

## Minutes

### Police Authority

**Date:** Thursday 24 September 2009  
**Venue:** Camden Lock 1, Holiday Inn Camden Lock

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### Present:

Ms M Banerjee, Chairman (part)  
Sir David O'Dowd, Deputy Chairman  
Mr L Adams  
Mr H Collins  
Mr R Culley  
Mr I Dobbs  
Mr C Foxall  
Mr R Gisby  
Mr J King  
Ms C Knights  
Suzanne May  
Mr N Scales  
Mrs W Towers  
Mr J Weimar

### Apologies:

Mr M Holden

### In attendance:

Mr S Thomas, Assistant Chief Constable London & Olympics (part)  
Mrs S Burd, Director of Finance & Corporate Services  
Ms L Scott, HR Director (part)  
Ms C Crabtree, Principal Analyst (part)  
Ms V Delices, Secretariat Manager (part)

Mr R Hemmings, Chief Executive and Clerk  
Mrs S Elvy, Research & Policy Manager  
Miss L Barrick, Business Support Manager & Minutes  
Mr M Daventry, Communications Assistant

## **PART I - ITEMS TAKEN IN PUBLIC**

### **Non-Agenda**

#### **47/2009 Welcome and Apologies**

The Deputy Chair informed the Members that the Chief Constable was unavailable due to a health issue but expected to be back in the office in the next couple of days. The Authority sent its best wishes to the Chief Constable for a speedy recovery.

The Deputy Chair gave apologies from Mr Holden.

The Authority welcomed Mr Collins and Mr Scales to their first Authority meeting as substantive Authority Members.

### **Agenda Item 1**

#### **48/2009 Minutes of Meeting 14<sup>th</sup> May 2009**

The minutes were approved as an accurate record.

Ms Knights requested feedback on the G20 outside of the meeting.

Actions:

- Assistant Chief Constable Pacey to brief Ms Knights on the G20 issues outside of the meeting.

### **Agenda Item 2**

#### **49/2009 Minutes of Meeting 24<sup>th</sup> June 2009**

The minutes were approved as an accurate record.

### **Agenda Item 3**

#### **50/2009 Minutes of Meeting 22<sup>nd</sup> July 2009**

The minutes were approved as an accurate record.

### **Agenda Item 4**

#### **51/2009 Matters Arising**

There was an expectation that there would be further reports on the taser pilots to the Authority.

The Deputy Chair updated that there had been a meeting with Mr Hogan-Howe the new HMIC for BTP.

Mr Culley requested that a formal presentation on counter-terrorism come to the next meeting.

All other actions had been discharged.

**Actions:**

- Assistant Chief Constable Pacey to provide an update on the Taser Pilots to the next meeting and confirm how many Tasers are currently in use on the pilot sites
- A formal presentation on counter-terrorism to come to the next meeting.

**Agenda Item 5**

**52/2009 Chief Constable's Report**

Assistant Chief Constable Thomas spoke to the report in the absence of the Chief Constable. 57 of the 75 local targets were being achieved along with 14 of the 15 national targets. There had been a reduction in notifiable and non-notifiable crime of 8% and 7% respectively. During the first 5 months of the year all contact handling targets were achieved.

Assistant Chief Constable Thomas updated that the Olympics budget had been agreed at £24.9m and the Force would be going through an investment appraisal process with the DfT. He continued in his national role as National Cross Modal Olympic Transport Security Co-ordinator. The modal groups were all now up and running and were conducting risk assessments. Assistant Chief Constable Thomas said that the Stratford accommodation issue continued but this was not fundamental to the Force strategy for the Olympics as the Metropolitan Police Service (MPS) would have temporary briefing facilities in the Olympic Park which BTP would use.

Mr Culley asked that a paper be brought to the next meeting outlining the specific steps being taken to support the Glasgow Commonwealth Games in 2014. Assistant Chief Constable Thomas said that this work was being led by Strathclyde Police.

The Force had taken part in the European Level Crossing Day of Action and continued to work closely with Network Rail and train operators on education and enforcement.

There was a transformation of Learning and Development underway. The Members asked for reassurance that the new premises which had been identified for this function were fit for purpose. Assistant

Chief Constable Thomas assured the Authority that all steps were being taken to ensure the premises were fit for purpose.

The new control strategy was in place. This involved PCSOs being deployed in groups on stations for visibility, but patrolling separately within sight of one another. Lone officer patrols would also be happening.

The Force had been criticised in a recent IPCC report following an independent investigation. There was currently a review of the changes that had been put in place since the incident subject to the review had occurred and there were also new changes to make. The Professional Standards Committee would be monitoring this.

The national threat level had reduced in July and the Force response remained in line with the perceived threat.

The Authority congratulated Mr Crowther on his appointment as Deputy Chief Constable. Congratulations were also given to Chief Superintendent Flood on passing the Police National Assessment Centre (PNAC).

It was updated that ticket vending machine crime had been an issue in Scotland but there had been 3 significant arrests made recently.

**Actions:**

- Assistant Chief Constable McCall to bring a paper to the next meeting outlining the specific steps being taken to support the Glasgow Commonwealth Games in 2014.

**Agenda Item 6**

**53/2009 Policing Presentation: Olympics**

This was postponed due to time pressures.

**Action**

- The presentation to come to later meeting the date to be agreed between the Chair and Chief Constable.

**Agenda Item 7**

**54/2009 BTPA Consultation and Communications Strategy**

Mr King spoke to the paper as Chair of the Stakeholder Relations and Communications Strategy Committee. The paper was presented for endorsement in principle. Mr King said that further resources would

need to be put into this area to achieve the strategy. The plan was also to produce a coordinated strategy with the Force and this had been discussed with Ms Bird.

Until the strategy could be fully implemented the communications function would continue to be defined on a case by case basis.

It was noted that London Travelwatch had been missed from the list of consultees on page 18 and that any consultation with Unions and rail staff should be conducted through the general secretaries.

Mr King advised that a briefing on how consultation with statutory consultees had been carried out with regard to previous years' policing plans had been requested and would be presented to the next SR&CS Committee.

It was suggested that it would be helpful to have a position statement of what the strategy was trying to achieve. Mr King agreed but said that this came from clearly understanding the needs of the market and being clear what we wanted to say before this could be drafted.

Mr King asked that any further feedback be emailed to him.

**Actions:**

- Members to feedback comments to Mr King.
- The Policing Plan and Budget process was endorsed for 2009/10.

**Agenda Item 8**

**55/2009 *Frontlinefirst 2* Programme and Delivery Plan**

The Grant Thornton Report had demonstrated that the methodology employed by the Force had worked well and the report was a good endorsement of the work done.

The HR&R Committee had discussed the findings of the HR Transformation Project and felt that the HR Transformation team should be congratulated on their hard work. Also, from the gathering of anecdotal feedback on the Areas it appeared the feeling was that the Force was moving towards a more professional approach.

The Authority wanted to see a focus on cashable savings. The Force said that *Frontlinefirst 2* was a much broader piece of work looking at processes and benefits realisation which would result in cashable savings.

Members noted the report and progress achieved to date.

## **Agenda Item 9**

### **56/2009 BTPA Expenses Policy**

The current situation was that Members were reimbursed for their expenses every four weeks when they received their salary. It was suggested that good practice would be to pay expenses within 10-14 days of a claim being received. This was particularly pertinent if Members were to be asked to buy advance tickets, as this could leave Members out of pocket for six weeks or more. It was agreed that this would be researched as an option. However, it was also noted that fully flexible ticketing had advantages for those Members travelling long distances.

The question was raised as to whether railcards would be covered under the policy. It was confirmed that they would be covered under the policy but as a taxable benefit as they could be used for all travel and not just that for BTPA business.

It was noted that the Expenses Policy sat alongside the Member Allowances Scheme and did not override it. The Policy also covered the Authority staff.

There was a suggestion that a cap should be put on the amount that could be claimed for professional subscriptions. Members also felt that an entertaining budget was not required. They suggested that this be removed, except for the Chair and Deputy Chair's allowance, with the caveat that should any other Member want to entertain they would need to apply for authorisation in advance. Members agreed that there was no requirement for executive cars and requested that this clause be removed from the policy.

#### **Actions:**

- Members expenses being paid within 10-14 days to be explored. **Action LB**
- A cap be put on the professional subscriptions allowance. **Action SE**
- The entertaining budget be made by authorisation only, except for the Chair and Deputy Chair. **Action SE**
- The executive car clause be removed. **Action SE**

## **Agenda Item 10**

### **57/2009 Neighbourhood Policing Report**

Mr King reminded Members that neighbourhood policing had been introduced following recommendations made in the DfT Review of BTP in 2005/6. This resulted in a significant change of policing style by BTP and as such the Authority had wished to carry out a review into its effectiveness.

The July 2008 SR&CS Committee meeting discussed possible terms of reference for a review. The Force said that it would also be conducting a review in parallel which would have a different focus. However, as a result of problems with project leadership at the Secretariat, the Force and Secretariat joined forces and blended together the BTPA's draft terms of reference with BTP's, without lead members' or the SR&CS Committee being further consulted and commenced a review.

After the review was under way, the Authority was persuaded to allow the review to continue. However, when the results started to come through Authority Members expressed concern as these were not addressing the matters that the Authority had wanted to explore. Authority Members considered stopping the Authority's involvement in what was essentially the Force's review, but after a discussion between the Chief Executive and Chair of the SR&CS Committee, the Authority allowed its participation in the review to continue on the proviso that it would represent a phase 1 report, with any weaknesses/omissions being addressed in a phase 2 report.

The phase 1 review is now complete but, as expected, there are a number of weaknesses/omissions from the Authority's point of view. It was proposed that a small working group be set up to look at what the next steps should be. The major weaknesses to be addressed were to look at why and when Neighbourhood Policing Teams (NPTs) were established and how their performance was reviewed. It was noted that there had been issues with baselining NPTs historically but this had improved more recently.

Mr King made it clear that the decisions taken by the Secretariat on the initial direction of the project did not reflect badly on Mrs Elvy, who had written up the report, stating that she had done an excellent job.

The Force agreed with Mr King regarding the identified way forward. Members also felt that the suggested approach was the best way

forward. It was noted that neighbourhood policing would not be the most appropriate policing style in all areas and the phase 2 review would need to look at what else could be delivered.

The HR&R Committee had asked for a review of the role of PCSO. This would focus on how the role had been working and what the experiences of the PCSOs were. This followed focus groups with PCSOs which had highlighted issues around the level of training which many PCSOs had felt was not sufficient. It was also noted that the Home Office had done some work on the PCSO role which it may be useful to look at.

**Actions:**

- A small working group be set up to look at what the next steps should be.
- The PCSO role review be taken into account when considering the next steps along with consideration other styles of policing to be used where neighbourhood policing was not appropriate.
- Copies of the Home Office work on the PCSO role be requested from Mr Furness.

**Agenda Item 11**

**58/2009 Committee Issues**

**Human Resources & Remuneration 26.05.09**

The Engaging Police Staff Project remained ongoing. A health and safety document had been produced for police staff and the Authority was fully compliant.

**Olympics Steering Group 23.06.09 & 22.09.09**

An update on Olympics had been given under the Chief Constable's Report (52/2009).

It was noted that it had been agreed any staffing issues relating to the Olympics would be reported to the Olympics Steering Group and not the HR&R Committee.

**Strategy, Budget & Performance Monitoring 24.06.09**

The minutes were noted.



### **Audit & Corporate Governance 30.06.09**

The signing off of the Accounts had been delayed as a result of the financial verification project.

There were some audit actions outstanding which had been part of the HR Transformation but these were progressing and were not a cause for concern.

### **Stakeholder Relations & Communications Strategy 20.07.09**

There had been significant progress on passenger engagement. The Committee had also received a briefing on the evaluation of BASS training, which had shown that 25% of stops under BASS principles had resulted in outcomes of interest. This presentation would be coming to the Authority.

### **Professional Standards 28.07.09**

The Committee had been concerned that it was not fulfilling its obligations to inform the public. This was now in hand and a redacted version of the Quarterly Report would be published on the Authority's website.

There was also a new anonymous email reporting system which officers and staff could use. This had an advantage over confidential phone lines as it allowed two-way communication whilst preserving anonymity.

The Committee was due to receive a problem profile on the rise in complaints on the London South Area. It was also noted that the IPCC Annual Complaints Statistics had been released. These had shown a rise nationally in incivility complaints and it was confirmed that this had also been noted within BTP.

### **Human Resources & Remuneration 01.09.09**

The meeting focused on two major projects - the staff pay award for 2009-10 and the engaging police staff project on equal pay. The venue of Birmingham was chosen in order to allow members to visit staff at the new HR Business Centre.

### **Audit & Corporate Governance 08.09.09**

The minutes were noted.

**Strategy, Budget & Performance Monitoring 09.09.09**

The IT Strategy had come to this meeting and Mr Scales had taken on IT as a portfolio interest.

There was concern from Members that the Authority was still not receiving financial reports. The Force assured the Members that a report would be available to the next meeting.

**Deputy Chief Constable Selection Panel 14.09.09**

Mr Crowther had been appointed as he had been the strongest candidate on the day.

## **PART II - ITEMS TAKEN IN PRIVATE**

### **Agenda Item 12**

#### **59/2009 Judicial Review Sub-Group Minutes 11<sup>th</sup> September**

This was dealt with under item 13.

### **Agenda Item 13**

#### **60/2009 Update on Disputes**

There was discussion of the current situation and actions agreed as to the way forward.

### **Agenda Item 14**

#### **61/2009 AOB**

There was no AOB

### **Date of next meeting**

Wednesday 9<sup>th</sup> December 10.00am venue FHQ G1 & G2

Signed \_\_\_\_\_

Chairman