

Report to: Police Authority
Agenda: 9
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Subject: Quarter 3 People and Standards
Committee Report
Sponsor: Chair, People and Standards Committee
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For: Information

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1. Purpose of paper

- 1.1 To report on the key matters arising out of the People and Standards Committee meeting that took place on 22 January 2014.

2. Background

- 2.1 Following Member feedback it was agreed that full minutes would be circulated out of committee with the Authority receiving highlight reports from the Committees and Groups.
- 2.2 This report provides the highlights from the People and Standards Committee meeting that took place on 23 October 2013 in Birmingham

3. Standards

Standards Quarterly Report

- 3.1 There has been significant progress on the reactivation of the Vigilance Pro software. This is now operational on over 70% of the network with the rest of the network scheduled to join shortly. An audit capability to review the data captured is being implemented.
- 3.2 The Acting Deputy Chief Constable has approved two Detective Inspector posts to replace the Area Champion arrangement that was in place for the Professional Standards Department (PSD). These resources will take a proactive role on the divisions, working with first and second line supervisors ensuring consistency of approach and sufficient training in PSD matters. They will also manage the non-special case complaints and other reactive PSD matters on their respective divisions.

- 3.3 An increasing complaint trend was reported. Benchmarking work is to be undertaken but it is not considered that there is a significant cause for concern at the present time. The Committee noted the categories that had increased, asking for further analytical work to better understand this. Of more concern was the increasing trend for conduct cases. These had risen from 193 for January to December 2012 to 336 for the same period in 2013. It was accepted that a significant proportion of the increase related to Operation Vale but noted that the conduct trend had been steadily increasing for some time. The Committee will be monitoring this closely.

Vetting

- 3.4 Operation Vale was still on target to conclude by the end of March following the appointment of external resources, although some of the resulting investigations would continue beyond this date. There had been 6 recommendations for level two misconduct hearings resulting from the project so far and 2 resignations. The project however, was generally positive with only 5 of the last 300 baseline forms processed identifying issues.

Regulatory Matters

- 3.5 The new Regulations remain on target to be implemented from 1 April 2014.

Custody

- 3.6 The Liverpool and Manchester custody suites have been permanently closed. Therefore, BTP currently only has its own custody facilities in London. It was noted by the Committee that in Scotland BTP have supplied each of the two main custody suites of Police Scotland (based in Edinburgh and Glasgow respectively) with a BTP Sergeant in return for use of the facilities. This arrangement is reportedly working well.
- 3.7 NHS commissioning is due to take over provision of healthcare for custody from April 2015. In the interim the contract with the Metropolitan Police Service has been terminated, owing to cost issues, and a new contract implemented from November 2013-2015 with Tascor Medical Services.

4. People

Quarterly Update

- 4.1 The staff voluntary severance scheme window has now closed with responses sent to all applicants. A number of staff had not given their final decision at the time of the meeting and there had been a small number of appeals submitted.

- 4.2 There was a discussion with respect to where the different aspects of the Equality and Diversity Strategy will be monitored. A separate meeting is to take place to agree and confirm the arrangements to ensure there are no gaps or overlaps.
- 4.3 A review of the people based policies is underway.
- 4.4 The high level of recruit training continues. The cost of training the newly recruited 200 officers is circa £800k. This figure includes all the indirect cost, such as relocating other training that would usually take place at Spring House for the duration.

Health and Safety

- 4.5 The project continues to progress well. There is some delay with the recruitment of the Head of Safety and Wellbeing which is delaying the appointment of Health and Safety Advisors but this is expected to be resolved shortly as five candidates for the Head of S&W position are to be interviewed in January. Sarah Piddington, Health and Safety Consultant, is filling the role in the interim with three Health and Safety Advisors reporting to her.
- 4.6 The Occupational Health function is also under pressure owing to a lack of resources. A new Occupational Health Service Delivery Manager was appointed at the end of 203 and is taking a proactive approach. Approval has been given for a number of temporary Occupational Health Advisors to be recruited whilst the issues with a shortage of permanent staff are dealt with.

5. Recommendations

- 5.1 Members note the contents of this report.