

Report to: Police Authority
Agenda #: 5
Date: 05 February 2020
Subject: Out of committee decisions
Sponsor: Chief Executive
Author: Head of Governance and Compliance
For: Noting

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1. Purpose of paper

- 1.1 To formally capture decisions taken out of committee since the last Authority meeting.

2. 18/19 wash up charges

- 2.1 Two errors were identified within the initial reconciliations carried out to reach the core outturn to be charged out to PSA holders following approval of the 2018/19 actual charge paper at the 3 December Authority meeting. These were corrected, and resulted in a reduction on the total charge to be allocated to core PSA holders.
- 2.2 The errors did not relate to an error in the allocation model itself but were human errors due to a misunderstanding of how the Scotland costs and TfL income had been taken into account in the BTP outturn spreadsheet. Both BTP and BTPA teams continue to work together to improve the process of information sharing and reporting.
- 2.3 The paper was reviewed by the Chair, Deputy Chair and Chair of the Performance and Delivery Committee, all of whom were content to approve the revised figures for issuing.

3. 20/21 provisional charges

- 3.1 In accordance with the Police Service Agreements the Authority holds with its partners, the Authority sets out the provisional charges for PSA holders prior to the start of the new financial year.
- 3.2 The provisional charges summarised in the paper circulated by email on 13 December 2019 were calculated based on the

2020/21 budget numbers within the MTFP submitted to the Authority for approval.

3.3 Members approved the provisional charges for 2020/21 as detailed in the paper.

4. Pensions contribution structure

4.1 The Appointments and Remuneration Committee endorsed the following proposals:

- a contribution split of 60/40 (60 employer/40 employee) to mirror the current contribution split in the existing DB scheme and that of the police officer CARE scheme.
- to adopt a definition of pensionable pay as 'more than or equal to basic pay'. This definition of pensionable pay includes salary, holiday pay and statutory payments being pensionable.
- endorse the sliding scale of contributions proposed in the paper and the maximum employer contribution as 8.4% to allow a margin to pay for Life Assurance.
- to tender for Life Assurance to ensure new police staff have benefits that are equitable to existing employees.

5. Recommendations

5.1 Members formally note the decisions/endorsements taken by the full Authority and its Appointments and Remuneration Committee out of committee since its last session on 3 December.