

Minutes Appointments & Remuneration Committee

Wednesday 4 March 2020, 14:00
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Present:

Ron Barclay Smith, Chair
Mark Phillips, Deputy Chair
Martin Richards
Bev Shears

Apologies:

Andy Cooper

In attendance:

BTP

Paul Crowther, Chief Constable
Kerry McCafferty, Deputy Director of People and Culture

BTPA

Hugh Ind, Chief Executive
Sarah McGarel, Chief Financial Officer
Lucy Yasin, Head of Governance & Compliance (job share)
Stephanie Calvert, Head of Governance & Compliance (Secretariat)

(Redactions have been made of sensitive items)

Welcome and Introductions

1. The Chair welcomed those present.

Minutes of 21 November 2019

Agenda Item 1

2. The minutes (Part I) were approved as an accurate record of the committee meeting which took place on 14 October 2019, subject to a minor grammatical amendment to paragraph 11, line 3.

Actions Arising

Agenda item 2

Action 1. People Strategy - Terms & conditions

3. The Committee was informed that the initial part of this action had been discharged. The Federation had since been provided with a copy of the Compendium which clarified which aspects were policy requiring consultation versus those which were contractual requiring negotiation to change. The Deputy Director of People and Culture advised that the Federation had expressed disappointment as to the low number of contractual points which featured and was taking legal advice.
4. Committee members were advised that the intention was still to have a final version agreed in time for the Federation's conference in March. The Deputy Director of People and Culture committed to following this up.

Action 2. Pay Agreements & Options – Recommended benefits package

5. It was confirmed that this paper would be presented at the subsequent committee, if not circulated before.

Action 4. Pay – South East Allowances

6. Tabled at agenda item 5.

Developing police pay award 2020

Agenda item 4

7. The Committee was presented with a paper setting out the proposals being put forward by the National Police Chief's Council (NPCC) to the Police Remuneration Review Body (PRRB). The Deputy Director of People and Culture highlighted some of the specific proposals. She advised that a multi-year deal had been considered but that most Forces were against this. She stated that the appointment of a new Home Secretary had meant there was greater uncertainty as to how the proposals would be received.
8. The Committee was advised that it was unlikely that the final proposals for approval would be ready to be tabled at the meeting on 23 July 2020. It was therefore proposed that approval would be sought out of committee, still with a view to these becoming effective from 1 September.
9. The Chief Constable highlighted some broader issues to the Committee. He stated that the national recruitment campaign to recruit 20k more officers had started to impact on BTP's position. Recognising perks such as free travel being offered by Transport for London (TfL) and a final salary pension scheme, he advised that the organisation was losing employees to the railway industry. The Chief Constable shared his vision to retain pay parity in respect of the regulated elements but to look at the pay strategy more widely to ensure that BTP's offering was attractive. The Chief Constable referenced a number of initiatives taken by other forces over and above the regulated pay and allowances such as allowances for petrol, which Sussex

Police had introduced and a signing on fee for firearms officers. He noted that there was an option to discuss the position in respect of travel allowances with the Rail Delivery Group but proposed the possibility of a 'transport policing allowance' to reflect the specialism required and the increasing impact of mental health and suicide that BTP officers.

10. The Committee debated the thoughts shared by the Chief Constable. The initial preference was for some form of allowance reflecting the specialism over travel allowances but this needed to be considered as part of the wider offering.
11. Members sought clarification as to whether the position had changed since the Authority meeting in February when a very positive picture had been presented of the progress of BTP's recruitment campaign. The Committee was advised that there continued to be several measures in place. The Chief Constable added that the intakes looked good but that there had been a number of individuals who had recently dropped out late in the process. Some feedback from the fast track course aimed at PCSOs was also shared.
12. The Chair recognised this being a fraught area and invited BTP to prepare a paper to enable the Committee to better understand the wider landscape and options available.

Action: BTP to present a paper laying out the landscape of pay and benefits being offered by other Forces and industry partners, making a case for changes as part of BTP's pay strategy for Authority consideration.

South East Allowances

Agenda item 5

13. The Deputy Director of People and Culture clarified that the paper being presented was for approval rather than noting as documented. She advised that the Head of Governance and Compliance had highlighted the correct constitutional position through recent e-mail exchange. The Committee was advised that a previous record from 2016 on South East Allowances had also been shared to demonstrate this.
14. The Chief Constable disagreed with this point of governance and made comparisons with the spinal point paper at agenda item six. The Deputy Director of People and Culture also highlighted that associated changes could be frequent and therefore delegated authority at Chief Constable level would be useful. In response the Chair requested clarification on the governance to be inserted into the minutes.
15. The Chair confirmed that the Committee approved the paper subject to comments. He expressed the view that the paper had presented several issues at section two but without clear solutions.
16. The Deputy Chair highlighted discrepancies within the current handling of these allowances which were being brought to the Audit and Risk Assurance Committee and sought reassurances that these were being addressed. The Deputy Director of People

and Culture confirmed that the breakdown of allowances had been specified within the latest expenses policy and the corrections had been made since the audit report had been shared.

Action: The Executive to clarify the correct governance to apply with regards to the approval of allowances.

[Afternote: Paragraph 8.12 of the Code of Governance states that “The Authority retains the power of decision with respect to pay and terms and conditions of service for officers and staff”. At no point has this been delegated. The Chief Constable’s financial delegation in this respect is also limited to £125k, as such the Authority is also required to approve the change to probationer spine points as requested in the next item.]

Specifically, in respect of South East Allowance, this had last been discussed in November 2016 when an action was given by the Committee for this be brought back once BTP had completed its research into what other forces were doing, any impact this was having and attaching fully-costed proposals which addressed affordability, as necessary.]

Recruiting at spine point 1 for police officers

Agenda item 6

17. Pending further clarification of the governance, the Chair confirmed that the Committee was content to endorse the proposal to recruit new police officer recruits at spinal point one rather than spinal point zero.
18. The Chair noted the financial implications of the change, specifically that funding would be sourced from existing budgets and would pick this up with the Chief Constable separately.

Gender Pay Gap report

Agenda item 7

19. The Chair sought assurances that the data BTP proposed to publish was correct, in light of the amendment to the previous publication. The Deputy Director of People and Culture confirmed that it had been checked independently and that the link to the data would be published by 30 March on both the BTP and BTPA websites.
20. The Chief Constable stated that he felt encouraged by some of the percentage movements.
21. BTP colleagues were encouraged to consider reporting on BAME. It was understood that reporting on any BAME pay gap was likely to be a future requirement and there was recognition that this was the right thing to do. Concerns were however raised that when the rules were released for the publication of gender pay gap data they were not as expected and there was a risk that a newly devised process may not easily translate to requirements.

22. For the record, the Chair confirmed that Andy Cooper who had sent his apologies, was supportive of items three, five and six.

DRAFT