

Report to: Police Authority
Agenda item: 15
Date: 10 November 2016
Subject: Chief Executive's 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 British Transport Police Authority Executive since the last British Transport Police Authority ("Authority") meeting on the 28 September 2016

2. Ex-Gratia Payments Summary

- 2.1 Since the last Authority meeting there has been one submission to DfT for approval for an ex gratia payment and this was approved.

3. Out of Committee Decisions

- 7.1 The Appointments and Remuneration Committee approved the following proposed pay awards for officers and staff.

7.2 Police officers (wef 1 September 2016):

- 1% uplift to all base salaries pay points from 1 September 2016. (£1,356,978)
- 1% uplift to London Weighting Allowance for all eligible officers. (£48,658)
- 1% uplift to London Allowance for all eligible officers. (£89,031)
- 1% uplift to Dog Handling Allowance for all eligible officers. (£993)

7.3 Police Staff (wef 1 July 2016 for EPS staff/1 April 2016 for PSG and Red Book staff) :

- 1% uplift to base salaries across all contracts of employment from 1 July 2016. (£561,601)
- 1% uplift to London Allowance. (£35,154)

- The Appointments and Remuneration Committee to consider a revalorisation exercise of police staff pay scales for 2018.

- 7.4 The staff pay award will now be referred back to the TSSA as an offer. TSSA had asked for a number of additional items which were not recommended for approval to the Authority. The Authority has received an email from TSSA expressing their significant concerns with respect to police staff pay and the issues this is having on retention and morale. Police Staff Pay strategy will be added to the work plan for the Appointments and Remuneration Committee in 2017/18.
- 7.5 The police officer pay award reflects those items that were approved by the Home Secretary following the Police Remuneration Review Body Report (PRRB) in July. The PRRB however recommended an increase of £1000 to the inner and outer South East Allowance of £2000¹ and £1000² respectively. This has not been approved whilst BTP conduct further research on how other forces are implementing this recommendation and will assess the affordability following their findings.
- 7.6 The 1% increases to base salary were included in the 2016/17 BTP budget. The additional increases were not and come at an unbudgeted cost of £106,359 in year. BTP Finance has confirmed that savings have been identified to offset these additional costs within the agreed budget for the Force in this financial year.

4. Governance

- 4.1 This is covered in detail at Item 5 on the agenda.

5. PSAs / Contracts

- 5.1 There is nothing to report since the last Authority meeting.

6. Pensions – Transferees

- 6.1 There is nothing to report since the last Authority meeting.

7. Q2 2016-17 Strategic Dashboard

- 7.1 This is attached as Appendix A. Issues requiring further attention will be covered in the Committee reports.

¹ Essex, Hertfordshire, Kent, Surrey and Thames Valley

² Bedfordshire, Hampshire and Sussex

8. Stakeholder Engagements

8.1 Following the success of the pilot stakeholder dinner in Manchester, the Executive team is now organising further stakeholder dinners to take place in:

- Cardiff - 21 November
- Birmingham - January 2017
- London - February 2017
- Scotland - March / April 2017

9. BTPA Member Recruitment

9.1 The Cabinet Office and Secretary of State have approved the Deputy Chair and 6 Members subject to vetting.

9.2 It is therefore planned to carry out an induction period on the morning of the 8 December 2016 prior to the Authority meeting on that day.

10. Welsh Language Standards Compliance Notice - Welsh Language (Wales) Measure 2011

9.1 On 30 September 2016, the Authority was served with a Welsh Language Standards Compliance Notice, thus concluding the 18-month-process process of implementing a new set of Welsh Language requirement on nationwide public bodies such as the BTPA. The Authority is pleased to report on the excellent engagement with the Welsh Language Commission in the lead-up to this notice being issued.

9.2 By way of background, a new regime to sets standards on the use and promotion of Welsh Language by public bodies was introduced in 2012, to coincide with the creation of the Welsh Language Commission. The standards define how Wales-based and nationwide authorities should provide services to Welsh speakers. The Commission can select from a broad menu of standards set in law to specify which of those standards would be appropriate to apply to the public body. This new system, which replaces the former 'Welsh

Language Schemes', is intended to be more focused and tailored to the activities of individual public bodies.

- 9.3 The Authority now has a handful of new requirements such as ensuring that we respond to all Welsh-language correspondence in Welsh, publish any publication specific to Wales in both English and Welsh (e.g. the Wales Policing Plan), and make sure we hold BTPA events (e.g. Policing Plan consultations) held in English and Wales, if there is demand. These new requirements come into effect on 30 March 2017.
- 9.4 It is important to note that these standards are only enforceable in Wales. So, for example, any standards about holding public meetings with translators or bilingual material, clearly only applies if that meeting is held in Welsh territory. Similarly, standards about how we should correspond with Welsh speakers can only be enforced if the Welsh speaker lives in Wales.
- 9.5 Prior to issuing a notice, the Welsh Language Commission researched the work of each public body in scope in order to understand the nature of their work and exposure to Welsh speakers. This was the 'investigation' stage, which took place in 2015-2016 and which afforded us an opportunity to give an accurate description of the Authority's activities. We emphasised that although the Authority had national responsibilities, it was also a small-scale operation, with the Executive Team based entirely in England. The investigation process also allowed us to point out those proposed requirements which seemed burdensome or disproportionate to the nature and activities of the BTPA, and a few were eventually removed. The Authority strongly benefited from Stella Thomas' advice and knowledge on Welsh language matters during this process.
- 9.6 As a result, the final Compliance Notice served on the Authority imposes a sensible set of standards. Work is now underway to ensure we are prepared to meet our new duties. We already do a fair amount, such as publishing some webpages in Welsh or translating our Wales Policing Plans, but this Compliance Notice no doubt provides a good opportunity to review what we

do and ensure that we have an appropriate range of Welsh-language services available to our communities.

11. Contracts

10.1 The Chief Executive signed and sealed the following contracts:

- PSA - Abellio East Anglia Ltd x 2 - 28.9.16
- EPSA - Network Rail EIU - 12.10.16
- EPSA - Network Rail Fusion - £ 121K - 12.10.16
- Core PSA - Arriva Rail London x 2 - 19.10.16

12. Recommendations

11.1 Members are asked to note this report.