
BRITISH TRANSPORT POLICE AUTHORITY

MINUTES
POLICE AUTHORITY
4TH JULY 2006, 9.00AM

at
RADISSON SAS HOTEL, GLASGOW

Present:

- Sir Alistair Graham (Chair)**
- Sir David O'Dowd (Vice Chair)**
- Mr L Adams**
- Mr M Brown**
- Mr C Foxall**
- Mr R Gisby**
- Mr M Holden**
- Mr J King**
- Ms C Knights**
- Suzanne May**
- Mr R O'Toole**
- Mrs W Towers**
- Mr J Weimar**

In attendance:

- Mr I Johnston, Chief Constable**
- Mr A Trotter, Deputy Chief Constable**
- Mr D McCall, Assistant Chief Constable**
- Mr P Robb, Assistant Chief Constable**
- Ms S Budden, Director of Finance and Corporate Services**
- Ms L Scott, HR Director**
- Mr M Flood, Chief Superintendent**
- Mr P Zieminski, Chief Superintendent**
- Ms R Kirby, Principal Analyst**
- Mr S Peel, Business Analyst**

- Mr R Hemmings, Chief Executive & Clerk**
- Ms D McGovern, Deputy Clerk**
- Mrs S Elvy, Research and Policy Officer**
- Miss L Barrick, Meetings Manager & Minutes**

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41/2006
Non-Agenda

WELCOME

The Chairman welcomed Mr Weimar to his first meeting, and reported the reappointment to the Authority of Mr Adams, Ms Knights, Mr Gisby and Suzanne May by the Secretary of State.

42/2006
Agenda Item 1

MINUTES OF MEETING 5th MAY 2006

The Committee received and **approved** these minutes.

43/2006
Agenda Item 2

MATTERS ARISING / ACTIONS OUTSTANDING

All items had been discharged. The action relating to the audit recommendations had been discharged. Mr O'Toole had been sent a copy of Ms Budden's update to the 15th March Audit and Corporate Governance Committee meeting which explained the steps being taken to comply with the NAO recommendations.

44/2006
Agenda Item 3

COMMITTEE ISSUES

Strategy, Budget and Performance Monitoring Committee 09/05/06

In the absence of the Committee Chairman this meeting had been chaired by Sir David. Sir David said that he could assure the Authority that Ms Budden was reporting back on the issues raised by the NAO audit. He informed the Authority that the NAO had made no press release on the BTP accounts. The Chief Constable added that Sir John Bourne had also written him a very positive letter.

Sir David said that the dip testing by PWC had been delayed to September as the NAO was due to begin its audit in July. He said the 2005/6 accounts were tainted by the unreliability of the 2004/5 outturn, but the Force was aiming for a clean close. The Chief Constable added that the effective controls that were now in place had not been so at the beginning of the 2005/6 financial year so this would also have some effect.

The Crime Recording Centre (CRC) had opened the previous week to all London Areas and was now fully operational. Sir David said that there had been a significant improvement in this area over the last 18 months. The Chief Constable said that the majority of the staff from the former crime recording centres had been redeployed.

Stakeholder Relations and Communications Strategy Committee 06/06/06

Mr King updated the Authority on the situation with the set up of a Force Independent Advisory Group (IAG). The Force had been asked to come back to the Committee with revised costs and had since reviewed its position and moved to collaborative Independent Area Networks (IANs), as this was thought to be a more practical and cost saving approach.

The Force consultation strategy had also been tabled at this meeting. The amount of consultation had been queried but it had been apparent that all the consultation included was legally required. It was noted that the Force website appeared out of date but a member of COG was to take ownership of this.

Ms Knights asked if survey results would be given out to Members. Mr King said that the results would come to the Authority but that at present the Force was running behind so results were not yet available.

The Chair said that he was pleased to see the announcement of the new Head of Media. The Deputy Chief Constable said that Ms Bird was coming from the British Airports Authority (BAA) and had extensive knowledge of communications within a transport environment. The Chair said that he would like Ms Bird to be invited to the next Authority meeting. He asked if she would be concentrating solely on the media aspect of communications. The Deputy Chief Constable said that initially this would be her major focus but she would be covering the whole field of communications.

Mr Foxall commented that the word 'passenger' was mentioned only infrequently in many of the Authority meeting minutes. He called for more of an emphasis to be put on passengers' views and needs.

Mr King said that the results of the National Passenger Survey (NPS) should have been reported to the June meeting of this Committee and that they would now go to the next meeting.

Agreed:

- **Secretariat to invite Ms Bird to the next Police Authority meeting.**

Human Resources and Remuneration Committee 14/06/06

Ms Knights said that there had been a slight change in personnel at a senior level as Ms Tull had resigned as Head of Leadership and Diversity. There was also an advertisement out for a Diversity manager.

The tax liability for free travel had been thoroughly researched and it had been found that the only option was to pass it onto the staff. Mrs Towers asked for clarification on whether this meant that the staff would begin paying their own liability from April 2007 or whether they would be paying for the 2006/7 financial year. Ms Knights confirmed staff would begin to pick up the liability from the 2007/8 financial year.

There had been good work on policies which were now clear and easy to use.

A contract had been set up with Care First to cover employee assistance which was an all in one package so should prove economical.

It had been noted that it was crucial that the Apollo system go ahead and money was being diverted from other areas within HR to accommodate this.

The British Safety Council had done a review of health and safety and there would be a significant emphasis on this going forward.

Audit and Corporate Governance Committee 27/06/06

Sir David gave a verbal update as Chair of the Committee. He said that the relationship with the NAO had greatly improved and PWC had also been encouraged to work more closely with them.

With regard to efficiencies it had been suggested by PWC that there be a shift towards a higher percentage of cashable savings and that the tracking of these was paramount.

There had been some concern over FRS 17 as the DfT had said the cost of the deficit identified should be passed onto the funders. However, it was felt that this was not needed as it was not a cash change, and it was problematic due to the changeable outcome of this calculation. Ms Budden was to speak to the DfT again regarding this.

Payroll was the highest risk area as many of the recommendations could not be addressed until a new system had been implemented. This was out to tender at present and was due to close shortly. It was anticipated that a new payroll system would become operational from the beginning of 2007. Ms Budden said that the current payroll system did not reflect the terms and conditions of the staff and was hard coded to an eight hour day. She said that when inputting hours worked these had to be manually changed leaving the process open to inaccuracies.

The major issues surrounding fixed assets were thought to have been addressed and the register was now subject to audit.

Sir David said that the risk assessment system was now much improved.

All PWC reports were to go by the Chief Constable in the future to check management response.

45/2006
Agenda Item 4

CHIEF CONSTABLE'S REPORT

The Chief Constable spoke to his report the key points of which were:

- Staff assaults detection rate was at its highest ever.
- The number of anti-social behaviour arrests were double that of last year. Fixed penalty notices had made a difference here.
- Organisational targets were going to be a challenge as less people were to be recruited this year.
- Thank you to Chief Superintendent Zieminski and his department and also the Police Authority for their work on the review. The Chair added his thanks to the Authority's Secretariat.
- The Force had attended three Transport Select Committee sessions which had been very successful and much support of BTP had been shown.
- Operation Shield had been a great success and there had been support for it from the Home Office. It had proved a very useful tactic, although there had been disappointment at the DfT's response to it.
- ANPR had been a successful project.
- Feedback on the draft annual report was welcome.
- There had been a meeting with ATOC to discuss budget pressures for 2007/8.

With regard to fixed penalty notices Assistant Chief Constable Robb said if the fine was not paid the ticket converted to a standard summons and it was the job of the courts to chase it up. As far as he was aware there had been no issues arising in terms of contested tickets. Tickets were between £40 and £80 and mainly used to address public order infractions and trespass. Mr Holden asked what was being done to address the reluctance some areas had in issuing tickets. Assistant Chief Constable Robb said that the scheme had been rolled out gradually across the areas so analysis would begin properly in autumn when the data was available, at which time any issues such as this would be picked up.

Ms Knights said that she would like to see a stronger sense of how the Force was performing against previous years in the report. Members also requested a clearer picture of the impact of the investment that had been made. The Chief Constable said he would provide this.

Mr Adams asked how applicants to BTP were scrutinised. The Chief Constable said that there were a range of checks but the process began with a competency based application form followed by a formal interview. Assistant Chief Constable Robb said, with regard to security, all recruits go through SC level security checks which are higher than most other police forces. The Chief Constable added building up more of a partnership with the rail industry would also address security matters. The Deputy Chief Constable said that there was also an internal intelligence capability within the Professional Standards Department. Mr Brown pointed out that someone could pass all the security tests and still go on to commit a terrorist act.

Whatever systems were in place they were unlikely to be infallible.

Mr Adams asked if officers and staff were regularly drug and alcohol tested. The Deputy Chief Constable said they were not. Mr O'Toole said he would at least recommend that this was carried out on new recruits at the joining stage. Sir David pointed out this would be a costly exercise and would also cause concern with the Unions. Mr Gisby said Network Rail did carry out this sort of testing. It was outsourced to a company and had proven to be a quick and cheap process. The Deputy Chief Constable said the Force needed to be intelligence led on this issue and if it did become a problem it would come back to the Authority as a business case.

It was suggested that more of an operational link with the DfT be made. Assistant Chief Constable Robb said offers had been made to the DfT to provide them with information but these had not been taken up. The Chair said that the DfT did not have a substantial sponsoring unit for policing although high level meetings between the DfT and the Chief Constable and Chief Executive and Clerk to the Authority were held regularly.

Mr King noted that in the section on the ATOC meeting passengers were not mentioned. The Chief Constable took note of this and said that there had been reference to passengers at the meeting.

Mr Brown said that the Chief Constable's report did not mention TfLs inclusion in the planning process, but he was happy to report a new way forward.

The Chief Constable moved onto the Cases of Interest. He said that with regard to Counter Terror interesting reports had been received. Following the murder on Virgin Trains the suspect had been apprehended and the track had been cleared in a reasonable time. He commended the Virgin Trains staff for their bravery. He said he had written to the staff involved and would follow this up formally with a commendation.

Agreed:

- **Force to include figures for previous years in their performance monitoring tables to the Authority.**
- **Members to feedback on draft Annual Report.**

46/2006
Agenda Item 5

POLICING PRESENTATION – NEIGHBOURHOOD POLICING

Chief Superintendent Flood gave an informative presentation on what was meant by neighbourhood policing and how it could be applied to the railways.

The Chief Constable said that reassurance policing was in the strategic plan, and where neighbourhood policing was already in

place, for example in the L Area, it was a great success.

Mr Weimar said that neighbourhood policing operated on both the Silverlink Metro and London Underground and that both staff and passenger responses had been very positive, although a drop in crime was yet to be seen on the Silverlink Metro. He said it was not about the police coming in and taking control but working collaboratively, there was a lot of work for the TOCs to do with the onus for deployment on the TOC as well as BTP. For neighbourhood policing to work there needed to be good communications between BTP, rail staff and passengers. Performance management also needed to be robust for neighbourhood policing to be managed successfully. London Underground used a process called Compstat for performance management which involved weekly meetings between LUL and BTP.

The Chair asked Mr Weimar if there was an evaluation strategy. Mr Weimar said that LUL was doing evaluation and he was happy to share this once it was complete, this was expected to be early 2007.

Mr O'Toole asked what had been done and what the benefits were. Mr Brown said that it had to be clear that there was a massive amount work that went into neighbourhood policing from both sides, so TOCs would have to be prepared to put in the effort. He said that he would be happy for Members to attend a Compstat session so they could see how it worked. Mr Brown said it was difficult to look at performance as it could not be said what would have happened had neighbourhood policing not been implemented. It was also important to ensure that police officers involved in the scheme were kept motivated.

Ms Knights asked what the passenger involvement was in this process and how would passenger bodies need to engage. Chief Superintendent Flood said community forums and surgeries were held to address this area and there was also the opportunity for email bulletins to be sent to passengers. Mr Foxall said that this was worthwhile but it would have to be ensured that everyone's voice was heard and that just that of a few activists. Attempts should be made to engage passengers at large.

Mr Gisby was supportive of the neighbourhood policing premise, saying that it would reorganise resources and give local ownership and would help understanding of the service TOCs get and how it is done.

The Chair said that budget implications had to be considered and this could only be done once all the issues and building blocks relating to it were understood. Mr Gisby said that it may help budget discussions with TOCs as it would be a more regional set up so could diffuse a few issues.

Mr Adams was concerned that this was a Home Office directive and the railway environment did not lend itself easily to this type of policing. He felt it would be difficult for rail staff to find the time needed for this. The Chair said that the Authority may get a political direction to move toward neighbourhood policing as an outcome of the current review, and this model of policing could engage the industry and give them a different perception of value for money. Mr Brown said Underground staff would say policing has absolutely changed following the implementation of neighbourhood policing and he would invite Mr Adams to go and speak to some and seek their opinions. Mr Adams said he would be interested to see the pilot.

The Chair said that this was a way of achieving the policing plan objectives. Mr Foxall said the Authority and Force had to work to what could be delivered and would need to adopt neighbourhood policing as their overall strategy. He suggested this be written as a medium term planning strategy as the industry would want figures and there must be a clear vision surrounding this. Mr Brown said that he would strongly endorse this as a starting point.

The Chair felt it had been a very useful preliminary discussion on neighbourhood policing. He went on to say it now had to be ensured that a large chunk of individuals would be prepared to put in the work, and it would be introduced as a concept to the TOCs at the budget workshops in September.

Agreed:

- **The Authority support the Chief Constable's proposals to move toward neighbourhood policing, as outlined at the meeting.**
- **Secretariat to organise for Members to visit Compstat at LUL.**
- **Mr Adams have the opportunity to speak with LUL staff for their thoughts on neighbourhood policing.**
- **Neighbourhood policing to be on the agenda at the budget workshops.**

47/2006
Agenda Item 6

STRATEGIC ANALYSIS

The Authority had received the full analysis. The Chief Constable said that this looked at long term issues and options for tackling priorities using horizon scanning and surveys. He thanked Ms Kirby and Mr Peel for all their hard work in producing the strategic assessment reports. The Chair said that these documents had been very useful.

Mr Weimar asked who the audience was for these assessments. Ms Kirby responded that both assessments went to Areas and all were asked to comply with the recommendations and to engage TOCs. They were also sent to Centrex.

48/2006

ACQUISITION OF A CASE AND CUSTODY PREPARATION IT SYSTEM

Agenda Item 7

Assistant Chief Constable Robb gave the background to this item saying that there had been a long drive by the Government to join up the Criminal Justice System (CJS) and thus speed up the process. The Government had invested significant amounts of money building an electronic exchange and the police service was required to adopt software that would be compatible. Assistant Chief Constable Robb explained that the Force had three options which were outlined in the paper and a business case would be going to the September SB&PM meeting following further research.

Assistant Chief Constable Robb said that the picture surrounding this was changing all the time and that they had been approached by Vivista, the company who supplied the NSPIS system, who had offered to design a system for the Force and the result of this was expected at the end of July.

Sir David said that the Force must be clear about the risks of a bespoke system.

Assistant Chief Constable Robb said there were both external and internal interfaces to consider that the Force would not choose to go with the niche system unless they were absolutely certain of it. He said that Scotland was also an issue as the current systems did not cover it. However, Vivista's system had some Scottish modules and another potential supplier had a Scottish version.

Agreed:

- **Assistant Chief Constable Robb to present a business case to the September SB&PM meeting following further research.**

49/2006

REPORT FROM CHIEF EXECUTIVE AND CLERK

Agenda Item 8

Mr Hemmings spoke to his paper which looked at the suggestion of creating a London Railway Policing Forum. The paper set out the proposal. Mr Hemmings said the intention had been to involve all TOCs running in and out of London but on reflection this may not prove practical and needed further consideration. London Travelwatch and Passenger Focus would also be involved. Draft terms of reference had been drawn up and a pilot meeting was to take place to test the appetite for this. The Chair said that he would be chairing the pilot meeting and that any input from members around this idea would be appreciated and he would be expecting those with an interest to attend.

Mr Hemmings went on to give an update on the charges review. He said following the briefing which had taken place for Members the previous week he was happy to do this again when the further work on the model was complete. The new proposal would be going to the October Authority Meeting and following approval would be rolled out for the next financial year.

With regard to the review of BTP by the DfT it was reported that the Secretary of State had indicated he would make any announcements prior to the summer recess.

50/2006

POLICE AUTHORITY ASSESSMENT AND IMPROVEMENT FRAMEWORK 2005/6

Agenda Item 9

Mr Hemmings spoke to the paper saying that it looked at some of the key issues to be addressed over the next year. Two of these areas were performance management and community consultation. This process would be repeated next year following the receipt of a refreshed model from the APA.

The Chair said that this would be referred to the SR&CS Committee in 2007.

Agreed:

- **Following a repeat of this process on receipt of the refreshed model the output would be referred to the SR&CS Committee in 2007. (Sec)**

51/2006

POLICE AUTHORITY BUSINESS PLAN TO JULY 2007

Agenda Item 10

Mr Hemmings introduced the Authority's business plan for 2006/7. He said that it was suggesting a change in the way forward for thematic interests.

Ms Knights said that the word passengers needed to be in the plan instead of stakeholders.

Mr Holden said the plan was a good start although some parts needed more detail. He also noted that efficiency appeared to be missing.

The Chair suggested that each Committee look at its section of the plan and make any amendments. The revised plan would come back to the next Authority meeting.

Agreed:

- **Each Committee to make any revisions to their areas of the plan.**
- **A revised plan following Committee input come back to the next Authority meeting. (Sec)**

52/2006

NEW PENSION SCHEME FOR POLICE OFFICER RECRUITS FROM 2007

Agenda Item 11

Mr Hemmings said that the set up costs of this had increased from the initial estimate but this would be a one off payment.

Mr O'Toole was concerned that allowing officers to retire at 55 years of age was not conducive to efficiency, as the Force would be losing skilled officers who were still capable of carrying out their jobs. He suggested that the retirement age of 55 be discretionary with guaranteed retirement beginning at 60. Mr Gisby agreed with Mr O'Toole.

The Chair asked why officer contributions had been reduced from 40% to 33%. Mr Hemmings explained that the scheme was designed to bring the Force in line with the current Home Office arrangements and the officers' contribution had been lowered as they would be contributing over a longer period of time. Mr Hemmings said it was expected that after the start up costs had been paid the scheme would be cost neutral.

The Chief Constable said the policing market was very competitive so to attract good recruits BTP needed to pitch near to the Home Office forces. Ms Scott added that although officers would have the opportunity to retire at 55 it was not compulsory.

There was also unease over the proposal for officers to have a final salary pension scheme.

The Chair suggested that the Members approve the scheme subject to the clarification of the issues raised and that reassurance be given in writing.

Agreed:

- **Members approve the scheme subject to the clarification of the issues raised and that reassurance be given in writing.**

PART II – ITEMS TAKEN IN PRIVATE

52/2006

Agenda Item 12

CHIEF OFFICER APPOINTMENTS

Agreed that, subject to the Secretary of State announcing that the future existence of BTP is assured, the Deputy Chief Constable be offered an extension of his contract on the terms outlined in the confidential report.

DATE OF NEXT MEETING:

Tuesday 24th October 2006

Signed.....

Chairman