
BRITISH TRANSPORT POLICE COMMITTEE

MINUTES

BRITISH TRANSPORT POLICE COMMITTEE
11TH DECEMBER 2003, 10.00 AM

at

WOBURN HOUSE

Present: Mr James Jerram (Chair)
Sir David O'Dowd
Mr Iain Brown
Mr Mike Brown
Mr Adrian Shooter
Ms Christine Knights
Mr Keith Ludeman

Apologies: Ms Karen Sanderson, Treasurer

In Attendance: Mr I Johnston, Chief Constable
Mr A Trotter, Deputy Chief Constable Designate
Mr P Robb, Assistant Chief Constable
Mr P Nicholas, Assistant Chief Constable
Mr D Mulhern, Assistant Chief Constable
Ms S Budden, Finance Director
Mr S Thomas, HR Director
Mr P Crowther, Chief Superintendent
Mr A Gregory, Inspector
Mr R Hemmings, Clerk to the Committee
Ms D McGovern (minutes)
Mr J Wilson, SRA
Mr P Winship, Her Majesty's Inspector of Constabulary (part)
Mr Peter Ziminski, HMIC (part)
Ms Mandy Wynn, HMIC (part)
Mr James Parfree, HMIC (part)

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71/2003: HMIC INSPECTION REPORT

Agenda Item 2

Her Majesty's Inspector of Constabulary Mr Peter Winship presented initial findings from the latest inspection. The key strengths identified were:

- Progress – in terms of leadership, imagination and engagement
- Visibility/staff complement – particularly absence management and active marketing and recruitment
- Positive and Open culture

Identified weaknesses were:

- Lack of funding/business planning
- Groaning infrastructure
- Unrest

HMIC proposed 8 recommendations, and congratulated the Force on having addressed the 22 recommendations from the previous inspection. Mr Jerram thanked HMIC for the work they had carried out, and said he derived some comfort from the findings. Mr Jerram further stated that he would request HMIC to include in their report examples of how things were done elsewhere, in order to gain a fresh perspective on problems which may have been discussed before.

There was discussion around what was within the remit of the HR department, and what was the remit of general management, and it was agreed that some line management functions had been abdicated. It was felt that the HR function was lagging behind the times in some aspects, and again agreed that a fresh perspective would be required. It was **agreed** that one of the TOC representatives on the Committee would liaise with Mr Thomas to arrange for their HR lead to visit BTP and vice versa.

72/2003 AMENDMENT TO AGENDA

Non-agenda

The Committee agreed the allocation of business between Parts I and II of the Agenda. It was further agreed to move Agenda Item 3 (Medium Term Financial Strategy, Draft Budget 2004/5) and Agenda Item 7 (ICCS) to Part 2 of the meeting.

73/2003 RESIGNATION

Non-agenda

It was with regret that the Committee accepted the resignation of Diana Lamplugh from the Committee. The Committee were unanimous in sending their thanks and best wishes to her and her family.

74/2003 MINUTES OF MEETING 16TH OCTOBER 2003

Agenda Item 1

The Committee received and approved the minutes.

75/2003

BUDGET UPDATE 2003/4

Agenda Item 4

Ms Budden spoke to a paper outlining the current and projected financial position. There were three main unbudgeted costs. These were: compensation, cost of forensics and recruitment. There was debate around the use of the claims management company, and Ms Budden stated that she was already looking at collecting and validating this information and regaining ownership of the issue. Recognising that staffing represented the major part of the budget, it was **agreed** that those appointment letters which had been sent would still stand; however those that had not been sent (of which there were 5) would be held. Sir David asked whether the intention was to continue to overspend, or try to claw it back, given that there was not much time left to take mitigating action.

It was **agreed** that recruitment should be delayed, except on London Underground, and that normal budgetary controls should come into force, with COG maintaining a tight grip on the issues. There was debate regarding how the capital funding could best be utilised, and concerns raised about ensuring that spending should only occur where absolutely necessary. It was **agreed** that the Committee would consider any viable business cases put before them.

ACTION: Chief Constable to raise at next Committee meeting

76/2003

POLICING PLAN 2004/5

Agenda Item 5

The Chief Constable spoke to a paper on next year's Policing Plan. He stated that it had been developed to mirror the new legislation, which will apply from July, and had been developed after extensive internal and external consultation. The HMI had earlier stated that the Force's policing and strategic plans were a model for other Forces. The Chief Constable requested comments, and requested two members of the Committee to form a sub-group. It was **agreed** that Ms Knights and Mr Mike Brown would attend.

ACTION: The Chief Constable to present the finalised draft to the next Committee meeting.

Mr Shooter questioned how far BTP was able to use railway information and intelligence systems, and that there should be more engagement with the industry in working together, and asking the industry to assist. The Chief Constable stated that this was included within the Strategic Plan, which formed the infrastructure for the Policing Plans. ACC Robb reported that BTP now had access to a number of railway intelligence systems, such as RPPS (Revenue Protection Service); SMIS (Safety Management Information System) and DIPS (Drink Industry Partnership in Scotland). In addition, he

reported that the location of all railway CCTV cameras (and images where available) were now logged.

77/2003 CLERK'S REPORT

Agenda Item 6

Mr Hemmings informed the Committee that the interviews for the Chair were now complete, and that over 1400 expressions of interest had been received for Members. Mr Hemmings sought approval for the appointment panel for the ACC (Scotland and Community Affairs) post, and this was received.

Mr Ludeman asked whether a more detailed update was available. Mr Hemmings provided more information, which led to a discussion about what progress was being made towards the establishment of the new Police Authority. It was decided that this could not wait until the Chair designate was in post in February, so it was **agreed** that the Audit Panel would oversee the transition work, and **agreed** that copies of the project plan would be sent to each member of the Committee.

ACTION: Ms McGovern to progress

78/2003 VAT AND THE NEW AUTHORITY

Agenda Item 8

Mr Hemmings spoke to a paper on the impact of the change in VAT status of the new Authority. He stated that he was reasonably confident that Customs & Excise would make an administrative decision in favour of the Force. Mr Mike Brown asked whether there was anything the Committee could do, to which Mr Hemmings replied that there was nothing more to be done at present. Mr Jerram stated he was meeting Mr Bowker in the New Year, and would raise it then if necessary. Commenting on the paper, Mr Ludeman pointed out that TOCs could not raise their passenger fares, and that there was no possibility of increased subsidy. The SRA absence at the meeting was noted.

79/2003 CHIEF CONSTABLE'S REPORT

Agenda Item 9

The Chief Constable spoke to a paper. The key points of note were:

- The Force had achieved one of the best compliance rates with Counter Terrorism in a recent audit
- The Force were due to be inspected by CRE
- The deadlock had been broken in the dispute with the Federation
- The ballot results were due on Friday 12th December at noon
- The graffiti initiative had been a success
- The Force had applied for 39 ASBOs with 129 in the pipeline, making it one of the largest users of this power.

He also informed the Committee about discussions which were underway with TfL for the promise of extra resources for the London Underground. Performance management arrangements between the Force and TfL/LUL were to be an integral part of the new arrangements. These would not cut across the Chief's accountability to

the Committee. The Committee endorsed the approach being taken and supported the proposals.

There was discussion around the retirement age for officers, and it was noted that the Home Office had put forward proposals to increase this to 55 for new starters. The Chief Constable reiterated his intention to bring BTP alongside Home Office Forces. The Committee were pleased with the initial success of the graffiti campaign, and with the use of ASBOs.

ACTION: Mr Hemmings to circulate the results of the staff ballot once they are received.

80/2003 CULTURAL AUDIT

Agenda Item 10

Mr Thomas spoke to a paper on the Cultural Audit, the key headline of which was that 53% of staff who participated stated they were either fairly or very satisfied with working for BTP. The response rate was 51%, and Mr Thomas stated that he was relatively happy with these two headline figures. The Committee were keen to see some form of Action Plan for taking this forward. Mr Thomas said that the PI's for this work would be developed in consultation with staff, and driven forward by Area Management Teams. It would be monitored at FMT. Mr Shooter again reiterated his point about general line management skills, and Mr Iain Brown asked whether the exercise would be repeated. Mr Thomas stated his intention to repeat in 12-18 months time, and the Committee reiterated the importance of having progress during this time.

81/2003 BEST VALUE REVIEW – SCIENTIFIC SUPPORT

Agenda Item 11

Mr Shooter stated that he was the Committee member for the Review, and that he felt the enclosed paper did not fully reflect the discussion, the bigger picture, or the importance of the issues. The Chief Constable stated that in light of the work by HMIC, he would look at the focus of the paper and represent to the next committee. Mr Shooter stated he was happy with this suggestion, and it was **agreed** by the Committee. Sir David stated that the paper needed to encompass the more strategic view from ACPO, and Mr Jerram emphasised the importance of looking at how capital investment instead of manpower could progress issues.

ACTION: Chief Constable to represent paper to next meeting

82/2003 MINUTES OF AUDIT PANEL 8TH DECEMBER

Agenda Item 12

Mr Iain Brown provided an update of the meeting, stating he was pleased to have had the Chief Constable present. The Panel received a report from Mr Coker, HMIC, which highlighted some progress in business continuity, but emphasised the crumbling infrastructure and lack of business planning. Mr Brown emphasised the Panel's concern regarding the transition to the new Authority.

83/2003
Non-agenda

AOB

There was no AOB.

DATE OF NEXT MEETING: 19th February 2004, 10.00am