
BRITISH TRANSPORT POLICE AUTHORITY

MINUTES

POLICE AUTHORITY

30th SEPTEMBER 2008, 3.00PM

at

THE BOARDROOM, CALEDONIAN HILTON, EDINBURGH

- Present:** Sir Alistair Graham (Chair)
Sir David O'Dowd
Mr L Adams
Mr M Brown
Mr R Culley
Mr I Dobbs
Mr M Holden
Mr J King
Ms C Knights
Suzanne May
Mrs W Towers
Mr J Weimar
- Apologies:** Mr C Foxall
Mr R Gisby
Mr R O'Toole
- In attendance:** Mr I Johnston, Chief Constable
Mr A Trotter, Deputy Chief Constable
Mr A Pacey, Assistant Chief Constable, Operations
Mr S Thomas, Assistant Chief Constable, London & Olympics
Mrs S Burd, Director of Finance and Corporate Services
Ms L Scott, HR Director
Ms M Daniels, Acting Head of Strategic Development
- Mr R Hemmings, Chief Executive & Clerk
Mr P Haddock, Deputy Chief Executive
Mrs S Elvy, Research and Policy Manager
Miss L Barrick, Business Support Manager & Minutes
- Public:** Ms F Mackay

57/2008	#Welcome and Apologies	2
58/2008	#Minutes of Meeting 8th July 2008	2
59/2008	#Matters Arising	2
60/2008	#Committee Issues	2-5
61/2008	#Chief Constables Report	6
62/2208	#Financial Position Summary Report	7
63/2008	#Planning Framework and Operating Env	7-8
64/2008	#Policing Green Paper	8
65/2008	#Policing Plan and Budget Process	8

66/2008	#Annual Risk Report	8-9
67/2008	#BTP Regulations	9
68/2008	#Safeguarded Travel Legal Advice	10-11
69/2008	#Farewell to Sir Alistair Graham	11
70/2008	#AOB	11
71/2008	#Minutes Chief Constables Appraisal Panel	12
72/2008	#Chief Officer Appointments	12

PART I – ITEMS TAKEN IN PUBLIC

57/2008 WELCOME AND APOLOGIES

Non- Agenda

The Chair gave apologies from Mr Foxall, Mr Gisby and Mr O'Toole.

58/2008 MINUTES OF MEETING 8th JULY 2008

Agenda Item 1

These were approved as an accurate record.

59/2008 MATTERS ARISING

Agenda Item 2

Mr Weimar asked what the costs of running cable theft operations were to the Force and the amount of resources that this used. The Chief Constable said that he would include information on this in his next update report to the Authority.

Mr Adams said that he had received the Annual Football Report and he had found it a good and comprehensive report.

All other matters had been discharged.

Agreed:

- **The Chief Constable to include a section on the financial and resource costs of policing cable theft in his next update report to the Authority.**

60/2008 COMMITTEE ISSUES

Agenda Item 3

Stakeholder Relations and Communications Strategy Committee 01.07.08

Mr King said that he had given a verbal update at the last meeting but he felt that this would be a useful opportunity to discuss the Neighbourhood Policing Evaluation Project.

The partnership with Cardiff University in producing the valuation had been dissolved following a disappointing interim report.

Mr King updated that Mr Haddock and Assistant Chief Constable Pacey had met following the last Committee meeting and agreed that this would be produced in-house. The Secretariat would be working with the Force to produce a comprehensive assessment and evaluation of neighbourhood policing teams as possible. Mr King said that project outline was going to the October meeting of his Committee with the plan

being to have a draft of the report presented to the SR&CS meeting in January and the final version to the March Authority.

Mr Haddock had approached Paul Quinton of the National Policing Improvement Agency to mentor on this project as he had a lot of exposure to neighbourhood policing. Mr Quinton had accepted.

Mr King said that he felt it was important that the neighbourhood policing pilots should be baselined in respect of perceptions of security amongst passengers and staff, wherever possible; this would make any study stronger as a result.

The Chief Constable said he was surprised to hear the comments regarding an absence of data. Mr King said it was not an absence of data but the difficulty in isolating data for neighbourhood policing.

Assistant Chief Constable Pacey said that the Force had all the crime and incident data, just not that for public and passenger perception. He added that all new sites would have baseline data and he felt that crime and incident data would give the best story. Also, the University of Glamorgan and Matrix reports provided baselines for the Welsh sites and TfL teams which made up the majority of BTP's neighbourhood policing teams.

The Chair said that as the Force now had around 60 neighbourhood policing teams it was important to know what impact they were having in the neighbourhood and on policing generally.

Assistant Chief Constable Pacey said that most of the teams were a result of additional discrete funding and so were new and additional resources and as such were not moving from one style of policing to another. He said that where teams had been deployed, crime had reduced and passenger perceptions could be shown to have improved.

Mr King said that when the report was produced the Authority would need to endorse it, and as such it needed to feel confident in its results and conclusions. Therefore any weaknesses would need to be addressed within the Project.

Audit and Corporate Governance Committee 02.07.08

Sir David said that he would give his update at item 3.6 as a further meeting had taken place in the interim.

Olympics Steering Group 29.07.08

Suzanne May asked for an update on the Stratford accommodation situation. The Chief Constable said BTP's bid for space in the Northern Booking Office was looking unlikely to be successful, but other options were being explored. Mr Weimar asked if he could have a copy of the bid.

Agreed:

- **A copy of the bid to be sent to Mr Weimar.**

Professional Standards Committee 29.07.08

Mrs Towers said there had been a concern regarding an increase in the number of complaints. However, the IPCC had now published its complaints report which showed no increase in complaints across the police service. However this masked a wide variation between forces. BTP had been shown to have one of the lowest rates of complaints per 1,000 officers.

The Taylor changes to police discipline would be brought in on 1st December.

Human Resources and Remuneration Committee 02.09.08

Ms Knights said that the HR Transformation and pay and grading review were covered at the meeting and Mr Haddock was attending HR Transformation Project Board meetings. Ms Knights said that the Learning and Development (L&D) Department was going to be crucial in going forward with the changes.

The HR Transformation was progressing well with work being carried out at the Birmingham site. Work around Tadworth was in progress.

There had been discussion around the recruitment target as this was a difficult area to set targets for.

The Committee had received an update on the Duty Management System (DMS) Project from Assistant Chief Constable Pacey. The Committee had been reassured that major issues were being dealt with by the Project Board.

There had been a lack of clarity around where Health and Safety sat within the Authority but it had now been agreed that HR&R would look at this.

Audit and Corporate Governance Committee 04.09.08

Sir David asked Mr Hemmings to give an update on the pension situation. Mr Hemmings said that the Home Office was not prepared to open the old Home Office scheme for transferees and as such the discussions had stalled. The actuarial valuation of the staff fund was expected to show a small surplus, in the light of an acceptance by the Trustee that the employer covenant was strong.

Sir David said that the Strategic Risk Register that was received at the Committee meetings was a very good document.

There had been a preliminary audit report received on the Estates Department which was waiting for management response. The audit of Network security had flagged some issues that were being addressed. The fleet management audit had been disappointing and it was felt that this was a missed opportunity, as it only reported on the software used for fleet and not how to get best value, but this was being addressed through the *Frontlinefirst* programme.

The Force had received an excellent rating for their inputting to the Police National Computer (PNC). The Committee had congratulated the Force on its achievement.

The DfT had carried out its first phase of the review of the financial arrangements for BTP(A). The Force had not been included in the first phase of the review but the DfT had confirmed that they would be included in the second phase. The DfT and National Audit Office were both happy that the Chief Constable stay in the position of the Accounting Officer. Mr Hemmings added that when the Authority was formed there had been debate around the role of the Accounting Officer and he saw no reason to change this.

Strategy, Budget and Performance Monitoring Committee 15.09.08

The Chair said that the revenue and capital position had been reported to the Committee. It had been noted that overtime appeared to be on the increase and this could lead to inefficiencies in the long-term. The Committee had asked for a report on manpower planning to its next meeting and a presentation on forensics to the Authority.

The MTFP had shown a gap that would need funding over the next two financial years. Mr Adams said he was concerned by the comment that there were things that the Force should be doing but it could not afford. The Chief Constable explained that this was making the point that the Force had not taken the soft option, and that it was not an unusual position for an organisation to be in. However, he added that there was a risk around the management of police information (MOPI), which was work that would have to be done and could be at a high cost.

The Chair said that the feeling had been that the MTFP was difficult and demanding but achievable.

Mr Holden said he would be concerned if there were not some tensions between what the Force wanted to do and its available budget.

61/2008 CHIEF CONSTABLE'S REPORT

Agenda Item 4

The Chief Constable spoke to his report.

- The Force was hitting 11 of its 14 national targets and 62 of its 88 local targets.
- Ticket machine theft which had significantly increased. The Chief Constable said this was a product of the industry installing more machines and criminals testing them for their vulnerabilities.
- Detection rates were improved on the previous year.
- Fatality management was running at a 75 minute average clearance time. Funding had been secured from both Network Rail and Virgin to fund dedicated fatality response teams. This would become a bigger issue as traffic on the railways increased.
- Recruitment and progression targets remained challenging.
- The Olympics team had increased following the funding from the DfT.
- The Chief Constable thanked those members who had attended the Commendation Ceremony in Reading on 13th August.
- The Rt Hon Tony McNulty MP had visited BTP on 4th September.
- The Chief Constable said there had been meetings with Passenger Focus to look at enhancing passenger engagement with BTP. The Chief Constable said the Force was keen to do this but had to be realistic about its resources.
- Notting Hill Carnival had been a successful policing operation. The Chief Constable felt that mobile data had really helped.
- The MICC in London had been refurbished but a power surge on opening had meant that back-up plans had been put into action. These had been proved to work well and the MICC was now up and running.

The Chief Constable said when arresting offenders relating to cable theft, the Force was disrupting their activity as much as possible. The Force was also lobbying for a change in the law relating to scrap metal dealers to tighten the current regulations; this included things such as CCTV use. The Chief Constable said that these suggestions were not popular with scrap metal dealers and they were not engaging with BTP.

Mr Dobbs said that the cable theft problem appeared to have got worse in the last month and he was surprised by this as he was aware of the amount of activity and success that BTP was having. The Chief Constable said there was a real mix of people that were involved and it was not just the rail industry that was being affected but many utility providers. He suggested that it may be useful to have a summit with all interested parties. Mr Dobbs said that he would endorse this approach.

Agreed:

- **The Chief Constable to look into the possibility of organising a summit meeting on cable and metal theft with interested parties.**

62/2008 FINANCIAL POSITION SUMMARY REPORT

Agenda Item 5

Mrs Burd said that the A&CG and SB&PM Committees' had already seen the information contained in the report. The RPI for August had been recorded at 4.8% which would mean £390k less than the expected 5% as next year's budget uplift.

The Authority congratulated Mrs Burd on getting the Accounts to Parliament before the summer recess.

The report was **noted**.

63/2008 PLANNING FRAMEWORK AND OPERATING ENVIRONMENT

Agenda Item 6

The Deputy Chief Constable gave a presentation on the planning framework. The Force was looking at whether the policing pledge should be adopted along with the three-year rolling plan. The Deputy Chief Constable said there was an issue around how the Force should measure satisfaction as BTP was not included in the British Crime Survey.

The Authority agreed that the Policing Plan Working Group be re-established to look at this, with the addition of Mr Dobbs. It was noted that there would be no additional resources for the pledge.

The Deputy Chief Constable said that if the Force had neighbourhood policing teams that were ring-fenced this would result in a thinner frontline of officers to deal with response policing. This was where many members of the public had their concerns which led to reduction in confidence in the police service. He added that the recent reports on policing did not talk about serious and organised crime.

There was a discussion about the extent to which BTP is able to engage with the public. Ms Knights asked if the Force was convinced that citizens really wanted to give up their free time to engage with the police. The Deputy Chief Constable said that this was a real issue, and also questioned whether those people that do engage are really representative. He added that passengers rushing through stations were unlikely to have the same community feeling as people in suburban areas within Home Office forces.

The Chair said that the Force and Authority had to be sure that they only adopted those parts of the reports that fitted BTP and that they were adopted to meet BTP's policing environment. He said that having made progress in the last few years this must continue to move forward.

Mr Weimar said that the strength of the Force recently had been its customised locality and this should not be lost.

Sir David said that it was difficult to measure public confidence and the Force should only mirror the recommendations where appropriate. The TOCs had said that they wanted to keep local targets as well as adopting measures to increase public confidence.

Agreed:

- **The Policing Plan Working Group to be re-established with Sir David as Chair and Suzanne May, Mr King, Mr Weimar and Mr Dobbs as members.**

64/2008 POLICING GREEN PAPER

Agenda Item 7

Mr Haddock said that the Green Paper had been informed by policing in Home Office environments. He highlighted the role of the HMIC suggested in the paper, which gave HMIC a more active role. There was also the prospect of the National Policing Board having a stronger coordinated leadership role.

Border policing was another aspect that had been raised in the report that the Authority would need to give thought to. The Chair suggested that this be picked up again at the December meeting after the response had been finalised and the recommendations be revisited at this time.

Agreed:

- **A paper to be presented to the December meeting, dealing specifically with the possible impact of a Borders Policing Force.**

65/2008 POLICING PLAN AND BUDGET CONSULTATION PROCESS 2009-10 PROGRESS

Agenda Item 8

This report was for information only.

The report was **noted**.

66/2008 ANNUAL RISK REPORT

Agenda Item 9

Mrs Burd introduced the Annual Risk Report. She said that in future she would put this to the March meeting to link-in with the statement of internal control.

The Deputy Chief Constable said that an area that Members should be aware of was the Management of Police Information (MOPI) as this was a significant risk for the Force. He said that he would apprise Members on this subject fully at a later date. He said at present the Force was looking to benchmark how much other forces had put into this and scope it for BTP. The Force was increasingly better integrated into this, but it was a difficult area.

Mr Weimar noted that custody was shown as high risk and asked if there was anything of concern for the Authority. The Deputy Chief Constable said that this needed reviewing, but related to ensuring that all custody facilities complied with the increasing mandatory requirements. Capital investment was also an issue, as it was very expensive to build cells that met the specifications. The Deputy Chief Constable said that the Force was reviewing a range of options.

This paper was **noted**.

Agreed:

- **The annual report to come to the March meeting in future.**
- **A presentation on MOPI and its implications for BTP to be given at a later date.**

67/2008 BTP REGULATIONS

Agenda Item 10

The Chair said that the regulations had not been formally approved by the Secretary of State as yet, but the paper sought to delegate authority for the Chief Executive to sign these off, assuming no major amendments. The Chief Constable, the Federation and the Superintendents' Association had all agreed the drafts which had been approved by the Professional Standards Committee.

Ms Knights asked how these affected the Authority dealing with complaints against chief officers. Mrs Towers answered that a policy for public complaints against chief officers was being developed taking account of these regulations.

Mr King said that the numbering of the Scottish Regulations needed attention.

The Authority gave delegated authority to the Chief Executive to agree and approve the Regulations for adoption, following comments from the Secretary of State.

Agreed:

- **The numbering of the Scottish Regulations to be revisited.**
- **The Chief Executive be authorised to agree and approve the Regulations for adoption, in light of any response from the Secretary of State.**

PART II – ITEMS TAKEN IN PRIVATE

68/2008 SAFEGUARDED TRAVEL – LEGAL ADVICE

Agenda Item 11

There was a private discussion on this matter. The Authority decided to take no legal action. Mr Adams voted against this outcome.

69/2008 FAREWELL TO SIR ALISTAIR GRAHAM

The Members of the Authority placed on record their thanks to Sir Alistair during his time as Chairman. The unanimous view was that his performance of the role had been outstanding. He had been instrumental in moving the Force forward on many fronts, particularly in relation to achieving a more secure financial base, driving up performance across all the Force's activities and establishing positive relationships with the industry. The Members had all contributed to presenting Sir Alistair with a small gift as a token of their appreciation.

Agreed:

- **The Authority formally recorded its thanks to Sir Alistair for the work he had done during his time as Chairman.**

70/2008 AOB

Agenda Item 12

There was a private discussion on the current disputes.

PART III – MEMBERS ONLY

71/2008 MINUTES OF CHIEF CONSTABLE’S APPRAISAL PANEL

Agenda Item 13

The minutes of the Chief Constable’s Appraisal Panel were approved by the Authority.

72/2008 CHIEF OFFICER APPOINTMENTS

Agenda Item 14

The Authority agreed the recommendations in the paper.

DATE OF NEXT MEETING:

Tuesday 9th December 10.00am at G1 & G2 FHQ

Signed.....

Chairman