



Report to: Police Authority
Agenda item: 8
Date: 1 November 2012
Subject: Strategic Policing Landscape
Sponsor: Chief Superintendent Paul Brogden
For: Information

1. PURPOSE OF PAPER

- 1.1 This paper provides the British Transport Police Authority (BTPA) with an update in relation to the Strategic Policing Landscape.

2. BACKGROUND

- 2.1 The Strategic Policing Landscape was not discussed at the September BTPA meeting, but was distributed to members via email for information and comments.

3. CHANGES AND DEVELOPMENTS SINCE SEPTEMBER 2012

- 3.1 At the last meeting of the Strategic Policing Landscape Committee in August 2012, each of the workstreams was discussed and the risk ratings considered. Written updates have been provided by the relevant lead since the last meeting. An updated version of the amalgamated information is attached at Appendix A. The next meeting of the Strategic Policing Landscape Committee will take place in November 2012.

- 3.2 The main areas of note are as follows:

3.2.1 Single Scottish Police Force – Stephen House, former Chief Constable of Strathclyde Police, was appointed as the first Chief Constable of the new Police Service of Scotland and sworn into office on 1 October 2012. The Chief Constable has arranged to meet Mr House on 4 December 2012. BTP Scotland continue to have a Temporary Chief Inspector seconded into the Reform Programme, which provides an effective insight into any emerging issues that may affect BTP. The relationship is good and the Chief Superintendent Scotland recently met with the Reform Director who provided excellent feedback on the contribution being made.

3.2.2 College of Policing (formerly the Professional Body) – plans are in place for a 31 December 2012 launch and it is expected that BTP will not experience too much

change initially as many of the current NPIA services are transferring to the College. There is an emerging risk in relation to licensing. Nationally there are moves to restrict the amount of forces accredited to deliver Crime training; this may reduce to just 15. The DCS Crime is already sighted on this and the Head of L&D is linked in at a national level on the developments

- 3.2.3 NCA Creation – the ACC Territorial Policing and the DCS Crime met with the head of the NCA on 10 October 2012. The meeting was fruitful with BTP’s approach and expression of interest in being involved in the design and build of the NCA well received. The head of the NCA stated he would welcome direct involvement with BTP officers in the Development Team and this is being progressed by the ACC with the Force Executive Board. Engagement at D/Supt and DCS level continue to ensure BTP is included in all developments; meetings have taken place with the NCA leads for Intelligence, Cyber Crime, Borders and Economic Crime.
- 3.2.4 Police ICT Company (formerly NewCo) – this has been incorporated as a company limited by guarantee, under the joint ownership of the Association of Police Authorities and the Home Office. These are interim arrangements until the intended owners, the Police and Crime Commissioners (PCCs) are elected and able to take the company forward. Millie Banerjee, BTPA Chair, is the current Chair of the Police ICT Company. It will be responsible for the procurement, implementation and management of ICT solutions and associated business change.
- 3.2.6 Police and Crime Commissioners – a briefing has been uploaded on the BTPA website. It has also been sent to the Home Office for publication. A pack is being prepared for PCCs which will be sent out immediately on their appointment.
- 3.2.5 Appointment and Removal of Chief Officers / Complaints – it is written in BTPA’s Corporate Governance Code that the Authority is responsible for the appointment of the Chief Constable and this will not change. BTPA / BTP is looking separately at Complaints. Information is being presented to the BTPA Professional Standards Committee for comment and recommending approval by the full Authority. A conference with the Federation is being arranged, consultation is underway and final legal advice is being sought on the drafts.



4. FINANCIAL IMPLICATIONS

- 4.1 If there are any identified cost implications for BTP these have been detailed within the relevant activity.

5. DIVERSITY ISSUES

- 5.1 There are no diversity issues associated with this paper. However, if diversity issues are identified within the relevant activity, these will be highlighted.

6. RECOMMENDATIONS

- 6.1 It is recommended that the members note the contents of this paper.

Reform	Current Situation	Where BTP and BTPA want to be positioned	What we are doing to get there	Review / Decision Body	Risks to BTP and BTPA	Probability of Risk	Impact of Risk	Risk Rating
<p>Single Scottish Police Force</p> <p>Lead: Area Commander, Scotland</p>	<p>On 7 September 2011, the First Minister announced that the current eight police forces would be replaced by a single Scottish Police force. The Police and Fire Reform (Scotland) Bill was introduced to the Scottish Parliament on 16 January 2012.</p> <p>ACPOS has confirmed that the unified Police Service of Scotland is expected to begin operating from 1 April 2013. ACPOS ceases to exist on 1 April 2013.</p> <p>The last review of legislation to be a police officer did not include BTP as it states that an officer must be a member of the single Scottish force. BTP has appointed solicitors in relation to the issues around the Scotland Bill.</p> <p>Update September 2012 - the single Scottish Police Force is moving ahead as planned, although there are concerns around the timescales. The new Police Chief job was advertised in July 2012, with a closing date of 16 August 2012 with the new Chief Constable appointed in October 2012. It will be based at the Scottish Police College in Tulliallan.</p> <p>The new Fire Chief, Alasdair Hay (current Chief of Tayside) was appointed on 16 August 2012.</p> <p>Vic Emery OBE has been appointed as the first chairman of the new Scottish Police Authority. He is currently convener of the Police Services Authority and Scottish Crime and Drug Enforcement Agency. The appointment will be for three years from September 2012.</p> <p>Updated October 2012 - Stephen House, former Chief Constable of Strathclyde Police, was appointed as the first Chief Constable and sworn into office on 1 October 2012</p>	<p>Working in partnership with the Scottish police service and recognised as the specialist provider of policing services to the Scottish rail community.</p>	<p>BTP/BTPA response to the Scottish Government consultation on the Police and Fire Reform (Scotland) Bill. The Scottish Government has also recognised the requirement for a S104 Order.</p> <p>BTP has regular dialogue with ACPOS; if there was a change of personnel this could be affected. BTP will be attending both the ACPOS and Superintendents conference in May 2012.</p> <p>Update October 2012 - BTP Scotland continue to have a Temporary Chief Inspector seconded into the Reform Programme, which provides an effective insight into any emerging issues that may affect BTP. The relationship is good and the Ch Supt recently met with the Reform Director who provided excellent feedback on the contribution being made.</p>		<p>Given the geographical remoteness of locations under the jurisdiction of BTP, the Scotland Area relies considerably upon the initial turn-out provided by local forces when an immediate incident response is required. The impact of a single force in Scotland could affect BTP Scotland operationally as they are reliant on the eight Scottish forces. Depending on the structure and establishment of the proposed single Scottish Police Service that dependability may be unsustainable thereby placing a greater onus on the Scotland Area to provide that initial turn-out. That may impact upon current deployment and resource strategies whereby any inability of the Scotland Area to meet that expectation may cause reputational and performance damage and impact upon safety when greater distances have to be covered at speed and time of arrival is unacceptably extended.</p> <p>There is a minor risk in the relation to the training of BTP officers and the associated costs.</p>	2	2	4 (AMBER)
<p>NPIA Decommissioning</p> <p>Lead: Head of Learning & Development</p>	<p>On 15 December 2011, the Home Secretary confirmed that there would be a methodical and careful phase out of the NPIA in 2012.</p> <p>Update September 2012 - the Police College, headed by Police Officers, will be based at Bramshill with the majority of NPIA staff being relocated to it.</p>	<p>Fully consulted on changes to the NPIA and well positioned to take advantage of the services offered by new providers.</p>	<p>In his National Learning and Development role, the Head of Learning & Development sits on the Programme Board for the Professional Body, as the Professional Body is part of the NPIA Transition Programme.</p> <p>The Head of Information Services & Business Support is also sighted in relation to Airwave and PNC.</p>		<p>That BTP is not included in new contracts for the provision of current NPIA services, eg. PNC.</p>	2	2	4 (AMBER)
<p>College of Policing (formerly Professional Body)</p> <p>Lead: Head of Learning & Development</p>	<p>The creation of a Police Professional Body is an integral part of reform and will develop skills and leadership, training and standards for both officers and staff. It will set standards; safeguard police ethics and integrity; design, accredit and deliver police training; develop police leadership; advise on recruitment, career progression and professional development. The project is part of the NPIA Transition Programme. This will be in place by December 2012.</p> <p>Concern has been raised in relation to future funding as existing plans run until 2013/14. After this point there seems to be an assumption that forces will pay subscriptions to the new body.</p> <p>Update September 2012 - plans are in place for a 31 December 2012 launch. BTP will not experience too much change initially as many of the current NPIA services are transferring to the College.</p>	<p>Fully assess the impact of the Professional Body as part of BTP's L&D strategy and integrate the standards and training requirements as appropriate.</p>	<p>The Head of Learning & Development is part of the Programme Board for the Professional Body.</p>		<p>Reputational risk of not engaging with national training. Financial risk as the costs of the new training are unknown at present. There is a wider issue in relation to privatisation; how organisations providing training will be licensed and the cost implications (compared with those of the NPIA).</p> <p>Update September 2012 - the concerns from an L&D perspective will emerge from 2014 onwards as national budgets are set to reduce further which could result in higher costs.</p> <p>Update October 2012 - an emerging risk is in relation to licensing. Nationally there are moves to restrict the amount of forces accredited to deliver Crime training; this may reduce to just 15. The DCS Crime is already sighted on this and the Head of L&D is linked in at a national level on the developments.</p>	2	3	6 (AMBER)

Reform	Current Situation	Where BTP and BTPA want to be positioned	What we are doing to get there	Review / Decision Body	Risks to BTP and BTPA	Probability of Risk	Impact of Risk	Risk Rating
<p>Authorised Professional Practice</p> <p>Lead: Head of Learning & Development</p>	<p>Authorised Professional Practice (APP) is a focussed set of doctrine that the NPIA is developing with partners to replace the current doctrine with the aim of consolidating existing doctrine and guidance. Eight areas will initially be covered as follows:</p> <ul style="list-style-type: none"> - Investigation - Intelligence - Information - Engagement and communication - Operations - Prosecution and case management - Detention and custody - Decision making <p>Update October 2012 - APP has launched. The Strategic Development Department's review of SOP's will ensure that any reference to national policy takes account of the new guidance.</p>	<p>Inform relevant NPIA doctrine and adopt the relevant guidance into BTP operational practice as appropriate.</p>	<p>The Head of Learning & Development is part of the Programme Board for the Professional Body, which links with the APP.</p>		<p>Potentially a systems risk as information will be accessed via an interactive site and therefore BTP will need to ensure it has the right interface for this. There could be a financial risk as it is not known whether there will be subscriptions to enable the users to access specific parts of the APP site. PIP accreditation could be affected; DCS Crime has set up a Working Group examining CID selection, training and development. Its remit includes under representation of BME and females in posts and leadership development. The combination of the ACPO/NPIA doctrine could potentially add an additional layer of bureaucracy.</p>	1	1	1 (GREEN)
<p>NCA Creation</p> <p>Lead: DCS Crime</p>	<p>NCA is being created to connect activity from local to international, at borders and overseas. To be fully operational by December 2013. Strong two-way links recognising primacy of territories. It will have responsibility for:</p> <ul style="list-style-type: none"> - serious and organised crime - strengthening police to defend UK borders - fight fraud and cyber crime - protect children and young people <p>Keith Bristow will be the first head of the agency. The NCA will be accountable to the Home Secretary and underpinned by the Strategic Policing Requirement (SPR). On 20 February 2012, the Home Secretary announced that the UK Border Agency will be split into two, with Wiltshire Chief Constable Brian Moore leading the new border force.</p>	<p>Excellent working relationship with the NCA, who recognise BTP's national and specialist remit. To be fully included in discussions relating to the new agency and the areas that it will be responsible for. To take full advantage of potential opportunities in relation to the alignment of transport and policing in the wider context.</p> <p>The NCA is still very much in the embryonic stage, but developing fast and BTP is working to ensure it is included in their landscape as much as possible.</p>	<p>DCS Crime attended the ACPO meeting in mid-March 2012. Fraud and Cyber Crime - the Head of Intelligence is attending a conference to understand the extent of work in relation to Fraud and Cyber Crime. DCS Crime is engaged with Andy O'Dell at ATOC on various aspects of Fraud.</p> <p>Update September 2012 - DCS Crime met with the Intelligence, Tasking & Relationship lead for NCA, who is new in post. DCS Crime was able to promote BTP's position as a national body and discussed possible areas for further engagement. DCS has been provided with version 1 of the NCA blue print and has identified areas for engagement and development, which are being followed up. ACC Territorial Policing & Crime and DCS Crime will be meeting with the Head of the NCA on 10 October 2012. This will be an opportunity to be involved in influencing the creation and discuss the legislation around the NCA creation. DCS Crime and both D/Supts have attended NCA workshops and the DCS Crime attended the ACPO Chief's Council with the CC on 5 July 2012. The D/Supts have met with NCA leads for Intelligence, Cyber Crime, Borders and Economic Crime and work continues.</p> <p>Update October 2012 - ACC Territorial Policing and the DCS Crime met with the head of the NCA, Keith Bristow on 10 October 2012. The meeting was very fruitful with BTP's approach and expression of interest in being involved in the design and build of the NCA very well received. Mr Bristow stated he would welcome direct involvement of BTP officers in the Development Team and this is being progressed by ACC Territorial Policing with the Force Executive Board. Engagement at D/Supt and DCS level continues with the various shadow commands to ensure BTP is inclusive of all developments.</p>		<p>There is a cost implication associated with the creation of the NCA; BTP / BTPA will need to ascertain whether there is a financial implication around this national work. There is a risk that, as this is a national agency, it could assume that it will have primacy on the transport network in relation to national work. As the NCA develops into a tiered national crime agency, there is a risk that BTP does not participate or avail itself of opportunities.</p>	2	1	2 (GREEN)

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Interoperability Lead: Ch Supt Territorial Policing	The Strategic Policing Requirement (SPR), part of the Police Reform and Social Responsibility Bill, will ensure UK policing can meet its duty to protect the public from high levels of threat, risk and harm. The workstreams that will be covered as part of this are: - firearms - public order - communications (Airwave) - command and control - surveillance - technical surveillance - CBRN - operational learning	BTP already engages in national firearms and public order training. BTP is part of national mobilisation for CBRN. Command & Control will be considered as part of NewCo, but will not be an issue for BTP. BTP is on incident exchange with nine forces and will be moving with an additional four forces moving post Olympic games (West Midlands, Surrey, Hampshire and Lincolnshire). The new MPS system is in the future, so BTP will continue to work with CAD which will be transferred to Palestra. Clarification of mutual aid for BTP is as follows: Where officers are moved inter-force (e.g. Scottish officers required to police Notting Hill Carnival) no additional payments will be made, with the exception of the Olympics where a one off agreement has been established with the federation. Should BTP officers be required to provide mutual aid for another forces, eg. MPS officers will be entitled to claim an away from home/overnight payment as set out in the Winsor recommendations will be paid.	BTP's Chief Constable sits on the Strategic Board for interoperability and is involved in the planning for the replacement for Airwave through the Staff Officer to ACC Territorial Policing. BTP is already considering the national recommendations from the HMIC following the August 2011 disorders. The SPR will be mandatory for all forces and has been used to form part of BTP's annual planning process / strategic plan		There could be an impact on the supply and receipt of mutual aid on BTP's resources, systems and processes. There could be implications with the way this links in to the national protocols for Command and Control. There could be implications to BTP specific activities, for example policing football; bomb threat categorisation; metal theft.	2	1	2 (GREEN)
Information Systems Improvement Strategy Lead: Finance & Corporate Services (Head of Information Services & Business Support)	The aim is to establish a common infrastructure and services in relation to ICT with a model to replace local provision and provide services at a national level. ISIS is working to develop common processes that are agreed and owned by the police service. Work includes: - cross-CJS digital working - common technical ICT infrastructure - work on online crime maps - Project Athena's work from Eastern Region - Common business processes - Common ICT platform for intelligence - Crime investigation - Case and Custody - Zanzibar online procurement system ISIS will be via regional collaboration using a 'champion-challenger' model.	Full integration of ISIS into BTP's ICT Strategy through involvement at national level. Project Athena (Eastern Region collaboration), now includes twenty packages including Crime, Intelligence, Case & Custody and forces can choose to adopt some, all or none. The new Police ICT Company (formerly NewCo) will be taking over ISIS. The only existing strand is Athena, of which BTP is a member. Currently seven lead forces are signed up to utilise the packages in December 2012.	BTP is at year 2 of the ICT strategy; with a refresh being undertaken this year. BTP, through the Head of Information Services & Business Support, is involved in Project Athena which is a consortium of forces in the Eastern region. BTP is already considering the rationalisation of the number of applications / systems it utilises.		Financial risk in relation to BTP's compliance with a national system. Risk to interoperability between BTP and other forces. A risk is that it will not be linked to BTP's ICT Strategy.	2	3	6 (AMBER)
Police ICT Company (formerly NewCo) Lead: Corporate Services (Strategic Procurement Manager)	The new company responsible for the procurement, implementation and management of police ICT solutions and associated business change, which will commence in Spring 2012. It will initially take on ICT services currently managed by the NPIA. The objectives of NewCo are: - to provide more effective and innovative ICT support - to improve value for money from ICT services There will be two operating companies forming part of NewCo - OpCo1 and OpCo2. Update October 2012 - The new company will be responsible for the procurement, implementation and management of ICT solutions and associated business change.	To be fully consulted and involved in the setting up of NewCo and to fully understand the potential risks and advantages. To fully benefit from the wider procurement strategies. Updated September 2012 - the Police ICT Company Ltd has been incorporated as a company limited by guarantee, under the joint ownership of the Association of Police Authorities and the Home Office. These are interim arrangements until the intended owners, the Police and Crime Commissioners (PCCs) are elected and able to take the company forward. Millie Banerjee, BTPA Chair is the current Chair of Police ICT Company Ltd. There are some considerations in relation to limitation liabilities, and also the VAT status of NewCo.	BTP's Chief Constable is the ACPO representative on NewCo.		NewCo will be a commercial organisation owned by PCCs. It will be a company limited by guarantee, although it is not clear where the financial risks will be borne. Clarification of BTPA's status as it was not included in the initial ownership of the company and the legal implications for this. BTP will also have to purchase services (eg. hosted applications) from NewCo which were previously delivered at no charge by NPIA. Commercial implications as BTP does not pay the commercial rate for services, so there is potentially a financial risk. Clarification will be needed in relation to whether this is for new IT. BTP currently has five systems.	3	2	6 (AMBER)
Winsor 1 Lead: Head of Human Resources	There were 62 recommendations from the Winsor 1 review, with 18 going to the Police Arbitration Tribunal (PAT), which approved 10 of the 18, modified five and issued no award on three. The regulations come in on 1 April 2012.	Fully assess and integrate Winsor recommendations into BTP terms and conditions as appropriate. To effectively communicate changes to staff and other stakeholders.	All the recommendations have been adopted. Bank Holiday working and unsocial hours has been clarified and updated information published on BTP's Intranet. Update September 2012 - Bank Holidays - the Federation want to make some bank holidays safe, but are awaiting the Home Office guidance, which has not been published in relation to this. It is possible that something may be issued in September 2012. The costs around unsocial hours is still outstanding and there is a consideration in relation to PSAs.	BTPA A&RC for recommendation Decision at full Authority	There will be an impact on Payroll and Rostering processes and systems, which are being assessed by Human Resources and systems providers. There are administrative implications for BTP in relation to systems / processes / amending SOPs; particularly in relation to Unsocial hours and Postings policing. HR is looking at ways to mitigate this.	2	3	6 (AMBER)

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Winsor 2 Lead: Head of Human Resources	Further recommendations are being considered with recommendations due at the end of November 2012. This will be managed in accordance with the PAT.	Fully assess and integrate Winsor into BTP terms and conditions as appropriate. To effectively communicate changes to staff and other stakeholders.	Once further information is known, Human Resources will produce the necessary documentation for SCT / BTPA approval.	BTPA A&RC for recommendation Decision at full Authority	There are risks around the differences at BTP in relation to pension, deployment, redundancy and resettlement. There are administrative implications associated with this for BTP, particularly in relation to the movement of officers. There are also implications for BTP in relation to Engaging Police Staff Part 2. Part of the remit of the Working Group set up by DCS Crime includes academic advancement opportunities for DS / DI and preparation for the Winsor recommendations and developments such as officer recruitment.	2	3	6 (AMBER)
Police and Crime Commissioners Lead: BTPA	The Metropolitan Police Authority (MPA) became the Mayor's Office for Policing and Crime (MOPC) on 16 January 2012. All other police authorities will be abolished and Police and Crime Commissioners introduced from 12 November 2012. The move to PCCs brings various changes to legislation some of which could be problematic for BTP (e.g. around complaints). There is a mandate for PCCs to collaborate with due cognisance to be given to other forces, eg BTP and national agreements, eg those through ACPO, including murder. The APA has been confirmed as the new national board, which will be called the Association of Police and Crime Commissioners (APCC). Transition seminars will be held in June 2012.	To have fully informed PCCs as to BTP's role and function. To have established and implemented a comprehensive communications strategy. Undertake a full assessment of the impact of the PCCs on BTP's operational activity. To have assessed the impact of the new legislative framework on the role of the BTPA.	Review PCC responsibilities splitting these into those BTPA already does to see whether there would be any benefit or scope for BTPA to adopt these in the future. The advantage of this is that by BTPA being similar to a PCC this will be less confusing for the public who will not appreciate the relationship between a PCC and BTPA. BTP / BTPA will need to engage with PCCs so that it is recognised as a separate, but national, force. Update September 2012 - a paper has been produced for the HMIC detailing the differences between BTP and Home Office forces; this was sent to HMIC on 31 August 2012 for publication on the PCC portal. Joint briefing packs and guidance are being produced by BTPA / BTP for Area Commanders around how to engage with stakeholders. Update October 2012 - PCC briefing has been uploaded on the BTPA website. It has also been sent to the Home Office, but not published as yet. A pack is being prepared for Police and Crime Commissioners which will be sent out immediately on their appointment.		Operationally there could be less goodwill from Home Office forces in relation to incidents that are not part of their remit. The localism agenda and the standards of engagement. Stakeholder relationships in that BTP could potentially have to communicate and service 43+ forces. Individuals running for PCCs have already started to contact local officers - this could lead to a surge of requests. BTP / BTPA to consider a protocol for managing this activity.	3	3	9 (RED)
Policing Protocol Lead: BTPA	The Policing Protocol was laid before Parliament on 21 November and came into force on 16 January. The Protocol sets out how the functions of the PCCs, MOPC, CC's, PCP's and London Assembly Police and Crime Committee will work together.	For PCCs to clearly understand BTP's role and for BTP to work closely with Home Office police forces where there are clear benefits for the railway community.	The Home Office has confirmed that they will make clear to PCCs at the induction stage the role of non-home office forces and their oversight bodies. Ensuring that PCCs understand the limits of their own powers and duties. BTPA and BTP will need to consider how they engage with the incoming PCCs to ensure that there are no unreasonable expectations with respect to the provision of information to PCCs.	N/A	Operationally there could be less goodwill from Home Office forces in relation to incidents that are not part of their remit. The localism agenda and the standards of engagement. Stakeholder relationships in that BTP could potentially have to communicate and service 43+ forces.	3	3	9 (RED)
Strategic Policing Requirement (SPR) Lead: Head of Performance & Analysis	The SPR exists to ensure that national policing requirements are still catered for following the move to PCCs. The SPR sets out the national threats that the police must address which currently include: Terrorism Civil Emergencies Organised Crime Public Order Large scale cyber incident The SPR outlines the capacity and contribution, capability, consistency and connectivity that is required to meet the national policing requirement. It will become mandatory to take account of the SPR in developing plans for future years. Update September 2012 - a BTP Strategic Assessment has been undertaken and distributed for consultation which considers the national threats that police need to address for the medium- (1-3 years) and the long-term (greater than 3 years).	For the SPR to be informed by BTP's priorities and, where appropriate, for BTP's Policing Plan and operational planning to take full cognisance of the national policing requirements.	This has been used to feed in to the Annual Policing Plan. BTP will be aligning the Strategic Plan to influence the SPR. A BTP National Strategic Assessment has been completed which considered the issues set out. There is a national senior analysts meeting in the week beginning 23 July 2012 which will consider this. Areas will also be completing a Strategic Assessment. This will be incorporated into the planning cycle.	BTPA Strategy Group for recommendation Decision at Full Authority	That BTP is not included in the national policing picture in relation to all policing systems and agreements such as mutual aid, which could affect BTP operationally and reputationally.	1	1	1 (GREEN)

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Appointment and Removal of Chief Officers / Complaints Lead: BTPA	The Police Reform and Social Responsibility Act revokes sections 10-12A of the Police Act 1996 which gave police authorities the responsibility of appointing chief constables, deputy chief constables and assistant chief constables. These sections have been replaced by sections 38-40 of the Police Reform and Social Responsibility Act which give Police and Crime Commissioners the power to appoint and remove chief constables but only a consultation role in the appointment of deputy and assistant chief constables. This does not amend the Railways and Transport Safety Act which states that the Police Authority shall appoint the chief constable, deputy chief constable and at least one assistant chief constables (sections 21-23). Therefore the Police Authority retains the responsibility or the appointment of the ACPO team.		BTPA is seeking legal advice as to how the legislative changes to the Act and the introduction of PCCs will impact. The BTPA Professional Committee is looking at this. It is written into BTPA's legislation that it is responsible for the appointment of the Chief Constable, therefore the only element outstanding is in relation to Complaints. BTPA / BTP is looking separately at Misconduct Regulations, Conditions of Service, Performance and Police Appeal Tribunal. Update October 2012 - information is being presented to the Professional Standards Committee for comment and recommending approval by the full Authority. The conference with the Federation is being arranged, consultation is underway and final legal advice is being sought on the drafts.	BTPA Professional Standards Committee for recommendation Decision at Full Authority	Risk around the legislative review about who deals with complaints. BTP will be out of line with other forces.	2	2	4 (AMBER)
Hutton Pensions Review Lead: BTPA	Published in March 2011, the main recommendation of the report is that existing final salary public service pension schemes should be replaced by new schemes, where an employee's pension entitlement is still linked to their salary (a "defined benefit scheme") but is related to their career average earnings, with appropriate adjustments in earlier years so that benefits maintain their value. Other key recommendations in the report include: - Linking Normal Pension Age (NPA) in most public service pension schemes to the State Pension Age; - Introducing a NPA of 60 for those members of the uniformed services - armed forces, police and firefighters - who currently have a NPA of less than 60; - Introducing more independent oversight and much stronger governance of all public service pension schemes; - Overhauling the current legal framework for public service pensions to make it simpler. - There will be a change to the employer / employee contributions to Home Office police pension schemes. This will include a phased introduction of higher contribution rates. Update September 2012 - the Home Secretary announced that police officer and staff pensions will change from final salary to career-average schemes. Average member contributions will rise to 13.7%. Punter Southall has produced a paper for the BTPA / BTP to look at the options resulting from Hutton, which will be discussed at the Pensions Working Group.	BTP / BTPA will need to decide whether to continue to having its benefits broadly in line with the Home Office; if it does not the scheme is likely to cost more. A decision will need to be made by September 2013; the draft valuation will be received July 2013 when BTP / BTPA will know the extent of the issue. If there is a deficit BTP / BTPA will need to make a decision quickly; a surplus will give more time to consider the way forward.	An initial report on the Hutton implications has been received by BTPA from Punter Southall which is currently being reviewed. Once it has been reviewed, there will be an initial meeting between BTP HR and BTPA do discuss this. There will be a valuation of officer scheme in December 2012 and any decisions will need to take account of Hutton and be incorporated in that valuation. The Pensions Working Group is considering this.	BTPA Pensions Working Group for recommendation Decision at Full Authority	The scheme will be more expensive for BTPA / not as beneficial to members. At the same time BTP / BTPA is still in a final salary scheme which is not available widely outside of the public sector. BTP Federation is likely to support the continuation of the final salary scheme, but will understand the pressures on the current scheme.	3	3	9 (RED)