

# Minutes

Police Authority

Thursday 26 September 2013, 2.00pm

at G1 & G2, FHQ, 25 Camden Road, London NW1 9LN

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## Present:

Millie Banerjee, Chairman  
Brian Phillipott, Deputy Chairman  
Dominic Booth  
Patrick Butcher  
Catherine Crawford  
Elizabeth France  
Len Jackson  
Mark Phillips  
Andrew Pollins  
Stella Thomas  
Anton Valk  
Jeroen Weimar

## Apologies:

Lew Adams  
Bill Matthews

## In attendance:

Paul Crowther, Acting Chief Constable  
Alan Pacey, Assistant Chief Constable  
Stephen Thomas, Assistant Chief Constable  
Elaine Derrick, Senior Advisor  
Simon Hart, Head of Finance

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

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## PART I - ITEMS TO BE TAKEN IN PUBLIC

### 46/2013 Welcome and Apologies

Non Agenda

1. Five new Authority Members had been appointed from 1 September 2013. The Chairman welcomed the new Members to their first full Authority meeting.

2. Mr Matthews had given his apologies.

### **47/2013 Minutes of Meeting 13 June 2013**

Agenda Item 1

3. The minutes were approved as an accurate record.

### **48/2013 Matters Arising**

Agenda Item 2

4. The Performance Review Committee (PRC) would be receiving a report on the analysis of equality, diversity and human rights work within the Force and an action plan covering how this would be strengthened.
5. The pension strategy would be coming to the November meeting.
6. All other actions had been discharged.

### **49/2013 Chief Constable's Report**

Agenda Item 3

7. The performance year was off to a challenging start, particularly with respect to disruption minutes. There had been a significant increase in fatalities which was impacting this area, but it was noted that the fatality clearance target continued to be achieved despite the additional pressure.
8. Conflict had been identified between the target to increase hours worked by neighbourhood policing and response teams between 7pm and 3am and the developing crime/incident profile. It was acknowledged that there may be a requirement to move away from the target as deployment must respond to the offending pattern. This would be carefully monitored and any change of direction should be supported by objective evidence to the PRC.
9. The PRC would meet in October to review performance at the end of the second quarter. The Committee would report in detail on year-to-date performance at the November Authority meeting.
10. Operation Magnum continued to produce good results targeting incidents of theft of passenger property. These fell into two major areas -
  - 10.1. theft from the person through pick pocketing; and
  - 10.2. theft from unattended luggage on longer journeys.
11. This Operation had begun on the London Underground and, owing to its success, was now being rolled out nationally.

12. The work towards restructuring the Force to bring in the New Operating Model (NOM) was progressing well. The individual consultation period had closed and the collective response from the Transport Salaried Staff Association (TSSA) had been received. Final proposals were being drafted taking account of the feedback received and the final structure was due to be agreed at the Force Executive Board on 10 October. The interim structure would commence towards the end of October and the new structure would be in place by April 2014. The three Divisional Commanders would be selected in October.
13. The new process for the development of the Policing Plan involved a significant consultation role for superintendents. Therefore, how this process would be managed in areas where there were superintendent vacancies would need to be considered.
14. Project Guardian was a multi-agency project aimed at tackling sexual assault and unwanted sexual behaviour on the London transport system which BTP were heavily involved with. This project had received a lot of good feedback and featured positively in the media.
15. The Authority were given a briefing on the recent incident in Ipswich involving a man on the station roof threatening harm to himself and the significant disruption to the system which resulted. There had been a thorough debrief between the agencies and rail companies involved. This had uncovered some lessons to be learned on incident handling for the future but did not highlight any failings by particular agencies. The Authority were briefed that this sort of incident, where people were threatening self harm from precarious positions, was increasing. A strategy was being developed for dealing with these incidents to ensure minimal disruption to the network and a safe outcome for those involved.
16. It was reported that there had been no consultation by the United Kingdom border Agency (UKBA) on its operations which took place in the vicinity of railway and London Underground stations encouraging illegal immigrants to leave the UK voluntarily. Joint operations were held with UKBA on occasion but there had been none linked to this campaign.
17. The Force won two awards at the National Rail Awards. These were –
  - 17.1. the Safety Award for taking ownership of suicide on the railway; and
  - 17.2. Judges' Special Award for Gold performance in Summer 2012.
18. BTP had also been highly commended in the following two award categories –
  - 18.1. Safety Award - Safer Travel Partnership; and

18.2. Command Centre and Outstanding Teamwork Award - The Fight against Metal Thieves.

19. The report was noted.

### **50/2013 Chief Executive's Report**

Agenda Item 4

20. The Police Service Agreement (PSA) with Transport for London (TfL) was nearing its final stages. The PSA had been negotiated between the Authority and TfL but required approval from the Secretary of State for Transport. A number of comments had been received from the DfT lawyers and these were being worked through by the Authority and TfL officials. It was expected that the parties would be in a position to agree the amendments before the end of November.

21. The Authority had introduced a new standard core PSA for all those required to have a PSA under their licence agreements. This had been signed by all but one company who disputed the direct debit clause. The Authority had notified the DfT of this breach and discussions were underway to remedy the situation. The company in question continued to pay its full charge.

22. No disputes had been raised with the Authority since all PSA holders had moved to the new PSA and charging model in April 2013.

23. There had been one ex gratia payment made since the last report. The situation to which this related had highlighted an issue with respect to the governance around role requirements. This had been addressed and the process for agreeing role requirements regularised.

24. It was requested that when listing contracts signed in the last quarter the value of the contract be listed for completeness.

### **25. Agreed**

25.1. The value of the contracts signed to be listed for completeness in future reports.

### **51/2013 Strategy and Planning Committee Report**

Agenda Item 5

26. The Strategy and Planning Committee membership had been extended to include chairs of all the committees to strengthen linkages. This had meant that the Committee welcomed two new Members at its September meeting.

27. A significant amount of work had been conducted to identify and articulate how BTP provided value for the rail industry and passengers. A qualitative study with senior industry colleagues had been completed, whilst two quantitative workstreams remained underway.

28. The Committee was monitoring the implementation of the NOM. The Voluntary Severance Scheme had been approved by the DfT and the first wave of this was underway for chief superintendents.
29. The Committee had received the updated Medium Term Financial Plan (MTFP) at its July meeting. The assumptions underpinning the MTFP had been tested and any adjustments made, including to take account of the NOM. The Committee had been alerted to areas in which further savings needed to be achieved to deliver the MTFP, including ongoing work on contract reviews and re-phasing of recruitment, amongst others.
30. The MTFP was in line with the Strategy and provided the direction of travel. Approval was sought from the Authority to remit year one of the MTFP to the Finance Committee for scrutiny as the first draft of the budget for 2014/15. When scrutinising the 2014/15 proposals the Finance Committee would need to be cognisant that this would be a year of transition.
31. The 2014/15 budget and MTFP would come back to the full Authority in December for formal approval.
32. **Agreed**
  - 32.1. The first year of the MTFP to be remitted to the Finance Committee for scrutiny before coming back to the Authority for approval in December as the 2014/15 budget.

## **52/2013 Audit and Risk Assurance Committee Report**

### Agenda Item 6

33. The Audit and Risk Assurance Committee (A&RAC) had welcomed three new Members.
34. There was only one audit recommendation outstanding from 2011/12 which would be closed once the TfL PSA was signed. Progress against the 2012/13 recommendations was going well. It was noted that the A&RAC applied the '*comply or explain*' principle to all audit/inspection findings including, but not limited to, external audit, HMIC and internal audit recommendations.
35. The Force had been conducting a review of its standard operating procedures (SOPs) with a focus on rationalising these and ensuring those remaining were fit for purpose.
36. The Committee had reviewed the Gifts and Hospitality registers and was content.
37. A review of health and safety arrangements had uncovered several control weaknesses. An action plan had been developed to address

these. This work was being monitored by the A&RAC from a control perspective and the People and Standards Committee would monitor progress against the action plan.

38. The DfT had been appointed as the internal auditors for the Authority from 1 April 2013. Two audits had been completed at the time of the meeting. The first audit had focused on controls around the charging model and provided substantial assurance. The second had reviewed the scheme of financial delegation and provided reasonable assurance. A number of the recommendations had been easily remedied and when the scheme of financial delegation was revisited it was expected that substantial assurance would be given. It was recognised that this would be unlikely to ever reach 'full assurance' as the Authority was unlikely to receive its letter of delegation from the DfT ahead of the start of the financial year. Therefore, substantial assurance was acceptable from a risk perspective. A paper was under development on the Authority's risk appetite and would be presented in the near future for comment.

### **53/2013 People and Standards Committee Report**

#### Agenda Item 7

39. The Committee had welcomed two new members. One of the key issues for the Committee was the College of Policing. The Committee would be reviewing the role of the College to understand what BTP were using this for and what other training was being paid for to compare quality and cost. The College was piloting some innovative projects such as direct entry which the Authority in partnership with the Force Executive Board would need to take a view on for BTP. The College was also leading work on police integrity. The work of the College would strongly link into the People Strategy that was being developed.
40. T/DCS Williams had been appointed as Head of the Professional Standards Department (PSD) following DSU Lawson's retirement in August. As T/DCS Williams was currently acting up as Chief Superintendent Command Support, T/DSU Borgeat was performing the role of acting Head of PSD in the interim.
41. The vetting project known as Operation Vale was progressing as planned.

## **PART II - ITEMS TAKEN IN PRIVATE**

### **54/2013 Quarterly Strategic Risk Reports**

Agenda Item 8

42. The risks had all been assessed as under control at the A&RAC's meeting on 18 September.
43. The risk with respect to legislative anomalies had been escalated to the DfT's risk register but where possible the Authority and Force were working with Government to remedy this. Work was underway with the Home Office to resolve this issue at source, as it resulted from the definition of a chief officer of police used in legislation. The definition used referred to the Police Act 1996, therefore only covering chief officers in Home Office police forces.
44. The report was noted.

### **55/2013 Pensions Valuation as at 31 December 2012 - Police Officers Scheme**

Agenda Item 9

45. Following the valuation of the officer scheme as at 31 December it was proposed that the contribution rates remain unchanged and the recovery plan payments continue as planned. Advice would be given by the Scheme Actuary as to whether the current end date of the recovery plan payments could be brought forward.
46. The Authority approved the proposals which would be sent to the Trustee for formal approval. It was not anticipated the Trustee would have any concerns with respect to the proposals, however should they have concerns the Trustee would refer the matter back to the Authority.
47. The Authority thanked Mrs Pike for her work in this area which had resulted in the significant reduction of the initial valuation deficit.

**Date of next meeting:** 06 November 2013, 10.00am, venue G1 & G2, FHQ, 25 Camden Road, London NW1 9LN