

Report to: Police Authority
Agenda item: 4
Date: 31 January 2013
Subject: Chief Executive Report
Sponsor: Chief Executive
For: Information

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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.

2. Pan London Agreement

- 2.1 A paper has now been sent to the DfT with the contract approved by both the TfL Board and the Authority.
- 2.2 Once approval has been given the contract will be signed.
- 2.3 Insurance cover for public liability post October 1 2013 will required for L Area. Once the Pan London agreement has been approved.

This will be arranged such that it is in force once the Pan London agreement comes into effect.

3. Pensions Update

- 3.1 Members will be have a presentation on the Police Officer scheme and the possible options.
- 3.2 A separate paper on Auto enrolment is included elsewhere in the papers
- 3.3 Draft results of the Police Officers scheme as at 31 December 2012 are expected to be available in April.

4. BTP Ex-Gratia Payments Summary

4.1 In accordance with the Authority scheme of delegation, the Authority has had to seek DfT approval for one ex-gratia payment since the last meeting. This payment was for £2,160 and the Authority received approval for the payment on 14 January 2013.

5. Invoices

6.1 Since the last meeting the Chief Executive has approved the following invoices in accordance with the scheme of delegation:

- Olympics - Home Office Mutual Aid - £2,037k.
- Olympics - Accommodation for officers at Hatfield - £820k.

6. Contracts

6.1 The Chief Executive signed and sealed the following contracts:

- Interim Management Services Contract with Odgers Interim
- 21.11.12
- Head of terms for Brighton relocation
- 15.01.13

7. Strategic Performance Dashboard - Update

7.1 A summary update has been attached at Appendix A.

8. Recommendations

8.1 Members are asked to note this report.

Quarter 3 2012-13 Strategic Dash



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Assurance:

Green	For information
Amber	For monitoring
Red	Attention required

Direction of travel:

↑	Improving trend
↔	Stable trend
↓	Deteriorating trend

Operational Delivery	Current Situation	Status / Actual		Trend
		Q2	Q3	
Common & local targets performance (incl. sickness & response times) ⁱ (Performance Review)	Q3: 8/11 National and 31/38 Local Policing Plan targets being achieved.			↓
	Q2: 8 /11 National and 32/38 Local Policing Plan targets being achieved.	4	7	
	The 3 National targets not being achieved were:	4	3	
	<ul style="list-style-type: none"> N2: Respond to 95% of Olympic Immediate Incidents within 10 minutes (achieved 93%) N7: Average sickness per employee to be less than an average of 7.3 days (achieving 5.67 compared to year to date target of 5.48 days); N11: Increase hours worked by Special Constables (48,083 hours compared to target of 55,402 hours) 	41	39	

Finance	Current Situation	Status / Actual	Trend
Cashflow ⁱⁱ (Finance)	Q3: Cash balance: £27,601k	£27.6m	↓
Revenue budget (BTP/A) ⁱⁱⁱ (Finance)	BTP to Q3: actual 0.5% underspend (£781k). Forecast outturn for 2012/13: 0.1% underspend (£137)	0.1%	↑
	LU to Q3: actual: 0.1% underspend (£44k) Forecast outturn for 2012/13: 0% (£2k) underspend against £51.9m.	0%	↔
	BTPA to Q3: actual 14.3% underspend (£167.4k) Forecast outturn for 2012/13: In line with budget of £1.87m	0%	↔
Capital programme ^{iv} (Finance)	Capital outturn forecast at Q3 is £9.9m, as compared to the approved programme of £11.6m. Contingency of £1.7m	14.7%	↑
Debtors recovery ^v (Finance)	Outstanding total core PSA debtors at Q3: £16.7m	Aged debt - Q3: current:	90.8%
		Aged debt - Q3: -30 days:	9.2%
		Aged debt - Q3: +30 days:	0%
		Aged debt - Q3: +60 days:	0%
Establishment ^{vi} (Finance)	At Q3: 157 FTEs below the overall establishment of 4,723 (Police Officers: 38 FTEs below, Staff: 86 FTEs below, PCSO: 34 FTEs below)	3.3% below FTE est.	↑
Police officer pay ^{vii} (Finance)	Q3: Police officer overtime is forecast to be £208k overspent.	Overtime: £208K overspend	↑
	Police officer pay costs (excluding overtime) are forecast to be £317k underspend at the end of 2012-13. Overall police officer pay underspend of £109k.	Pay: £317 K underspend	

People and Culture	Current Situation	Status / Actual		Trend
Learning & Development ^{viii} (Performance Review)	Mandatory Training (Track Safety, Personal Safety, First Aid at 100%)	94%		↓
	Supervisor Training (Supervisory training is commenced by over 90% of Officers within 1 month of taking up supervisory duties)	88%		↑
Delivery of Equality & Human Rights Strategy ^{ix} (Performance Review)	There were no issues raised with respect to proportionality in the Q3 Performance Review Group. Q3: Female officer representation was 16% Q3: BME officer representation was 7.1%	16% female officers 7.1% BME officers		↑
Employee Turnover ^x (Performance Review)	<ul style="list-style-type: none"> Police officer turnover: 4.8% PCSO turnover: 16.7% Police Staff turnover: 15.9% 	9.9%		↓
Complaints / Conduct ^{xi} (Professional Standards)	Q3: 126 complaint and conduct matter cases (84 complaint & 42 conduct matter cases recorded). (Q2: 143 complaint & conduct matter cases recorded)	11.9% decrease		↑
Number of grievances ^{xii} (Professional Standards)	46 grievances (1 st April - 30 th November 2012) (51 grievances received April - September 2011)	46		↑

Organisational Development	Current Situation	Status / Actual		Trend
Risk management (BTP/A) ^{xiii} (Audit)	<p>BTPA ASR50 and ASR52 are high strategic risk entries, which have remained Red. These relate to risks of the post 2013/14 PSA and charging regime.</p> <p>ASR60 is a new BTPA high strategic risk entry. This relates to the forthcoming triennial valuation of the Pension scheme for Police Officers which is likely to have deficit.</p> <p>SR41 is a BTP risk entry that relates to Disaster Recovery and has been reopened following delay to the failover test to demonstrate completion of the project. The test is planned to take place in March 2013. This risk is rated as Amber.</p>	<u>Strategic Risks</u>		↔
		Q2	Q3	
		2	3	
		5	6	
		1	1	
		8	10	
Audit & inspection outcomes (level of assurance / gradings given) ^{xiv} (Audit)	<p>5 tribal reports went to the December Audit Committee:</p> <ul style="list-style-type: none"> Use of Consultants Arrangements FHQ Compliance Checks - Strategic Development Department Risk Management Controls Arrangements Capital Works Financial Monitoring Arrangements Management of Mobile Telephone Arrangements 	0 None / Partial Assurance	↑	
		3 Reasonable Assurance		
		6 Substantial / Full Assurance		
Post-inspection improvement plans progress	<p><u>Anti-Social Behaviour (ASB)</u> BTP received an HMIC inspection, in April 2012 in relation to ASB. BTP was given 8 main areas for improvement (AFI).</p> <p><u>Police Integrity Re-visit</u> HMIC undertook a re-inspection of BTP in relation to the Police Integrity Review in July 2012. The original inspection took place in August 2011. The national report, together with individual force reports, was published in December 2012. The findings from the national report are being amalgamated into the current improvement plan for monitoring by the Integrity and Compliance Board.</p> <p><u>Stop and Search Inspection</u> The inspection took place on 27th-28th November 2012. BTP was 1 of 7 forces inspected in phase 1 of this round of inspections. The AFIs were:</p> <ul style="list-style-type: none"> Supervision - particularly local and first-line. Intelligence-led activity around stop and search Central monitoring of quality of forms - dip sampling. <p>The findings of the inspection will form a national thematic report. No publication date is known as yet.</p>			

Strategic Dash Method

ⁱ Mean RAG rating for force progress against national targets (Individual RAG ratings as per 2012/13 Policing Plan Targets Objectives). (A higher number of targets may be shown in the dash than the BTP quarterly report as these figures include all national and local targets, and include each of the local disruption targets that contribute to the national policing plan target N1.

ⁱⁱ Green: Cash position is more than £10m, Amber: cash position is between £5m-£10m, Red cash position is £5m or less.

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: Underspend, Amber: N/A, Red: Overspend.

^v Green: Higher proportion of aged debt is within the current and -30 days categories, Amber: Higher proportion of aged debt is within the +30 days category, Red: Higher proportion of aged debt is within the +60 days categories.

^{vi} Green: Headcount is less than 2% under establishment, Amber: 2-5% under establishment. Red: More than 5% under establishment, or over establishment.

^{vii} Green: Net underspend for police officer pay costs, Amber: net underspend, but deteriorating trend, for police officer pay costs, Red: Net overspend.

^{viii} RAG ratings as per BTP Learning and Development Tasks/Objectives Departmental Key Performance Indicators.

^{ix} 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 levels above 7.0%. Female officer representation target is to maintain levels above 16.2%. Green: At or above 7.0% BME / 16.2% female officer representation, Amber: 6.0%-6.9% BME / 14%-16.1% female officer representation, Red: Under 6.0% BME / 14% female officer representation.

^x Green: High Assurance: turnover increased by less than 1 percentage point, or decreased from previous period; Amber: increased by between 1 and 5 percentage points since previous period; Red: increased by 6 percentage points or more.

^{xi} Green: number of complaint & conduct cases decreased from previous period; Amber: increased 5% or less than previous period; Red: increased by 6% or more.

^{xii} Green: Grievances increased by less than 1%, or decreased from previous period; Amber: increased by between 1 and 5% since previous period; Red: increased by 6% or more.

^{xiii} 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} Mean RAG rating for Tribal Internal Assurance Report assurance ratings Green: mostly full/substantial assurance, Amber: mostly reasonable assurance, Red: mostly partial/none assurance.