

BRITISH TRANSPORT POLICE AUTHORITY

MINUTES
POLICE AUTHORITY
11th DECEMBER 2007, 1.00PM
at
G1&G2 – FHQ, 25 CAMDEN ROAD

Present: Sir Alistair Graham (Chair)
Sir David O'Dowd
Mr L Adams
Mr M Brown
Mr R Gisby
Mr M Holden
Ms C Knights
Suzanne May
Mrs W Towers

Apologies: Mr C Foxall
Mr J King
Mr R O'Toole
Mr J Weimar

In attendance: Mr I Johnston, Chief Constable
Mr A Pacey, Assistant Chief Constable
Mr S Thomas, Assistant Chief Constable
Mr M Smith, Detective Chief Superintendent
Ms L Scott, HR Director
Ms J Lincoln, T/Director of Finance and Corporate Services
Ms M Daniels, Deputy Head of Strategic Development
Ms V Delices, Secretariat Manager
Ms H Evans, Scientific Support Manager

Mr R Hemmings, Chief Executive & Clerk
Mr T Phillips, Interim Treasurer
Mrs S Elvy, Research and Policy Officer
Miss L Bryant, PA
Miss L Barrick, Business Support Manager & Minutes

67.2007	#Welcome and Apologies	2
68.2007	#Minutes of Meeting 3rd 4th July 2007	2
69.2007	#Matters Arising	2
70.2007	#Committee Issues	2-8
71.2007	#Chief Constables Report	8-9
72.2007	#Policing Presentation CCTV	10
73.2007	#Progress on the Strategic Plan	10
74.2007	#Medium Term Financial Strategy	10
75.2007	#Annual Risk Management	10
76.2007	#Central London Accommodation	11

PART I – ITEMS TAKEN IN PUBLIC

67/2007 WELCOME AND APOLOGIES

Non- Agenda

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

68/2007 MINUTES OF MEETING 24th OCTOBER 2007

Agenda Items 1

These were approved as an accurate record.

69/2007 MATTERS ARISING

Agenda Item 2

All matters had been discharged.

Mr Adams updated on the Estates issues. He said that the Central Street accommodation had undergone a large scale refurbishment following investment from the Police Authority. He was pleased to see good work was being done and asked that the Estate stay on the Authority agenda as a high priority as there was much more to be done. The Chair said that he had arranged a trip to Central Street to see the works. The Chief Constable said a paper would be coming to the January meeting on the Estate in general.

Agreed:

- **The Chief Constable to table a paper on the Estates issues at the January Authority meeting.**

70/2007 COMMITTEE ISSUES

Agenda Item 3

Professional Standards Committee 24.10.07

Mrs Towers said this had been an informal meeting as there had not been quorum.

The APA guidelines for dip sampling had been received and they were quite prescriptive. Mrs Towers said there was some work to do on this area. Otherwise there was nothing significant to report.

Audit & Corporate Governance Committee 06.11.07

Sir David said risk management procedures appeared to be working well and the risk register had been presented. There had been no major points to report back from the internal and external audit reports. The accounts had been presented to the Committee and signed off, with an agreed form of words regarding the funding of the 1997 shortfall between BTPA and DfT. The accounts had been laid before parliament the following week after receiving an unqualified opinion from the National Audit Office. Sir David paid tribute to Ms Lincoln and her team on this achievement.

Olympic Steering Group 12.11.07

Suzanne May thanked Assistant Chief Constable Thomas and his team for getting to grips with the Olympic planning. She also noted the

better position of BTP in the planning process with Assistant Chief Constable Thomas on the Transport Group. The Chair seconded Suzanne May's comments that Assistant Chief Constable Thomas had a key role.

Suzanne May said that the Group recognised the complexity of the planning and that this needed to be put in place. Mr Holden said he was still concerned that resources were being brought in too early.

Mr Brown said that in his absence Mr Weimar had asked him to express his concern regarding the accommodation issue at Stratford. Mr Weimar felt that pursuing the section 106 was the right course of action but it was optimistic to expect this to deliver. He felt a clear alternative needed to be identified. Mr Hemmings said that there was agreement in principle from London and Continental to provide funding for a policing accommodation in Stratford, related to policing the High Speed Channel Tunnel Rail Link, and there was a possibility that these requirements could be tied together.

Strategy, Budget & Performance Monitoring Committee 20.11.07

Sir David updated that Mr Weimar had been appointed lead member for efficiencies. He added that there had been considerable discussion around efficiencies.

There had been discussion around the 1997 funding shortfall and since the meeting a letter had been received from the DfT requesting repayment, but with the caveat that this must not affect the Force's operational capabilities. It had been agreed that discussion would continue on this matter. The Chair felt that this was something that would work itself out in time, but he was concerned that it must not cause difficulties with the public accounts.

With regard to setting up a contingency fund, Sir David said that a paper would be coming to the Committee on the governance of this following discussion with the Treasury.

Sharon Burd who would be starting as Director of Finance and Corporate Services had also attended the meeting.

Performance Monitoring Sub-Group 20.11.07

This was discussed at item 7 on the agenda.

Human Resources and Remuneration Committee 27.11.07

Ms Knights said the recommendations from the efficiency review of the HR department were due in December. The Committee was concerned that the support staff should continue to feel valued whilst the efficiency review was ongoing and during the implementation of any recommendations.

A business case was being developed bringing together all the work on staff terms and conditions, equal pay and the pay audit.

The BTP staff survey results had been reported to the Committee. The overall satisfaction rate was 56%. Scotland was the least satisfied but their score had increased significantly on the previous survey's result. The Committee was concerned that the results showed only one third of staff felt valued, as comparisons with other organisations showed this figure to be around 50%. The Chief Constable said the good news from this survey was that 92% of staff stated that they knew what they were doing.

The Chair felt that the response rate was low. Mr Brown said this had been noted by the Committee and it had been arranged for some of Ms Scott's team to meet with the London Underground Ltd staff survey team to discuss how this could be raised, as the LUL staff survey had a high return rate of 67% for its last survey. The Chief Constable added that he felt some of the questions needed revising. This had not been done for the most recent survey so that the results could be benchmarked with the previous one. However, he felt the benefits of updating the survey now outweighed other issues. Ms Scott added that the MPS had just updated their staff survey and she was watching the results of this with interest. Mr Gisby said Network Rail had had success with their staff survey by making it the responsibility of the line manager to follow up the outputs. He said that they had had a 73% response rate for their last survey.

The Committee had looked at the control rooms project from an HR perspective and had not found any issues with the HR process.

Mr Hemmings gave an update on pensions. He said that he had met with the DfT BTP sponsorship team a few weeks earlier and they had agreed to sponsor the proposals for the reinstatement of the previous pension arrangements through Revenue and Customs. He hoped that this would then solve the pensions issues with Treasury approval. He said that he had had legal advice that the method identified would be acceptable. The Trustees could make the necessary changes to rules for the BTP fund and it was likely that there would have to be similar rule changes made by the Trustees for the Home Office fund.

Safeguarded Travel

An update following the Committee's meeting was given, in part II of the agenda.

71/2007 CHIEF CONSTABLE'S REPORT

Agenda Item 4

The Chief Constable said that 65 of the 99 targets were being achieved. The Quality of Service and Persistent Young Offender targets were still not being met but work continued to improve these. The recruitment targets were also not being achieved and unless the recruitment method was changed these would not be met by the end of the year. The sickness target was unlikely to be met but a lot of effort had been put into tackling this and it was now heading in the right direction.

Mrs Towers noted that there was a wide-ranging discrepancy between the performance against the targets on the different BTP Areas and asked for comment on this. The Chief Constable said that there had been changes in the London North management team, but it also had to be recalled that they did set particularly challenging targets for themselves. The Wales and Western and London Underground Areas had different operating contexts. However, he added that overall crime was down by 9.4% as compared with last year.

CTRL was running well and there had been good progress on CCTV. Mr Gisby said that Network Rail was working with TOCs to improve CCTV.

The Chief Constable said he had met with Trade Unions and these meetings had gone well. The only concern was regarding staff being able to report directly to BTP rather than having to wait till the end of their shift. Mr Adams asked if rail staff could be supplied with cards giving details of the numbers to use for BTP for the various reasons they may need to call. The Chief Constable said the free BTP number had been put in train carriages.

Detective Chief Superintendent Mark Smith gave an update on cable theft. He said that a lot of contractors had been found to be selling "redundant" metal on to scrap dealers. The industry had said that there may be some local practices allowing this but this was not thought to be sanctioned by management and was being looked into.

CDRPs were getting more involved in looking at cable theft alongside local authorities. Also, a cross agency consultation group was looking at metal theft. This group had recommended a multi-agency taskforce be developed, with BTP as its coordinator due its expertise in this area.

Mr Adams said he would like to commend the officer who recovered personal items belonging to the driver in the Ufton Nervet rail crash and hoped that this officer would be recognised with a formal commendation.

Assistant Chief Constable Pacey updated on football policing. He said that Saturdays were increasingly becoming dominated by football with both covert and overt operations to tackle troublemakers.

Mr Weimar had sent comment that he had been very impressed with BTP's handling of the England versus Croatia match at Wembley.

The Chair congratulated the Chief Constable on his Honorary Doctorate as Doctor of Science from City University.

72/2007 POLICING PRESENTATION – FORENSICS

Agenda Item 5

Detective Chief Superintendent Mark Smith gave an overview of the Scientific Support Unit. Following investment from the Police Authority there had been an increase in the number of scenes of crime officers and also access to new technology and products. This had contributed to improved detection rates.

73/2007 FOLLOW-UP FROM OLYMPICS SESSION

Agenda Item 6

Mr Gisby said much of what had been discussed in the earlier session related to the legacy of the Olympics and he added that the partnerships and relationships that were being forged between the Authority, Force and its partners were also an important legacy to maintain.

There were no further comments.

74/2007 PERFORMANCE MONITORING

Agenda Item 7

Suzanne May said the last meeting of the Performance Monitoring Sub-Group had looked at the Authority's work on performance monitoring and invited comments from the Force and other Members on how they felt this was working. There were several recommendations arising from this meeting and these were put to the Authority for its consideration. The general recommendations are listed below in bold.

All the specific recommendations were agreed with the following caveats:

Hallmark 4 - this recommendation was agreed with the caveat that any training was tailored to the specific needs of the Authority.

Hallmark 7 - The Chief Constable said it was always useful to have Members at Force performance meetings and attending the Chief Officer Leadership Visits (COLVs). If Members could not attend the COLV for their specific area then they could accompany the Deputy Chief Constable on his regular visits. This was agreed as a minimum level. The Chief Constable said he was happy to receive feedback either directly from Members or through the Secretariat.

Hallmark 8 – The Chair said that Mrs Elvy could ensure that the Authority was concentrating on the big issues. He said there should be a strong relationship between performance monitoring and the risk register. Mrs Elvy could monitor the risk register to ensure that the Authority was giving attention to the major risks and how they were dealt with.

Suzanne May said the key message was that the Authority needed a formal reporting back process.

Agreed:

- That the BTPA Member handbook be updated and re-launched and circulated to all Members, COG, Area Commanders and other key contacts at BTP
- That a small team comprising representatives from the Strategic Development Department (SDD) team, the BTPA Secretariat and a Performance Monitoring sub-group Member work together to carry out an audit of the information currently available from BTP, the information provided to the Authority, and to identify what information could be made available in the future
- That the BTPA Secretariat carry out an audit of Members to establish what information they would like to receive and how they intend use it
- That the SDD team additionally circulates the FMI summary document to Authority Members as a supplement to the current FMI report
- That the Force investigates the possibility of Members having access to the Force's extranet as an additional source of information
- That Mr Peel and Mrs Elvy work together to capture the key roles and responsibilities of the BTPA Secretariat and the BTP SDD teams
- That the Secretariat liaises with SDD to identify those Force performance monitoring meetings which it may be useful to attend and agree those which should be a priority
- The Secretariat to circulate the outputs from Members portfolio work to the Deputy Chief Constable and SDD for information
- Any performance monitoring training to be tailored to the Authority's specific needs.
- The minimum requirement for Members performance monitoring responsibilities is to attend the COLV for their Area or alternatively to accompany the Deputy Chief Constable on one of his regular visits.
- The Research and Policy Officer to ensure that the Authority is up to date with the major issues by monitoring the risk register.

PART II - ITEMS TAKEN IN PRIVATE

75/2007 SAFEGUARDED TRAVEL

Agenda Item 3

A discussion around safeguarded travel took place.

75/2007 UPDATE ON DISPUTES

Agenda Item 8

Mr Hemmings updated that South West Trains had now paid in full and dropped their legal action.

The judicial review appeal hearing from Southern and South Eastern had been delayed and was now expected to take place in April.

76/2007 AOB

Agenda Item 9

Police Pay Award 2007/8

Mr Adams asked what consideration had been given to the recent coverage of the police pay settlement and whether BTP federated officers would be receiving the pay increase as of 1st December or backdated to 1st September. The Chair said that the 2.5% had been budgeted for and BTP was a national force, and the Scottish forces were backdating the pay increase to 1st September. The Chief Constable said if the pay increase was not backdated for all federated officers it would cause problems for pensions, staff movements and morale. However, he conceded that it was a sensitive issue.

The Authority was advised by the Chief Executive and Clerk that the Authority had decided in the past to follow the Police Negotiating Board (PNB) recommendations, although they were not bound by the Home Secretary's decision. If the Authority was minded to pay from 1st September, this would be in line with the Arbitrator's award. However, the Secretary of State for Transport should be notified of the Authority's intention to pay from 1st September 2007 unless she indicated her intention to intervene.

The Chair said he would be minded to apply the increase as of September 1st. This was agreed. The Chair said he would write to the Secretary of State regarding the Authority's intention.

Ms Lincoln

The Chair thanked Ms Lincoln for all her hard work as interim Director of Finance and Corporate Services.

DATE OF NEXT MEETING:

Tuesday 22nd January at FHQ, 25 Camden Road

Signed.....
Chairman