

# BRITISH TRANSPORT POLICE AUTHORITY

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**MINUTES**  
**POLICE AUTHORITY**  
**6<sup>th</sup> MAY 2008, 10.00AM**

**at**  
**G1&G2 – FHQ 25 CAMDEN ROAD**

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

**Apologies:** Mr I Dobbs  
Mr R O'Toole  
Mr J Weimar

**In attendance:** Mr I Johnston, Chief Constable  
Mr A Pacey, Assistant Chief Constable, Operations  
Mr D McCall, Assistant Chief Constable, Scotland  
Mr P Crowther, Assistant Chief Constable, Crime  
Mr S Thomas, Assistant Chief Constable, London & Olympics  
Mrs S Burd, Director of Finance and Corporate Services  
(part)  
Ms L Scott, HR Director  
Mr T Nicholson, Area Commander North East  
Mr D Oram, Chief Inspector North East Area  
Mr D Snee, Detective Chief Inspector North East Area  
Ms V Delices, Secretariat Manager

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

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## PART I – ITEMS TAKEN IN PUBLIC

### 30/2008 WELCOME AND APOLOGIES

Non- Agenda

The Chair gave apologies from Mr Dobbs, Mr O’Toole and Mr Weimar. He congratulated Mr King, Mrs Towers, Mr Holden and Mr Brown on their reappointment as Members of the Authority for a further term.

### 31/2008 MINUTES OF MEETING 4<sup>th</sup> MARCH 2008

Agenda Item 1

These were approved as an accurate record.

### 32/2008 MATTERS ARISING

Agenda Item 2

It was noted that the action regarding Members having access to the Force extranet was marked as complete, but Members said they had not been provided with details for this. It was confirmed that this action was in hand and should be resolved shortly.

Mr Gisby asked if there had been any progress around the revised Police Services Agreement (PSA). Mr Hemmings said that copies were with ATOC and Network Rail and he would be meeting with both shortly for discussions. He said he did not intend to distribute this further until these discussions had gone ahead.

Mr Adams asked why safeguarded travel was not on the agenda as this was a recorded action from the last meeting. Mr Hemmings answered that counsel’s second opinion had been recently received and he had not had the opportunity to look over it in detail at that time. The Chair said that this would now be treated as a matter of urgency. Mr Adams said he was concerned about the slow progress of this matter.

All other matters had been discharged.

### 33/2008 COMMITTEE ISSUES

Agenda Item 3

#### Human Resources and Remuneration Committee 19.02.08

There had been a verbal update from this meeting at the last Authority meeting; as such Ms Knights said that she did not propose to speak to the item.

The Chair suggested that this would be an appropriate point to have an update on the HR transformation programme.

The Chief Constable updated that the Force was now looking at a single service centre for HR. He said that northern parts of BTP were voluntarily moving ahead with this as a first stage, and the London Areas

would be integrated as a second phase. He added that there was more opposition to proposed changes in the London Areas, where staff felt that their success was related to them having more control over the processes than the new style HR would offer.

The transformation was scheduled to be discussed at the Chief Officer Group (COG) meeting on 20<sup>th</sup> May. A progress update would be received and reassurance of a commitment to a single service centre based in Birmingham could be given, as both accommodation and salaries were more economical than in London.

The Chief Constable said that there was a good team leading this work with the senior HR team buying into the transformation. Chief Superintendent Zieminski was leading the Frontlinefirst project and Chief Superintendent Ripley was working on the Area project for Frontline first.

Ms Scott added that the structure was developing and most HR systems would need to be redesigned. A voluntary severance exercise was in place.

Ms Knights said that she had regular briefings from Ms Scott but it had been difficult to update on this due to the sensitivity of the discussions. Mr Brown added that Ms Scott had been very comprehensive with her updates to the HR&R Committee. He added that London Underground had undergone a similar exercise some time ago and Ms Scott's team had met with TfL staff to discuss lessons learned. He added that Members would need to know key points regarding the transformation so that they could have meaningful discussions with Area Commanders.

The Authority agreed that a briefing sheet, giving the benefits of the restructuring, should be given to all Members as soon as possible.

The Chief Constable summed up the discussion saying that he and his team wanted to win the hearts and minds of the staff involved in the changes and make it a change for the better for all concerned.

**Agreed:**

- **The Force to provide a briefing sheet, giving the benefits of the HR restructuring for all Members as soon as possible.**

**Olympic Steering Group 27.02.08 & 22.04.08**

Suzanne May said that the 27<sup>th</sup> February meeting had been successful and it had been very helpful to have the DfT present, it was felt this helped strengthen relations between the Force and DfT on the Olympics.

There had been confirmation at the 22<sup>nd</sup> April meeting that the funding up to 2011 had been allocated. The 2012 funding would be discussed as part of the next Comprehensive Spending Review (CSR).

The Memorandum of Agreement regarding BTP taking the coordination role for all transport security was still unsigned. Following governance changes it was now likely to be signed between BTP and the Home Office rather than BTP and the MPS.

Suzanne May complimented the Force on the industry conference which had taken place on 15<sup>th</sup> April. She said the content had been good and she hoped that this had helped to focus industry minds.

Mr Brown agreed that the industry conference had been successful but added that the level of interest within the industry would rise exponentially as the Olympics approached and the Force would need to plan for how it would accommodate this.

The Chair said that he had recently attended a National Olympics Security Oversight Group (NOSOG) meeting. At this meeting it had been clear that the Home Office had now stepped up its role in the security aspect of the Olympics taking back control from the MPS.

#### **Audit and Corporate Governance Committee 18.03.08**

Sir David said that it was clear from the minutes that business continuity had been a concern. The Chief Constable accepted that documentation had been an area of weakness, and he also felt that BTP had let it self down with the response to this audit, as work had been carried out that had not been reported on to strengthen this area and a new Business Continuity Manager had been appointed. Sir David said that the Committee would be monitoring this closely.

The issues in the Estates Department were being investigated and PwC had been asked to conduct an audit in this area. This would be reported back to the A&CG Committee in July.

Financial scrutiny within the Authority had been discussed but this would be dealt with at item eight on the agenda.

#### **Stakeholder Relations and Communications Strategy Committee 08.04.08**

Mr King said that the Force was speaking with universities regarding research to identify the demographics of the rail user population. There had been some interest and a report was expected in October.

Behavioural Assessment Training (BASS) appeared to have been successful in reducing the number of stop and search encounters and increasing the proportion of encounters in which self defined ethnicity was supplied. An evaluation into this was being conducted.

Stop and search in Scotland had been carefully monitored and there had been a further meeting with the Scottish Justice Minister. The incidences of stop and search had reduced and the Minister had been assured that the current levels were considered necessary. He had also been assured that the Force was committed to working with communities to aid understanding.

The work on the control rooms' project was progressing well.

An interim evaluation of neighbourhood policing was due to be presented to the Committee in July. A full evaluation was due in January, which would then be shared with the full Authority.

**Not Protectively Marked**

The use of Independent Custody Visitors (ICVs) had been discussed and it had been decided to approach local police authorities to try and tap into their resources to cover the non-designated BTP custody facilities nationally.

There had been a number of proposals regarding communications for which work was ongoing at present. The Authority would be working with the Force where appropriate on communications.

**Professional Standards Committee 29.04.08 (verbal update)**

Mrs Towers updated that Mr Dobbs had now officially joined the Committee which put it up to full strength.

The Professional Standards Department (PSD) plan for 2008/9 had been put to the Committee. The results of the 2007/8 plan had been presented and virtually all the objectives had been completed.

The Taylor regulations were due to come in to force in the Autumn. These regulations covered England and Wales, and the Authority in partnership with the Force had drafted BTP regulations that mirrored these and took into account Scotland. These BTP regulations had been approved for consultation as defined by the Railway and Transport Safety Act 2003.

The Committee was monitoring direction and control complaints but this was an issue as they were not all received in PSD but often sent straight to Areas. Mrs Towers said PSD were trying to ensure that they were copied into all direction and control complaints so that there was a central repository for these to allow proper monitoring.

Mrs Towers said that the Committee had expressed concern at the delay in misconduct hearings and police appeal tribunals.

The level of complaints had increased and the Committee would be monitoring this closely, but as numbers were still low it was hard to drill down to find the reasons. Mrs Towers said that the complaint recording system had changed and may partly account for the rise in the number of complainants, but not the number of cases. The rise was largely around complaints relating to incivility, impoliteness and intolerance and similar conduct matters.

**34/2008 CHIEF CONSTABLE'S REPORT**

Agenda Item 4

The Chief Constable updated that the Deputy Chief Constable was currently recovering from an illness at home and it was hoped that he would be back at work in the next couple of weeks. The Chair asked the Chief Constable to pass on the Authority's best wishes to the Deputy Chief Constable.

The Chief Constable said that the new Mayor of London had a strong crime and transport manifesto which was good for BTP. In his campaign Mr Johnson had promised to fund 50 additional police officers for the tube network and TfL was negotiating this on behalf of BTP. The Chief Constable said the Force had a good dialogue with TfL and City Hall.

There was also to be a ban of alcohol on the tube which was expected to be announced shortly.

Ms Knights said that if the funding for the 50 police officers was given the go-ahead she hoped that the Force could use it as an opportunity to increase its number of female and BME officers. She added that previously in a similar situation the Force had taken on transferees to implement the increase of officers quickly and she asked that a longer term recruitment strategy to attract BME and female candidates be considered.

The Chief Constable updated that the Force had achieved 94% of its operational targets for 2007/8. He handed out performance data (copy in the minute book). The target for Persistent Young Offenders (PYOs) was on track to be achieved in 2008/9. The Force had been particularly successful in detecting and reducing staff assaults and robbery. London North had a new Area Commander who was doing a good job and had made a really big difference to the Area.

The diversity target had been exceeded for female officers and the BME target had been very close.

The Chair said that given the complexity of the targets the Authority was delighted that these had been met. He called it an "outstanding achievement". Mr King added that the Force needed to take every opportunity to report on this.

The Chief Constable updated on the savings which had been identified as part of the Frontlinefirst programme since 1<sup>st</sup> April 2008. These totalled £809,602 and translated into 20 frontline positions and 3 support positions.

There had been a meeting of the National Task Force and higher level representation from TOCs was agreed on the Joint BTP/Industry CCTV Steering Group to help progress this work. The Chief Constable said he was grateful to Network Rail for its support on the CCTV project.

The Force had made a bid for 800 PDAs and the Chief Constable said he had been led to believe that they had been successful. These would be added to the 450 already in use. David Ruffley MP, shadow Minister for Police Reform, had been very interested in this and had visited BTP to discuss PDAs. The Chief Constable said the new PDAs would be distributed where they would be most useful. Assistant Chief Constable Crowther said this would be neighbourhood policing teams and areas where stop and search encounters were high.

The Chief Constable said that he had been reappointed as the ACPO lead on crime.

PC Zaheer Ahmed had been elected as President of the National Association of Muslim Police (NAMP).

The Chief Constable updated on activity around cable theft. Mr Foxall was concerned about BTP's participation in patrols over the Easter

weekend. He felt that this was the job of private security and was concerned what this commitment could amount to. The Chief Constable said the impact of cable theft was high so this was a legitimate use of resources. He added that Network Rail had supplied security personnel. Assistant Chief Constable Crowther said that on the weekend in question Network Rail's security personnel were protecting the assets whilst BTP officers were arresting offenders, as there was a problem with local people stealing materials from the trackside.

Mr Holden said had the initiative not taken place and the line had remained closed after the deadline as materials had been stolen, it was likely that the Authority would be sitting discussing how this had happened and what could have been done differently.

The Chair said Mr Foxall raised an interesting point with regard to the commitment this could mean and suggested that the Authority monitor the impact of this to ensure that it did not lead to other policing areas being undermined.

Mr Gisby said that Network Rail was doing what it could to help in the fight against cable theft and a private members bill was being developed to change the scrap metal bill. The possibility of having some dealers approved as receivers was also being looked into. A further suggestion was that a disclaimer could be provided so that BTP could keep any metal seized and sell it to fund the policing of cable theft, as Network Rail had replaced the metal by the time it was recovered.

The Chief Constable said a concern currently was the number of resources needed for night-time policing as railway areas increasingly developed to include bars and night clubs. This was having a detriment on the number of resources available elsewhere. Mr Hemmings said that he had written to Network Rail to open discussions regarding this. Mr King asked if the charging model recognised these changes. Mr Hemmings said this would be captured in the increased resources and number of crimes.

The Chair said that this was a longer term strategic issue and he asked that how this is picked up in the charging model be reported back on.

**Agreed:**

- **Mr Hemmings to report back on how expanding retail opportunities at railway stations were captured in the charging model.**
- **The Authority to monitor the impact of policing cable theft to ensure that it does not lead to other policing areas being undermined.**

**35/2008 POLICING PRESENTATION – AREA COMMANDER NORTH EAST**

Agenda Item 5

Ms Knights introduced the North East team. She spoke about her role as the Area representative for the Authority. She added that stakeholders were pleased to see that there was an Authority Member with local knowledge.

Superintendent Nicholson and his colleagues gave a presentation on the North East Area. Superintendent Nicholson started with a general overview of the Area and its priorities. This was followed by a presentation on neighbourhood policing by Chief Inspector Oram and a look at cable theft by Detective Chief Inspector Snee.

The Chair thanked Superintendent Nicholson and his team for the informative presentation.

**36/2008 POLICING PRESENTATION – CUSTODY FACILITIES**

Agenda Item 6

This presentation was delayed until the next meeting due to time constraints.

**37/2008 POLICING PLAN PROCESS AND BUDGET CONSULTATION PROCESS 2009/10: OPTIONS**

Agenda Item 7

Mr Hemmings spoke to his paper which mapped out the process for the policing plan and budget consultation for 2009/10. He said that there was no change proposed for the policing plan process. The consultation was suggested to be a workshop, member interviews and the opportunity for owning groups to meet with the Chair.

Sir David said it was important to get the balance of this right.

Mr Foxall said if workshops were to be carried out the Authority needed to be clearer as to the purpose of these to ensure that the right people attended.

Mr Holden said a clear consultation process still had to be demonstrated but he felt that the regional round of workshops could be simplified. He added that Member interviews were also useful previously.

Mr Gisby echoed Mr Holden's comments and added that the consultation seemed heavily geared towards ATOC.

Mr King said that PSA holders had indicated that they would like the current consultation arrangements to continue.

**Agreed:**

- **The current policing plan arrangements were endorsed.**
- **It was agreed that some sort of workshop arrangements and member interviews were to be organised. There would also be an invitation to owning groups to meet with the Chair.**

**38/2008 FINANCIAL SCRUTINY**

Agenda Item 8

Sir David said the general view had been that the A&CG Committee's role was to look at processes and controls and the finance side should be left to the SB&PM Committee. However, Mr Foxall had felt that this was not appropriate as the A&CG Committee were asked to sign off the accounts they had to have an audit trail and some understanding of how this had developed over the year. Sir David added that previously the



A&CG Committee had received financial information and the issue was that the Committee wanted enough information to be sighted so that they felt they could sign off the accounts but to avoid unnecessary duplication.

Sir David said he would suggest that the current vehicle for scrutiny continue as the SB&PM Committee. Mrs Burd would provide more detailed information to the SB&PM Committee and these reports would be distributed to all Members. This would mean all would have the opportunity to ask questions. The Authority would continue to receive the March budget setting paper and July outturn. The A&CG would continue to receive the accounts.

The Chair suggested that a standing item also be put on the Authority agenda giving a summary report on the position. He said that he would not want to replicate the paper that was going to the SB&PM.

Mr Foxall said that he was looking for something to bridge the gap between the SB&PM and the A&CG Committee's and the suggestion as modified by the Chair nearly fulfilled this. He said that he would certainly not suggest that the A&CG Committee should monitor all financial performance data.

Suzanne May suggested that following these changes the terms of reference for the Committee should be amended to reflect this.

**Agreed:**

- **Option one of the paper was endorsed with the modification that the Authority receive a summary paper as a standing item.**
- **The terms of reference to be updated to reflect these changes.**

**39/2008 REVIEW OF THE APA**

Agenda Item 9

Mr Hemmings spoke to his paper which gave an update on changes at the APA. The review of the APA had been completed and the changes were now being implemented.

Ms Knights said that she was concerned about how the Authority would receive information on national issues and initiatives without the policy groups that had existed. Mrs Towers seconded this concern.

Mr Hemmings said that he understood and shared the concern and he would be ensuring that BTP was properly represented and would still get all the information that it was party to currently. He added that he would update on the progress of this.

**Agreed:**

- **Mr Hemmings to update on the progress of the changes at the APA and the representation of the Authority.**

**PART II – ITEMS TAKEN IN PRIVATE**

**40/2008 UPDATE ON JUDICIAL REVIEW AND ARBITRATION**

Agenda Item 10

Mr Hemmings updated on the current disputes.

**Agreed:**

- **A paper looking at cash flow and the forecast to be provided to the next meeting for further discussion.**

**41/2008 AOB**

Agenda Item 11

The Chair updated that Peter Haddock who had worked on the Sir Ronnie Flanagan review of policing had been appointed as Deputy Clerk and would be starting shortly.

**PART III – MEMBERS ONLY**

**42/2008 MEETING WITH HMIC**

Agenda Item 12

This paper as noted.

**DATE OF NEXT MEETING:**

**Tuesday 8<sup>th</sup> July** at G1 & G2 FHQ 25 Camden Road

Signed.....

**Chairman**