

Report to: Police Authority
Agenda item: 4
Date: 24 March 2011
Subject: Chief Executive Report
Sponsor: Chief Executive
For: Information

1. Purpose of Paper

1.1 The purpose of this report is to summarise the work of the Executive since the last Police Authority meeting to inform Members.

2. Executive Restructure - Recruitment - Update

2.1 Following Final Interviews for the two new BTPA positions, namely Performance Analyst and PSA Accounts Manager, an appointment has been made for the post of Performance Analyst with Jonathon Newton due to start in post on the 11 April 2011.

2.2 An appointment has also been made this week for the post of PSA Accounts Manager. Meeta Depala is negotiating her contract with her current employers to enable her to commence with BTPA in early May.

2.3 Both appointments are subject to satisfactory references, vetting and a six month probabationary period.

3. Disputes

3.1 Very good progress has been made on the settlement agreement with ATW. We expect to have signed and received

£6.7million by the time of the Authority meeting. Formal authority from the DfT has been received. Members should be aware that the charging between BTPA and ATW / AXC is secure until 2013 unless the charges move up by more than 10% from 2010/11 charges. However, there is a risk that during the consultation period ATW may dispute the process that we are undertaking. This is no different to the other PSA holders who will be involved in the consultation process. The other issue is that if ATW decide to take us to dispute post 2013, both BTPA and ATW can introduce new evidence that was not in the original disclosure documents.

- 3.2 The Chief Executive and Authority Finance Director held a meeting with DBS, and we explained at what level we could settle at, after agreeing the Grant in Aid available with the DfT. We are currently waiting to hear back from DBS who needed to approach their holding company.

4. Pensions

- 4.1 The Police Officers pension scheme valuation and recovery plan has been agreed by the Trustee, subject to Government passing the Pensions Order increase being based on CPI. This has already been approved by the Treasury and is not expected to cause any issues. The valuation documents are now with the Actuary for signature, having been agreed by the Authority Finance Director and rpm.
- 4.2 A letter will be sent to active members of the scheme to explain the recovery plan and rpm have written an overview of the

valuation for their in-house communications which will cover pensioners, deferred members and current active members.

4.3 The draft valuation results of the police staff scheme are expected in April. A timetable has been established and we expect to report to the Authority in due course of the surplus or deficit of the scheme. It should be noted that this scheme is less than a tenth of the value of the police officers scheme. An estimate of any additional costs has already been built into the budget estimates post 2011/12.

4.4 The pensions sub group met at the beginning of the month and agreed the proposed strategy for investment to be discussed with the Trustee before a further sub group meeting scheduled for 5 April. A review of the governance of pension schemes will also be discussed at that meeting. The findings will be presented to the May Authority.

5. Year End Accounts

5.1 The interim audit has been completed. No major issues were raised and minor issues were identified. The NAO have indicated that they do not wish to do any further testing on payroll at the final audit because they were satisfied with the results of their testing.

5.2 Work is ongoing on the Statement of internal Control and the Management Assurance Document; both of which will be presented in draft form to the Audit Committee on 28 March.

6. Write offs - Update

6.1 During the period, under the Chief Executives delegated Authority, £8k of bad debt was written off. The majority of this debt related to Advenza Freight who went into administration some time ago. Wensleydale Railways have also informed us that their licence has been changed by the ORR and they are no longer required to have a PSA. This will result in a write off debt which will be actioned before the end of the year.

7. Annual Review Plans - Update

7.1 The Annual Review of the Business Cycle will report to the May Authority meeting. In the interim Executive leads will be contacting Committee and Group Chairs and chief officer leads to discuss how they feel the last year has worked. Following this each Group/Committee will receive a paper at its next available meeting for these matters to be discussed. It would be really helpful if Members and Force attendees could start to think about the following points for the Committees/Groups that they sit on:

- Programming of meetings
 - Is the information required available at the right time
 - Do the meetings take place often enough
 - Is the length of time set aside too short/long
- Terms of Reference
 - Do these cover what the Committee/Group has been doing over the last year – were there any gaps
 - Has the remit of the department/area that you are overseeing changed

- Was there any overlap/confusion with other Groups
- Inputs/Outputs
 - Were the outputs delivered on time
 - What was the quality of the inputs
 - Were the inputs appropriate - is more/less information required or a different format
 - Were the inputs delivered on time
- Is there any best practice to be shared

8. Strategic Performance Dashboard - Update

8.1 At the last meeting the Chair of the Performance Review Group proposed development of a strategic performance dashboard as a way to give the full Authority balanced oversight of the key performance issues emerging from each of the Authority's Committees and Groups. In doing so the Authority will want to satisfy itself that it is properly sighted on a number of issues related to its core statutory duties.

8.2 As a starting point it is suggested that the Authority essentially wants to know;

- Is the Authority collecting the money required to fund the budget?
- Are BTP/A operating within the budget?
- Is the money being spent as planned when the budget was constructed?
- Is the Force developing the capabilities the Strategic Plan requires to deliver future performance?
- Is the Force performing to the annual Policing Plan?

- Is the Force continually improving its essential business processes to deliver its present and future performance
- What issues have arisen from recent stakeholder engagement or horizon scanning?

8.3 If Members are in agreement that these are the headline questions against which regular performance data should be presented then a dashboard emerges which can largely be populated from existing data sets. A sample dashboard is attached at Appendix A in order to support Member discussions.

9. Strategic Policing Requirement

9.1 On 3rd March Sam Elvy attended an APA hosted session on the proposed Strategic Policing Requirement (SPR) which arises from the Police Reform and Social Responsibility Bill. The SPR seeks to;

- Ensure delivery of the strategic and national capabilities to which all forces should contribute including CT, civil contingencies, people trafficking, major incidents, (firearms) - which are all highly relevant to BTP
- Establish a requirement for the Home Secretary to issue an SPR from time to time, the frequency of this has not yet been agreed though this likely to be 4 yearly (term of PCC appointments) with an annual refresh - this will cut across our current 3yr strategy)

- Set out national standards to ensure delivery is 'interoperable'
- Require Chief Constables and PCCs to have 'due regard' to the SPR in carrying out their functions

9.2 Neither BTP nor BTPA are included in any of the proposals at the moment which, given our national reach, clearly could implications for completeness of information sharing nationally and deployability of national resources. Was BTP become involved in some way this raises a number of governance/delivery issues:

- Will BTP be counted 'officially' as part of the national resource - and who decides this?
- PCCs will have responsibility for the 'totality' of policing within their area - we will need clarity about the preservation of BTPA's current role and what the DfT/Home Office expectations are in terms of primacy if collaborative resources are to be deployed in the short or medium term. Our stakeholders will also want very clear communications on this.
- Will the Railways and Transport Safety Act 2003 be amended to reflect the SPR - presumably it would make sense for BTP/A to also have due regard to a national assessment?
- Where national standards are mandated (and potentially inspected by HMIC) to ensure interoperability, BTP must be

part of this – will we also have access to funding streams, procurement and training arrangements?

- 9.3 The Chief Executive has since written to Richard Riley at the Home Office seeking assurance that policing on the railways will be properly reflected in ongoing discussions on this issue.

10. NOSOG Meeting – 10 March 2011 – Update

- 10.1 Lucy Barrick attended the National Olympic Security Oversight Group (NOSOG) on 10 March. The first item to be discussed was parallel events and their security implications. Assistant Commissioner Chris Allison advised that local authorities had been asked to liaise with police forces when developing their ideas for parallel events and to consider the transport and security implications at an early stage. Local authorities had been given a deadline of 31 March to submit their bids to ensure security resources were properly considered in the decision-making process.
- 10.2 The Group was updated that the current Olympics budget stood at £475m but the original £600m remained available should it be required. Operation Almus was in place and was testing the availability of specialist officers for mutual aid requirements. It was not anticipated that the current savings police forces had to find should impact the supply of specialist officers required for the Olympics but this was being monitored.
- 10.3 NPIA updated that the first of their training packages would be going live soon. This included a general Olympics briefing for all officers from all forces and a tri-service briefing covering all the blue-light services. There was also a BTP specific training package for mutual aid officers.

10.4 The meeting closed with discussion on the concern of the significant risk of industrial action impacting on the Games both generally and from a security perspective. The Group was assured that this risk was being monitored. It was agreed that the Government Olympic Executive would be asked to come and discuss this at the next Group meeting in June.

11. PCCS Audit

11.1 The Authority completed an audit questionnaire for the PCCS on its complaint handling and oversight arrangements in July 2010. Following the audit a report titled *“Holding to Account”* has been circulated which includes recommendations for minimum standards for all police authorities and boards in Scotland. The Report is very complimentary of the Authority’s arrangements and states that:

“Complaints oversight capability of individual police boards was either fair or poor. The exception was the BTP Authority, which clearly evidenced good oversight of complaint handling overall.”

11.2 The report includes 13 recommendations. BTPA already fulfils all of these with the exception of one. The exception being holding Professional Standards Committee (PSC) meetings in a public setting, as this is not possible owing to the approach of the Committee and data protection laws. However, to ensure that BTPA is as transparent as possible the minutes and redacted papers from the PSC are published on the BTPA website.

12. BTPA and BTPF Conference – Update

12.1 The annual informal meetings with the staff associations/support groups are being arranged to take place by the end of May 2011, with the Chief Executive leading these. Any Members who would like to participate please contact Laverne for details. The following has been arranged:

- Company Council – 3.30 Tuesday 22 March 2011

12.2 A formal BTP Conference has been arranged with the Federation for 4 May this will follow the Force's Annual National Negotiating Meeting which is set to take place on 29 March and deal with any outstanding issues from this.

13. Contracts

13.1 The Chief Executive signed and sealed off the following contracts since the Authority met on the 27 January 2011:

Signed

- Weightmans New Draft Standard form PSA – 17.1.11
- Weightmans LA charges 2011/12 contract – 27.1.11
- York & Darlington Rent Review (BTP Offices) Rent & Service prices increase – 16.2.11
- P-Solve Asset Solutions – Investment Advisory Agreement – 25.2.11
- NAO – BTP Fund – Letter of Understanding Terms & Conditions – 4.3.11

- NAO - BTP Fund - Letter of Understanding Terms & Conditions - 4.3.11

Sealed

- Lease Woolwich Arsenal Station - 15.3.11

14. Out of Committee Business

14.1 Nothing to report.

15. Welsh Visit - March 2011 - Update

15.1 Owing to Electoral visits this visit will no longer take place

16. Recommendations

16.1 Members are asked to note this report.