

Minutes

Police Authority

Thursday 31 January 2013, 10.30am

at G1&G2, FHQ, 25 Camden Road, London NW1 0EG

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Present:

Millie Banerjee, Chairman
Brian Phillpott, Deputy Chairman
Lew Adams
Patrick Butcher
Elizabeth France (part)
Michael Holden
Wendy Towers
Anton Valk
Jeroen Weimar

Apologies:

Howard Collins
Len Jackson
Bill Matthews

In attendance:

Andrew Trotter, Chief Constable
Paul Crowther, Deputy Chief Constable
David McCall, Assistant Chief Constable Scotland
Alan Pacey, Assistant Chief Constable Territorial Policing & Crime
Steve Thomas, Assistant Chief Constable Central Operations
Mark Newton, Interim Director of Corporate Resources
Richard Moffatt, Chief Superintendent Command Support
Elaine Derrick, Senior Advisor, BTP

Andrew Figgures, Chief Executive
Liz Pike, Authority Finance Director
Samantha Elvy, Performance Review Manager
Lucy Yasin, Authority Business Manager & Minutes

PART I - ITEMS TO BE TAKEN IN PUBLIC

01/2013 Welcome and Apologies

Non Agenda

1. The Chair gave apologies from Mr Jackson, Mr Matthews and Mr Collins. Mr Franks had tendered his resignation having been appointed as Chief Executive of Irish Rail he did not now have sufficient time to meet his commitments to the Authority.

02/2013 Minutes of Meeting 13 December 2012

Agenda Item 1

2. The minutes were approved as an accurate record.

03/2013 Matters Arising

Agenda Item 2

3. All actions had been discharged or were for discussion later on the agenda.

04/2013 Chief Constable's Report

Agenda Item 3

4. BTP continued to perform well against the target for the reduction of disruption with a 51% reduction in lost minutes year to date compared with the same period in 2011/12 at the 36 locations.
5. With respect to the future of funding for the National Metal Theft Task Force (NMTTF), the Home Office had confirmed that £5m could not be made available. There was pressure from stakeholders for funding to be provided and a paper was being written with options upon which a decision could be made. One possible option for funding the NMTTF was to use the Olympics £2m underspend and the possibility of this was being explored with the DfT.

[Afternote: Home Office have advised that £0.5m could be made available subject to being matched from other sources]

6. In the meantime, BTP was making contingency plans in the event that funding was not forthcoming and Home Office forces discontinued their effort to counter metal theft, the potential impact of which would be serious. The Members asked to be updated further at the next meeting, adding that they fully supported the efforts to identify funding.
7. A text service would be launched in March providing further ways for reporting crime. This service was intended for non-emergency matters but BTP recognised the likelihood that some matters requiring an urgent response would be reported in this way. The Authority were assured that reports of crime on twitter or received by text would be monitored by the First Contact Centre. This had a direct link to the

control room should a matter requiring an emergency response be reported. A media launch was planned and it was anticipated that the text service could generate a significant increase in the reports of crime and anti social behaviour.

8. BTP was working closely with the Metropolitan Police Service (MPS) following an increase in theft of passenger property and robbery respectively.
9. The leadership academy preparations were progressing well. Learning and Development had designed a robust new process for promotion boards which had been used for the recent Superintendent and Chief Inspector Boards. Four female officers has been successful in the recent Chief Inspector boards.
10. Inspector Jack Ioannou had been awarded the Queen's Police Medal in the New Year's Honours and congratulations were passed to him by the Authority. The Chief Constable described Inspector Ioannou as an exceptional character and great example to others.
11. The Professional Standards Department and Major Investigations Unit were moving from the Camden Street premises into Force Headquarters (FHQ). This would provide a significant saving of £500k per annum. BTP updated that the larger scale estate strategy had been discarded as the implementation costs had proved prohibitive.
12. A syndicate from the Strategic Command Course had been asked to review the national organisational structure of BTP to ensure that any future operating model meets the challenges to 2020. The aim of the exercise had been to recommend the most efficient and cost effective national operating model, reflecting the longer term strategy and realising further efficiency savings for reinvestment and improving frontline service delivery (Exercise Willow). The findings from this would form part of the larger scale work in line with the Strategy.

13. **Agreed**

- 13.1. BTP to provide an update on the NMTTF funding for 2013/14 at the next meeting.
- 13.2. The options and decision as to how the to fund the NMTTF to be remitted to the Chairman's fortnightly meeting once the Government's funding position was clear.
- 13.3. BTP to circulate the Exercise Willow report to Members.
- 13.4. The Chief Constable to report to the 21 March Authority meeting on his broad approach to tackling the strategic foundation objectives which cover the recommendations in the Exercise Willow Report.

05/2013 Chief Executive's Report

Agenda Item 4

14. The Policing Plan and Strategy would be agreed at the March Authority meeting. In the interim, constructive inputs to the consultation were encouraged and would be responded to. It was noted that a constructive letter had been received from ATOC which demonstrated that they felt more involved in the process than previously. The next step was to have more visibility and engagement with passengers.
15. The Strategy was nearing completion with only the values work outstanding which was subject to DfT agreement. This was urgent and would be reviewed at the 12 February Strategy Group meeting. The intention was to hold small group sessions with Members ahead of the March Authority meeting for detailed feedback before the Strategy was presented for approval.
16. A tripartite meeting had been requested by the Rail Delivery Group, DfT and the Authority.
17. The Chairman had attended the first Association of Police and Crime Commissioners (APCC) meeting. She reported a strong emphasis from the Policing Minister on collaboration as a high priority and that HMIC would be looking for examples of this as part of their inspection programme.

06/2013 Quarter 3 Finance Group Report for information

Agenda Item 5

18. The Chairman of the Finance Group reported that BTP had secured a saving of £2.6m to cover the remaining challenge between the PSA holder charge and the agreed budget for 2013/14. The Authority's Executive had forecast an underspend of £167k to the year end.
19. It was noted that police officer manning was 3% below establishment. The Chief Constable reported that he was working to reduce the vacancy gap and implement better planning to ensure that BTP had the number of officers needed.
20. There were no significant debtors on the PSA account at the time of the meeting.
21. The Authority expressed concern with respect to the capital budget, as it was planned to spend 38% in the last two months of the year. The Director of Corporate Resources confirmed that he was confident that the money would be spent with only £170k considered to be at risk. A significant proportion of the capital spend was on estate works which had been brought forward from the 2013/14 plan. It was confirmed that this had been accounted for in the requested capital

budget for 2013/14. It was agreed that for future years the capital spend should be evenly profiled throughout the year to avoid overloading the last months.

22. A request for a further £214k of capital had been received, to bring all the systems up to the standard required for an effective Disaster Recovery Centre. This had been assessed by the Finance Group and recommended for Authority approval. Approval was given.

23. The Authority was assured that £11.2m would be within the delegated expenditure limit (DEL) from the DfT, therefore the capital budget of £11.2m for 2013/14, which included a central contingency of £0.9m, was approved. It was agreed that the planned expenditure for future years should be held at £11.2m. The budgets for 2014/15 and 2015/16 would therefore require further work.

24. **Agreed**

24.1. The additional £214k for the Disaster Recovery project was approved. This would bring the total spend on this project to £1,235k

24.2. The 2013/14 Capital budget of £11.2m, including a central contingency fund of £0.9m, was approved.

24.3. Further work was requested on the 2014/15 and 2015/16 capital budgets to keep them within an expenditure limit of £11.2m.

07/2013 Quarter 3 Performance Review Group for information

Agenda Item 6

25. There had been a reduction in delay minutes achieved primarily by a focus on live cable offences and fatality management. However, there was a risk for future performance arising from the funding uncertainty that had been discussed earlier in the meeting (see agenda item 4).

26. There had been an increase in notifiable offences which had arisen from the way in which these crimes were recorded and transferred to BTP from the Metropolitan Police Service (MPS). This was being reviewed, and Assistant Chief Constable Pacey reported that as a result of the geographical attribution being questioned on transfer an improvement had begun to show in the figures.

27. The Committee received a report on BTP's work toward meeting their statutory duties under the Children's Act over which BTPA has a statutory duty to provide oversight. Good progress was being made in this area and the Committee would continue to monitor this. Mrs Elvy would be working with BTP as the BTPA lead for the current time.

08/2013 Professional Standards Committee

Agenda Item 7

28. The Committee had reviewed the service recovery files and found that all matters dealt with through the service recovery methodology had been appropriate for this method. The time taken to resolve these matters was also improving.
29. There was some comparison work to take place with respect to the London South Area and the high level of complaints received in proportion to their representation of total employees. This would be reported to the next meeting.
30. The quarterly report on grievances and employment tribunals was a relatively new report to the Committee and required some further work on the breakdown of the data and contextual information. The data provided had shown a decrease in both employment tribunals and grievances.
31. The target date for implementing the new BTP regulations for conduct, performance, complaints and misconduct had moved to 1 April 2013.
32. The Committee had received a briefing on the Hillsborough Report and any risk areas for BTP.

09/2013 Operation Inspire

Agenda Item 8

33. The Chief Constable had commissioned Operation Inspire to deliver a new focus on standards and values within the Force. This had followed some cultural concerns as well as a number of national issues that had arisen around police integrity. A set of six values had been identified and were launched on 10 January. The aim of the project was to improve performance and value for money for customers, empower staff and deliver better leadership with a common sense approach and recognition of good behaviours.
34. It was suggested that there could be an opportunity for the Professional Standards Committee to provide independent oversight by widening its remit from a complaints and conduct focus to cover more general integrity matters. This would be considered as part of the governance review.
35. The common sense approach was welcomed and it was noted that this was in accordance with the Government's 'comply or explain' approach.

36. The Operation Inspire work was welcomed; it was important in supporting the implementation of the developing Strategic Plan and should be aligned to this. The drivers for initiating and implementing this work in parallel but prior to the agreement of the Strategy were noted. The Authority and senior leadership had to adhere to the values and lead by example in embedding behaviours. It was recognised that this would take time and there was a need to be able to assess progress in a simple straightforward way.
37. The Chief Constable said that there would be a focus on each value and the behaviours that were driven by it. Imagination would be exercised in tackling this.

PART II - ITEMS TAKEN IN PRIVATE

10/2013 Minutes continued...

Agenda Item 9

38. The minutes were approved as an accurate record.

11/2013 Pensions - Auto Enrolment

Agenda Item 10

39. The new pension auto-enrolment legislation required BTP to auto-enrol all eligible employees into a qualifying pension scheme from 1 May 2013, and conduct an auto-enrolment exercise every 3 years thereafter. Employees could opt-out of the scheme at any point.

40. The Pensions Working Group had considered auto-enrolment in detail and recommended to the Authority that the existing pension schemes for officers and staff be used for the 1 May 2013 auto-enrolment deadline. It was recognised that there were some financial risks attached to this and a review of the schemes was underway.

41. There was a suggestion that it may be helpful to provide staff and officers with a choice of schemes, so that those struggling to afford a pension could select the most affordable scheme for them, rather than an all or nothing approach. It was agreed that this would be considered as part of the review of the schemes, as auto-enrolment should provide evidence as to for whether it was affordability that was the issue.

42. The Authority agreed that the existing schemes should be used for the auto-enrolment from 1 May 2013, whilst a longer term review of the pension scheme models was taken.

43. Agreed

43.1. The existing pension schemes to be used for the auto-enrolment from 1 May 2013.

12/2013 PSA Update

Agenda Item 11

44. This had been covered as part of the Chief Executive's Report.

Date of next meeting: 21 March 2013, 10.00am at St Pancras Room, 10th Floor Yellow Area, LUL HQ Palestra, 197 Blackfriars Road, London SE1 8NJ

Remember to arrive early to clear security - nearest tube station is Southwark on the Jubilee Line.