

# Applying Lessons Learned From the British Royal Military Police to the Professionalization of U.S. Army Policing

*By Major Mark A. Davis*

The 3d Regiment, Royal Military Police, introduced the concept of a personal development week (PDW) to enable every soldier of the regiment to build upon his or her skills and personal depth through structured visits and work experiences with other agencies throughout the United Kingdom. By participating in activities that they would not normally have an opportunity to experience in their military careers, soldiers achieved a real sense of growth in maturity and character. This article describes the PDW concept and its applicability to our own military police training construct and provides insight into the value of the PDW concept from a British officer's perspective. It also illustrates the contributions of military police exchange officers in meeting the U.S. Army Europe commander's guidance for increasing interoperability amongst our forces.

As the name suggests, the PDW event was conducted primarily over the course of one week; however, personnel who were unable to participate during the designated week were allowed to take part at a later date. Very few restrictions were placed on the nature of the personal development; the overarching requirements were that individual development experiences must be—

- Relevant to future goals.
- Cost-neutral to the organization.
- Risk-assessed by high-level organizational leaders.

Participants were also required to develop an administrative instruction that detailed their selected development plan—which, in turn, helped build their writing skills.

Understanding that this was a very good opportunity to obtain additional policing experience or to work on transition requirements, regimental personnel took full advantage of their time during PDW. Personal development took on many guises across the regiment, ranging from working with police agencies to participating in apprenticeships with butchers.

In the spirit of learning from our British ally and adopting best practices to improve the performance of our military police men and women, the PDW concept should be examined for possible application to the U.S. military police training construct at the unit level. The PDW solution—while not mandated, institutionally formalized, or approved by any higher-level organization—could serve as a means of improving our core policing skills and overall understanding within the policing realm. Simple memorandums of agreement could allow our military

police personnel to take part in week-long internships with the U.S. Army Criminal Investigation Command (USACIDC) (commonly referred to as CID), U.S. Drug Enforcement Administration, Federal Bureau of Investigation, local investigators, or prison systems throughout the United States. Our personnel could be developed in ways that could not be measured. Additionally, a PDW type opportunity may prove helpful to those within our organizations who are seeking employment outside the military. While the loss of personnel to other organizations may be undesirable, we must realistically assume that all Soldiers will eventually choose their time and place of exit from the military. We should actively seek to support them by providing the best possible opportunities to succeed in the civilian sector.

As a means of demonstrating the relevance of the PDW program to our own organization, I would like to highlight my experience as a military police exchange officer in assisting a British Royal military police subaltern (lieutenant) with completing his PDW in early February 2011. In conjunction with various U.S. Army military police officers and noncommissioned officers throughout the Military District of Washington, Lieutenant Aaron Moore observed the scope of activities conducted by our military police—including activities conducted at the U.S. Capitol and the Pentagon. Thanks to his successful and fulfilling visit, Lieutenant Moore is now familiar with our personnel, units, and systems and understands the extent of the experience, capability, and professionalism of the U.S. Army Military Police Corps. The importance of this personal development event is revealed in “American Journey”—an article that Lieutenant Moore wrote to chronicle his experience (see article on page 24).

Since 2008, many formal steps have been taken at the institutional level to build our policing capability. However, the 3d Regiment, Royal Military Police PDW concept represents a significant step in closing the informal gap that exists in professionalizing the U.S. Army policing capability. The specific aim of the program, which is meant for implementation at battalion level and below, should be to build on the policing skills of our junior Soldiers and officers and to enhance our relationships with professional policing organizations.

In addition, Lieutenant Moore's visit to the United States illustrates one benefit of the Military Personnel Exchange Program. Exchange officers, who are located throughout the world, are increasing organizational capacity and interoperability through important exchanges

of personnel and information. Lieutenant Moore's visit should be viewed as an example that U.S. and Royal military police can follow to gain a better understanding of and achieve cohesive operations in the uncertain future ahead. A similar arrangement might be beneficial in Germany—where the cost associated with the exchange of personnel between U.S. Army Europe and 1st Regiment, Royal Military Police, units would be minimal.

I look forward to further developments in the close U.S.-British cooperation and hope that military police

battalion and company commanders give critical thought to the PDW concept as we continue to build our military police capability.

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## American Journey

*By Lieutenant Aaron Moore*

Someone once said that "to travel" is "to expand one's horizon." I would fully agree with that notion and add that those words have never been more relevant than they are to me now. In the summer after the Military Police Officer's Course, I happened to meet the [3d Regiment, Royal Military Police operations officer/U.S. Army Military Police exchange officer, Major Mark Davis]. After several discussions, the subject of the forthcoming [3d Regiment] PDW came up. This was the [commanding officer's] idea that every soldier in the regiment would be able to take a week of leave in order to achieve something that was beneficial to the individual and could therefore be utilized by the collective. Thus, it was at this point that we first talked about the opportunity to visit a U.S. Army [military police] unit in Washington, D.C. Eventually, the journey was organized with the much-appreciated help from Major Davis, who was instrumental in setting up the visit. To that end, in early February 2011, I set off to join the 289th Military Police Company in Fort Myer, Virginia.

During my time with the 289th Military Police Company, I was able to be part of a plethora of experiences that gave me a good insight into how our American ally conducts itself in the world of military policing. The first thing that I was able to witness was a national wreath-laying ceremony at Arlington National Cemetery, where the leader of Lithuania was present. This was a good opportunity for me to see the U.S. Army conduct a ceremonial duty, as well as the force protection measures that needed to be put in place by the military police personnel. I was also able to pay my respects to British Major General Orde Charles Wingate, who is buried there.

During the week, I was also able to partake in some police work by conducting patrols of the Washington, D.C., area. This was especially interesting, as I was able to witness an arrest that was conducted by the [Federal Bureau of Investigation]. This opportunity gave me a good insight into how the U.S. Army carries out police work at a tactical level and to witness the cross-organizational cooperation that can and will occur in a complex and diverse location such as Washington, D.C. Following that, I went on a visit to the Pentagon, where I was briefed on U.S. Army military police operations in Afghanistan. It was excellent to see that they very much operate along the same lines as the British [Royal Military Police] for the majority of issues. Notwithstanding our embedding of close-support [Royal Military Police] within battle groups to achieve maximal success whilst on operations, the U.S. military police very much organize and train their CID and Protective Services along the same lines as we do. In turn, our cooperation while on deployments is quite successful because we are usually working on the same issues and challenges in parallel.

There was also a day of range work that took place in Virginia. This was particularly useful (and fun), as I got hands-on practical exposure to the M4 and put rounds downrange with impunity. There were also plenty of opportunities to get to know the guys that were in the company, with all of their insightful observations on how the British Army works!

Another thing that I was able to do whilst in Washington, D.C., was visit Capitol Hill—the seat of the U.S. government. This visit was conducted by Major Josh Campbell (U.S. military police), who is the military attaché to Senate majority leader, Senator Reid. It was incredibly interesting to see how the various interest groups of American politics interact and how very much the military is part of that, with its own interests that need to be brought forward in the political arena.

During my time in Washington, D.C., there was also plenty of time to conduct personal sightseeing around what is a very impressive and beautiful city. The U.S. Army—and especially the military police unit that supported me—proved to be very hospitable, to the point that it was quite humbling. They did not hesitate to do whatever they could to facilitate my travel and learning and were not shy in showing me a good time during my weekend there. Overall, it was truly insightful to observe and interact with our U.S. counterparts and, on a higher level, to learn how their democratic system interacts with the military domestically. To that end, I have to thank everyone who made this trip possible.

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