Quarter 4 2011-12
Strategic Dash

BTPA
British Transport Police Authority

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

T: 020 7383 0259
F: 020 7383 2655

www.btpa.police.uk

Assurance:

Green	Substantial Assurance
Amber	Reasonable Assurance
Red	Limited Assurance

Direction of travel:

↑	Improving trend
↔	Stable trend
↓	Deteriorating trend

Operational Delivery	Current Situation	Status / Actual			Trend
		Q3	Q4		
Common & local targets performance (incl. sickness & response times) [i] (Performance Review)	2011/12: BTP achieved all National Policing Plan Targets. 44 out of 48 Local Policing Plan targets were achieved at the end of 2011/12, up from 34 being met at the end of Q3.	11	11		↑

Finance	Current Situation		Status / Actual		Trend
Cashflow [ii] (Finance)	2011/12: Cash balance: £23,592k		£23,592k		↑
Revenue budget (BTP/A) [iii] (Finance)	BTP 2011/12 actual: 0.5% underspend (£1,154k).		0.5%		↔
	LU 2011/12 actual: 0% overspend (£57k)		0%		↑
	BTPA actual 2011/12: 11% underspend (£206k) (£200k transferred to contingency reserves)		11%		↓
Capital programme [iv] (Finance)	Capital programme for 2011/12 was £10.6m, as compared to the approved programme of £11.2m. Contingency of £0.2m		5.2%		↓
Debtors recovery [v] (Finance)	Outstanding total core PSA debtors 2011/12: £11,775k (99% cleared by 15th May)	Aged debt – Q4: current:	92.6%		↑
		Aged debt – Q4: -30 days:	3.2%		
		Aged debt – Q4: +30 days:	3.1%		
		Aged debt – Q4: +60 days:	1.1%		
Headcount versus establishment [vi] (Finance)	2011/12: 127.1 FTEs below the overall establishment of 4,629 (Police Officers: 16.1 FTEs below, Staff: 83.9 FTEs below, PCSO: 27.2 FTEs below)		3% below FTE est.		↔
Police officer pay [vii] (Finance)	2011/12: Police officer pay costs (excluding overtime) was 513k underspent. Police officer overtime was £1,218k overspent. Overspend due to Op Bench (Excluding L Area). £1,338k DfT funding held centrally.		Overtime: £1,278K overspend Pay: £513K underspend		↓

People and Culture	Current Situation	Status / Actual		Trend
Learning & Development [viii] (Performance Review)	Mandatory Training (Maintain OPT, First Aid, Track Safety training at 90%)	91.3%		↔
	Supervisor Training (Ensure training is commenced for 90% within 1 month of taking up supervisory duties)	81%		↓
Delivery of Equality & Human Rights Strategy [ix] (Performance Review)	The Q4 Performance Review Group received the 6-monthly stop and search update, there were no issues of concern with regard to proportionality. The Group was also updated on work focussing on disability related harassment, following national research by the Equality and Human Rights Commission. This mostly relates to leadership and data management.	15.9% female officers 6.8% BME officers		↔
Employee Turnover [x] (Performance Review)	• Police officer turnover: 5.6% • PCSO turnover: 15% • Police Staff turnover: 15.5% (Turnover for the year to the end of Q3 was 8.4%)	9.3%		↓
Complaints / Conduct [xi] (Professional Standards)	627 complaint and conduct matter cases (434 complaint cases and 193 conduct matter). (2010/11: 685 complaint and conduct matter cases)	8.5% decrease		↑
Number of grievances [xii] (Professional Standards)	64 grievances (96 grievances received in 2010/11)	64		↔
Employee Satisfaction	Information to be added once available			

Organisational Development	Current Situation	Status / Actual			Trend
Risk management (BTP/A) [xiii] (Audit)	The high risk entries, which have remained Red, are BTPA ASR50; ASR52 and ASR53. ASR50 and ASR52 relate to risks of the post 2013/14 PSA and charging regime; ASR53 relates to the outcomes of the Comprehensive Spending Review and the McNulty review.	Strategic Risks Q3	Q4		↑
		5	3		
		6	8		
		3	2		
		14	13		
Audit & inspection outcomes (level of assurance / gradings given) [xiv] (Audit)	Four tribal reports went to the May Audit Committee. Limited assurance was given for the Assurance Review of the Assets Arrangements, for which there was 1 urgent recommendation, 3 important, 1 routine and 1 operational. The urgent recommendation relates to action not being taken to safeguard the assets.	0 Substantial Assurance			↑
		3 Reasonable Assurance			
		1 Limited Assurance			
Post-inspection improvement plans progress [xv]	HMIC inspected BTP, in October 2011, in relation to crime and incident data, as part of its national data integrity inspection programme. This resulted in 13 Areas for Improvement (AFIs) to review and implement.	Q3	Q4		↔
		0	0		
		3	3		
		10	10		
		13	13		

Other Issues	Current Situation	Previous Situation / Other Comments
Other issues arising this quarter		

Strategic Dash Method

[i] Assurance: Mean RAG rating for force progress against national targets (Individual RAG ratings as per 2011-12 national targets for Policing Plan Objectives).

[ii] Substantial Assurance: Cash position forecast is better than previous period, Reasonable Assurance: same as previous period, Limited Assurance: less than previous period.

[iii] Revenue budget is Green: forecast 1.5% or less underspend, Amber: 1.5-3% underspend, Red: over 3% underspend, or any overspend.

[iv] Capital outturn is Green: forecast 1.5% or less underspend, Amber: 1.5-3% underspend, Red: over 3% underspend, or any overspend.

[v] Substantial Assurance: Higher proportion of aged debt is within the current and +30 days categories, Reasonable Assurance: Higher proportion of aged debt is within the +30 and +60 days categories, Limited Assurance: Higher proportion of aged debt is within the +60 and +90 days categories.

[vi] Substantial Assurance: Headcount is less than 2% under establishment, Reasonable Assurance: 2-5% under establishment, Limited Assurance: More than 5% under establishment, or over establishment.

[vii] Substantial Assurance: Net underspend for police officer pay costs, Reasonable Assurance: net underspend, but deteriorating trend, for police officer pay costs, Limited Assurance: Net overspend.

[viii] Assurance: RAG ratings as per BTP Learning and Development Tasks/Objectives Departmental Key Performance Indicators.

[ix] Assurance: Mean RAG rating taken from situation overview, and BME and female officer representation. Situation overview is a subjective view taken from previous Performance Review Group (Green). BME and female officer representation based on internal staff representation targets. BME officer representation target is to maintain the levels at 31 March 2010 (6.6%). Female officer representation target is to improve representation from the measure at 31 March 2010 (16%). High Assurance: At or above 6.6% BME / 16% female officer representation, Reasonable Assurance: 5.6%-6.5% BME / 14%–15.9% female officer representation, Limited Assurance: Under 5.6% BME / 14% female officer representation.

[x] Assurance: High Assurance: turnover increased by less than 1%, or decreased from previous period; Reasonable Assurance: increased by between 1 and 5% since previous period; Limited Assurance: increased by 6% or more.

[xi] Assurance: High Assurance: number of complaint & conduct cases decreased from previous period; Reasonable Assurance: increased 5% or less than previous period; Limited Assurance: increased by 6% or more.

[xii] Assurance: As per RAG rating reported in Human Resources Monthly Management Information Report. The department target is to reduce the number of grievances received from 2010-11 levels (96 - 8 per month).

[xiii] Assurance: Mean risk RAG rating. Quarter risk ratings are total number of risks shown on BTP and BTPA risk registers as per Audit Committee BTP Risk Management Update and Audit Committee BTPA Risk Register.

[xiv] Assurance: Mean RAG rating for Tribal Internal Assurance Report assurance ratings Green: mostly substantial assurance, Amber: mostly reasonable assurance, Red: mostly limited assurance.

[xv] Assurance: Status/Actual RAG ratings as per post-inspection improvement plans reported to BTPA Performance Review Group. Overall assurance: mean RAG rating, with completed AFIs / recommendations equal to post-inspection improvement plan Green RAG rating.