



**Strategic Command Team**

**Minutes of Meeting – 20 January 2010**

**Present**

Chief Constable Andrew Trotter  
Deputy Chief Constable Paul Crowther  
ACC Steve Thomas  
ACC Alan Pacey  
Linda Scott  
T/ACC Mark Smith

**Apologies**

Sharon Burd  
ACC David McCall

**In attendance**

C/Supt Zieminski  
Andrew Clarke  
Elaine Derrick

**1. Minutes of previous meeting and update on actions**

- 1.1 The update on actions arising from the SCT meeting on 11 January were noted. It was agreed:
- FHQ draft budgets would be circulated to SCT members immediately to allow time for FHQ departments to submit their affordable workforce targets to HR by the 31 January.
  - A copy of all Area budgets to be forwarded to ACC Pacey
  - A detailed update on the budgets and affordable workforce target to be presented to SCT on 25 February.

**Action : Andrew Clarke**

- 1.2 A note outlining options for reallocating the underspend to be emailed to SCT by Friday 22 January. This will then be agreed at Programme Board on 25 January.

**Action : Andrew Clarke**

**2. Performance Update**

- 2.1 13 of the 14 national targets continue to be achieved. LU Area is being supported by uniform resources to assist with theft of passenger property.

**3. Tadworth exit strategy**

- 3.1 The exit strategy for Tadworth was presented to SCT. The plan is on target to vacate Tadworth by 31 March 2010 and the work at Spring House is also on schedule. The last course at Tadworth finishes on 15 March and the first intake of students start at Spring House on 11 April.

- 3.2 The closure of the Tadworth Social Club to be incorporated into the exit strategy action plan and progress reported back to SCT on 18 February. **Action : Linda Scott**



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- 3.3 The process for managing archived and historical material stored at Tadworth to be included in the exit strategy. Any historical items will be stored at Blundell Street in the short term. **Action : Linda Scott**
- 3.4 It was agreed the proposed closure dinner should not take place. Instead there would be an informal event for staff still working at Tadworth.
- 3.5 Arrangements have been made with the MPS to relocate BTP's dog school to Keston for the short term (next 12 months). Supt Ball and Peter Ward have arranged to meet with the MPS to scope out a longer term solution.
- 4. Business Continuity SOP**
- 4.1 The draft Business Continuity SOP was presented to SCT for early observations. It was agreed this was a thorough piece of work and should now go to SDD for the formal consultation to take place.
- 5. Dress & Appearance SOP**
- 5.1 The draft Dress & Appearance SOP was also presented to SCT. There were a number of observations made about this policy and it was agreed it would be pulled from wider consultation under further work had been done to address the points raised. SDD will provided support in the redrafting and detailed quality assuring of the policy. **Action : ACC Thomas & C/Supt Zieminski**
- 6. Engaging Police Staff**
- 6.1 SCT agreed to revise the pay rate table, retaining the same market position and the 7 incremental points, but using a new range of 94% - 112%. The effect of this change would result in costs of £1,854k and 10.3% of staff red circled. This remains within the £1,870k budget approved by the Police Authority.
- 7. Recruitment Equality Impact Assessments**
- 7.1 Research analysing how many applicants failed vetting revealed that 51% of applicants who were offered positions with BTP failed vetting and therefore were unable to take up their appointment. SCT expressed concern over this high level and sought clarification on reasons for failed vetting and why vetting was not completed at the start of the recruitment process rather than at the end if it, which would save considerable time, effort and costs. Linda Scott to task DCS Carroll to undertake a review of vetting and to present his findings back to SCT on 4 March along with a breakdown of the reasons of failed vetting. **Action : Linda Scott / DCS Carroll**
- 8. Step Up Programme**
- 8.1 SCT approved the pilot for the Step Up Programme which will commence in March. All communication about this programme should reiterate it is a pilot and for the duration of the pilot will be aimed at BME staff.
- 9. London North Custody**



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- 9.1 T/ACC Smith provided an update on his meeting with G4S regarding the new Custody Suite at London North. G4S will provide a detailed costed bid for a 12 month pilot in two weeks time and finance will ensure this meets procurement rules.