

**Report to:** Police Authority  
**Agenda item:** 4  
**Date:** 30 January 2014  
**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. PSAs

2.1 Virgin Trains have agreed and signed an amended version of the new format Police Service Agreement (PSA). This now finally completes the change over so that Network Rail, all Train Operating Companies and other service providers charged through the model have signed the new format PSA.

2.2 The new TfL PSA contract has been signed.

2.3 Broad agreement for the heads of terms has been achieved with the DfT and HS1 for the PSA/EP SA with HS1. The target date for signature is the HS1 Board meeting 5 March 2014. The risk to this being achieved is DfT legal advice to the Secretary of State for Transport who has to agree it.

## 3. Ex-Gratia Payments Summary

3.1 There have been no ex gratia payments made since the last meeting.

## 4. Out of Committee Decisions

4.1 There have been no out of committee decisions taken since the last meeting.

## 5. Contracts

5.1 The Chief Executive signed and sealed the following contracts:

- Lease for premises at Brighton - 5.12.13
- Deeds of Surrender for Brighton x 2 - 5.12.13
- Rent Review Memo for Manchester Piccadilly x 2 - 18.12.13
- HS1 Ltd EPSA Extension x 2 - 18.12.13
- NWR EPSA - Sussex & Suicide Prevention x 2 - 19.12.13
- Stamp duty property in Brighton - 19.12.13
- New Core PSA - Virgin Trains - 23.01.14

5.2 An interim Authority Finance Director has been identified and subject to vetting and contract will start 15 February 2014.

## 6. **Strategic Performance Dashboard - Update**

6.1 A summary update has been attached at Appendix A.

## 7. **Recommendations**

7.1 Members are asked to note this report.

# Quarter 3 2013-14 Strategic Dashboard

Assurance:

Green	For information
Amber	For monitoring
Red	Attention required

Direction of travel:

↑	Improving trend
↔	Stable trend
↓	Deteriorating trend

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Operational Delivery	Current Situation	Status / Actual		Trend					
		Q2	Q3						
Common & local targets performance <sup>i</sup> <small>(Performance Review)</small>	<p>Q3: 7/9 National and 27/42 Local Policing Plan targets were achieved.</p> <p>The 2 National targets not being achieved were:</p> <ul style="list-style-type: none"> <li>N1: Reduce police-related disruption minutes from 2012-13 by 3% (missed by 13%)</li> <li>N9: Improve the detection rate for notifiable public order offences (57% achieved compared to target of 59%)</li> </ul> <p>(Q2: 6/9 National and 27/42 Local Policing Plan targets were achieved)</p>	<table border="1"> <tr> <td>14</td> <td>12</td> </tr> <tr> <td>4</td> <td>5</td> </tr> <tr> <td>33</td> <td>34</td> </tr> </table>	14	12	4	5	33	34	↑
14	12								
4	5								
33	34								

Finance	Current Situation	Status / Actual	Trend
<b>Cashflow</b> <sup>ii</sup> <small>(Finance)</small>	Period 9: Cashflow: £22.4m	£22.4m	-
<b>Revenue budget (BTP/A)</b> <sup>iii</sup> <small>(Finance)</small>	BTP to P9: actual 0.2% underspend (£267k) including L Area. Forecast outturn for 2013/14: 0.1% underspend (£219k)	0.1% underspend	↔
	LU to P9: actual: 0.3% overspend (£118k). Forecast outturn for 2013-14: 0.2% underspend (100k)	0.2% underspend	↔
	BTPA to Q3: actual 13% underspend (£127.7k). Forecast outturn for 2013-14: 14% underspend (167.4k)	14% underspend	↓
<b>Capital programme</b> <sup>iv</sup> <small>(Finance)</small>	Capital outturn forecast for 2013/14 at Q3: £9.8m including Contingency of £300k, which reflects a £1.2m under spend against the capital programme.	12.2%	-
<b>Establishment</b> <sup>v</sup> <small>(Finance)</small>	At Q3: 104 FTEs below the overall establishment of 4,792 (Police Officers: 13 FTEs below, Staff: 92 FTEs below, PCSO: 1 FTEs above)	2% below FTE est.	↔
<b>Police officer pay</b> <sup>vi</sup> <small>(Finance)</small>	<p>P9: Police officer overtime is forecast to be £244k under spent</p> <p>Police officer pay costs (excluding overtime) are forecast to be £559k under spent.</p> <p>Overall police officer pay underspend of £803k.</p>	£803k underspend	↑

People and Culture	Current Situation	Status / Actual	Trend
<b>Learning &amp; Development</b> <sup>vii</sup> <small>(Performance Review)</small>	Q3: Mandatory Training (Track Safety, Personal Safety, First Aid at 100%)	94%	↓
	Q3: Supervisor Training (Supervisory training is provided to officers within 3 months of promotion board)	No substantive promotions	-
<b>Delivery of Equality &amp; Human Rights Strategy</b> <sup>viii</sup> <small>(Performance Review)</small>	Q3: - Total police officers - 2,888 (headcount) - Female police officers - 484 (16.8%) - BME police officers - 213 (7.4%)	16.8% female officers  7.4% BME officers	↔
<b>Employee Turnover</b> <sup>ix</sup> <small>(People &amp; Standards)</small>	Q3: - Overall employee turnover (headcount): 7.2% - Police officer turnover: 4.4% - PCSO turnover: 14.2% - Police Staff turnover: 10.9%	7.2%	↓
<b>Complaints / Conduct</b> <sup>x</sup> <small>(People &amp; Standards)</small>	2013-14 Q3: 194 complaint and conduct matter cases (121 complaint & 73 conduct matter cases recorded).  (2013-14 Q2: 194 complaint & conduct matter cases recorded)	0%+/_	↔
<b>Number of grievances</b> <sup>xi</sup> <small>(People &amp; Standards)</small>	1 <sup>st</sup> January - 31 <sup>st</sup> December 2013: 49 grievance cases  (1 <sup>st</sup> January - 31 <sup>st</sup> December 2012: 68 grievance cases)	28% decrease	↑

Organisational Development	Current Situation	Status / Actual	Trend
<b>Risk management (BTP/A)</b> <sup>xii</sup> <small>(Audit &amp; Risk)</small>	<p>The high risk entries were: BTPA: ASR50 and ASR52 BTP: SR67, SR68 and SR70</p> <p>The BTPA risks remained Red. ASR50 relates to the risks of the post 2013/14 PSA and charging regime. ASR52 has been moved to ALARP.</p>	<u>Strategic Risks</u>	
		Q2	Q3
		5	5
		10	9
<b>Audit &amp; inspection outcomes (level of assurance / gradings given)</b> <sup>xiii</sup> <small>(Audit &amp; Risk)</small>	<p>Internal Audit Progress Report on the BTPA went to the December Audit and Risk Assurance Committee: Substantial Assurance: - Authority Charging Model - Core Financial Controls - Phase one - Authority - Governance &amp; Risk Management</p> <p>Reasonable Assurance: - Authority Delegations Scheme - Implementation and Compliance (Phase one)</p>	0 None / Partial Assurance	↑
		1 Reasonable Assurance	
		3 Substantial / Full Assurance	

## Strategic Dash Method

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<sup>i</sup> Mean RAG rating for force progress against national targets (Individual RAG ratings as per 2013/14 Policing Plan Targets Objectives).

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

<sup>iii</sup> Revenue budget is Green: forecast 1.5% or less underspend, Amber: 1.5-3% underspend, Red: over 3% underspend, or any overspend.

<sup>iv</sup> Capital outturn is Green: Underspend, Amber: N/A, Red: Overspend.

<sup>v</sup> Green: Headcount is less than 2% under establishment, Amber: 2-5% under establishment. Red: More than 5% under establishment, or over establishment.

<sup>vi</sup> Green: Net underspend for police officer pay costs, Amber: net underspend, but deteriorating trend, for police officer pay costs, Red: Net overspend.

<sup>vii</sup> RAG ratings as per BTP Learning and Development Tasks/Objectives Departmental Key Performance Indicators.

<sup>viii</sup> Mean RAG rating taken from situation overview, and BME and female officer representation. Situation overview is a subjective view taken from previous Performance Review Committee. BME officer representation: maintain levels above 7.0%. Female officer representation: 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.

<sup>ix</sup> 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 5 percentage points or more.

<sup>x</sup> Green: number of complaint & conduct cases decreased from previous period; Amber: increased 5% or less than previous period; Red: increased by more than 5%.

<sup>xi</sup> 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 more than 5%.

<sup>xii</sup> Mean risk RAG rating. Quarter risk ratings are total number of risks shown on BTP and BTPA risk registers as per Audit and Risk Assurance Committee BTP Risk Management Update and Audit Committee BTPA Risk Register.

<sup>xiii</sup> Mean RAG rating for Internal Assurance Report assurance ratings. Green: mostly full/substantial assurance; Amber: mostly reasonable assurance; Red: mostly partial/none assurance.