

Meeting	SPA Board Meeting
Date	2 May 2018
Location	Stirling Court Hotel, Stirling
Title of Paper	British Transport Police Integration Update
Presented By	Tom McMahon, Police Scotland
Recommendation to Members	For Noting
Appendix Attached	No

PURPOSE

To provide an update on the integration of British Transport Police functions into Police Scotland.

1. BACKGROUND

- 1.1 The Scottish Government (SG) and Department for Transport (DfT) chair and manage jointly the British Transport Police (BTP) Integration Joint Programme Board (JPB) which was set up to deliver the integration of BTP in Scotland into Police Scotland. The BTP Integration Joint Programme Board comprises membership from Police Scotland, BTP, British Transport Police Authority (BTPA), the Scottish Police Authority (SPA) and Transport Scotland.
- 1.2 The original date for 'go live' of integration was 1st April 2019. However, following significant work and analysis overseen by the Mobilisation, Transition and Transformation (MTT) Programme since its inception in Autumn 2017 (led jointly by Police Scotland and BTP/A and previously reported to the SPA), the JPB recommended to Scottish Ministers in February 2018 that this date could not be met safely and that a 're-planning' exercise should be conducted to establish a new date for commencement. This advice was accepted by Scottish Ministers and subsequent engagement across partners has continued to shape and agree the approach to determining a revised date for commencement.

2. Shared approach to re-plan and future of the MTT

- 2.1 Over the last 6 months, the MTT Project has played a key role in considering operational requirements and providing further information on opportunities and risks. This enabled Police Scotland and BTP/A to reach a shared and evidence based conclusion on the achievability of April 2019 for 'go live' and to make a clear recommendation to the JPB.
- 2.2 There is agreement across JPB partners that we should continue to move forward collaboratively and since the last update to SPA members (27 March 2018) JPB partners have agreed to support the further strengthening of the role of the Joint Programme Board (JPB) in the governance and oversight of the re-planning activities. This is to be achieved by forming a single Programme Management Office (PMO) to direct programme delivery. To support continued collaboration, this will include personnel from the Scottish Government, Police Scotland, the British Transport Police, the

British Transport Police Authority and their delivery partners Ernst & Young (EY) working as part of a single PMO. This will be further supported by the JPB meeting on a more frequent, monthly basis. In light of this, the MTT has been effectively stood down and we expect to discuss next steps around governance of the re-plan (which SPA have requested includes a cost / benefit analysis of 'full integration') and integration itself at the joint two day workshop for JPB partners on 25 and 26 April which is being co-ordinated by the PMO. Further details on the structure and approach to the re-plan will be provided to SPA in the coming weeks.

Police Scotland Due diligence update

- 2.3 Following a competitive tendering process, Police Scotland commissioned EY to undertake a due diligence exercise in February 2018 on BTPA to establish a clear picture on finance and assets affected by the integration. This exercise is expected to conclude in Summer 2018 and updates will be provided to SPA in due course.

Police Scotland's overall approach to integration

- 2.4 Police Scotland remains committed to working with all partners to achieve the will of Parliament as set out in the Railway Policing (Scotland) Act 2017. The re-plan exercise which will be overseen by the JPB in the coming months provides the opportunity to ensure that there are shared plans and the alignment of resources against priorities to ensure a safe and successful integration. In addition, Police Scotland envisage significant benefit in affording more time and opportunities to engage with affected officers, staff and stakeholders.
- 2.5 In undertaking this work, the priority for Police Scotland, as always, is to ensure that we continue to deliver the highest possible standards of service and that all of our communities, including people who work on and use the rail network, are kept safe. As previously agreed with the JPB and discussed with SPA in previous public meetings, in undertaking this integration our risk appetite is low and all future commitments and plans will reflect that approach to risk tolerance and management.

Police Scotland operational lead

- 2.6 In March 2018, ACC Mark Williams was given Executive level responsibility within Police Scotland for successful operational integration of railway policing functions into Police Scotland. He and the Director of Business Integration will continue to work jointly to ensure the safe and seamless transfer of responsibilities from BTP/A to Police Scotland and the SPA.

3. FINANCIAL IMPLICATIONS

- 3.1 There are financial implications in this report as set out above. The integration of railways policing functions into Police Scotland will carry immediate costs in the dedication of staff and officers to this complex task. In addition, as previously reported to the SPA, Police Scotland and SPA are incurring costs for the provision of both programme management support and due diligence from a professional services partner (EY). The MTT has monitored costs since its inception and under new governance arrangements we will expect the PMO to deliver the same.
- 3.2 Longer term costs around the establishment of appropriate pension arrangements for transferring BTP officers and staff and existing retirees affected by the change will be overseen by the JPB and are the subject of ongoing engagement between SPA and Scottish Government.
- 3.3 Further financial implications for SPA and Police Scotland will become clearer at the conclusion of the due diligence exercise in Summer 2018.

4. PERSONNEL IMPLICATIONS

- 4.1 There are personnel implications associated with this update paper given resource requirements set out above. Wider personnel implications are primarily around the transferring status of officers into Police Scotland and associated terms and conditions which is currently work in progress being overseen by the JPB.

5. LEGAL IMPLICATIONS

5.1 All legal implications from integration will be considered through the JPB.

6. REPUTATIONAL IMPLICATIONS

6.1 The successful integration of railways policing has significant reputational implications for Police Scotland and the re-plan affords the opportunity to arrive at a shared and evidence based plan for the achievement of a new integration date.

7. SOCIAL IMPLICATIONS

7.1 There are no social implications associated with this paper.

8. COMMUNITY IMPACT

8.1 There are no community implications associated with this paper.

9. EQUALITIES IMPLICATIONS

9.1 There are no equality implications associated with this paper.

10. ENVIRONMENT IMPLICATIONS

10.1 There are no environmental implications associated with this paper.

RECOMMENDATIONS

Members are requested to: *Note the information contained within this update report.*