



Strategic Command Team

Minutes of Meeting – 7 June 2010

Present

Chief Constable Andrew Trotter
ACC Steve Thomas
ACC Alan Pacey
Linda Scott
Andrew Clarke
T/ACC Miles Flood
C/Supt Peter Zieminski
Jo Bird
Paul Day
Marie Daniels
Elaine Derrick

Apologies

Deputy Chief Constable Paul Crowther
ACC David McCall

1. Strategic Review

- 1.1 The morning session of the meeting was used to discuss the Strategic Review of BTP. BTPA and DfT are currently agreeing the remit of the DfT Quinquennial review of BTPA which will look at increasing the jurisdiction of BTP.
- 1.2 The terms of reference for the Strategic Review have been agreed. A Strategic Review Programme Plan and Stakeholder Engagement Plan were circulated to SCT. The Programme Plan provides a timescale for the work streams within the Strategic Review. The Stakeholder Engagement Plan details proposals for consulting with stakeholders (both internal and external) during the SWOT analysis component of the review. SCT approved both documents. A communication strategy would be drawn up in consultation with Media & Marketing Dept.
- 1.3 Updates on various work streams will be presented to SCT over the next two months and the final report will be presented to SCT in September prior to being presented to September's Police Authority meeting.
- 1.4 A draft list of desired outcomes was discussed. SCT asked that further work be undertaken to make the list of desired outcomes more extensive and gave a number of examples that should be included. These include response times, investigating crime, preventing crime, victim care, reassurance and visibility. A list of areas discussed will be forwarded to Marie Daniels.



- 1.5 SCT then completed a SWOT analysis and listed the strengths, weaknesses, opportunities and threats for BTP. Marie Daniels will lead a similar exercise at June's FMT meeting. Consultation will then commence with internal and external stakeholders. The product of this consultation will be presented in a report to SCT.
 - 1.6 The Police Authority meeting for 29 July was discussed. For this meeting a Finance report covering the first quarter is required, which needs to include the establishment data. The establishment data is to be cleansed, signed off by Area Commanders / FHQ Department Heads and presented to SCT on 5 July for approval. Also to be approved at July's SCT meeting are the Finance report and the report detailing the CIPFA return. **Action Linda Scott, Andrew Clarke, Marie Daniels**
- 2. Actions from previous meetings**
- 2.1 The update on actions arising from previous meetings was noted. The review of risk management will now be presented to SCT on 5 July 2010. Confirmation of when the new billing process for personal calls made on Force mobiles will be implemented to be emailed to SCT. **Actions : Andrew Clarke**
- 3. Performance against 2010/11 Policing Plan**
- 3.1 BTP is currently achieving 6 of the 13 national targets and 20 of the 35 local targets. None of the crime targets have been achieved so far this year. Cable related offences, anti social behaviour in the evening, and offenders detected for football related offences are the targets being failed by the biggest margins. Resources from the Central Taskforce were allocated to North Eastern Area at last week's tasking meeting to provide additional resources for the next 5 weeks to tackle the increase in cable theft on Area. ACC Pacey has also arranged to meet all Area Commanders later this month to discuss the increase in violent offences.
- 4. Programme Board Management Summary**
- 4.1 The Establishment Project is the only Force level project currently graded as red. However whilst this was accurate at Programme Board when the data was compiled, all Area data has now been received and input and this project is now graded as Green.
 - 4.2 The projects graded as Amber are:
 - Impact Programme – recent recruitment issues led to slippage in the project
 - Case & Custody – technical issues need to be fixed before training is provided to officers
 - Disclosure Unit – recruitment issues have lead to the delay in interviews
 - Business Intelligence – a new project team has been set up and is reviewing the business case
 - GIS – project slipped due to issues with the procurement of Command & Control
 - 4.3 All other Force projects are graded Green.



5. Engaging Police Staff (EPS)

- 5.1 A decision was sought from SCT regarding the implementation of EPS. 94% of staff voted, with 78% voting yes, 16% voting no, and 6% not returning their ballot papers. Given the high percentage of staff who voted yes, SCT approved the implementation of EPS with effect from Period 5.

6. Recruit Officer Selection

- 6.1 Options to improve the recruit officer selection process were presented to SCT. The aim of this project is to improve the recruitment process and deliver a high calibre of candidate. SCT approved option 3 which was to develop a bespoke recruitment process for BTP. This should include a minimal education requirement (5 passes at GCSE level essential and degree desirable), a high level of written and oral communication skills, and an enhanced physical fitness test. It was also agreed that the decision on whether vacancies should be filled by transferees or new recruits would in future be taken centrally as opposed to by Area.

7. Pensions

- 7.1 Linda Scott provided an update on the deficit of the pension fund.

8. Taser Pilot

- 8.1 The Taser pilot commenced on 19 November 2009 covering 8 pilot sites (6 in London, Manchester and Cardiff). 103 BTP officers are currently trained in Taser, which has been deployed on 26 occasions since the start of the pilot. SCT agreed the continuation of the current deployment of Taser and agreed to extend the use of Taser and train an additional 192 officers bringing the total number of officers qualified to use Taser to 295. The Chief Constable will discuss this with the BTPA Chair and also include an update in his report to July's Police Authority meeting. **Action : Chief Constable** ACC Thomas will present a fully costed business case seeking SCT approval for the permanent deployment of Taser in BTP to SCT in August. **Action : ACC Thomas**

9. Period 2 Finance Update

- 9.1 A discussion around the management of the centrally held fund took place. The delivery of 20% savings across BTP under travel and accommodation, overtime and contractors/temp/agency staff was also discussed. A more detailed note is included in the restricted version of the minutes.

10. Strategic Risk Register

- 10.1 SCT reviewed the Strategic Risk Register that is due to be presented to Audit & Corporate Governance Committee in June. Eight risks owned by BTPA have been added to the register and BTP risks updated. Further work is required on the register before it is forwarded to A&CG. Any feedback on the register is to be forwarded to Andrew Clarke by 17 June. **Action : SCT**