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		SR6			**Open**	**Recruitment and retention of Officers by BTP will be disadvantaged by the BTP Pension Scheme (raised 5 June 2007)**							
Director of Human Resources	Linda Scott, Director of Human Resources	3	4	12		1) Representations made to DfT via the British Transport Police Authority (BTPA) to bring BTP Pension Scheme into line with those of Home Office Forces.	**Action 1: Make representation to Department for Transport (DfT).** **Update to HR&R Committee 1 September 2009**. Progress to agree a solution to the transfer of officers into the 30 year scheme is slow. BTPA continues to press Home Office for amended proposals.	**28-Feb-10**	4	2	8	⇔ **Latest Update: Dec. 7th 2009 - Linda Scott** Discussions continuing to provide a solution. The most recent proposal has been reviewed by BTPA lawyers who have resolved some issues regarding the employment relationship. A meeting with Federation and Superintendents Association took place on 03/12/09 and the issues for the future were discussed and scoped. BTPA is summarising with a view to take a decision on whether or not to proceed. **Rating last changed:** 15 Aug 2007 - Impact reduced in light of new definitions	CC28 CC25
		SR7			**Open**	**Failure to implement robust pay arrangements that comply with Equality Legislation. (raised 28 June 2007)**							
Director of Human Resources	Lorraine Jainudeen Head of HR	4	3	12		1) Equal Pay Audit conducted 2) Grading and salary structure reviewed and funding identified in the budget. 3) Recommendations agreed with HR&R Committee. Progress reported to HR Major Projects Board, Programme Board and monthly to COG	**Action 4:Implement agreed recommendations.** In progress and project expected to run from June 2008 to January 2009 and is being governed through HR Systems & Projects Board and Programme Board. Project is still considered to have AMBER status. Formal negotiations with TSSA are continuing. Action supersede by new actions 5 and 6 as PSEP rejected by COG and HR&R Committees**Discharged** **Action 5: Develop options for an updated police staff pay and grading package that fulfils requirement of equal pay audit (Martin Onley)** Options paper presented to and accepted by SB&PM and HR&R Committee. EPS team will now work on implementation subject to ratification by BTPA full meeting in December: **Action 6: Review existing job descriptions (Martin Onley)** Complete	**30-Nov-10**	2	1	2	⇔ **Latest Update: 18 November 2009 - Martin Onley.** The Engaging Police Staff (EPS) project team has presented proposals to the Human Resources and Remuneration, and the Strategy, Budget and Performance Monitoring, Committees of the British Transport Police Authority (BTPA). These have been accepted and ratification is awaited by the full BTPA meeting in December. **Rating last changed:** 30 June 2009 - Risk rating under review to reflect newly identified strand of work	CC28 SP5
		SR11			**Open**	**BTP's inability to provide a comprehensive policing service due to absence arising from a Flu Pandemic (January 2007)**							
Assistant Chief Constable London and Olympics	John Thompson Force Civil Contingencies and Business Continuity Manager	4	3	12		A pandemic Flu Gold Group Chaired by ACC London and 2012 Olympic Games Meeting Every second Wednesday until further notice from 12th August 2009 Regular updates on situation are being placed on Force Intranet (Notices Page) and will complemented by a Media & Marketing fortnightly Pandemic Flu update special newsletter. Horizon Scanning via Force Horizon Scanning Manager for updates from WHO and HPA and other National Information Sources being reviewed on a regular basis. Pandemic Flu plan incorporates predetermined strategies for activation in event of increase in alert state for Pandemic Flu outbreak being confirmed in the UK.	**Action 1:** Monitor and update Pandemic Flu plan for BTP based on Health Protection Agency template for Pandemic Flu planning, supplemented by Cabinet Office guidance through the Pandemic Flu Gold Group (December 2009) **Action 2:** Review Pandemic Flu plan incorporation of predetermined strategies for activation in event of increase in alert state for Pandemic Flu being confirmed in the UK to be tested. (December 2009) **Action 3:** monitor and update the new BTP Pandemic Flu plan, to complement the Force Strategic Plan, Produce a new Policy and SOP document to support Pandemic Flu activation processes (December 2009) **Action 4:** Pandemic Flu plan will be loaded onto external BC plan host site (Site now determined contract completion in progress).	**31-Mar-10**	4	3	12	⇔ **Updated: 18 November 2009.** Following the engagement of Contractors to review and update the Force Pandemic Flu Planning Strategy, Policy and SOP. The closure review date of this risk has been extended to 31 March 2010 to tie in with the performance year and flu season	CD17 CD22 PR4 PR5 PR7 PR13
		SR14			**Open**	**Lack of BTP custody capacity to deal with the growing demand across London (raised 19 March 2007) See also SR21**							
Assistant Chief Constable Crime	CI Glenn McMunn, Force Custody Manager	4	3	12		1) Area Commander may request Chief Constable to designate alternative Custody Facilities. 2) A programme of inspection and where necessary refurbishment for all London custody suites to be SDH-compliant is in place. 3) Full Custody SOP published 6 October 2009	**Action 1:** West Ham and Hammersmith on the L Area are currently being reviewed with the probable outcome of designating both Custody Suites with West Ham being first. **Action 2: BTP's Custody Strategy.** Options paper presented by ACC Crime to the Chief Officer Group (COG) in January 2008. COG decided to proceed with new build and refurbishment in London and for non SDH-compliant suites to close pending refurbishment. Force Custody Manager has completed "due diligence" inspections in England and the Interim Custody SOP has been published along with Risk Management processes. A detailed business case linked to other Estates projects is under development. Hammersmith is a designated custody facility and a decision on West Ham is awaited. The full Custody SOP was published on 6 October. **Action 3: Implementation Phase** LN Custody Project has been approved by COG and is in the Stage 2 Process of Tendering. BTP is working with one company as its preferred supplier and it is highly probable that they will be awarded the contract.	**31-Jul-10**	3	3	9	⇔ **Latest Update: 23 Nov 2009 CI Glenn McMunn -** LN Area Project to deliver 20 additional has had its likely completion delayed to June 2010 subject by complications in planning process including the contract for the contractor still not having been signed. Risk Closure date extended accordingly. **Rating last changed: 01 December 2008 -** No change to original rating. Evidence of sustained performance but need to ensure targets met.	CD19

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		SR21			**Open**	**Failure to meet BTP's Duty of Care to detainees held in Custody, resulting in death, injury or critical incident (raised 11 December 2007) See also SR14**							
Assistant Chief Constable Crime	CI Glenn McMunn, Force Custody Manager	**3**	**3**	**9**		1) Schedule of Inspections 2) PSD issue Near Miss Reporting Form 3) Service Level Agreement between ICV and BTPA in place with programme of visits in place 4) Full SOP published on Intranet 5) PSD lessons learned guidance shared at FMT meetings and via Intranet 6) Establishment of replacement custody facility at Liverpool	**Action 5: Write SOP.** Action complete with publication of full SOP 6 October **Action 6: Service level agreements with Lay Visitor Scheme.** Research commenced with Metropolitan Police Custody directorate and Home Office. BTPA to contact local PAs to arrange visits to BTP Custody Suites. PA visits arranged for Ebury Bridge and CLPS. Programme in place for all Areas except SC Area. (Contacts - Lucy Barwick (BTPA)) BTP actions complete. **Action 8: Develop service level agreements with Primary Health Care Trusts.** Research commenced with Metropolitan Police Custody directorate and Home Office. CLPS liaising with University College Hospital. This action is currently ongoing. **Action 9: Review results of HMI Inspections of Custody facilities of other police forces to highlight areas of concern within BTP** (Charlotte Lattin)	**31-Mar-10**	**2**	**3**	**6**	⇩ **Latest Update: 18 November 2009 - CI Glenn McMunn** New Lay Visitor Scheme in place for new Custody Suite in Liverpool **Rating last changed: 18 November 2009 -** Probability reduced from Significant (3) to Moderate (2) Rating due to the implementation of controlling actions which reduce the likelihood of a death occuring as a result of BTP failure to meet its duty of care.	CD19
		SR25			**Open**	**Failure of a Train Operating Company with an Enhanced Police Service Agreement leads to a shortfall in funding for front line policing resources (raised 21 January 2009)**							
Director of Finance and Corporate Services	Andrew Clarke, Head of Finance	**3**	**4**	**12**		1) A list of all EPSAs has been compiled. This includes relevant information including the notice periods, who is responsible for bearing exit costs and the number of people who would be affected. 2) Programme of STRAG meetings in place 3) Horizon Scanning Manager watching for early signs of a TOC in difficulty	**Action 1: Continue to liaise with the Horizon Scanning Manager for early indicators of a TOC experiencing financial difficulty (Andrew Clarke)** **Action 2: Area Commanders to maintain close working with TOCs** **Action 3: Monitoring arrangements to be put in place via 'STRAG' meetings** Programme of STRAG Meetings is in place **Action 4: Finalise loan agreement with DfT to cover any potential shortfall in funding resulting from failure of a TOC**	**01-Apr-11**	**3**	**4**	**12**	⇔ **Latest Update: 19 November 2009 - Finance** Following the handback of the East Coast franchise to the DfT by National Express, there has been no resulting shortfall in funding. Monitoring of the wider rail industry continues.	CD22 CC2
		SR26			**Open**	**Failure of a key supplier impacts upon BTP's ability to deliver policing (raised 21 January 2009)**							
Director of Finance and Corporate Services	Tony Foster, Head of Procurement	**4**	**4**	**16**		1) All Areas and FHQ Departments have been requested to provide details of their critical suppliers to Procurement 2) Details of key suppliers have been forwarded to the Horizon Scanning manager to maintain a watching brief, this list is reviewed regularly 3) Programme of STRAG meetings in place 4) Review of financial accounts prior to tender 5) Review of London Gazette 6) Production of dashboards containing financial and company information for critical suppliers	**Action 1: Produce short explanation on the type of financial information relevant to critical suppliers, for inclusion on the Procurement Intranet page** Chano Khosla. Draft document completed. **Action 2: CRT to invite Areas and FHQ Departments to consider what risk this poses and whether it warrants inclusion on their Risk Register** Copy of Strategic Risk Assessment shared with Area and Portfolio Risk Representatives. Thus far added to F&CS Risk Register only	**01-Apr-11**	**3**	**4**	**12**	⇔ **Latest update: 19 November 2009, Tony Foster.** The list of key suppliers has been, and will continue to be, updated due to contractual activity and monitored accordingly. Close contacts are maintained with key suppliers. **Risk rating last changed : 3 August 2009, Tony Foster.** Probability rating reduced from 4 to 3 as watching brief allows BTP to make alternative arrangements when suppliers appear to be experiencing difficulties	CD14

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		SR27			**Open**	**Annual increases in budget provision fail to cover existing revenue requirements, and increase the pressure on BTP to identify cash releasing efficiencies to achieve the objectives of the Strategic Plan (raised 5 May 2009)**							
Director of Finance and Corporate Services	Sharon Burd, Director of Finance and Corporate Services	**4**	**4**	**16**		The budget for 2009-10 has been agreed Mechanism for the review of Policing Plan targets is in place (FMT meetings and COLV visits) FLF2 programme reviewed at Programme Board meetings FLF2 included as part of 4 weekly Finance review meetings	**Action 1: Draft a Finance paper for COG setting out the likely budget shortfall for 2010-11 and describing options for possible efficiencies** (Mike Jennings) **Complete** **Action 2: Agree a consistent methodology for the identification of sustainable cash-releasing efficiencies** (COG - Ch Supt Zieminski) Proposed methodologies discussed at Special COG on 8 May. A range of options are being tested with options presented to COG on 15 June . The approach will be taken from a mix of: 1. The application of LEAN systems methodology to end-to-end business process reviews 2. Portfolios and FHQ Departments being asked to provide plans for cost reduction through efficiencies 3. Thematic Scrutiny Reviews of areas of highest spend 4. Project Gateway Reviews **Action 3: Extend the use of the agreed methodology across all BTP Areas and portfolios** (Ch Supt Zieminski) Updated Frontlinefirst 2 programme agreed by SCT at their special SCT Planning event on 25 August 2009. Challenge panels were held during September 2009 and identified a further £3.6m of potential efficiencies to mitigate against any shortfall in budget revenue. **Action 4: Review the content of the Medium Term Financial Plan with BTPA** (Sharon Burd) Agreed at SB&PM Meeting. Ratification due at December BTPA meeting. **Action 5: Implement a robust monitoring regime to ensure identified efficiencies are delivered** (Andrew Clarke) FrontlineFirst 2 Programme to be monitored at Programme Board and form part of 4 weekly Finance reviews. **Action Complete** **Action 6: Manage relationships with the rail industry** (Area Commanders and COG)	**31-Mar-12**	**4**	**4**	**16**	⇔ **Latest update: 19 November Andrew Clarke -** Medium Term Financial Plan agreed at SB&PM Committee meeting and due for ratifiaction by main BTPA meeting on 9 December	
		SR28			**Open**	**National Police Pay Awards of 2.60% in 2009 and 2.55% in 2010 are not covered by the annual PSA uplift. (raised 5 May 2009)**							
Director of Finance and Corporate Services	Sharon Burd, Director of Finance and Corporate Services	**4**	**4**	**16**		The budget for 2009-10 has been agreed Ongoing liaison between BTP and BTPA FLF2 programme reviewed at Programme Board meetings FLF2 included as part of 4 weekly Finance review meetings	**Action 1: Identify cashable efficiencies which can be reallocated to cover the shortfall (**Ch Supt Zieminski) Sustainable cashable efficiencies to be identified through the FrontlineFirst 2 Programme **Action 2: Consider whether to recruit new police officers at a lower than replacement level** (tbc) **Action 3 Manage the expectation of stakeholders in terms of the service they can expect**(Area Commanders) **Action 4 Review whether current targets would be achievable with a reduced number of police officers, and amend accordingly** (Area Commanders) **Action 5: Implement robust arrangements for budget management** (Andrew Clarke) FrontlineFirst 2 Programme to be monitored at Programme Board and form part of 4 weekly Finance reviews.**Action Complete**	**01-Sep-10**	**4**	**4**	**16**	⇔ **Latest Update: 19 November Andrew Clarke -** Medium Term Financial Plan includes provision for 2010 Police Pay Award. If BTPA accept MTFP at December meeting this risk might be closed.	
		SR29			**Open**	**Home Office or Scottish forces imposing costs on BTP for services previously provided free of charge place additional pressure on BTP's finances at a time when BTP is already under pressure to find efficiencies. (raised 5 May 2009)**							
Director of Finance and Corporate Services	Sharon Burd, Director of Finance and Corporate Services	**3**	**4**	**12**		Mutual Aid SOP	**Action 1: Maintain close relationships with neighbouring Home Office police forces** (tbc) **Action 2: Consider where formal collaborative arrangements would be appropriate** (tbc) **Action 3:Consider where formal negotiated arrangements would be appropriate** (tbc)	**31-Mar-12**	**3**	**4**	**12**	⇔ **Latest Update 19 November: Andrew Clarke -** There remains no official indication that other police forces will charge BTP for services currently provided for free. Consequently, no provision has been made in the budget. However, any developments will be monitored	

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		SR31			**Open**	**Failure to manage the introduction of IMPACT limits BTP's ability to share information with other police forces about any person who may be of interest to a police enquiry (raised 5 May 2009)**							
Deputy Chief Constable	Cliff Cunningham, Chief Information Officer	4	4	16		IMPACT Programme Board meeting with defined terms of reference IMPACT Projects Board meeting with defined terms of reference Guidance on IMPACT available to all staff on the Intranet	**Action 3: Identify staffing requirements and recruit staff to fill the roles** Recruitment in progress **Action 4: Consider options for the deployment of PND** Under consideration **Action 5: Consider options for the location of the RRD team** **Action 6: Write job description for the Business Change Manager** **Action 7: Manage handover between external consultants and in-house staff**	01-Apr-10	1	4	4	⇔ **Risk rating last changed July 2009** following the completion of initially identified actions. **Latest update: 18 November 2009** Additional Actions 3-7 identified by Doug Ring fas the new IMPACT programme manager. work is on target to achieve the deadlines required by the Impact Project.	
		SR32			**Open**	**The demand for policing an increased number of events in the build up to the Olympic Games at the same time as maintaining the expected level of service across the rail network exceeds the capacity of BTP's resources to manage it (raised 5 May 2009)**							
Assistant Chief Constable, Operations	Ch Supt Dave Wildbore	3	3	9		The establishment of an events planning unit	**Action 1: Develop operational threat and risk assessments for Public Order and Events Policing requirements** (Ch Supt Wildbore) A Force Operational Threat & Risk Assessment has now been completed following input from all Areas. This is held centrally and informs the Force Strategic Assesment.**Complete** **Action 2: Devise a force mobilisation plan** (Ch Supt Wildbore) Area Response plans have now been completed. This has informed and enabled a Force Mobilisation Plan to be drafted and will be reviewed annually. **Complete** **Action 3: Update the football policing SOP** (Ch Supt Wildbore) SOP has been consulted on and signed off. **Complete** **Action 4: Update the intra-BTP Mutual Aid policy** (Ch Supt Wildbore) New revised SOP signed off in August 2009. **Complete** **Action 5: Deliver enhanced police officer training for key cadre officers** (Ch Supt Wildbore 30 Nov 09) On track to complete 95% of Silver (Tactical) training November 2009. All Gold (Strategic) training will be complete early November 2009. **In progress** **Action 6: Explore options for cost recovery including obtaining funding where appropriate to reduce the impact on core policing duties, with the aim for all cost recovery options to be identified by December 2009** (Ch Supt Wildbore 31 Dec 2009) This action is ongoing. Further meeting held with Wembley Stadium 20 November 09. ACC Operations to progress with Police Authority.	31-Mar-10	2	3	6	⇩ **Latest update: 30 November 2009** - Ch Supt Wildbore. Risk rating reduced from 9 to 6 following completion of actions.	
		SR33			**Open**	**Inability to maintain operational delivery and performance levels in other areas in the event of a sustained level of terrorist incidents.**							
Assistant Chief Constable, Operations	Supt Phil Trendall	4	3	12		1) Specialist Counter-Terrorism Unit 2) Counter Terrorism Strategy in Place 3) Strategy of working with partners within the rail industry to deter and control the terrorist threat 4) Participation in the nationwide police counter-terrorism structure 5) Government led control strategy (CONTEST) 6) Internal Mutual Aid Policy 7) Contingency plans 8) Programme of participation in internal and external exercises 9) Specialist support available via mutual aid agreements	**Action 1. Review existing contingency and business continuity plans to ensure fitness for purpose** The review is still ongoing. The generic FHQ (Ops Dept) BC Plans are still under review, as the new BC Software is being brought on line. Estimated update finish time is early January 2010 now as the BC softwar is accepted and has the manual paper information loaded on to it. The review for other Areas and Portfolios is being progressed by the Business Continuity Manager and is a significant piece of work. **Action 2: Test Area and Portfolio ability to function with reduced resources for a sustained period (tbc)** **Action 3: Review HMIC report of 1st. Sept. 2009 and affect an appropriate response/adoption of best practice. Work to implement the HMIC recommendations will help to ameliorate the risks.**	31-Mar-12	3	3	9	⇩ **Latest update: 30 November 2009** - Ch Supt Wildbore, risk rating reduced following establishment of controls. The existing contingency and business continuity plans are under review and will be entered on to the new system when it is available.	

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		SR34			**Open**	**Policing Pledge commitments reduce the ability of other police forces to respond on BTP incidents, impacting on the performance delivered to stakeholders (raised 5 May 2009)**							
Assistant Chief Constable, Operations	ACC Pacey, Assistant Chief Constable, Operations	3	3	9		Review of alignment between resources and demand has started with some rosters already altered Full analysis of response requirements undertaken relating to response policing	**Action 1. Complete review of alignment and implementing recommendations between resource and demand profiles. Complete:** This major piece of work has been successfully delivered, with new standard national rosters for police stations manned 24 hours a day 7 days a week (24/7) devised, adjusted for local variations, consulted on, balloted in accordance with the agreement with the Police Federation, accepted by officers and loaded onto the DMS system for implementation on 10 January 2010, following a shift transition roster. Most non-24/7 rosters nationwide have been revised to match the number of rest days on the 24/7 rosters, rosters are much more consistent across the various BTP areas and both the number of anomalous rosters and the total number of rosters operated nationwide has been substantially reduced. Incident profiles are circulated on a daily basis and show the proportion of immediate and prompt calls that were resourced by BTP, BTP and a Home Office Force and the Home Office Force only. **Action 2: Improve control room processes in Control Rooms to ensure better deployment** (ACC Pacey) This is ongoing and part of the scope of the Control Rooms Phase 2 project as well as the Process Review lead by Strategic Development Department. **Action 3: Maintenance of effective relationships with other police forces by Area Commanders including discussion to get early indication of changes to current arrangements** (Area Commanders)	31-Mar-12	2	3	6	⇩ **Latest update: 30 November 2009 Ch Supt Wildbore -** The completion of the review of shift patterns against demand profiles for 24/7 policing has been completed and will go live in January 2010. Risk rating changed accordingly.	
		SR36			**Open**	**The effects of the economic recession causes an increase in the level of reported crime on the rail network in the following categories: Acquisitive crime including petty theft Theft of conductive metals Fraud including credit card, rail employee, contract fraud and corruption (raised 5 May 2009)**							
Assistant Chief Constable, Crime	T/ACC Mark Smith, Assistant Chief Constable, Crime	3	4	12		Tasking process which allow priorities to be set against observed trends in crime at number of levels from local to strategic Force Management Team reporting structure which highlights performance and allows Areas to quickly identify changing trends in crime	**Action 1: Engage more proactively with the rail industry to prioritise reduction measures** **Action 2: increase frequency of market analyses to identify trends that will affect crime such as metal theft**	31-Mar-12	3	4	12	⇔ **Latest update 19 November 2009, Strategic Desk.** There has been a 5% increase in crime in 2008/09 compared to the previous year. This coincides with the 2008 recession. The recession was confirmed at the end of quarter four in 2008/09, and crimes recorded during that period were the highest compared to the previous months. Quarter one of 2009/10 has shown an increase again.	
		SR37			**Open**	**The decision of the Judicial Review to find against BTPA creates a potential funding deficit (raised 5 May 2009)**							
Director of Finance and Corporate Services	Sharon Burd, Director of Finance and Corporate Services	4	4	16		1) BTPA hold twice weekly minuted meeting on actions 2) Ian Dobbs and specific project manager appointed 4) Special BTPA meeting convened to agree invoicing 5) Judicial Review sub-group formed 6) DfT have agreed to provide BTP a grant of £4M	**Action 1: Finalise loan agreement with DfT to cover potential budget shortfall (BTPA)** **The BTPA have convened a special sub-group dedicated to managing the impact of the Judicial Review decision and have appointed a project manager. This sub-group is scheduled to meet on 11 September and report to the main BTPA meeting on 24 September. In addition, the Department for Transport (DfT) have agreed to provide BTPA with an initial grant of £4 million to cover a shortfall resulting from the Judicial Review finding, with further negotiations continuing how any future funding deficit might be covered.**	31-Mar-12	3	4	12	⇩ **Latest update 18 November, Andrew Clarke.** The DfT has agreed a formal loan agreement to cover any potential shortfall as a result of the finding of the Judicial Review. Work on what this shortfall could be, has been completed.	

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		SR38			**Open**	**The Configuration of the Wide Area Network (WAN) may not be sufficient to support future force requirements (raised 5 May 2009)**							
Deputy Chief Constable	Cliff Cunningham, Chief Information Officer	2	4	8		Technology performance reviewed at bi-monthly Information Management Board meetings Back ups are completed store to store	**Action 1: Recruit a capacity manager to assess future loads** (Cliff Cunningham 31 March 2010) **Action 2: Replace Wide Area network to mitigate current performance issues**(dependent on Action 5) **Action 3: Implement increased capacity at WAN termination point at FHQ - Action Complete** **Action 4 Implement Command and Control DR link to Birmingham office** **Action 5: Renegotiate the WAN contract -** In progress **Action 6: Review the LAN contract in conjunction with the WAN**	31-Mar-11	2	4	8	⇔ **Latest Update 18 November 2009 Cliff Cunningham -** The key action relating to the renegotiation of the WAN contract is a significant piece of work which is subject to tender deadlines which comply with EU Regulations. This is unlikely to be complete until Summer 2010. Accordingly the estimated risk closure date has been extended.	
		SR39			**Open**	**The ability for Police Staff in key operational roles to take industrial action may have an adverse affect on BTP as it may not be possible to provide adequate cover from officers alone if a strike took place (raised 13 May 2009)**							
Director of Human Resources	Linda Scott, Director of Human Resources	4	4	16		Use of management level meetings to raise concerns and allow plans to be prepared in response to threatened action Strategy of media engagement Welfare arrangements in place to support those who continue to work, including those who cross picket lines	**Action 1: Review of essential functions currently split between police officers and police staff to identify exposure to threat of strike action** (Linda Scott) **Action 2: Agree what functions should not be 'civilianised'** (Linda Scott) **Action 3: Identify and resolve those issues identified by Control Room Staff and First Contact Centre where possible** (Supt Pacey) 31/03/10 **Action 4: Encourage TSSA to take those issues relating to the Control Rooms and First Contact Centre separately to unrelated issues relating to their desire to be recognised as having negotiating rights for all police staff** (HR/Supt Pacey) 31/03/10	31-Mar-10	2	3	6	⇩ **Latest update: Freddie Josland 20 November 2009** BTP has taken steps to ensure that high risk operational areas, notably Control Centres, are not vulnerable to industrial action by extensive training of Police Officers to carry out operations. This business continuity plan was tested in April 2009 during a short dispute. Current industrial relations with TSSA are good and no threats are currently anticipated. This risk may be regarded as ALARP with the agreement of A&CG. **Risk description amended by Linda Scott, 4 August 2009.**	
		SR40			**Open**	**Failure to resolve the future of the training estate at Tadworth results in an inability to provide statutory training for police officers (raised 13 May 2009)**							
Director of Human Resources	Peter Ward, Head of Learning and Development	3	3	9		COG decision for BTP to continue to provide in-house training for student officers Project manager in place Project plan for replacement of Tadworth has been produced Progress monitored at COG Progress monitored at HR Major Projects Board Progress monitored at Force Training Board Interim solution for provision of training from Camden Road from November intake of student officers in place, with a proposal for a permanent solution agreed in principle	**Action 1: Review structure for the delivery of training** (Nina Noddings) **Action 2: Present training delivery options paper to COG** (Peter Ward 6 July) Complete **Action 3: Present a description of how the planned training delivery structure will support the training requirements of Areas and FHQ Departments to FMT in July** Complete **Action 4: Implement the agreed training delivery structure and report progress to HR Major Projects Board** (Sue Brown/Martin Onley 31 December 2009) **Action 5: Identify the staffing level required to deliver the new training delivery structure and recruit internally and externally as appropriate to meet this level (Sue Brown/Martin Onley 31 December 2009)**	31-Mar-10	1	3	3	⇩ **Latest Update, 18 November - Martin Onley,** Risk rating reduced following the signing of a lease allowing the development of a new training facility at Holloway Road**.**	