

Minutes

Police Authority

Date: Thursday 29 July 2010

Venue: Harvey Room, BMA House, Tavistock Square,
London WC1H 9JP

The Forum
5th Floor North
74-80 Camden Street
London NW1 0EG

T: 020 7383 0259
F: 020 7383 2655

www.btpa.police.uk

Present:

Ms Millie Banerjee, Chairman
Sir David O'Dowd, Deputy Chairman
Mr Lew Adams
Mr Howard Collins
Mr Ian Dobbs
Mrs Elizabeth France
Mr Robin Gisby
Mrs Wendy Towers (part)

Apologies:

Mr Colin Foxall
Mr Michael Holden
Mr James King
Mr Neil Scales
Mr Jeroen Weimar

In attendance:

Mr Andrew Trotter, Chief Constable
Mr Paul Crowther, Deputy Chief Constable
Mr David McCall, Assistant Chief Constable Scotland
Mr Alan Pacey, Assistant Chief Constable Territorial Policing
Mr Miles Flood, T/Assistant Chief Constable Protective Services
Mr Andrew Clarke, Acting Director of Finance and Corporate Services
Mr Simon Hart, Head of Finance
Ms Marie Daniels, Head of Strategic Development

Ms Teresa Hickman, Head of HR
Ms Vanessa Delices, Secretariat Manager

Mr Andrew Figgures, Chief Executive
Mrs Samantha Elvy, Research & Policy Manager
Miss Lucy Barrick, Business Support Manager & Minutes

PART I - ITEMS TAKEN IN PUBLIC

54/2010 Welcome and Apologies

Non-Agenda

The Authority noted apologies from Mr Scales, Mr Weimar, Mr Holden and Mr Foxall. Mr King had been due to dial in but due to a change in his diary this was no longer possible and he had sent his apologies.

55/2010 Minutes of Meeting 8 July 2010

Agenda Item 1

The minutes were approved as an accurate record.

56/2010 Matters Arising

Agenda Item 2

Owing to the short period between Authority meetings the majority of actions were in progress and would be completed in time for the September meeting.

It had been agreed that in regard to diversity monitoring this would be reported to the Performance Group and the Authority would also continue to receive regular updates.

Agreed

- The Authority to continue to receive regular diversity updates.

57/2010 Chief Constable's Report

Agenda Item 3

The Chief Constable advised that two important reports had been published since the last meeting; these included *Valuing the Police* from HMIC and a consultation paper from the Home Office called *Policing in the 21st century: reconnecting police and the people*. The HMIC report looked at visibility and availability of officers which was something that

BTP had been working on with the new roster pattern. The *Policing in the 21st Century* consultation paper had a much wider scope.

Government had discussed up to 25% cuts in unprotected budgets and the possible impact on police forces from this was likely to be between 14-22%, as the council tax freeze was also considered. The Home Office was reviewing the performance regime and simplifying this to one target which was to reduce crime. There was also to be the introduction of Police and Crime Commissioners, but this would not affect BTP/A as owing to its statutory basis BTP/A had been excluded. A new National Crime Agency would incorporate the National Policing Improvement Agency (NPIA) amongst other organisations. The NPIA was responsible for the Police National Computer, Airwave, police recruitment and other important functions that would need to be picked up. The Government was also to conduct a review of pay and conditions of police officers which would run from July 2010 - January 2011 once someone had been appointed to lead it.

The Chief Constable raised a concern that the changes outlined could lead to excessive localism by police forces. However, he hoped that the National Crime Agency would help prevent this. He added that he had met with Sir Paul Stephenson who had said that he did not have any plans for expansion currently.

Moving on to current performance, the Authority was updated that Operation UNITY had been successful with a reduction from 25 cable theft offences in the North Eastern Area per week to seven. This had reduced lost train minutes by 50%. However, a growing cable theft problem was developing in south Wales and this would be the next target. There was an update on recent significant detections. The Authority was also notified that the number of unexplained fatalities on the railway had been steadily increasing. These took longer to clear but the Force was working with Network Rail to try and keep as much of the line open as possible to reduce disruption whilst not impeding the investigation. Mr Gisby said that there had been a noticeable reduction in cable theft in the north east and he had been impressed with recent fatality management.

Liberty was requesting leave for a Judicial Review of DNA retention practices by police forces. A BTP case had been included in the examples cited by Liberty and initial legal advice on this suggested that the Force had a good defence. The Force was proposing to speak to Liberty directly regarding this case with the aim of having it removed. Should the case go to Judicial Review the projected legal costs for BTP to defend its case had been estimated to be around £50k.

The policing plan targets were progressing well and the new dashboard reporting style was a good indicator document. The Force was confident

that the national targets would be achieved. Anti-social behaviour was being driven down which was resulting in fewer detections as less incidents took place. The number of staff assaults had also been driven down with a significant number of detections. The Authority suggested that the trade unions should be made aware of this.

The Authority was informed of the performance monitoring arrangements in Force. These included daily performance meetings on Area, a weekly brief from Areas to Assistant Chief Constable Pacey, daily telephone conference monitoring of incident response times, Strategic Command Team weekly meetings and daily written briefings.

Reporting on a DfT study, which looked at the cost of crime on transport, a figure of £960m had been calculated for 2006/7. Using the same methodology the Force can demonstrate that since 2006/7 the cost of crime has reduced by £200m year on year.

At a meeting with the Minister of State for Transport Theresa Villiers, the Deputy Chief Constable advised that there had been a suggestion that there should be an ACPO lead for Transport. A letter was being sent to ACPO by the Minister suggesting this. A possible ban of alcohol across the whole rail network had also been discussed, which had led to a discussion on football policing. The outcome of this discussion had been the agreement that the Minister would call a meeting with BTP, the Association of Train Operating Companies (ATOC) and the Football Association (FA) on return from recess. A letter had also been sent by BTP to the Crime Reduction Minister at the Home Office regarding cable theft and this had been copied to Theresa Villiers.

A further meeting had been held with Dr Mike Mitchell of the DfT. This meeting had reviewed the possibility of merging BTP with VOSA and the Highways Agency Traffic Officer Service (HATO). The combined budgets of the three organisations added up to £335m and it had been suggested that if this could be brought in around £300m this would be a positive result. HATO had been keen on this suggestion. However, VOSA had some reservations, as they also managed the standards of MOT servicing and it was questioned whether a viable business would be left. The DfT had given the three organisations four weeks to turn around a proposition which would start from a blank sheet rather than trying to merge the organisations as they existed. Chief Superintendent Ziemiński would be working on this. The Authority was supportive of this step and added that it would need to take around the governance aspect.

It was suggested that a review of the Duisburg incident should take place for any lessons to be learned.

Agreed

- The Force and Authority to agree on how they will respond to the Home Office consultation.
- The trade unions to be made aware of the detections for staff assaults and reduction in staff assaults overall.
- The Authority to be kept updated on the work on the possible merger.
- The Authority would be fully involved in any decisions about the merger.
- A review of the Duisburg incident to take place.

58/2010 Quarter 1 Performance Report

Agenda Item 4A

The Chair of the Performance Group reported back following the Group's first monitoring meeting. A work plan for the Group had been agreed at this meeting which was now being distilled along with the dashboard which would be reduced to 10 or 11 key indicators. The Group was keen to understand where the variations occurred. The dashboard was set on the Protect and Serve components of the Chief Constable's vision for BTP.

The question was raised as how this would sit with the Chief Constable's Report as there was potential for overlap. This was being reviewed.

Agreed

- The potential overlap between the reports of the Performance Group and the Chief Constable's Report to be reviewed.

59/2010 HMIC Police Report Card and Value for Money Profile Report

Agenda Item 4B

The HMIC Report Card did not include BTP as the population figures which this was based on caused a difficulty. Therefore, to review value for money (VfM) the Force would use the raw data received by HMIC for comparisons rather than the per 1000 population data. The Force would do a comparison against all 43 forces, but it had also identified a group of other forces which had a similar number of staff against which to do comparison of spend. It was noted that although the numbers of staff in these forces were similar the environments within the various jurisdictions varied significantly so this could not be a direct comparison.

Comparisons on income and expenditure and workforce were not straightforward and needed analysing to understand the differences. An example of this was that BTP showed a higher level of cost for central

communications in relation to incident recording. It was noted that this was the result of the Home Office forces recording the majority of incidents through the front desk at police stations where this was not the case for BTP. The skill in conducting these comparisons was to pick out the relevant parts and this was a piece of work that the Force would be working on with the Authority's Performance Review Group.

The new CIPFA figures for the 43 forces would be reported in September and a more up to date comparison would be completed.

The Authority felt that this type of comparison was a step in the right direction with many areas of interest to review and data which could be used to help focus resources. There was a request that the range as well as the average for other forces was presented to give a clear idea of the floor and ceiling of the numbers discussed. However, it was noted that the numbers could change significantly in the current economic climate so caution should be taken.

Agreed

- The range and average for the other forces to be presented with the comparisons.

60/2010 Professional Standards Committee Verbal Update

Agenda Item 5

The Authority was updated that Mr Davies, IPCC Commissioner, had attended the meeting and updated on the IPCC's current work. The IPCC was doing a major piece of research on deaths in custody and would be looking at domestic violence as its focus in 2011.

The IPCC was backing a simplification of complaints handling for those complaints at a lower level of severity. The aim was that a proportionate response should be taken to resolving complaints to ensure they were resolved in the most efficient and effective way. The point was also raised that complaints should be considered on their substance and merit to ensure a proportionate response.

The file review had not resulted in any significant issues with complaint response times generally on target. It had been noted that the level of recorded complaints had increased but against the moving average this was not yet a significant cause for concern, however it would continue to be monitored closely. It had been suggested that this increase could be a seasonal trend. The other issue was that a sharp rise in incivility

complaints had occurred for the London South Area. The Professional Standards Department was compiling a problem profile for the Committee on this which would be presented at the next meeting. An interim look at the situation showed that London South had higher stop and search and arrest rates which may contribute to the number of complaints.

There had been a spike in the number of discreditable conduct cases which appeared to have been the result of an increased number of officers declaring motoring offences following the review of the Driving Standards Policy. The same conduct standards were applied to both officers and staff in this area and this was being reviewed.

The Senior Officer Complaints Policy had been signed off at the meeting and a copy of this was circulated (copy in the minute book).

61/2010 Chief Executive's Report

Agenda Item 6

The Executive team had sent out a consultation paper on the future of area and thematic portfolios. This would address the requirement for a protective services lead. A date was also being sought for protective services training for Members in late September.

On financial matters the following updates were given:

- The Accounts had been laid before Parliament
- The Arbitration remained stayed for the present time. It was noted that a revised submission was requested rather than a Ministerial submission.
- A letter had been sent to the Pensions Trustees following actions from the last meeting

An update was given on the latest contracts to be signed.

The stakeholder engagement work had been well received so far and a database had been developed which held all the notes from meetings and correspondence related to each PSA holder and other key stakeholders. Members were invited to request information from the database as required.

Comments were invited on the proposal to hold workshops for the Policing Plan consultation. It was noted that these had been held in previous years and their success had been questioned. However, following the stakeholder meetings there was an appetite for this approach from the PSA holders and as such it was suggested that they go ahead as a trial for this year. This was agreed.

Agreed

- Policing Plan consultation workshops to be held.

62/2010 Quarter 1 Finance Report

Agenda Item 7

The Finance Group had had its first monitoring meeting. The aim of the Group was to reassure the Authority Members on financial performance, identify and review any issues, give an input on budget setting and give reassurance on the annual charging process. The Executive team was putting together a work plan for the Group which it would be monitored against.

The Group was looking at overtime costs and the vacancy gap to see if the budget was right currently. It had been noted in the Group that the VAT increase would not have a major impact on 2010/11 but the impact on 2011/12 would be around £1m. The Group had also noted that the supplies and services budget was currently forecasting an overspend of £478k for 2010/11. This would be reviewed as it contained some discretionary spend.

The over budgeting of the capital programme had been discussed and there were some concerns that this was not best management practice. There had also been a concern that projects previously authorised by the Authority for which the costs had increased were not coming back to the Authority. This was considered a weakness in control and it was agreed with the Force that when reporting on capital expenditure in the future those projects that had been approved by the Authority would be included with their whole costs. However, it was noted that the capital programme for 2010/11 was on target although there had been some delays with the London north custody facility.

There was a marginal overspend in the revenue budget but this was not considered a problem at present. An establishment system was being implemented which would aid budgeting.

The Authority noted that London Underground had not yet given a purchase order to allow the Force to start billing them. The Authority was advised that this was simply the result of a technical issue and would be rectified shortly.

The Authority's budget was showing an underspend at present which was largely a timing issue and the result of staff and member vacancies being carried. There had been some unbudgeted consultancy costs with the pensions work but the major risk to the Authority's budget was the cost of the arbitration with Arriva Trains Wales (ATW). If a deal was reached with ATW it was anticipated that the Authority should come in under budget for the full year.

[Mrs Towers arrived]

PART II - ITEMS TAKEN IN PRIVATE

63/2010 Preliminary 2011/12 Budget Discussion

Agenda Item 9

The Authority wanted to ensure that it made its own decision on the budget and recognised that to do this various factors needed to be recognised. There was continued pressure on the rail industry and the Authority needed to ensure that it did not add to the burden but at the same time ensured that there was no detriment to the Force's performance.

The Valuing Rail report from the DfT showed a difficult situation for the industry and this report only included the first few months of the recession. Revenue had fallen further than reported in this report and the new comprehensive spending review was likely to mean that less money would be going into the rail industry from Government.

The Chairman said that from visiting stakeholders the feeling had been that the BTP contribution was very appreciated but cost was an issue. There had been no offers made to industry since the letter following the previous budget setting which had mentioned 0%, but it had been suggested that the Authority may be looking for a two-year deal. As such, it was suggested that modelling work could be done for the September meeting looking at a two-year deal with a framework of a 10-15% reduction over two years compared to the 2010/11 agreed budget. Any modelling work would look at operational impacts and include a sensitivity analysis of policing at major hubs. There would also need to be a piece of work to look at how PSA holders would be affected by the running of the charging model.

It was noted that officers could not be made redundant currently although a review of their terms and conditions was taking place at the Home Office.

The Authority was also advised that the pension contribution would have to be added back into the budget which was a further very significant pressure.

The process of modelling was approved with the impact assessments as discussed. It was agreed that this work would come back to the September meeting where the next stage of how this would be presented to the PSA holders would be discussed.

Agreed

- The process of modelling was approved with the impact assessments as discussed and it was agreed that this work would come back to the September meeting.
- A piece of work to be undertaken to look at how the charging model may affect PSA holder proportions.

[Ms Banerjee and the Chief Constable left the meeting]

64/2010 Accounting Officer - Service Level Agreement

Agenda Items 8

The Authority was informed that Tribal Business Assurance had reviewed the draft service level agreement and apart from some minor comments on the tightness of some of the timescales had nothing further to add. The Force and Authority would now be working with Tribal on the scheme of delegation.

A comment was received that there should be more clarity around whose responsibility it was to provide payroll information for BTPA staff and Members.

The SLA was approved and it was agreed that it would be reviewed in May 2011 and any amendments identified as being required would be made at that point.

Agreed

- The SLA was approved and it was agreed that it would be reviewed in May 2011.

Signed.....

Chairman