

Report to: Police Authority
Agenda item: 8
Date: 11 December 2014
Subject: Strategy and Planning Committee update
Sponsor: Chair, Strategy and Planning Committee
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For: Information and discussion

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1. Purpose of paper

- 1.1 To provide an overview of the progress made since the Authority's Strategy and Planning Committee last met on 18 September. Owing to the addition of a Member transformation briefing session on 4th December, the planned 27th November meeting of the committee has been rescheduled to mid-January. This paper therefore provides a short update on key work streams due to have been considered in November.

2. Matters arising

Valuing BTP

- 2.1 This item refers to the development of a public facing report to demonstrate the financial value added to the rail industry (and wider society) by BTP as a consequence of its unique policing style. A refreshed set of 'value' data has now been developed and this is being used to populate a draft report to be considered at the January meeting of the Committee.

Review of BTP Terms and Conditions of Employment

- 2.2 The Authority is currently carrying out a piece of research to bring together the conditions of service which govern the employment of BTP officers in one document, which has been termed 'Rules of Employment'. The purpose of the project is to take stock of what principles emerging from Home Office Regulations have been adopted by the BTP, what differences exist and how these came about. The project may be expanded to formalise the status of the consolidated document, subject to appropriate consultation with all relevant parties.

- 2.3 The project is being conducted in-house by the Senior Policy Officer of the Authority, with the help of members of the HR Policy and Engagement Team. Good progress has been made over the summer months, and work is continuing on the final few provisions relating to the complex issues of Allowances and Expenses. Officers of the Authority met the HR Policy and Engagement Team as well as the Head of People and Development on 28 October at the Axis Building in Birmingham, to discuss the development of the project and consider the next steps.
- 2.4 Once a working draft is finalised, a presentation is to be given to senior officers of the BTP and the Chairman of the Committee, to discuss the opportunities arising from the research piece and the way forward. The next steps are for the BTP to carry out a detailed review of the document, and 'reality test' the provisions to ensure that they indeed reflect the current practices at the Force. An implementation programme will need to be developed, taking account of the future need to consult with staff associations.

3. Strategy Committee Work Plan

- 3.1 A work plan for 2015-16 is now being developed for the Committee and this will take into account the detail presented at the Member transformation session on 4th December. Implications of the transformation programme for the wider work of the Authority is being reflected in the refresh of the business cycle and the development of updated work plans for the Authority's other Committees and Groups.

4. Strategic Dashboard refresh

- 4.1 As part of the recent internal audit activity relating to Key Performance Indicators (KPIs) feedback was received from Members that a refresh of the content and style of presentation of the Strategic Dashboard should be carried out. This work is underway and an updated version will be presented to the Committee, along with proposals on how to increase its visibility, at its meeting in January.

5. Update on Transformation Programme

- 5.1 Members will recall that a detailed brief on the transformation programme was provided at a specially convened session on 4th December.

6. Roll forward of Medium Term Financial Plan (MTFP)

- 6.1 Work to review the assumptions previously presented to the and to then develop the detail of the annual budget was remitted to the Finance Committee. An update on the work of that Committee is presented elsewhere on this agenda at item 5.

7. Update on a co-ordinated Communications Plan for BTP and BTPA

- 7.1 The Authority continues to populate its draft plan with further detail; in particular capturing activities to address the feedback gathered via the recent engagement with senior stakeholders. To that end two key activities are planned over the coming quarter;
- Chair and Chief Executive's introductory meetings with senior stakeholders to understand their own business priorities and how the Authority could contribute to these
 - Authority Finance Director's charges briefing meetings
- 7.2 The Force is currently drawing together range of options from work completed to date and this will be used to develop proposals to be considered at the rescheduled January meeting.

8. Next steps

- 8.1 The Committee will meet again in mid-January to receive, and provide feedback on, a further update on the items set out above.

9. Recommendations

- 9.1 Members are asked to note the progress made on key items since the Committee last met on 18 September; and to raise any issues they wish to explore in more detail.