: "Alright, I'll do it! Then, you can come back to Wethersfield and work with me for a day." This response hadn't figured in my plan! True to his word, he came to Aldermaston in April 2000.

As I'd already briefed him, he arrived with field clothing and his own sandwiches, as there was no canteen. He changed his clothes in the SPO's office, was fitted with a respirator and given a rifle, without ammunition. He stood on every gate inside the security area and talked to all the officers on shift. It poured with rain but, without complaining, he carried on walking from one police post to the next.

He said he'd noticed similar qualities in our officers to those he'd worked with in the Met; being able to get people

to cooperate, all in a friendly way. Mr. Comben learned about the shortcomings of our uniform and about our routine role. The officers were impressed that he'd even turned up at all.

A month later, it was my turn. I arrived at the Deputy's office promptly early in the morning. From the start, it was non-stop with people entering his office within strict pre-appointed times. Each in turn briefed the Deputy on what had happened within the MOD Estate in the previous twenty four hours.

Everything from thefts, disciplines, internet and news articles. He'd fire back questions and instructions, such as: "What's this? What's that? Get back to me on this. Let me know what happens." He was good. I got the impression you'd need the facts at your fingertips before entering his door.

Lunch was sandwiches at his desk, and all the while he kept on working. Mr Comben's office walls were hung with all manner of police items from his forty years as an officer. He told me he'd been a beat bobby on night shift when news came out of the Great Train Robbery. Later, as a murder squad detective, he'd travelled abroad to investigate cases involving British citizens. All this was on his office walls. What a career!

I asked him would he have done anything differently, looking back. He answered that he missed his children growing up and, in hindsight, he wouldn't have been so focused on climbing the promotion ladder. Some of his happiest memories were when he'd been a Constable, and then a Sergeant; his day at AWE had reminded him of that time. I thought that was a very honest answer from him.

I used to get a Christmas card from him every year and I too kept in touch with him. He was a wise man and someone I'm pleased I got to know.

How would you describe your service with MDP to a new recruit?

I wouldn't say I can give advice. But I would suggest to anyone making changes in their lives, to do your research first. Find out what is expected of you. This also applies to going for a new posting.

Also, make sure you belong to the Police Federation and, thirdly, don't be afraid to stand up if you feel you have been treated unjustly. Our MDP grievance system does work. I gained a BSc Honours degree through the Open University which was largely funded by the MDP and I would recommend additional courses to those entering the MDP. For new recruits, don't be too focused on promotion for a while. Take your time to settle into your new life as a police officer and enjoy it. Don't confuse rank with success.



Sergt Retallack has seen many changes

What have been the highlights of your career to date?

I was trained as a Chemical, Biological, Radiological and Nuclear (CBRN) Instructor at the military DBRN School at Winterbourne Gunner and really enjoyed the course. I also underwent specialist courses at AWE. We set up the first CBRN department in the MDP. Sadly, due to lack of finance, this came to nothing. We ended up just routinely testing respirators; a shame, as the CBRN role could have been so much more.

After AWE, I got a posting to DSTL at Fort Halstead. Originally built in the 1860s to withstand an invasion by Napoleon's forces, the earth works and ditch can still be seen. The current establishment has been consistently used for government service ever since. It was used during World War Two for weapons

and explosives design, such as the famous 25-pounder field gun, Wombat anti tank gun, the ADEN 30mm gun and a whole range of anti-missile aircraft guns. Captured German V1 and V2 missiles were skilfully evaluated on site.

During the Cold War, periods of Irish Republican terrorism and the Gulf Wars the remains of vehicles and objects involved in terrorist bombings were brought here for forensic evaluation. The forensic teams at Fort Halstead are some of the world's leaders in this field, countering the threats both at home and abroad through understanding current terrorist methods.

It was a centre, under Dr William Penney, for the development of Britain's first atomic bomb. Later, the evaluation of a generation of guided weapons, optical sights for guns and missiles, mines and demolition equipment and many other items specific to the MOD were carried out.

MDP took over from the Army Department Constabulary over forty years ago and developed a vital link with Fort Halstead through decades of faithful service and dedication to duty. MDP is on the emergency planning team, working closely with specialist response elements. MDP also assisted DSTL to retain their major Accident Control Regulations accreditation. DSTL for its part has been very committed to the development of MDP at Fort Halstead and has provided a refurbished control room and alarms and accommodation on site for MDP's Divisional Support Group, and DPF Branch Representative.

Getting back to my career, you ask about highlights in my career, I'd say spending six months in Afghanistan was a life-changing experience. I strongly recommend it, or other overseas deployments, to any young police officer.

Is there anyone in the Force who stands out, and for what reason?

There have been so many, and for many different reasons. I remember Jacko, at Aldermaston, the font of all knowledge. There was Adie Butler, who never had a day off sick in fifteen years. There were a number of other characters such as my

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In the hot seat



It was a day of well to well meetings. But that was nothing unusual. PC David Retallack's stint as Deputy Chief Constable of the Ministry of Defence Police ended in 1997 with a posting to the DCC's State Office, Iraq (Iraqi Police). There, in quick succession, three were meetings with

domestic violence. All in all, it was a typical day and not one on the DCC's remit. PC Retallack himself stated that his new post quickly unfurled by an impromptu meeting with the Chief Constable, and undoubtedly contributing to the meetings. "I haven't been included



WHERE ARE THEY NOW?

very good friend Graham Lund, who I joined up with, who I still see because he is a firearms instructor now. Barry Lynch and Paul Gerrard were fantastic in Afghanistan too. Although DCC Tony Comben was very diligent, there have been many, what I'd call 'ordinary', but hard-working, officers who could also be called diligent, but who don't even think of themselves that way.

It was only a few years ago I heard that Divisional Commanders and SPOs can issue Commendations for Good Work; I don't recall seeing anyone receiving one. They're an excellent idea; I believe you get so much more out of individuals by recognition. The presentation of that framed piece of paper by a senior ranking officer, with your name on it, means so much to the recipient. I really don't think we do enough to praise good work.

What have been the successes of the force, in your view?

MDP has been extremely successful in its protection of Defence nuclear assets, overseas deployments and the CNI contracts.

I also believe that with our capabilities we could be doing so much more. With the Home Office police being stretched I wonder if there isn't the possibility of our skills being put to greater use. We were involved in assisting the Home Office police during the unexpected riots in London last year and in the planning for security for the London Olympic Games. With cuts everywhere, I believe the future need for a Force such as the MDP should become even greater, not less.



Inspir Poole... under the spotlight

minimise conflict, not develop officers' confidence and the full support of the new techniques.



There was another example of joint training recently at PTC when Cambridge Police joined MDP for the first Level II Sexual Offences Course. The course was run from 17 to 27 April by Cheryl, Police of Cambridge Police, and Chris Kaine of MDP. The course is designed to give officers adequate training in the recognition and welfare of sexual offence 'survivors' and the recording of their statements. It is now standard practice for trained officers (known as Level 2) to be associated with the survivor for the duration of the case. The Level 2 training focuses expressly on the welfare of the survivor, the subsequent medical examination, the completion of their statement and, finally, the court appearance. Various visiting speakers covered aspects such as offender profiling, offender behaviour, and rape trauma and its effects. A new ethos adopted by forces is that the trained officers involved with the survivor will never be otherwise involved with the case, even in a supporting role — such as assisting in an interview. This will negate the possibility of questions in court about the integrity of any interview, or the investigation being conducted by the knowledge or the involvement of the Level 2. Before this course, MDP officers went to the Metropolitan Police Training Centre at Hendon. It is planned that further such courses will be organized at PTC in the future.

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Inspir Debbie Poole

Next to be contacted was Inspr Debbie Poole, CCR Shift Inspector at Wethersfield. She was asked to explain how she was described in May 2000 as being from both Welford (Page 28 – Another first for PTC) and Aldermaston (Back cover – Road Race 2000 team).

Inspir Poole explained that her parent station then was RAF Welford, and so the photograph of the students undergoing a Level II Sexual Offences Course captioned her as being stationed there. However, at the time of the Road Race, she was on a CID Aide Course at Aldershot and was captioned as being part of the Aldershot team, alongside Trevor White, Ally Wright and Gary Hutchings of Hampshire Police. "This", she laughs, "solves the riddle of why I was described as being based at two stations."

Looking back at those photos, what do you remember most about the course and the race?

Firstly, I recall it was an extremely valuable and worthwhile course; there were some really good people on it. I worked with some of the officers from

time to time during my nine years in CID. It's there where I made good friends with Lyndsey Rutherford who was starting her CID career at the same time as me; we both ended up at the Fraud Squad together.

As for the race, I remember feeling so glad that I'd opted for the three miles rather than the six miles! It was to be my first and last race ever. These events were organised quite regularly by the Athletics Committee, chaired by DCI McComb of CID Aldershot. He's since retired, but I remember how nice he was; he had a good sense of humour, was such an excellent boss to work for and always loyal to his 'troops'. Now, he was an officer to remember.

What have you done in the last 12 years?

Since those photos were taken of me, I joined the Fraud Squad shortly after, in January 2001, where I stayed until January 2009. It was during this time that I went from being a DC to a DI, with a six-month stint as T/DCI.

I learned a heck of a lot in the Fraud Squad; worked on loads of really good jobs and was amongst a team of excellent people. It was a great department at that time, and I'm glad I was part of the team. Even though I went from DC to DI within the same department, I never had any problems with my friends or colleagues. In fact, they really helped me through it.

I just want to give a special mention to three people who I met early on in my CID career. They became good friends of mine and remain part of my life, both in and out of work. DS Nik Darling was my Line Manager for the first three years of my Fraud Squad career, I learned a lot from him; he guided me well, but allowed me to use my own initiative and find my own style. DS Polly McIlwraith, a DC then, has been my 'bezzie mate' and 'Spa' partner ever since. And finally, my dear friend DI Dave Worvell, who I worked with in the Proactive Unit. Tragically, he died in 2008 and is still terribly missed.

Because my goal was promotion to DCI, I knew that I had to temporarily gain more strategic experience within the Agency. And, so it was, I was selected to fill the post of Staff Officer to Mr Chidley, ACC Professional Development. I held this post for two years, first with Mr Chidley and then, because they changed portfolios, with Mr Bligh. Both operated very differently, but I enjoyed working for both.

The role was extremely demanding and intense. It didn't matter how many hours his PA, Jeannette Beswick, and I worked, we'd never get to the end of the pile. I've never shirked working hard, but this was ridiculous at times and a real eye-opener. Due to the majority of work involving HR and Personnel issues, everything had a deadline, so planning our workload was essential.

Yet, it was another exceedingly good learning curve for someone with ambition, wanting to learn more about the Agency. I worked with many more people than previously, including senior

MOD personnel, Heads of Departments, and various others. That said, in those two years, I never went anywhere outside of Wethersfield Headquarters.

Once I completed those years as Staff Officer, I was hoping for a chance to attend a promotion board and return to CID. However, with the cut-backs of PR11, my plans were totally blown away. Instead, I became CCR Shift Inspector (Duty Inspector for CCR and Tactical Firearms Commander) which I've done for the last seventeen months. I never imagined I'd be in these roles.

Initially, such an extreme change of direction forced me to readjust my immediate goals and plans. I'll always face whatever challenge is thrown my way, and I'll do it to the best of my ability. That said, if tomorrow I were to be offered a post back in CID, even in the current situation, I'd probably go for it. My love is still in investigations.

What are the major changes you've seen since the year 2000?

This is a hard one to answer. This is because, up until PR11, there's always been a light, inspiring and positive drive to this Force. It's certainly treated me well, and I've worked hard in return.

Each of the three Chief Constables I've worked for over the years, CC Wally Boreham, CC Lloyd Clarke and CC Steve Love, have each had their own challenges and worked hard to do what's best for the Agency. I started with Mr Boreham who seemed to encourage an improved interoperability with our partners in the wider police community. Then, Mr Clarke focused on us having a more specialised and armed policing role within the MOD Estate. And today, Mr Love is facing the biggest challenge this Agency has faced for many, many years with the severe MOD cut-backs.

I'd say the changes I've seen have mainly been ones of a Force evolving in the midst of extreme financial constraints. CID has also seen changes in terms of the types of jobs undertaken, and the amount of resources available to carry them out. Ten years ago, we'd be involved in quite a range of crimes, including sexual offences. Since then, the emphasis has changed and so have the priorities of the department and the Force, now concentrating on what significantly impacts on Defence capability.

What is your maxim in life?

I've been a loyal member of the Force and have worked hard to do my best. As a manager, I've tried to help people, always praise good work, give encouragement where needed and be as fair as possible. I'd like to think that I'm a 'people person'; I put my team first and my door has always been open. I've learned that as a manager, you're only as good as the people that work with you, you are no better. Never ask anyone to do something you wouldn't do yourself. And finally, respect is important. To gain respect, you have to earn it; it is not some inherited status. You have to work really hard for it.

Over the years I've learned from some tremendous officers. They've all helped me, guided and encouraged me in one way or another. For that, I'm eternally grateful. Being ambitious anyway, I suppose it's been the combination of these two factors which have helped me the most.

Is there anything else you would like to add?

It's with a tinge of sadness that I've applied for the next Voluntary Early Release Scheme. It's not necessarily because I want to leave the Force, but, although I've learnt a great deal in CCR, and I work with fantastic people, the role is simply not for me. I find shift work difficult; it doesn't fit in with family life and it takes a toll on your health. My hat goes off to those who've been doing it for donkey's years. I just don't know how they do it.

Now, with the imminent reductions within MDP in both locations and ranks, the job opportunities for me are going to be few and far between. Currently working five out of eight weekends on shift, it's not something I wish to continue long-term.

So, what will I do? To be truthful, I don't really know. Luckily, I'll do anything, so long as it's legal and it means I keep a roof over my family's head. Those of you who know me will expect to see me trading at a Car Boot, Craft Fair or Market. As Del Boy in 'Only Fools and Horses' would say, "This time next year Rodney...!!"

Anyway, I'm now facing a whole new chapter, a new adventure, and hopefully it'll be a happy one.

CONTINUED...

T/Supt John Brizzolara

Last, but not least by any means, **TalkThrough** spoke to T/Supt John Brizzolara. In **TalkThrough** 100 he was described as a Sergeant and SPO based at Forest Moor. The short article described how he and a fellow officer, PC Dave Smelt, apprehended and detained 'the fleecy intruder.'

Things have certainly looked up since then as John has gone from Sergeant to T/Supt within these last 12 years. He is now based at RAF Menwith Hill, from where we interviewed him by phone.

Why did you, a farmer, change careers to become a police officer?

Firstly, it's true – I was a farmer on leaving school at sixteen and developed what was a hobby and interest in rearing a few chickens into a full-time poultry farm, registering as a UK egg production unit based in North Yorkshire. A 'mini' enterprise perhaps but it was nurtured from relatively little and ultimately I was responsible for the production, packaging and sale of 2000 dozen eggs per week.

In the early stages, I had to work hard to develop markets in Leeds and Harrogate, some through door-to-door sales. Butchers' shops, greengrocers and bakeries also featured in my customer base. Persistence, and a belief in what I was doing, helped to ensure business

growth. I learned from a very early stage that customer service was one of the true keys to success.

In time, I could not keep up with demand. I needed to expand which would mean larger production units and greater financial investment. Let alone the expense. The problem was that Ministry of Agriculture, Foods and Fisheries (MAFF) regulations prevented me from putting up new buildings where I wanted to. At eighteen I faced a difficult crossroads – I could borrow huge sums of money and be in debt for an exceptionally long period of time, sell up and move to another location, or do something totally different, and maybe return to farming at a later date.

Another good lesson learned: things are never simple and sometimes hard, pragmatic decisions have to be made regardless of the challenges that lie ahead.

Whilst considering my options I noted the recruitment advert in the Daily Telegraph for Ministry of Defence Police officers. Up until that point, I had little interest in policing. Nonetheless, and for whatever reason, I applied and at nineteen years of age was recruited to what was then USAS Menwith Hill in May 1984. Some twenty eight years later, having served at numerous locations north and south of the border, I find myself back at RAF Menwith Hill and really enjoying being a Senior Police Officer.

How did your career take off?

I believe all police careers take off from 'Day One' – I say that because regardless of rank. I believe that there are opportunities for a rewarding career for every officer. Looking back, I was really fortunate from an early stage to enjoy a variety of detachments and postings, exposing me to a wealth of differing experiences that I have carried forward to my present role.

Within the rank of Sergeant, I was located at HMNB Rosyth before moving on to Deputy SPO at RD/RLC Stirling, a spell at RAF Fylingdales and of course Sergeant SPO HMS Forest Moor before encountering Catterick Garrison in my capacity as Area Police Team Leader, and later acting APT Commander, Dishforth/Catterick.

After what I consider to have been a pretty comprehensive apprenticeship, I finally achieved promotion to Inspector and returned to RAF Menwith Hill in November 2002 as a Shift Commander. This was a massive motivational springboard as I never expected to be promoted out of the rank of Sergeant.

In hindsight, my somewhat brutal outspokenness may not have assisted any accelerated progression. What is true is I have remained fully committed and loyal to the Service despite perhaps being a little misunderstood. The years spent in those junior ranks allowed me time to reflect, mature, learn to deliver in a more palatable fashion and see things from a wider perspective. I've a broad portfolio, particularly as not all things have always gone to plan, and been at the wrong side of a number of incidents that quite frankly could be described as disasters. However, on a positive note, that's where the real learning is and I'd rather have those 'hairy' experiences in my 'tool kit' than not.

I transferred to OSU North in the Summer of 2005 as a Serial Commander and before I knew it was promoted to Chief Inspector (back of the net!) and transferred to HMNB Clyde in February 2006, once again as a Shift Commander. Returning to Scotland firmly reminded me of my time spent at Rosyth Dockyard, particularly as I was supported by a hugely professional and generous team. Faslane 365 brought out the best in us and the organisation can be proud of the



T/Supt Brizzolara, currently serving at Menwith Hill

way numerous lock-on incidents and serious incursions were managed.

Notwithstanding the affinity I felt towards Clyde and her complement I seized an opportunity and returned to RAF Menwith Hill in May 2008 as Deputy Senior Police Officer. An unexpected yet fortunate twist in fate meant a temporary promotion to Superintendent on 19 July 2010 following T/Ch/Superintendent Roger Phillips' 'temporary' move to NE Division HQ York as Divisional Commander.

What value do you think our MOD customers place on the service provided by MDP?

I've been fortunate to work with the Royal Navy, Army, RAF and USVFs and sincerely believe all those departments have, over the years, relied heavily upon our expertise, professionalism and commitment to task.

As an organisation, we have a broad spectrum of capability coupled with an ability to mobilise and respond at short notice. The units we're required to police and protect are done so by highly motivated and professional teams who have adapted to change fully delivering, and often surpassing, customer needs and expectations.

But, it's not just the Armed Services customer base in question – overseas deployments in particular, response to the London riots and recently the overnight support we provided to the Border Agency are only a few pertinent, and recent, examples of our flexibility and resilience. We have a diverse background and high levels of experience in many fields of operations.

I am firmly of the opinion that our consistent and continual capacity to respond earn us huge amounts of organisational respect; so much so that our contribution proves invaluable to the wider defensive and public service mission.

What has MDP done for you and what have you done for MDP?

I have enjoyed a really privileged career that I'd be reluctant to exchange with anyone. I've been exposed to a variety of environments that have required different styles and tones of management and approach. The training and mentoring I have received over the years has been second-to-none and I am confident in my ability and am happy to compete. Always blessed with strong teams, I've met and worked with some really motivated and talented people.

Today's policing standards are ethically sound and provide a moral code of conduct from which to operate and abide by. In other words, the MDP has been a major and positive influence, let alone a fantastic and enduring opportunity.

Although committed, my career progression has demanded sacrifice and domestic upheaval on numerous occasions. Operating many miles away from home for long periods is not conducive to a settled social and family life. On balance, it's been worth it and my intention will be to continue to contribute wherever I'm required to do so.

Where do you think you will be in the next 5 or 10 years?

Clearly we are in an unsettled phase. There's enormous pressure on all members of the organisation to remain focused through these uncertain times.

That said, I am certain there will be a future and we are already beginning to see the faint impression of a new footprint we can begin to forge into some permanence. Change will inevitably be at the forefront. I expect that the break from MGS, the decrease in Force complement, through the VERS programme, and talk of a potential merger with CNC are all issues that will need managing. All the while, maintaining existing business and customer service.

Given our remarkable track record of turning 'challenge into opportunity', I remain confident that we will succeed and move into a new era of Ministry of Defence Policing.

Personally, I feel I still have some way to go and will be in it for the long haul. I couldn't say where I may be in the next 5 or 10 years but I'm sure I'll still be wearing the uniform and making the very best of whatever posting I've been seconded to.

On a final note, 'what if' there will be no future Ministry of Defence Police and 'what if' we are all made compulsorily redundant? Well, I guess there may still be room in the market for the sale of a few dozen more eggs!



NEWS IN BRIEF

VIP Guard of Honour at MOD Main Building

MOD Police officers provided extra security in February at MOD Main Building when the Prime Minister of Tonga paid an official visit.

T/Ch Insp Andy Wagon told TalkThrough:

"Main Building regularly receives VIP visitors and certain visits are accorded 'protocol' status. Not only is there an impressive welcome as they ascend the stairs of MOD Main, but it means the visitors can make a quick entrance, without having to sign in.

"MDP's role is to place an armed patrol to maintain the security of the building during this process. This can happen several times a week, often at short notice."

He continued: "For certain VIP's, a Guard of Honour will also be mounted. For this a dozen or so troopers from the cavalry at Horse Guards will line the steps



Photo by Harland Quarrington DMC Defence PR (Imagery)

with drawn swords. MDP officers are always there, in the background."

The photograph shows Nick Harvey MP, Minister of the Armed Forces, talking to one of the Guards shortly before the guest's arrival.

First MDP 'Puppy Walker' to qualify as ACPO Licensed Dog Handler

PC Mel Yates initially volunteered as a puppy walker in September 2010 when she took on a 10-week-old Malinois Belgian Shepherd puppy, Rora – from 'Aurora' in Greek mythology.

Rora was one of a litter of pups selectively bred by the MDP Dog Section. Little did Mel realise then the affect this puppy would have on her, leading her to a totally new career.

Says Mel, "Within a couple of months, Rora had grown out of being a cute puppy into a strong-minded, for-ever-chewing, monster. She helped me to redesign my garden from a country landscape to a Malinois idea of perfection, a moonscape! But I just knew that I wanted to join the MDP's Dog Section with Rora as my dog.

"So it was, with thanks to Insp Bruce McMurchy for giving me the opportunity and to PS Andy Gaunt and PC Kev Benton, our instructors and mentors, that Rora and I passed an ACPO General Purpose Police Dog Course last December."



Photo by PC Kev Benton, NE Div Dog Instructor

This is a tough twelve weeks' course which includes in its curriculum all licensing standards in tracking, property search, open area and building search and all aspects of criminal work.

PC Yates and Rora have now joined the ranks of MDP's first-rate Dog Section at CNI Easington, within the North East Division.

The Force has not stood still...

Interview by Norman Hicks, Editor TalkThrough

Photograph by Paul Kemp



■ Much has changed over the years since TalkThrough first appeared on the scene in the autumn of 1986.

Two Gulf Wars, the continuing fight against international terrorism in the wake of the 9/11 attacks of 2001 and the huge changes in communications technology as the world wide web and social networking have overtaken more traditional ways of keeping in touch, have all had a major impact on how the MOD Police conducts its business.

We caught up with Chief Constable Steve Love and asked him for his take on the Force magazine and how he sees the future.

Q This is the 150th edition of TalkThrough, which was launched in September 1986 by your predecessor Jack Aspinall, as a means of keeping in touch with a widely dispersed Force. Is there anything you would like to say about the role TalkThrough has played within the Force over the past 26 years and, in particular, during your time as Chief?

A I meet Jack every year at the Retired Officers' Association and TalkThrough is just one of the many reforms and initiatives which he brought to the Force. The Force has a unique geography, distributed throughout the United Kingdom, which poses communication challenges quite unlike those in any other Police Force.

This means we have to work extra hard at keeping people informed about what is going on in all the other parts of the Force. Flicking back through past editions of TalkThrough, both under my chiefship and before, you can see the whole record of the Force laid out – everything that we do now and perhaps take for granted was once a bold new departure and it is fascinating to see them launched and communicated.

I introduced some new bits to TalkThrough, particularly the thank you letters and the "in the media" sections, the CID cases and investigations and the focus on the Force's match fitness. But the Editor has a free run at what to cover

and how and I enjoy not getting to see it until it is published.

Q The past two years have been focused on balancing the MOD's and our own budgets and there has been a sense that the Force has had to mark time during this period. Would you agree with that assessment?

A Yes and No. We have had to mark time, on restructuring the Force and moving to our new footprint. This has been entirely for reasons outside the control of the MDP and I have been as frustrated as anybody at the effort that has gone into just standing still. But we have not stood still on our operational capabilities and match fitness. Every time I go out on the road, I see continuing improvements in operational capability, focus on the task, and the tactical doctrine behind it and it is hugely impressive. I will be back out on the road again this spring and summer and I am sure I will see more of the same.

Q The Force's 40th anniversary year has been memorable for a number of reasons other than coping with budget cuts and the numerous work strands that came out of the SDSR. The surge in support of the Libya air operations, demonstrations in London, the summer riots and our role in the UK Borders Agency emergency have all tested the Force in the past 12 months, with the summer 2012 Olympics yet to come. How do you think the Force coped with these extra tasks and are you confident it could do so again once the new footprint has been established?

A You are right, 2011 was a pretty good year for testing the Force's ability to rise to operational challenges above and beyond our normal roles. I think it must be the first time individual members of the Force have received thank you letters from the Home Secretary, as they did after the UKBA operation, so that was rather nice and something for us all to be proud of – certainly I am. As for the Olympics – let's wait and see. We are as ready as we can be. In longer term, there is no doubt that we will be a smaller Force but I do not see that we will ever become one that does not rise to emergencies when they happen.

Q The proposed merger with CNC has been put on a back burner for the time being. Do you feel that there is scope for future interoperability between the two organisations and maybe a sharing of back office support services in the same way that many Home Department Forces are doing now?

A I would like to continue to build inter-operability, in the sense of both Forces being able to reinforce each other in a serious national emergency and to have planned and exercised in order to be able to do so. I do not see very much scope for the sharing of back office functions however, because in fact we already draw the great majority of our back office functions (e.g. HR, finance, payroll etc) from the MOD's shared central services such as Defence Business Service and Defence Infrastructure Organisation. So it is really on the operational and match fitness front that we will be focussing.

Q Is a clear picture emerging of what the Force will look like and how it will function in the future in your view?

A Yes. Not yet down to exactly who will be doing what, where, but we now know a lot more than we did even one TalkThrough edition ago. We have our future role clearly set out in a new draft Statement of Requirement, which I have published. We know our future size and our anticipated station footprint, again now published or briefed out to station level. We know the timescale for getting there, also published. And we know who will be the in command teams to get us there, also published. It's good to be making some progress now. It has been a long wait, even if we've never stood still.

New MDP Performance Regulations 2012

...coming your way soon

Chief Supt Dave Long, left, Head of Agency Business Services and Chief Insp Martin Johnston, Head of the Professional Standards Department, study the new Performance and Attendance Regulations



Photograph by Paul Kemp

■ Just over two years ago, the MDP introduced new Conduct Regulations. Now, following on the heels of these are the new Performance and Attendance Regulations (or unsatisfactory performance procedures – UPP for short), which are due to be introduced in April 2012.

TalkThrough spoke to Chief Inspector Martin Johnston, Professional Standards Department, about the background to the UPP and how they will impact on the Force.

The story so far...

Quite frankly, it has not been an easy path to follow. In 2008, when the then Hd PSD said, "We need performance regulations in the Force!" he never quite envisaged what was required.

Readers may wonder why it has taken so long to introduce UPP when other

forces in England and Wales started using theirs in 2008. Well, it has taken three years of slow but continuous development to get this far, as the complexity of the task and the effort required to move it forward has been substantial. Along the way many difficulties were encountered, none more so than finding suitable primary legislation, needed to amend the MDP Act. Dealing with DCP, the MOD Legal Services, Policy branches, DPF, MOD Police Committee, Bill Teams and Ministers all took time and involved extensive consultation.

Background

So why was it necessary to have UPP in the first place when we have existing MOD restoring efficiency procedures in place? Quite simply, we recognised at an early stage that MDP officers would benefit from mirroring other forces and having both sets of regulations, as they are intended to complement each other, with the ability to transfer across as the case may be. While other police forces in England and Wales introduced both Performance and Conduct Regulations at the same time within the scope of Home Office Police Regulations, MDP's stance was somewhat different. We were unable to achieve a combined approach because our MDP Act did not legislate for 'performance', just conduct.

Unfortunately, these constraints meant that the Force was left with a

hybrid situation of statutory conduct regulations and MOD restoring efficiency procedures for dealing with poor performance – not an ideal position. To resolve this we needed to amend the MDP Act.

Fortunately, we were able to get a clause inserted in the Armed Forces Bill. This received Royal Assent last November and is now the Armed Forces Act 2011, complete with a small, but very significant clause in it – 'MDP efficiency and effectiveness'. This provides us with the power to extend the MDP Act to make regulations for the performance of officers.

At last, the major barrier to UPP had been overcome and all that remained now was to draft the statutory instrument. This latter aspect has been undertaken in partnership with colleagues in MOD Legal Services and was subject to formal consultation with the DPF.

The regulations – what do they involve?

UPP is not radically different from the MOD restoring efficiency procedures as they both follow the same ACAS principles. Therefore, officers will be familiar with many aspects of UPP.

The main difference is that they are stand alone police procedures that will be operated within the Force. UPP will apply to all MDP officers, up to and including Chief Superintendents with the exception of probationers in their first year of service, where different arrangements will apply. Once implemented, MDP officers will no longer use MOD restoring efficiency procedures to deal with underperforming officers and poor attendance.

Line managers will be expected to deal with performance issues informally, but robustly, using the UPP guidance as a framework for action, (PSD is preparing a guidance pack for line managers).

Ideally, and in most cases, as a result of management intervention,

performance or attendance will improve and continue to improve to an acceptable level. Only when informal action has failed, ie where there has been no improvement, insufficient improvement or improvement is not sustained, will the formal UPP commence.

There are potentially three stages to UPP, each of which involves a different meeting composition, appeals process and possible outcomes. The line manager will be involved throughout.

At Stage One an improvement notice is issued to the officer; this increases to a final improvement notice at Stage Two.

At a Stage Three (final) meeting, the panel, which is chaired by an ACC, can ultimately dismiss an officer. The other outcomes available at Stage Three are a reduction in rank, redeployment or extension of a final improvement notice. There is also the option to go straight to Stage Three for cases of gross incompetence.

Although UPP is an MDP process, DBS HR professionals, (formerly PPPA) will still provide generic HR support as required. They will be located in regional hubs and will provide telephone advice to line managers upon request. This may be for instance in relation to ill-health retirement, attendance cut-off dates or simply advice on discounting sickness – this is very similar to what happens now.

Alongside this, PSD Divisional Coordinators and PSD staff will provide specific UPP guidance, assistance and support to officers on the procedural aspects of UPP.

The DPF has been fully consulted on UPP and is supportive of its implementation.

The challenges ahead

Possibly, the most challenging aspect and significant change of UPP is the move away from MOD procedures to one that is based on a statutory footing and which the Force controls entirely. Although line

managers have always been responsible for managing performance, the challenge now is for them to take on and accept a higher level of responsibility and ownership in this area through to a satisfactory conclusion.

The other challenge is to ensure we comply with the regulations at every level to avoid allegations of unfairness etc. We must engender and reinforce the ethos of UPP as being fair, proportionate and open, so that there is full confidence in the system. In the next few months and well into the future we will need to reshape our approach to managing performance and attendance.

Support and assistance from PSD

To support UPP implementation PSD has developed a comprehensive awareness package. This will include:

- The PSD intranet page, which will be updated regularly with news, information, advice and developments
- A programme of Divisional presentations has been delivered to management teams
- All PSD Divisional Coordinators have attended a UPP workshop and they will be responsible for providing local support and assistance
- The issuing of a UPP booklet to all officers
- An NCALT e-learning package for all officers

Finally, if you require any more information or wish to speak to someone about any aspect of PSD please contact: Chief Inspector Martin Johnston, PSD on WFD 4775 or send an email to the PSD mailbox.

Officers commended by Judge in £1.4m five-year theft case

By Steve Partridge

■ *Three Ministry of Defence police officers have been praised and are to receive Judges' commendations for their part in the successful prosecution of an organised crime gang.*

His Honour Judge Price, sitting at Southwark Crown Court, singled out the three detectives after sentencing the gang members for cheque, tax and benefit fraud.

Detectives Jon Shoobridge, Matthew Nobbs and Jay Preston were told by Judge Price:

"You were responsible for identifying the evidential links. You carried out your duties extremely conscientiously and with considerable skill and great tenacity.

"Your approach to presenting the evidence was innovative and managed to bring simplicity to the complexities of the information. This case could not have happened without you. The schedules you prepared were immensely helpful.

"You have worked with enormous tenacity and intelligence and I thank you, very, very much. I am very grateful on behalf of this court for all you have done. It is not only an emphatic thank you it is a genuine thank you."

His comments were made at the end of a five-year investigation which

saw the MDP teaming up with investigators from Her Majesty's Revenue and Customs and the Department for Work and Pensions.

Senior investigator, Det Sgt Graeme Chapman, said: "The investigation initially began by looking into allegations of the theft of cheques whilst they were believed to be passing through the military mail system. But it soon became more wide ranging and the nature of the frauds this gang committed meant that a unique response was required.

"We believe this is the first time that three separate investigations have been brought together as one prosecution and it is a tribute to the inquiry teams, the Crown Prosecution Service and counsel that it has proved to be so successful.

"This was a long and complex investigation which involved preparing 5,000 exhibits, analysing more than 100 fingerprints, 800 bank accounts and preparing more than 25,000 pages of evidence.

"The conviction of this gang should act as a warning to others that the UK's law enforcement agencies will use all methods at their disposal to root out corrupt practices and bring those responsible to justice."

Chibuikem Uzoma-Ubani, aged 29, of, Romford, in Essex, and Leonard Nwannenah, aged 33, of Dagenham, in Essex, both admitted conspiracy to obtain money transfers by deception; fraudulently obtaining

tax credits; conspiracy to commit fraud by false representation and money laundering.

They were both given six years for each count of conspiracy and money laundering and four years for the tax credit fraud.

The Judge ordered the sentences to run concurrently but they are believed to be the longest combined sentences, at 22 years each for Ubani and Nwannenah, to be handed down to offenders in the history of MDP investigations.

Two further offenders were also sentenced at the same time:

A 25-year-old woman from Dagenham, in Essex, admitted converting criminal property – a money laundering offence – and was given a three months prison sentence suspended for 12 months along with a one month curfew between 11pm and 6am.

A 27 year-old man, also from Dagenham, admitted one count of money laundering and was given an 18 month conditional discharge after it was recognised he had already spent 280 days with his freedom restricted due to a tagging device.

Another woman, aged 23, from Dagenham, has admitted money laundering and is currently awaiting sentence.

The MDP will now be seeking to recover assets from the offenders who admitted attempting to steal almost £1.4 million.

MDP investigation leads to diver's conviction for theft from war grave

Photo courtesy of Simphon Postcards



HMS Duke of Albany sank on 26 August 1916 after being torpedoed by a German submarine as it sailed, along with the HMS Duke of Clarence, to take up a patrol position in the North Sea.

Depth charges on board the vessel exploded as it sank and 24 sailors, including the Commanding Officer, were killed.

HMS Duke of Albany was designated as a 'protected place' by the Secretary of State for Defence under the terms of the Protection of Military Remains Act 1986. This Act makes it a criminal offence to remove or tamper with any item that is part of a wreck designated under the Act without a government licence.

MDP detectives at HM Naval Base Clyde began their inquiry after receiving a complaint from Navy Command. This followed a referral by the Maritime and

Coastguard Agency that a group of divers had illegally removed artefacts from the wreck of the HMS Duke of Albany, effectively a war grave.

Det Sgt Peter Cassidy, leading the investigation, said: "Although we had possession of the items believed to have been removed from the wreck we still had to conclusively tie them in to HMS Duke of Albany.

"We spoke to a number of maritime and naval experts and were also greatly assisted by members of the diving community who had legitimately visited the wreck. Largely due to their testimony, the offender subsequently admitted the theft when he went before Kirkwall Sheriff Court at the end of October 2011."

The man was fined £1,400 and the porthole and metal plate will now be handed over to the National Museum of the Royal Navy in Portsmouth.

Detective Chief Superintendent Stuart Mace, Head of the MDP CID, said: "We act as the gatekeeper force for the investigation of offences under the Protection of Military Remains Act.

"Working with the Ministry of Defence, the Maritime and Coastguard Agency and national heritage bodies we aim to stop the illegal plundering of military wrecks in waters around the United Kingdom and prevent the disturbance of war graves."

There are currently sixty seven wrecks with this protection in UK or international waters. Other historically significant wrecks in UK waters are given similar protection under the Protection of Wrecks Act 1973.

'Lost' RAF memorial chain recovered



This silver chain was created in 1941 by members of RAF 255 Squadron and each time one of the squadron's pilots shot down a German aircraft, a chamber pot (or 'Jerry') shaped link was added to it.

By the end of the war there were 52 links on the chain, representing 52 'kills', but at some time after 1946 the chain was either lost or stolen, only surfacing recently in an antiques shop in Norwich, the dealer having bought it legitimately for £200 – its silver scrap value.

The Squadron has long since been disbanded, but there is a 255 Squadron Association, which values the chain at £50,000, reflecting its unique provenance and poignant part in the history of the RAF.

The chain has been handed over to MDP and will be formally returned to the 255 Squadron Association later this year for eventual display in an RAF museum.



By Judith Slater

MDP Officers receive New Year's Honours

■ *Two MOD Police officers were recognised in the 2012 New Year's Honours awards.*

DCPO at RAF Lyneham, PC Laurence 'Jarra' Brown, was awarded the MBE and recently retired South East Divisional Commander Wendy Benson, received the Queen's Police Medal.

After attending the investiture at Buckingham Palace, conducted by Her Majesty the Queen, Wendy told *TalkThrough*:

"The morning of the investiture, I went through the whole gamut of emotions. I was elated, anxious, nervous and overwhelmingly proud.

"As I stood in front of Her Majesty, I could actually feel my heart beating in my rib cage. To be wearing my MDP uniform for the last time and on such an occasion. I felt immensely privileged and proud to have been part of the MDP. This QPM is for my partner, my family and everyone who touched my life in the MDP."



Wendy Benson – who proved herself to be an exceptional police officer during her distinguished career – joined the MOD Police in 1986, having already served in the Royal Navy and then the Metropolitan Police.

She rose to the rank of Chief Superintendent and was appointed Divisional Commander for London and the South East of England, where her leadership qualities shone through in her management of 485 police officers and staff at 30 police stations. In 2009, Wendy was especially selected to stand in at

Headquarters as Acting Assistant Chief Constable.

The MDP being a largely male police Force, Wendy saw the need to create a group to not only look after the interests of the minority in the Force but which would contribute to women's recruitment, progression and retention. And so she helped create the Agency's first minority support group, The Women's Staff Association (WSA). This has been a success and has a committed and active membership forging links with management.

But, being Wendy, it did not stop there. She then went on to support similar minority networks for ethnic minority, lesbian, gay and bi-sexual officers and those with disabilities. She mentored and encouraged the leaders of those groups.

Furthermore, in 2006, she won the extraordinary distinction of being the first ever winner of the Civil Service-wide Diversity Award for Leadership. One direct follow-up to all of this is the WSA and more junior female colleagues have been

recognised for what they do, most recently by the British Association of Women Police and the International Association of Women Police.

When *TalkThrough* interviewed Wendy in 2004, she said: "If I can do it – anyone can. It's a challenging career and, if you work hard and give one hundred percent commitment and effort, you can do anything you like. Your destiny is in your own hands."

PC Jarra Brown MBE

PC Laurence 'Jarra' Brown was awarded the MBE in recognition of the work he and MDP colleagues have done for the families of Service personnel who gave their lives in the service of their country and, in particular, for his role in co-ordinating the repatriation parades through the centre of Royal Wootton Bassett.



PC Brown said that he remembers every single cortege – 345 over five years and on 168 occasions – escorting them through the town, his presence ensuring that the journeys passed smoothly en route to the John Radcliffe Hospital in Oxford.

'They are all equally important and poignant in my memory,' he said.

"It's the most humbling policing job. It caught the attention and imagination of the whole country and further afield, but anyone showing respect is a good thing. The families of these men and women take great comfort from the people of the town who pay their respects."

Chief Constable, Steve Love, told *TalkThrough*:

"PC Brown's recognition in the New Year's Honours List is richly deserved. He has been entirely focused on enhancing the quality of life of the people in his community and represents many of the fine qualities we expect of our police officers. He has been a credit to the Force."

PC Brown has now retired from the MDP.

Long Service and Afghan medals for Chris



PC Chris Fisher received his Long Service and Good Conduct Medal and Afghan Medal for service with Op Herrick from Chief Constable Steve Love in January.

PC Fisher joined MDP in June 1991 at HM Naval Base Portsmouth. He told *TalkThrough*: "Portsmouth certainly lived up to my expectations. It gave me a wide experience of the job and, being one of the larger stations, we were occasionally required to go on detached duty to help out elsewhere.

"It was whilst at Portsmouth that I discovered my interest in firearms training, eventually becoming a station trainer.

This led me to transfer to the Firearms Training Centre at Headquarters, Wethersfield, eight years ago," he said.

Overseas deployments

PC Fisher added: "I've been fortunate to be selected for overseas deployments on three occasions. I was among the first to be deployed to Kosovo in 2000. This was a terrific experience as we were in an executive policing role, working and living amongst the community immediately post-conflict. It was very demanding to say the least.

"I was deployed to Iraq in 2005. My role was as a trainer and mentor at training centres near Basra, with the secondary duty of advising the FCO and ACPO on the carriage and training of firearms for UK Police deployed there.

"Most recently, I was sent to Afghanistan, again in a training and mentoring role. I was based at the Regional Training Centre, near Lashkar Gah. The summer heat was undoubtedly the harshest conditions I've ever experienced, with temperatures in the high fifties most days.

"This was a joint effort with members from The Danish Police, Royal Military Police and MDP. We were supported very well by the British Army, initially II Royal Gurkha Rifles and then the Princess of Wales Royal Regiment with elements of other units including United States Forces. It was all made worth while by the camaraderie of the team."



DCPO of the Year Graham Colwill of Bulford

Getting into the heart of the community...

Photographs by
Paul Kemp

■ *DCPO of the Year for 2011 PC Graham Colwill has made a real impact on the community at Bulford since taking up his post in February 2009.*

The garrison has been through a significant rebuilding programme, both inside the camp and out in the

Service Family Accommodation (SFA), which caused disruption to the community at the same time as it was coping with the sacrifice of deployment to theatre in Afghanistan.

PC Colwill made himself accessible throughout this time, attending all pre-deployment briefings and being a regular

attendee at the weekly 'families club' and other functions.

Graham worked hard to bring to justice those responsible for a string of burglaries on an SFA estate due for demolition and also tracked down and arrested a suspect following the theft of £190,000 worth of plant equipment from the construction site.

Soon after taking up his post he became a governor at the local school, Kiwi Primary, which is located in the heart of the garrison and he has since drafted in support from other members of the Service community onto the governing body. In the words of head teacher Susan Raeburn:

"I feel very strongly that this community would be a much poorer place without his dedication and commitment to his work."

Graham has been very focused during his time at Bulford on supporting his local regiment 4th Battalion The Rifles, especially during the past two years when it has been deployed to Afghanistan for 11 months in total.

More recently, since the arrival from Pirbright, Surrey of the 1st Royal Anglian Regiment – 'The Vikings' – Graham has been working to help the regiment settle in, alongside the Wiltshire Police Neighbourhood Policing Team.

"The Vikings are due off on deployment shortly and I will be engaged in high profile reassurance policing and assisting their families and loved ones while they are away," said Graham.



Captain Steve Harris, former Unit Welfare Officer, said:

"The levels of compassion and fairness that he has shown to all the families that he has been engaged with have, without doubt, assisted us in maintaining our operational effectiveness."

Losses and injuries to deployed soldiers have been felt deeply throughout the Bulford community and PC Colwill has been present to support them through this, attending memorial services locally and being a familiar face for the families on the streets of Royal Wootton Bassett for the repatriation of 4 Rifles soldiers.

He has played a key role in supporting VIP events at the garrison, arranging security and supporting families attending medal ceremonies, for example.

Another aspect of his role at Bulford has been his interaction with the Fijian contingent of foreign and commonwealth soldiers, using his local network to find them an alternative place of worship when the building they were using was demolished.

Said Capt Harris: "Graham's approach to community policing has been exceptional, earning him our total trust and respect."

Graham told **TalkThrough**: "Policing is in the blood of my family, with a brother in Wiltshire Police and another brother who served in the Hong Kong Police.

"Without doubt community policing has been the most challenging and rewarding role of my career. It is one of those jobs where the more you put in, the more you get out.

"The main lesson I have learned is that the best way of achieving results is through talking to people, establishing trust and living up to your promises."

Chief Supt Ray Morrison, Divisional Commander of Western Division, commented: "It is obvious that PC Colwill takes a huge pride in and has a passion for his role as a Defence Community Police Officer. He has displayed excellent community involvement, partnership working, awareness of diversity issues, policing professionalism and commitment to giving of his best."



Mike's Afghan service recognised



Sergt Mike Dennison, based in Information Management and Operational Assurance (IMOA), MDPHQ Wethersfield, was presented with his Afghan service medal by Chief Constable Steve Love.

Mike joined the MDP in 1991 and was posted initially to Royal Naval Armament Depot (RNAD) Dean Hill, Wiltshire.

Later he was posted to the Army Training Regiment (ATR) in Winchester, Hampshire and from there to CID at HMNB Portsmouth as a Detective Constable having completed his CID Training with Cambridgeshire Constabulary.

He told **TalkThrough**: "I later served on the MDP Fraud Squad as a DS; during this time I had my research relating to 'Multi-Agency Working' accepted into Libraries at the Police College, Bramshill and the Institute of Criminology, Cambridge University. From the Fraud Squad I moved to the Major Incident Unit (MIU) where I was deployed to RAF Fairford during the second Iraq conflict as part of the joint policing operation; this was a strange time as no one knew how long it was all going to go on for . . . ten weeks as it happened.

"I later became involved with the Management of Police Information Project (MoPI) following the Bichard recommendations; this involved the setting up of the Criminal Records Bureau (CRB) Disclosure Cell and the setting up and training of

the IMPACT Nominal Index (INI) Intelligence system, both of which involved close cooperation with NPJA and many other police forces and agencies. The training aspect of this work required that I complete a CTLLS (Certificate in Teaching in Life Long Learning) programme, which inspired me to write a book on 'Effective Reading'; this was later accepted into the Essex Library system under language courses.

"Whilst preparing for my overseas deployment to Afghanistan I undertook a post graduate Certificate in International Policing with the University of Sterling. On completion I was presented with my award by the Chancellor, Mr. James Naughtie of BBC Radio 4's today programme (I was thrilled as he is a bit of a hero of mine).

"Having served overseas with HM Forces (Army) in my younger days – I saw overseas service in Gibraltar, Germany, Belize, North America, Kenya and Northern Ireland (Belfast and South Armagh) – so all in all I felt well placed to work in the Afghan theatre of operation.

"Following my initial stint at Camp Bastion I was sent to the Helmand Police Training Centre (HPTC), later to become the Regional Training Centre (South West) (RTC (SW)), and since re-branded to the Lashkar Gah Training Centre (LTC). Whilst there I worked with a superb team made up of police officers (MDP, Danish Police, RMP and USMP) and British Army (Ghurkha) mentors.

"I trained ANP Officers, NCOs and Patrolmen in a variety of subjects ranging from Police Conduct and Standards to Operational Planning and Building Entry. The Ghurkhas were really interesting to work with as they have an affinity with the Afghans and can gauge 'atmospherics' much better than we Westerners.

"When I left there were many interesting developments under way, not least the opening of the new bespoke training/living facilities for Afghan policemen; which I am sure will further improve the Afghan Policeman's lot."

Curator honoured at Force Museum open days

To celebrate the MDP's 40th Anniversary the Friends of the MDP Museum held two open days at the Force museum at HQ Wethersfield.

Both the historic building and the vehicle museum were open and the open days were attended by staff and their families, including Chief Constable Steve Love, who cut a ribbon to formally open the event.

Mr Love also presented an Agency Diversity Award to Museum Curator and retired MDP Constable Keith Heather.

The citation read: **"Presented to Keith Heather, for his hard work designing and creating a disabled access to the Force Museum facilities, entirely on his own initiative and with the support of the volunteer force which he mobilised."**

NEWS IN BRIEF

Resilience at Whitehall Demonstrations

There was growing unease and tension amongst the Congolese community in the UK, following delays in the release of election results in the Democratic Republic of Congo. This was in late November 2011 and led to widespread protests by Congolese communities in major cities around the world, including London.

At Whitehall, the protests escalated as people took to the streets in ever increasing numbers. Over four days in early December these angry crowds grew not only in size but with heightening tensions, at times leading to violence.

The largest demonstration

The largest demonstration was held on the 14th December when the Congolese community in London called for a national callout to show support by marching and protesting. At the height of these protests some 4,000 activists were present on Raleigh Green outside the MOD Main Building and just across the road from Downing Street.

Due to the escalating violence aimed at police during earlier protests, the Metropolitan Police set up a Public Order policing operation deploying

approximately twenty eight Police Support Units (PSUs) for the event.

Unusually, MDP were only informed of the operation the day before so a lot of organising needed to be undertaken quickly between Divisional HQ, South East Division DSG Commander, Insp Nigel Stinchcombe, and the SPO at Whitehall, T/Supt Konrad Chrzanowski (Operational Silver Commander). The Operational Support Unit (OSU) provided a Public Order Tactical Adviser.

The protest started at 1300 hours and finished by 1930 hours that evening. It was noisy and boisterous and attracted people determined to cause disorder with some of the crowd resorting to throwing fireworks at police officers.

The MDP operation was a success with no injuries suffered by MOD employees, MDPGA staff or passers by, nor was there any damage done to MOD property.

Policing resilience

These particular protests were the latest in a long line of protests that MDP have been involved in at Whitehall over the last fifteen months and further evidenced our resilience and ever-growing skills in Public Order policing.

Obituary – Clifford Cassell

Retired member Clifford Cassell passed away suddenly on the 2nd January 2012 aged 83 years.

Clifford retired from the Force while serving as a Constable at Old Dalby on 5th June 1988 but was well known to many through his previous service at Coulport.

In 2007 Clifford joined the ranks of the Chelsea Pensioners and was a frequent visitor to MDPHQ Wethersfield, dressed in his Scarlet Coat and Tricorn hat. His previous Army service had allowed him to meet the qualifying criteria for membership of the Royal Hospital.



SE Division Reward and Recognition Day



Long Service and Good Conduct recipients with Div Commander Paul Aylward

■ **At South East Division's most recent Reward and Recognition Day, Long Service and Good Conduct medals were presented to the following officers:**

PC MARK CUNNINGHAM

Mark joined the MDP on 24 February 1986, attending the Recruits Course 3/86 at Medmenham. He has enjoyed a varied career, starting at CAD Longtown in Carlisle, CUMBRIA where, because of the location, straddling the English and Scottish border, both English and Scottish Law were mandatory training.

From Longtown he transferred to the Northern Augmentation Force, AAC Dishforth, ROF Chorley, RAF Fylingdales, DRT Team at MDP HQ, and is currently posted to MDP Whitehall.

PC SIMON POLLARD

Simon joined the MOD Police on 23 July 1990, after working for the Royal Mail in Somerset and London. He trained at Medmenham before being posted to Duke of York Barracks and

moved from there, with the complement, to Regents Park Barracks. Simon has carried out duties at Horseguards, Whitehall, Feltham, Kneller Hall, West Drayton, Greenwich, Woolwich and North Audley Street. He was involved in the first formation of the now DSGs carrying out Soft Target Patrols throughout London on the Divisional Support Unit.

PC TIM DAVIES

Const Tim Davies joined the MDP on 3 March 1990, and after training was posted to Feltham Station. Then in 1998 he transferred to Feltham APT, moving back to Feltham Station in 2002, and transferring on to West Drayton in 2003.

In August 2004, Tim became a Firearms Instructor for South East Division, working out of RAF Uxbridge, moving to RAF Northolt on the closure of Uxbridge, then to SE DIV HQ, Aldershot.

PC FIONA FRANKLIN

Const Fiona Franklin joined the MDP in 1989 and completed her foundation course at Medmenham.

The next period of her MDP career was spent at Royal Naval Air Yard Fleetlands, Royal Hospital Haslar and Area Policing Team Gosport.

In May 2003 Fiona became the Divisional Community Safety Manager (DCSM) for South East Division.

In 2007, she was nominated as the MDP Community Police Officer of the Year in the Jane's Police Review national awards and in 2010 received an ACC Commendation for her work with Home Front.

Divisional Commander's Commendations were awarded as follows:

PC DAVE OSBORNE (DCPO Aldershot)

PC Osborne was commended for identifying a gap in the follow-up procedure for cases of domestic abuse in the Aldershot Garrison area. PC Osborne was nominated for a Divisional Commander's Award for his commitment to progressing the Domestic Abuse Protocol to a successful conclusion in conjunction with other policing and interested agencies.



Members of the SE Divisional Firearms Training Team with Chief Insp Ops Support Fiona Kerr and Div Commander Paul Aylward

SE DIVISIONAL FIREARMS TRAINING TEAM

In the Training Year 2009-10 it was identified that the Agency had a high failure rate on the Operational Firearms Commander (OFC) course. The main learning issue identified was the application of the Conflict

Management Model (CMM). As a consequence of this, SE Division put a proposal to HQ of delivering a one-day workshop to address the issue, and in consultation with HQ and subject matter experts, a one-day course was developed and a familiarisation course was

implemented in SE Division, for officers scheduled to attend future OFC courses. The course recorded five out of eight achieving success, that is 62.5%.

The following members of the SE Division Firearms Training Team received Commendations:

SERGTs JON BERG and JIM BELL, and **PCs ROBIN STANBRIDGE, JEFF TAYLOR and TIM DAVIES.**



PC NAOMI BRADY, also a member of the Team, was not present but has also received a Commendation for her work in developing the Blunt Ballistic Training on behalf of the Force.

National Award for Blue Light Team

The hard work and dedication of Helensburgh's Blue Light Disco team has been recognised at the highest level within the Ministry of Defence, with the presentation of a MOD People Award.

The joint policing initiative between the Ministry of Defence Police, Royal Navy Police, and Strathclyde Police has built a rapport with youngsters in the local community by holding regular discos in Churchill Square's Drumfork Centre.

The awards celebrate and reward the contributions of members of the MOD who, often selflessly, improve and inspire others – simply put, those that make a difference. The Blue Light



Sergeant George Smart and Constable Russell White with their award

Team received their award in the 'Community Involvement' category.

The team was represented by MDP's Sergeant George Smart and Constable Russell White during an award ceremony at MOD Main Building in London on November 23.

Sergt Smart, who was the originator of the initiative, said:

"The MOD Police, our partner agencies and dedicated volunteers have strived to make the Blue Light Discos a great success. It is really great that the hard work of the team has been recognised by the MOD.

"The disco regularly attracts around 240 young people from the local area. It has broken down barriers and provides a safe environment for our youngsters to enjoy themselves."

Beginning in 2008, the Blue Light initiative has been a huge success for the MOD Police and partner agencies, significantly reducing instances of anti-social behaviour in the local area.

Secondary school age youngsters are breathalysed and searched on entry and get to meet community police officers and others who can provide them with support and advice.

Hello Pups...and farewell to MDP's Force Dog Officer

By PS Matt Robertson and Judith Slater



Force Dog Officer, now retired, Insp Bruce McMurchy with 2 pups from a previous Malinois litter



Photo by PC Stewart Bull (retired Dog Handler)

Insp McMurchy said of the births:

"It's fantastic news to have another litter within the Force. These pups will go on to be introduced to their handlers/puppy walkers once they reach eight weeks of age and will start their development towards training as police dogs within our Force."

The breeding programme has provided MDP with an excellent record of 96% of total pups bred and going on to be successfully licensed as police dogs, having been independently assessed by Home Department Police Force (HDPF) ACPO accredited instructors. This is now the fourth litter of Malinois pups that MDP have bred; these pups can lay claim to being the first to have been sired by an out-of-Force stud dog.

The 11 puppies, six dogs and five bitches, are by all accounts large and healthy. The proud mother, Holly, herself selectively bred by the MDP Dog Section, was named after a tree, as were all her siblings. These puppies are known as the 'Loch Litter'. The male puppies have now been named as Libo, Eck, Ken, Thom, Rannoch and Esk. And, as for the bitches, they will be known as Lussa, Nell, Dee, Maree and Hope.

Photo: Royal Navy Photographic Section/Devonport

■ **How appropriate a leaving gift for Inspector Bruce McMurchy, Force Dog Officer, that he should retire from the Force just two weeks after the birth of the latest Malinois puppies. After all, Bruce has been involved in the Malinois breeding programme from the start.**



Photo by PC Richard Birkett

Bob's on the ball for his long service medal

When we heard that Sergt Bob Wright had asked for a football manager to present him with his Long Service Good Conduct (LSGC) medal, the Talk Through team got in touch to ask him what was behind his request.

He said: "When I saw former MDP Sergt Misty Culpin years ago being presented with her Long Service Good Conduct Medal by the late transport magnate, Eddie Stobart, I knew that I would like something similar for when my time came.

"Ever since that Misty day, I'd decided I would approach whoever was the current Plymouth Argyle manager and, luckily, when my turn came Carl Fletcher agreed to present it. He did state that he gets many requests which he deemed were out of the ordinary, but he'd never been asked to present a police officer with this medal."

As well as family and friends, the ceremony was also attended by Supt Jim O'Donnell, the SPO at Devonport, and also Chief Insp Steve Parker. This all took place in the Board Room at the Club's ground, Home Park.

Bob is originally from north Wales and joined the Royal Navy in 1971, serving on Plymouth based ships, which is when his support of the Plymouth Argyle football club began.

He said: "I joined the MDP in 1989 and moved to serve at AWE at Burghfield. Eight years later, in December 1997, I transferred to the newly formed Area Police Team at Aldershot, before transferring to HMNB Devonport in 2003.

"My first priority was to become a season ticket holder upon my report to Plymouth. Although Argyle is currently languishing at the bottom of League Two, I am hopeful for its future."

Alex conquers cancer ... and Kilimanjaro!



■ In the summer of 2009, whilst he was training for a charity fundraising trek to Kilimanjaro, HMNB Clyde-based Sergeant Alex Robertson was diagnosed with colon cancer.

The story of how he not only overcame this illness, but went on to complete his trek to the summit of one of the world's highest mountains is remarkable and inspirational and TalkThrough is happy to let Alex tell it in his own words.

We pick the story up as Alex meets his consultant, following the initial diagnosis.

“On the 19th August 2009 I met with the specialist who confirmed the diagnosis that I had colon cancer. At the age of 51 it was not the sort of news I wanted to hear. He went into detail about what would happen and the possible side effects before stating: “It will take a year out of your life but at the end of it you should be ok”.

It was this statement more than anything which I took on board and used as the motivation to get me through what was ahead. It also meant that my trip to Kilimanjaro would not be taking place in 2010.

In late September I started an eight-week period of combination therapy – a daily tablet form of chemotherapy and five days a week sessions of radiotherapy.

Then, in March 2010, I was admitted to hospital and underwent a six-hour operation to remove the tumour and fit a stoma bag. There then followed an eight-week recovery period to allow all the wounds to heal. At the end of this recuperation period I returned to have a long term line fitted – this ran from my arm into my heart – to enable the next part of the chemotherapy treatment to be carried out, which took a further 12 weeks.

In mid October 2010, after a period back at work on restricted duties, I again returned to hospital to have the stoma reversal operation. This went without any major set-backs and following a period of recuperation I was signed back as fit to return to work in mid December 2010.

In January 2011 I decided to do the Trek To Kilimanjaro, in aid of MacMillan Cancer Support, who had helped me throughout my illness. The medical teams involved in my treatment were fully supportive of my decision, especially as further scans showed that the treatment I had received had removed all traces of the cancer.

On January 19th 2012 I left a snowy Scotland behind and headed for Tanzania as part of a group of 27 people, all trekking up Kilimanjaro to raise money for Macmillan.

On the first day of trekking, for over six hours we climbed the equivalent of Snowdon from sea level, hiking up through rainforest, with monkeys watching us from the roadside on the lower slope and the odd glimpse of the snow-capped peak of Kilimanjaro through the trees.

The temperature was warm and humid but manageable, the banter good, and the food lovely. We got to camp about 4pm, where we were just below 3000m. There was tea and popcorn in the mess tents, our extraordinary porters had already carried all our tents and kit bags up so everything was there for us when we arrived.

Early the next day we climbed, and climbed, and scrambled up the rocky path, leaving the jungle behind and climbing through tall trees until the vegetation gradually became lower lying and more sparse.

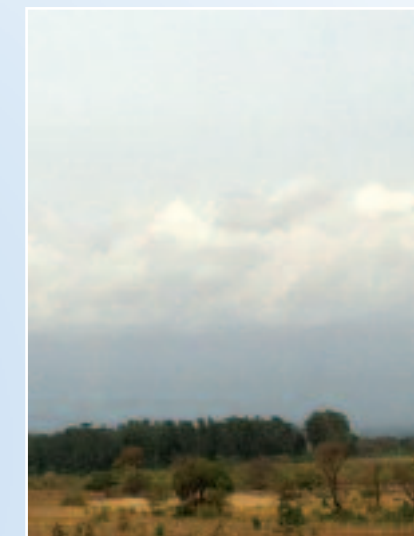
By lunchtime we were at 3600m, then up again to 3900m before descending a little and reaching camp in the early afternoon. We were covering a lot of ground and it was turning out to be even more amazing a trip than I could have imagined.

Later that day a few of us succumbed either to altitude sickness or to a nasty tummy bug, so the fourth day of the trip started off pretty slowly, with few of us able to face breakfast.

The support team were amazing. Porters were designated to carry the bags of those who were suffering from illness with the doctor dispensing medication to help those with nausea or antibiotics for those with the stomach bug. The trek itself was a hard, slow slog. We went high, into the highland desert, with just rocks,

dust and lava formations to look at, other than when the clouds cleared.

We trekked for about six hours to get to lunch and those of us who were feeling the fittest were encouraging our fellow trekkers, as they arrived a short time after us. After lunch another three hours or so trudging on – downhill this time – past a giant lava wall and we came to a far more lush valley, at the end of which, at the foot of the Barranco Wall was our camp.



The next day, after a breakfast of porridge and mango we were off across the valley floor and on to the Wall, scrambling up and across this rugged cliff face – huge fun! We hiked for about six hours, leaving the Wall to cross two valleys until, at about 4000m, we arrived at Karanga Hut, our camp for the night.

The following day we had a comparatively short walk – just four hours, up another 500m, again through highland desert, taking tiny steps, one behind the other and a phenomenally slow pace to help reduce the chances of acute mountain sickness (AMS).

The main aim that day, apart from getting to camp, was to keep as one single continuous line. We needed to practise this because we were due to set off at midnight in the pitch dark with our head torches and high visibility waistcoats, snaking our way along a ridge and then up the final peak behind one of our wonderful local guides.

At 11pm we were woken up for ‘breakfast’. The original plan had been to leave the tents up so we didn’t have to

pack them away, but given the mini tornadoes that had carried the Doc’s and the Macmillan Rep’s tents (plus all their kit) off down the hill earlier, we had to pack everything up in the dark.

At midnight we all lined up, high vis jackets on, leaders with red head torches, the rest of us with white, each wearing layers of clothing to try to keep warm. We carried 2-3 litres of water each in a Platypus hydration bottle, but knowing that the drinking pipe would freeze at some point. We also had a one litre bottle of water stuffed down the front of each of our jackets, to prevent it from freezing.

The half a litre of fluids an hour rule had to be ditched for summit night or no one would make it to the top. It was dusty and rocky under foot and buffs were pulled up over our mouths to save inhaling too much of the dust the wind was whipping up.

Setting off one by one, we took our first steps forward, moving slowly, because of the altitude. We walked for about an hour and a quarter before our first rest, but all we could see with any sort of clarity was the backs of the people in front of us, roughly where their feet were going, and shadows of the rocky landscape around us.

However, the crystal clear sky and lack of artificial light meant we could see many more stars. The water began to feel heavy, as did my legs, I didn’t have any headaches or nausea but the strong winds which were whipping up so much dust made seeing and breathing even more challenging.

Already some of my friends were starting to feel unwell, the porters carrying their bag plus helping them up steep or tricky sections. I can’t recall much detail about the next three hours or so. I remember friends stepping out of the line as sickness or exhaustion demanded a short break; there was the constant scoring of AMS symptoms on a scale of 0-5 to see if the Doc was needed; a woman from another group was literally run straight down the hill by a guide because she was so sick.

Without enough breath for chat, it was a case of focusing on the person in front and continuing to believe that the sun would be up soon. It felt really cold as

CONTINUED ...

Alex conquers cancer ... and Kilimanjaro!

we simply weren't moving fast enough to generate much heat. And the water in my Platypus's pipe had finally frozen as well (it had amazingly lasted until we were at 5000m).

What a rush of emotions when that first orange glow emerged on the horizon though! The suffocating tiredness did seem less of an issue when you could see where you were going. The porters pointed ahead – "Stella Point, not so far now," they smiled. Stella Point is the first part of the crater edge that you come to. Just as well – as a group we were fading fast. I'd say over half were struggling with some sort of AMS symptoms, with their guides trying to help them rest, drink, modify their pace to ease them through it but knowing the only real fix is descent.

Doc had her work cut out with the more severe cases. And the last bit of the climb ... well it's walking up steep scree, in baby steps, sun now beating down through thin atmosphere, the volcanic pebbles slipped away from under our feet as we slowly covered the ground. It was one heck of a slog. Then at 7:15am, we're



there!! Hugging, kissing, smiling, vomiting, photo taking, crumpling to the ground, it was all going on.

And out of goodness knows where the porters produced tin mugs and flasks of hot, sweet tea for us! These men are extraordinary in every way. Our bodies don't work too well for too long at these altitudes, (Stella is at 5739m) so we didn't wait too long to make the relatively flat (if equally slow) trek round to Uhuru Peak (5895m), the highest point in Africa. We set off in small groups, all a little dazed by what we'd just achieved and delighted at the views of the massive crater, the blue-white glaciers and Africa stretching out all around us.

I did it! At about 8.20am local time I finally reached the summit of Kilimanjaro. This had without a doubt been the most difficult, challenging, demanding thing I have ever done. I raised at least £4300 for the charity and thanks to everyone who helped me to do so.



Pair jailed over shooting incident

At the end of February 2011, a group of men met on an MOD Training area near Ash in Surrey. Two were motorcycling on the land without authority; another of the men was carrying a 0.22 air rifle.

An argument took place between two of the males over money, resulting in one person getting shot with the air rifle. The injured man fled the scene and was treated in hospital for a gaping wound to the lower right of his back. This incident was investigated by PC Dave Broadhead and PC Chris Flint, who are the DCPOs for Deepcut and Pirbright.

In the first week of March 2011, an operation took place to arrest two men at different addresses in Ash and

Aldershot. The two DCPOs were supported by PS Alan Swanwick, PC Dave Osbourne, PC Tom Dale, DC Gary Dann and members from the Divisional Support Group at Aldershot.

A man was arrested on suspicion of actual bodily harm and possession of a firearm in a public place and a 0.22 air rifle (pictured) and pellets were seized at the first address in Aldershot. This man was bailed and later charged with grievous bodily harm and possession of a firearm in a public place.

The next day a second man was arrested on suspicion of the same offences and was remanded to Winchester Prison, from whence he had recently been released under licence.



Both men pleaded guilty when they appeared at Winchester Crown Court and were sentenced in October. The first man was sentenced to 14 months in prison for grievous bodily harm and possession of a firearm in a public place.

The second man was ordered to complete his initial sentence until March 2011 for possession of a firearm by a convicted person. A destruction order for the air rifle was also granted.

Both PC Dave Broadhead and PC Chris Flint would like to thank all who took part in this Operation, with special thanks to PS Dave Rouse for his assistance.

MDP officers' service in Afghanistan rewarded



Photograph by Paul Kemp

■ **Chief Constable Steve Love presented four officers with certificates and other awards in recognition of their service in Afghanistan at a ceremony at MDP Headquarters.**

SERGT ANDREW GAUNT was presented with a Certificate of Commendation from the Chief of Joint Operations for 'distinguished service in the support of Operation Herrick in the Afghanistan Theatre of Operations'.

CHIEF INSPR TOM FALCONER, INSPR CHRISTINE EDWARDS and **PC ALAN MILLAR** were each presented with Chief Constable's Certificates of Recognition for Outstanding Police Work during Operation Herrick Afghanistan.

Insp Edwards also received her Afghan service medal and a separate CC's Commendation for her 'outstanding and professional contribution to the continuous development of the Afghan Uniform Police training programme.'

The citation continued:

'As a result you personally ensured your team sustained a high level of training to both the Afghan Uniform Police recruits for the patrolmen and NCO courses and your work on the pilot officers' course was critical to its success.'

Pictured (left to right) are Insp Christine Edwards, Sgt Andrew Gaunt, CCM DP, Chief Insp Tom Falconer and PC Alan Millar.

Well done, and thank you...

The following letters of thanks have been received since MDP officers and civilian volunteers assisted at various locations during industrial action on November 30 by staff of the UK Border Agency, as part of wider public sector strikes that day.

**From: The Right Hon Theresa May,
Home Secretary**

I am writing to offer my personal thanks for your sterling efforts in assisting the UK Border Agency. The commitment and professionalism that you and other volunteers displayed was vital to ensuring that we maintained our work at the border.

I am aware that you did not just commit your time on the day but also in preparation, at short notice for training. The Agency would value any feedback on the whole experience and the insight it gave you into their work. I value the contribution you made, assisting another part of the civil service and do hope you will be prepared to be part of the contingency team in the future.

**From: Graham Stubbs, T/Divisional Commander,
Stansted Airport**

In my role, I was charged with planning the local police response to the industrial action (on November 30). Clearly, one of the main areas of concern was 'policing' the border and the potential for disorder in the event of extensive queues building up.

A number of your officers attended the airport to assist, albeit after only an impromptu two days' training. Notwithstanding that this was, to them, an alien environment and that they had had only minimal training, their performance, in my view, brought nothing but credit to your Force.

They were clinically efficient, having clearly digested what they had been taught and, as a result of their efforts, queues were kept to an absolute minimum.

What impressed me most was the humorous and personable manner in which they carried out their duties. This was clearly appreciated by numerous passengers who had been anticipating delays, but ended up commenting upon how well they had been processed by your officers.

From: PUS at the MOD, Ursula Brennan

I am writing to express my sincere thanks to those of you who volunteered to provide support to the UK Borders Agency during the public sector strike that took place on Wednesday. The call for volunteers came at short notice and many of you had to change plans, both personal and professional to undertake the training and the duty. I am also grateful to your line management for their understanding.

I know that not everyone was called up by the Borders Agency. We had no oversight of the planning process once my office sent across the list of volunteers, so I'm afraid I'm unable to offer any insight as to why this was. But your efforts demonstrated the willingness of this Department to step up in challenging times, and the Prime Minister has made clear his appreciation for your effort.

Thank you once again for volunteering; the MOD was the Department with the highest number of volunteers and your response demonstrates our strong commitment to public service. Thank you.

**From: Colin Brown, Assistant
Director, UK Border Agency,
North West England Ports**

I wanted to drop you a short note to thank you and your (OSU North) officers for assisting at Manchester Airport yesterday.

I was extremely impressed by the positive attitude of your officers. I know they had already worked some very long days to do their training, but they were itching to help from the moment they arrived and despite a limited amount of training they tackled very unfamiliar work with enthusiasm, confidence and a very great deal of professionalism.

We would have really struggled without your help; please pass my thanks and appreciation on to all your team.

**From: Major General D.A.H. Shaw,
Headquarters 2nd Division, Craigiehall,
West Lothian**

Now that the Royal Edinburgh Military Tattoo is over, I wanted to write and thank you for the support that you provided to it. In this day of restricted budgets and reduced manpower, I realise how hard it is to undertake such a long commitment. The Police Search Adviser and a Low Risk Search team provided each evening was greatly appreciated. Under the leadership of **Sergeant Paul Chalmers**, they were responsible for the complete search and seal of the esplanade, and also provided a continuous check each evening.

I am conscious that it is the performers who receive the credit for the Tattoo from the crowds each evening but it is the support staff in the background that make the event possible and without whom the event could not take place. I would be grateful if you could pass on my thanks to Paul and the rest of the team who contributed to the security and smooth running of this year's Tattoo.

From: Inspr Andy Colbourne, SNA Inspector, Whitby

On the evening of the 21st November 2011 a two-in-one burglary occurred in the Whitby District involving two offenders. On this night around 0032 hrs your officers located a vehicle in a ditch that at that time had not been linked to the aforementioned offence.

Inquiries by my officers linked the two and your officers – **PC Richard Kellett** and **PC John Pownall** – then conducted inquiries in the vicinity to locate the suspects, not only from a welfare point of view but also to apprehend the offenders.

Your officers did indeed locate two males who were wet and

muddy and found walking approximately 1.5 miles from where the 'stolen' motor vehicle has been located by them.

They took them to the MOD Police office where upon a search they were found to be in possession of a large quantity of cash that had been stolen from another location previously.

Had it not been for the dedication of your officers, it is likely that this investigation would have been hampered and I would ask that you pass on to them my sincere thanks which I am certain would be echoed by the victims of these crimes.

**From: Jim Barker-McCardle, Chief Constable,
Essex Police**

Thank you for the support you gave Essex Police in the use of Wethersfield accommodation for visiting Forces during Operation Cabinet (the policing operation associated with Basildon Council's eviction of illegally camped travellers from Dale Farm, Crays Hill, near Basildon, last October).

This was without doubt a very demanding operation to plan and it goes without saying that the work and administration behind the scenes matters every bit as much as what the public see on their television screens.

I have received some very positive feedback from those that stayed on the site, and from our Operation Cabinet team, who worked closely with a number of your staff.

I would like to make particular mention of **Sue McCormack, Jeanette Honey, Cathy Bulley, Bill Nightingale** and **Inspector Robert Rogers** who played a significant part in making the stay of visiting officers as comfortable as possible and **Sheila Benson** for organising the accommodation.

Please accept my personal thanks for the hard work, support and commitment shown by your staff, which helped make this a successful operation.

Clubbing together



Both teams: Police at rear,
Juniors at front
(PC Bob Rand far left)

The Junior section of RAF St Athan Golf Club threw down the gauntlet to South Wales Police, both serving and retired officers, challenging them to an 18-hole golf match last October.

As several members of the Junior section are Service dependents from the Service community at MOD St Athan, it seemed only right that PC Bob Rand, the Defence Community Police Officer, popular with the youth through his work with the Station Youth Club, should be invited to be part of the police team. He was most happy to accept.

PC Rand said: "This is at the heart of what community policing is all about, the police positively engaging with the communities they serve. For me, it's the young people of St Athan."

The day before the match the heavens opened and it rained like only it can in Wales (heavily). On the big day, the sun shone and spirits were high. Introductions were made in the clubhouse, and there was a fair amount of banter between the teams over the customary cups of coffee and bacon rolls.

The format for the day was individual stablefords with prizes awarded to the winner and runner up from each side. There was also a trophy for the team with the most overall points. Fortunately, the weather held until all players returned to the clubhouse and with

their cards checked and signed the result was eagerly awaited by both teams.

During the post-match meal speculation was rife about who would be the eventual winners. The Juniors took the prize and didn't they take great delight in their victory.

It is now hoped this will be an annual event; who knows, maybe the police may yet have a chance to regain some golfing credibility.

As for Bob, he did receive a prize (pictured below), albeit for 'Best Endeavour'!



MDP in the Media

Recent extracts from newspaper and magazine articles which have featured MDP

The Daily Mail

Womanising Nigerian fraudster hijacked identities of soldiers and nurses to open 725 bank accounts in benefits swindle

A womanising fraudster who hijacked the identities of soldiers and nurses in a £1.3million benefits plot has been jailed for six years.

Chibuikem Uzoma-Ubani, 29, persuaded several lovers to help him launder the profits from the swindle that targeted tax credits and Sure Start maternity grants.

Denisa Camacho, 28, of Godmanchester, Cambridgeshire, and Katrina Papiernikova, 27, of Romford, Essex both had relationships with Uzoma-Ubani, after arriving in the UK from Slovakia and were accused of turning a blind eye to his activities.

Uzoma-Ubani, of Romford, Essex, married Camacho married in 2004, then divorced her and had two children by Papiernikova.

The women both insisted they knew nothing about his crooked schemes and were both cleared of money laundering, but a third lover Ornella Miguel, 26, admitted the offence.

Uzoma-Ubani and fellow Nigerian Leonard Nwannenah, 33, of Dagenham, Essex, opened a 'bewildering' 752 bank accounts using the names of hard-working medics and members of the armed forces over a six-year period. The pair were jailed for six years each while Miguel was handed a three-month sentence, suspended for 12 months, following a Ministry of Defence Police investigation.

Nwannenah's younger brother Okechi Nwannenah, 30, of Dagenham and Okechi's wife Jennifer Okonkwo, 29, also allowed their bank accounts to be used to launder the proceeds. Okechi was conditionally discharged for 18 months while Okonkwo will be sentenced later.

Prosecutor Peter Finnigan QC said the gang netted at least £665,000 and would have made £1.3million had all of the bogus applications for benefit payments been successful. He said:

"This case concerns the sophisticated and professional fraud operation which went on for a number of years. This was done by targeting the UK's benefit system and by cheque fraud. They used a bewildering number of post office and bank accounts which numbered in the hundreds. Some of the accounts were in the names of the fraudsters themselves, some were in the names of others who were willing to help them, and yet others were in the names of identities which had been hijacked by the fraudsters.

"In one such instance, a serving member of the army, had his identity hijacked, and not only were cheques diverted to Mr Uzoma-Ubani, but applications for benefits were made in his name, albeit in Uzoma-Ubani's hand writing.

"The total number of bank accounts was 752, used in the identity frauds," said Mr Finnigan.

Sentencing at The Old Bailey, Judge John Price said: "It was an extremely sophisticated fraud using three different types; intercepting cheques, tax credit fraud, and false maternity grants. These required several false identities, and false national insurance numbers. This was a substantial fraud that targeted the benefits system."

For further details of this case see 'CID Successes' on pages 14-15.

From: Buchan Observer

St Fergus: no cuts to armed police coverage

The Ministry of Defence has given a public assurance that the number of armed police officers at St Fergus Gas Terminal will not be cut following the announcement of extensive austerity measures late last year.

The assurance, given to the Ellon Times in an e-mail response to a question posed earlier this month, will allay fears that the cuts could have reduced armed coverage of the critical facility, or possibly entailed additional duties for Grampian Police's own armed response units.

A spokesman for the Ministry of Defence told the Times: "While it is common knowledge that the Ministry of Defence, which of course includes the Ministry of Defence Police, is currently looking very closely at financial and personnel commitments and the need to reduce the Defence budget, I can assure you that at this time any planned cuts in Defence expenditure will not impact on the number of armed Ministry of Defence Police deployed at St Fergus Gas Terminal."

The assurance will come as a relief for local police, who had faced the prospect of potentially having to cover the facility, as well as maintaining other duties including covering Aberdeen Airport and providing security to the Royal Family at Balmoral.

As a critical infrastructure facility, St Fergus is covered by armed (MOD) police able to respond swiftly to terrorist threats. MOD Police were told that their budget would be cut from £360 million to £180 million last December, as part of the government's austerity measures.

From: Wilts and Gloucestershire Standard

Cotswold couple in schools fees fraud row

A soldier and his wife cheated the Army out of £10,000 by claiming private school fees for their son when he was actually in free, State school education, a court has heard.

Christopher Hodges, 32, and his wife Kelly, 32, had put both their children into a boarding school in the New Forest but their son did not settle there and they removed him. But that did not stop them claiming the 90 per cent allowance made by the Ministry of Defence towards the fees at Moyles Court School, said prosecutor Mary Harley at Gloucester Crown Court.

(Following an MDP investigation) Kelly Hodges, of Cirencester, pleaded guilty to charges of making a false invoice and using it with intent to induce the MOD to accept it as genuine. She also admitted falsely representing that she was entitled to claim education continuity allowance of £4,833 for her son.

Christopher Hodges, of Stafford, admitted one charge of fraud by pursuing a false claim for £4,833.

Judge Jamie Tabor QC sentenced them each to do 250 hours of unpaid work.

The total amount illegally obtained was £10,025 which Mr Hodges, who has now left the army, has said he will repay.



MDP at York and the Royal 21 Gun Salute

■ *Preparations in advance of the 21 Gun Salute, held in the Museum Gardens on Monday 14th November 2011, in celebration of the Prince of Wales' Birthday started back in early September.*

MDP's Ch Insp Operations Hakim Luqman organised Divisional Support Group resources through the Tactical Tasking and Coordinating Group, in partnership with the Garrison Staff Officer, the Garrison Sergeant Major and the Coordination Clerk.

DCPO Andy Simpson acted as the coordinator between MDP, North Yorkshire Police Operations Planning, and HQ York Garrison. Andy who is heavily involved in the planning process provided the VIP escort on the day.

"These events highlight the close working relationship between all the main participants, including HQ York Garrison, North Yorkshire Police and MDP, who provide much of the policing inside the Museum Gardens during the event," explains Andy.

On the day itself, the inspecting officer was Mr Jon Stoddart, Chief

Constable Durham Constabulary. The cannons were fired by the 5th Regiment Royal Artillery, based at Catterick Garrison, under the direction of Brigadier G K Bibby CBE, Commander 15 (North East) Brigade and York Garrison. Among the guests were Chief and Deputy Chief Constables and Senior Fire Officers from Local Resilience Forums.



NEWS IN BRIEF

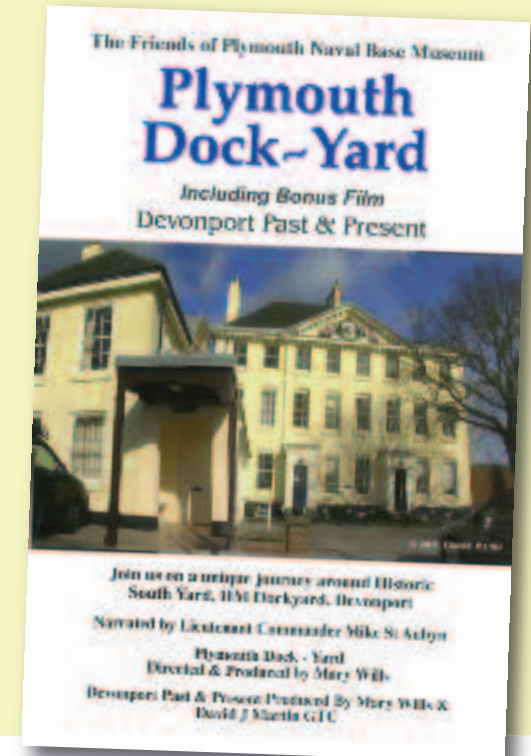
Police history on HMNB Devonport DVD

MDP personnel past and present at HMNB Devonport have been involved in the production of a DVD featuring the Plymouth Naval Dockyard.

The DVD is introduced by Commander Charles Crichton OBE and narrated by Lieutenant Commander Mike St Aubyn. Viewers are welcomed to the Naval Base by retired MDP Motorcyclist, Constable Len Turner. Viewers are told about the history of the Police at Devonport, the Police Fire Service and the Officers' Grand Terrace. Not only is the dockyard train featured but also ships' figureheads, field gun memorabilia, the Hangman's Cell, ships' launches and almost all the historic buildings within the South Yard.

These DVDs are £12.99 + £1.50 postage and are obtainable from: rayandmary@talktalk.net, or via MDP civilian Admin E2 Mary Wills, who is Hon Sec of the Friends of Plymouth Naval Base Museum. She is contactable (Mon and Thurs only) on 01752 552965 (Devonport Extn 52965).

All profits go to The Friends Association, a Registered Charity.



Marine Unit responds to ferry in trouble

On a Sunday in late November, PS Ryeland, PC Gould and PC Smith of the Devonport Marine Unit were on duty on Police Launch Sir Evan Gibb.

Duties were as normal until they received a radio message from Port Control requesting assistance; the ferry, 'Tamar Belle', had lost its steerage, having suffered a broken rudder.

The ferry was drifting in the area of Cremyll which is on the Cornish side of the Hamoaze. This ferry had a crew of two, with nine passengers. The wind was from the north-west, blowing at around 10-15 knots. The tide was also pushing the vessel down-river towards the open sea, at just over three knots. There were serious concerns for the safety of all on board by this stage.

The MDP Marine crew responded immediately. They found the ferry and secured it alongside their launch. Although they had responded quickly, by the time all this had been done the ferry had drifted off-course

for more than half a mile. The MDP crew then towed the stricken vessel to its nearest slipway at Cremyll.

Some of the passengers disembarked at Cremyll. The remainder had been trying to return to Plymouth to catch a London bound train so the MDP crew took seven passengers back to Plymouth on the Sir Evan Gibb. Neither vessel suffered any damage, in spite of the testing conditions.



Business Continuity planning – don't leave it too late

By Landon James,
Central Operations
Business Coordinator

■ In the March 2009 edition of *TalkThrough I* wrote, "Business continuity isn't always seen as a priority in many people's minds."

I'm sure for many of you this may still be the case but I am hopeful that since then awareness of business continuity management has increased.

Often though there is a misconception about what business continuity management is specifically. Emergency plans, incident management and disaster management can all come under the wider business continuity umbrella. However, business continuity is more about the effects of an incident. Joint Service Publication, (JSP) 503 states that there are three areas that are vital to MOD's ability to continue to deliver critical outputs, people, processes and resources. The reason why business continuity focuses on effects is that it is easier to anticipate and plan for the effects on people, processes and resources, rather than some of the causes which can be many and varied and more unpredictable.



For example an incident may be a sudden heavy snow fall, a flu epidemic or even a financial crisis. These will all cause an effect, an obvious one being that all would cause a shortage of staff because, in the three examples given, staff will either be unable to get to work, will be off work sick or the organisation will be unable to recruit staff.

It's important that stations and areas have a business continuity plan and for Home Office Police Forces and the emergency services this is required under the Civil Contingencies Act 2004. For the MOD it is mandated under JSP 503.

Why is it important to have a plan? Because a critical part of any business continuity plan is a Business Impact Analysis, (BIA). So why is BIA important? Because a BIA shows the business functions and the effect that a disruption might have on them. So if you have an up-to-date business continuity plan it will be a lot easier to continue critical outputs if that plan already lists what is critical, who the critical staff are, how resources will be allocated and how essential work will be distributed.

Where to find the template

A template and guidance on how to create a plan is provided on the Central Operations business continuity webpage. However, any format for a plan is welcome as long as it covers the requirement of JSP 503. If you need to create a business continuity plan follow these few simple tips and you won't go far wrong:

- Keep it short and simple, a plan needs to be understandable on the day in a crisis.
- As described carry out a BIA, in short taking a good look at what your station or area do and what would happen if you stopped doing it. You can then see what the most important jobs are, what you need to do them and who does them. Get someone else to check over your BIA. Fresh eyes may reveal things you missed.
- Make a list of the most important things you identified from the BIA,

(i.e. what you need to do straight away to remain operational, as distinct from what can wait a few days or even weeks).

- Make a list of your critical staff, (i.e. those you need to carry on doing the critical things identified above, not necessarily the highest ranks or grades). You should include how you will maintain contact for example with MDPGAHQ staff the new CCR text service is one option.

- The minimum kit and support the critical staff need, (don't forget things like water and power, IT and comms).

These are only the basics but it is a good start and far better than nothing.

Business Continuity Awareness Week in March each year can be a good time to complete the MOD short online business continuity course VS033. Even if you are not responsible for a plan it might be the time to check if your station or area has one and if so what is expected of you.

The old adage is as true today as it ever was, if you fail to plan then you plan to fail.



Were you lucky?

See who won the MDP Central Sports and Welfare Association's Lottery draws in July, August, September and October 2011.

JULY 2011

1st	£3,500	PC W A Bathgate, HMNB Rosyth
2nd	£2,000	PC D M English, RNAD Coulport
3rd	£1,000	PC C A Baird, RNAD Coulport
4th	£200	PC J B Rees, HMNB Devonport
5th	£200	PC G Tomkins, HMNB Devonport
6th	£200	PC J K Geldard, RAF Menwith Hill
7th	£200	T/PS C E Smith, OSU (S) MDPHQ Wethersfield
8th	£200	Mr T Canty, Fort Halstead

AUGUST 2011

1st	£3,500	PC C Gosden, Gosport
2nd	£2,000	PS E C Fautley, AWE Aldermaston
3rd	£1,000	PC J J Kean, RAF Oakhanger
4th	£200	Mrs G MacDonald, Finance Dept MDPHQ Wethersfield
5th	£200	PC D T Tee, HMNB Devonport
6th	£200	PS J B Flynn, RNAD Coulport
7th	£200	DC R G Parry, CID MDPHQ Wethersfield
8th	£200	PC P J Smith, RAF Coningsby

SEPTEMBER 2011

1st	£3,500	PC I L Ward, RAF Menwith Hill
2nd	£2,000	PC S Suddon, DCPO Albermarle Barracks
3rd	£1,000	PS B G Long, HMNB Devonport
4th	£200	DC A Millar, RAF Northolt
5th	£200	PC J Elsby, RNAD Coulport
6th	£200	Mr W D Manson, RNAD Coulport
7th	£200	PC L R Maplesden, MDP Corsham
8th	£200	Ch Insp J E Axon, AWE Aldermaston

OCTOBER 2011

1st	£3,500	PC J G Henry, RNAD Coulport
2nd	£2,000	PC A S Hewitt, MDP Andover
3rd	£1,000	PC A B Nelson, DM Longtown
4th	£200	PC S D Roberts, HMNB Devonport
5th	£200	PC C Hutchison, MDPHQ Wethersfield
6th	£200	PS S M Kirby, MDP Bicester
7th	£200	PS D J Hyde, AWE Burghfield
8th	£200	PC M J Cuthbert, AWE Aldermaston

PC Clegg receives his Long Service Medal

PC John Clegg started his MDP career at Old Dalby in 1991, then served on APT teams at Loughborough and Sandhurst before joining OSU North on its inception in 2003.

During John's time on the OSU he qualified as an 'A' Grade WTI, Public Order Level One, is a Licensed Search Officer, has been involved in Faslane 365, countless high profile searches, the Student and London Riots and served on three missions abroad in Kosovo and Afghanistan.

Pictured is Insp Gordon Bruce, SPO OSU North (left), presenting PC John Clegg with his LSGC medal.



Boys' Club sponsored by 'Blue Light Team'



A joint initiative between MOD Police, Royal Naval Service Police and Strathclyde Police resulted in a series of discos for high school teenagers in the Helensburgh area. The 'Blue Light' discos were held each school term and attracted many pupils.

The work of a small, but totally dedicated, team of volunteers ensured the continued success of these discos.

Money raised is put to good causes in the local area, including charitable donations to various groups. Recently, the Blue Light Team provided a generous donation to Ardencaple Boys' Club

1999s, a local boys' football club in Helensburgh, to fund the sponsorship of a new set of strips.

After the squad was presented with its new kit, Ardencaple BC thanked all concerned for the donation, welcoming the opportunity to be connected with this local initiative.

The squad is pictured with representatives from the Blue Light Team, PC Ian Mustarde (Defence Community Police Officer, MDP, HMNB Clyde) and Master at Arms Barry Worth of the Royal Navy Police, HMNB Clyde.

Also see page 23: 'National Award for Blue Light Team'