

BTP Federation Conference Programme 2018



British Transport Police Federation Annual Conference

13-15 March 2018

Holiday Inn, Manchester City Centre

2018 Conference Programme



“We’re proud of our members and their commitment to keeping the travelling public and rail staff safe.”

Dedication And Commitment

Welcome to Manchester and to the Annual Conference of the British Transport Police Federation. Over the past 12 months the exceptional dedication and commitment of our members has been seen around the world.

Tragic incidents, such as the devastating attack on Manchester Arena, saw British Transport Police officers work with their own colleagues, and those from other forces, in extremely challenging circumstances. Many people who assumed they knew what the role of a BTP officer involved were shown very different aspects of our work.

BTP officers are specialists. Our members police a unique environment and do so efficiently and effectively.

Furthermore, they do so despite some of the challenges that you will read about in the reports from our Area Secretaries and hear about from today’s speakers. The impact of demand and rosters on our members’ wellbeing, and the effects of integrating BTP Scotland into Police Scotland are just two matters which had, and continue to have, a significant bearing.

We’re proud of our members and their commitment to keeping the travelling public and rail staff safe. **We’re proud to be BTP officers and to represent our fine colleagues. And so ‘pride’ remains the theme for Conference 2018.**

We encourage you to get involved in today’s sessions, learn from and ask questions of our guest speakers, and talk with colleagues. This is the only time that all of our Federation representatives get together, so let us take the opportunity to share our knowledge and experience.

The Executive Team



Mark Marshallsay, Darren Townsend and Nigel Goodband at National Police Memorial Day 2017.



Conference Agenda

**Conference will begin at 9am on Wednesday 14th March.
Delegates are requested to be seated in the Conference Hall in good time.**

- 09.00** Conference Opens
- 09.15** Federation Chairman's Address
- 09.45** Minister's Response to Conference
- 10.15** Coffee
- 10.30** Q&A with Chief Constable Paul Crowther and Charlotte Vitty, CEO of British Transport Police Authority
- 11.45** John Sutherland presents Blue: A Memoir – Keeping the peace and falling to pieces
- 12.30** Lunch
- 13.15** BTP Staff Survey – presentation from Dr Les Graham, Durham University
- 14.30** Coffee

Closed Session of Conference

- 14:45** Internal Conference commencing with General Secretary Report
- 15.15** Committee Reports
- 15.45** Rule Changes and Motions
- 17.30** Conference closes



Uncertain Times In Scotland

When preparing my annual report for Scotland I again reflected on last year's report and what has taken place since then. The Railway Policing (Scotland) Act 2017 is now law, which ensures that the BTP Scotland will merge into Police Scotland in 2019.

We are little over a year away from this happening, yet despite the clock ticking very little progress has been made on the transition. [Editor's note: the process has currently been paused.]

Officers in Scotland feel a mixture of frustration, anger and abandonment.

Crumbs From The Table

The Joint Programme Board (JPB) is the inter-government body established by both the UK and Scottish Governments to oversee this merger.

Everyone has a seat at the JPB table, apart from the staff associations.

The BTP Federation have to be content to get crumbs from the table, from separate meetings with the Scottish Government, which are held after the JPB meetings.

As yet we have no specific written assurances or agreements in place which gives absolute guarantees to BTP Scotland with regards to officers' pensions and terms and conditions.

In terms of pensions, negotiations are at an advanced stage. The proposed arrangement does,



published of JPB meetings. Albeit, **the decision of the JPB is that officers will transfer over on a dual status of being both employees and office holders.**

Real Concerns

The triple lock guarantee around jobs, pensions

to the members in Scotland, morale is low and they are very tired of this long drawn out process.

This proposal is an ill-conceived plan, which in no way improves the policing of the rail network in Scotland.

It is fantasy to suggest that the specialist functions of railway policing will be maintained, never

“This Federation will continue to fight vigorously for the rights of its members in Scotland with the absolute aim of no detriment to our officers”

in principal, provide no detriment as it is basically the exact same scheme, but with a segregated fund. However, the proposal has to be approved by the trustees of the BTPFSF. [?] If they reject the proposals, what happens then?

As for terms and conditions, I am aware that work is being done on this, but I have yet to see anything concrete. I do welcome the now regular visits from Charlotte Vitty, the BTPA Chief Executive, to Scotland to answer officers' questions and concerns.

Apart from this, the only other visits and flow of communication is from BTP Federation. I read all of the communications put out by our Chief Constable, but last time he mentioned this issue directly was just after the Bill was passed in the Scottish Parliament in June this year. This in my view is not acceptable.

There had to be a FOI request to get the minutes

and terms and conditions – much heralded by the Scottish Government – does not provide any comfort for our members.

I have real concerns, that unless we have a comprehensive agreement in place prior to the transfer, then we will be at the mercy of our new employer.

Both, the UK and Scottish Governments have said that the transfer will be a 'TUPE'-like transfer, which talks about issues including contracts of employment and collective bargaining.

I await with interest the proposal which gives us access to a machinery of negotiation and ultimately independent arbitration. This type of process does not exist in Police Scotland, whose officers work under Regulations.

Uncertain Future

All of this uncertainty is obviously of great concern

mind enhanced by being part of Police Scotland. Nevertheless, this Federation will continue to fight vigorously for the rights of its members in Scotland with the absolute aim of no detriment to our officers.

I am obviously aware that we have other issues to contend with, but to be honest the merger into Police Scotland is the main issue and I have chosen to deal with this issue only. I would like to thank all my fellow reps, Matt, Dougie, Gordon and Stuart for their support and their support of our members during this time of great uncertainty.

I would also like to thank Nobby, Darren and Mark for their efforts and support. To Jill and Yvonne in the Fed office, keep up the good work and thank you again.

Mike McEwan
Area Secretary

A Very Challenging Year

I never find writing this report an easy task, especially trying to make it a balanced and proportionate one; I feel sure that will be much harder this year.

This has once again been a challenging and demanding year for the force, including the Wales and Midlands area. BTP officers once again showed their professionalism and willingness to work in partnership with their Home Office colleagues and the rail industry to ensure that public and officer safety was paramount and disruption and anti-social behaviour were kept to a minimum.

Sporting Events

Early in the year the annual Six Nations rugby fixtures at the Principality Stadium Cardiff proved as challenging as it ever does when moving large crowds of often drunk individuals through a station that was never designed for the purpose.

Also at the Principality Stadium, two years of planning came to fruition when the Champions League final was held between Real Madrid and Juventus was staged at the Principality Stadium.

This was one of the biggest policing operations that Wales has ever seen.

Federation area representatives were involved in the planning process from day one and it was heartening to know that any concerns we raised were addressed and that there was a willingness



I am an officer that works them, I am an officer that is affected by them, I am an officer whose life is being turned upside down by them and as a representative I talk to those who have become so disillusioned and frustrated by the lack of acceptance of the facts that they are voting with their feet.

We are not losing officers just because other forces are recruiting; our officers are actively seeking other forces to take them to get away from what is an inadequate roster pattern.

This year will see the start of TOM (Target Operating Model) with efficiency savings that will no doubt have far-reaching affects for us all.

has ended only to ensure the endless administrative or procedural paperwork is complete or in place; and Rest Day cancellations which continue to be commonplace. I wonder how much more is expected of our officers?

Immense Bravery

In May, we attended the Manchester Arena attack. British Transport Police officers showed their courage and ability and I would like to pay tribute to the Police Officers, Fire and Ambulance services, the public and rail staff who responded to the attacks, showing immense bravery and compassion.

In June, an incident at London Bridge again af-

“Even as morale within the British Transport Police appears to be at an all-time low, officers still put themselves in the line of fire”

to listen and implement changes where benefits could be seen. The policing operation at the event, though difficult, went smoothly.

There were numerous other events and incidents, including our deployments to meet the policing of football, that didn't make the headlines but deserve a mention nonetheless.

These will have been where officers, few in number and in testing circumstances, were required to deal with non-compliant and aggressive individuals to maintain the safety and confidence of all that use the railway.

The Federation has and will continue to push for more Taser-trained officers, better functional equipment and officer welfare initiatives.

Force Rosters

Officers continue to step up to the plate for each event and so I cannot avoid the elephant in the room: rosters.

However, officers are concerned that it will mean more paperwork, which will give them less time actually policing and more time sat in front of a computer churning out evermore bureaucratic bits of information. Perhaps senior management could attempt to put their minds at rest?

Single Officer Patrol Strategy

We will also see a massive intake of officers coming out of our training establishment, as well as those for the new Counter Terrorism hubs in the Midlands and the North West which have come about as a result of recent and horrific major incidents.

With more new and inexperienced officers on the ground and the threat level at Severe, it is concerning that we still maintain a Single Officer Patrol Strategy, coupled with the emotive Roster Pattern; Niche, which seems to ensure that an officer is tethered to a computer long after their shift

affected the British Transport Police. Officer Wayne Marques ran towards the incident, encountering one of the attackers, and used his baton to protect other victims. Bravery beyond words.

Even as morale within the British Transport Police appears to be at an all-time low, officers still put themselves in the line of fire. **No matter what the day or incident our officers remain professional and dedicated.**

I would like to finish my report with a thank you to my committee. We have one of the largest areas in size to cover and now, thankfully, we have a full committee and a fairer spread across the area.

So, to those newer in post, welcome, and to those longer in the tooth, stick with it - your efforts are appreciated particularly by those in their hour of need.

Debi Rouse
Area Secretary

What a year this has been for BTP. We have certainly made our mark and proved to the Government, general public and the media that we are very skilled and professional police force; as good as, if not better than our Home Office colleagues.

Some colleagues of ours in BTP have shown true heroism and put the force on the policing map on a massive scale.

Thank You All

The Pennine West committee thank you all. On a personal note, I no longer have to explain my role as a Rail Cop or try and convince friends and family that I am a real police officer.

Our actions in Manchester and London have made sure of that. So what if our senior officers don't tell everyone that we were there too? It matters little and the truth will out.

The important thing is we do our job and we get it right. We excelled ourselves.

On behalf of my committee I would like to take this opportunity to wish the families of all PCs killed or injured in all terrorist atrocities our deepest sympathy for their loss and sometimes life-changing injuries. I am sure they will be named elsewhere and we congratulate them all for their bravery.

Review Failures

What can I say about the cancelled Demand Review/Demand Reset/Demand Reset? A few words: failure, farce, misleading information. Who is in charge? I do feel for our Executive Officers who have to work through this. It cannot be easy when you appear to be reaching agreement and getting somewhere near agreement, and the goalposts are moved or sometimes removed completely and hidden.

The Crime Review has also proven to be a failure. CID teams are spending far too many hours of their day (and night) dealing with minor crime and this was not the intention. Morale has taken a dive with Detectives also.

We all understand the effect crime has on victims and the Victims' Charter, but **to tie CID departments down with bike theft and low-level offences and regular updates is not the best way to utilise their skills.**

It is not helped by DO's [?] attempting and sometimes succeeding in sending Detectives 40+ miles to interview for low level offences. This was not the intention of the Crime Review. As I write this it looks like things are changing and not a moment too soon.

Frontline Issues

On the issue of officers leaving the BTP, **I am yet to see any real evidence that the organisation**

We Have Excelled



Ourselves In A Difficult Year

is tackling this issue and understanding the reasons behind why so many of our experienced officers are leaving.

It is good that we are recruiting new officers but these officers are inexperienced. We are losing so many experienced officers that we are in danger of not being able to provide our core role, and I hear in some areas that this is already the case. As with any organisation, retention of staff is a priority and we should be no different.

I am very pleased with the roll-out of body-worn video cameras for our frontline officers. This is an excellent tool in the evidence-gathering process and I believe it will also act as a deterrent to any would-be miscreant when faced with a single officer on duty.

It is also pleasing to receive a pay rise, especially with interest rates rising slightly. It was nice to be rewarded with a 1% payment but it's a pity it wasn't a proper 2% pay rise. Maybe a new Government will reward all emergency service personnel with a proper pay increase.

Is it just me or are officers being placed onto the Ill Health Procedure too soon? And are they

have gone the extra mile to prevent this merger happening.

It's not value for money and it is not fit for purpose. Good luck to all members in Scotland.

The new group insurance scheme appears to be a success and I have heard numerous officers praising it, which is pleasing. Likewise the Police Treatment Centres are also delivering on behalf of our members.

Standing Proud

No matter what the level of morale, no matter what the policies and procedures are or what the Government throws at the police, this Force and the members we represent can stand proud, especially those in the Pennines sub-division.

The amount of work officers put in on a daily basis to achieve the aims and objectives of the Force with pure steadfast determination, self-motivation and good will is a credit to them all and I personally thank them all.

The recent PFEW circular 024 – 2017 and Employment Tribunal hearings following misconduct panel hearings was excellent news and the door

“Colleagues of ours in BTP have shown true heroism and put the force on the policing map on a massive scale”

then being put on a Step Two before specialist reports have been conducted. Let's not allow this procedure to be rushed through and let's get it right for our members.

I have heard our Professional Standards Department described as 'a necessary evil'. Yes, I support the PSD and I agree the role is a necessary one. We need an effective PSD, but some of the disciplinary procedures myself and colleagues have been involved in over the past 12 months have been just silly and unnecessary.

To repeat a line of a former Area Secretary: **we should all encourage the Force and PSD to adopt a more timely and productive process with a motto of “let's learn rather than blame”.**

The situation in Scotland is a crying shame. What is happening to our colleagues in Scotland is pure nationalism at its best (or worst). It is wrong on almost every level but seems to be going ahead anyway to suit a political party and its political aspiration.

I believe our Executive and our senior officers

is now open to bring Employment Tribunal claims even outside of the usual time limit.

I really do hope that the UK does not lose its EU protection for workers' rights including police officers once Brexit is realised.

The regular feedback from our Executive is welcome and it is reassuring to read the updates and blogs about what our officials have been doing during the past month or so. If I was to be slightly critical, the Chairman's blog could be a little shorter and I could save some battery life on my phone!

Finally, I would also like to show my appreciation to the members of the Pennine West Area committee for their continued support.

We have had a lot of disciplinary issues over the past 12 months and I thank them all for the way they have dealt with those issues and assisted our officers in their time of need.

Dominic Wilcox
Area Secretary





Working For Members

It is a great privilege to present the annual report for the Pennine East committee of C Division. I put myself forward for the vacant PC representative vacancy and was selected by my peers this September, after which I was quickly asked whether I would consider being put forward for the vacant Pennine East Secretary role. I thought to myself 'that sounds important, I'll give it a shot'. They neglected to inform me it involved writing and the pressure of delivering the Federation diaries on time!

Can I start by first remembering and celebrating the life of our colleague PC Steve Thackery who sadly passed away this year. He will be sorely missed by all his colleagues and friends, and my thoughts are with his family at this difficult time.

Working Hard For Members

I would like to emphasise and highlight the excellent work that Federation representatives do on area which sometimes goes unnoticed. This involves supporting officers with various welfare issues and assisting them in times of financial hardship.

There is a lot of work, preparation and support provided in supporting officers through the legal process, which starts from the initial allegation, meeting solicitors and Barristers through to the point of providing support at

Chuckle Brothers: "to me to you".

It feels like the shifts were set up to fail with the instigation of shift patterns where there was insufficient staff to ever fulfil them.

They appear to be going down the path of "if we can't convince them, confuse them". It's worrying that despite the amount of time, effort and money which has been at the disposal of the Demand Review team, they have still been unable to provide a workable solution.

The final nail in the coffin was the recent bar chart which suggested that after all, the demand and review was a success and their imposed shift patterns were the best ones available to us.

I know supervisors are frustrated that they haven't been listened to and now see their staff more infrequently. I believe a simple "we've got it wrong" would be a good starting point.

On the plus side there has been some movement and a common-sense approach used in the shifts for pro-active teams based in this area, which offers some hope for us all.

Feeling The Strain

Officer strength and retention has begun to dwindle and we have raised concerns regarding officer safety with a number of officers now permanently single-crewed.

"Officers are tired, fatigued and confused over their shift patterns and prospects for the future"

misconduct hearings.

I would also like to offer my full support and backing to the new Federation insurance scheme which I hope members have taken up. It's a fantastic addition and I am aware of a number of officers that have used various aspects of this from mobile phone cover to legal advice. The Federation can help officers to complete forms and obtain the best advice and services for them.

Additionally, a lot of hard work has been going on in the background securing and cementing a better working relationship with PSD in order to expedite enquires.

It has been a busy and eventful year on area and there has been some outstanding work carried out by officers, dealing with and supporting major incidents in Manchester and London. A number attended the scenes immediately on the day/night in question.

I am fortunate that I am able to speak with and meet officers across the Pennine East area to gauge their mood and morale, and I must say it's a similar story across the board.

Shift Changes

Demand and Review, where can you start? After the recent developments it is playing out more like an episode of the

Officers are tired, fatigued and confused over their shift patterns and prospects for the future; some have decided to look at different careers or other forces. The service appears to have recruited heavily this year, but this only seems to be balancing the books due to the numbers leaving through choice or retirement.

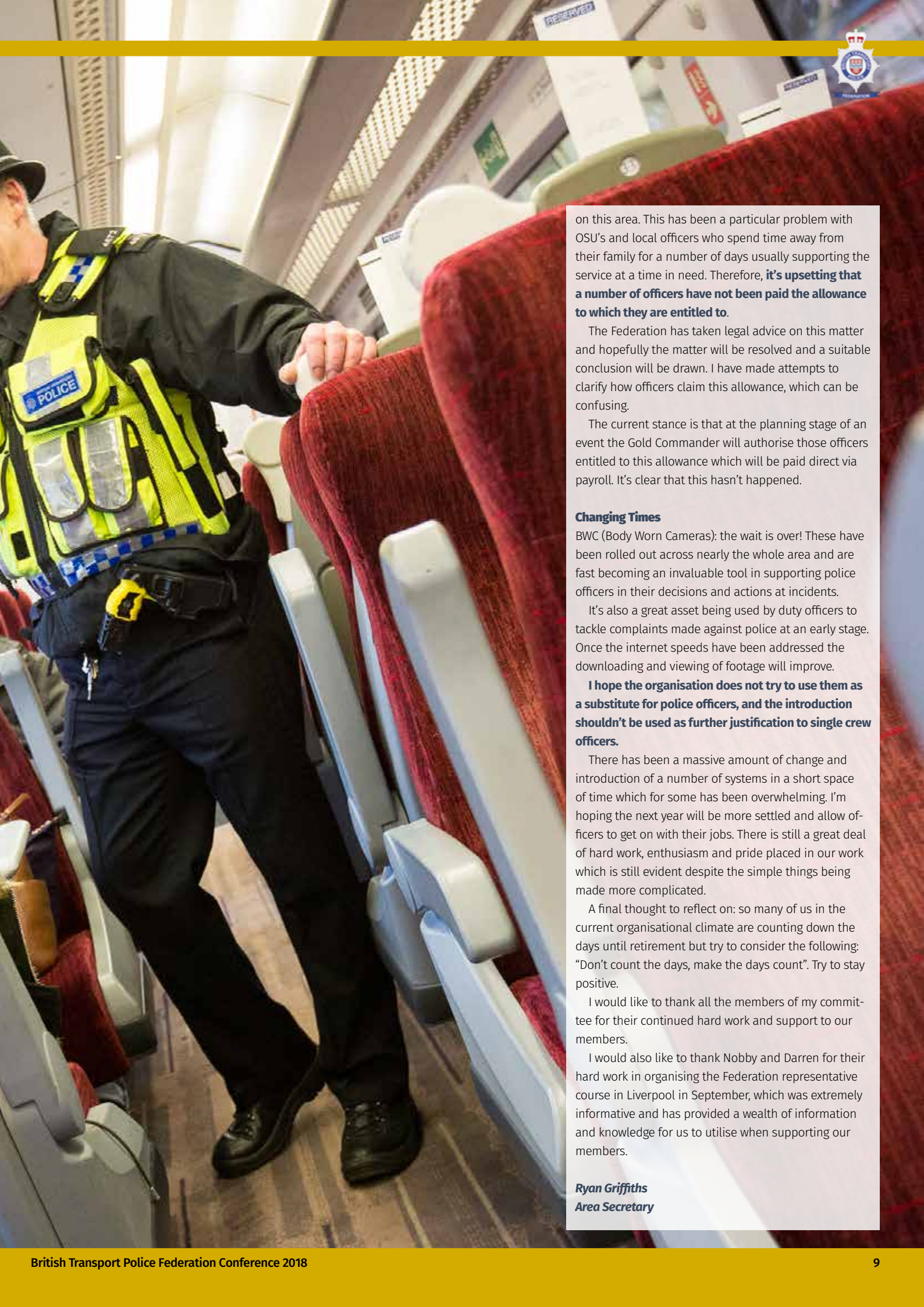
In some areas this means the workforce is inexperienced and being tutored by young-in-service officers. Officer numbers for the front line appear also to be affected by the numbers currently on TDR [?] based on not achieving the futures test.

This can be for several genuine reasons and those officers that want to return as quickly as possible are being told they have to wait up to three months for the next course. There appears to be an issue with the JRFT being linked to OPT [?] and I hope there will be efforts to separate the two to alleviate this problem and get officers back to frontline duties as soon as possible.

Niche is still an issue with some officers but hopefully the introduction of direct input will make things easier and means spending less time on the telephone trying to update certain parts of the records.

Overnight allowance has been a big bugbear for officers





on this area. This has been a particular problem with OSU's and local officers who spend time away from their family for a number of days usually supporting the service at a time in need. Therefore, **it's upsetting that a number of officers have not been paid the allowance to which they are entitled to.**

The Federation has taken legal advice on this matter and hopefully the matter will be resolved and a suitable conclusion will be drawn. I have made attempts to clarify how officers claim this allowance, which can be confusing.

The current stance is that at the planning stage of an event the Gold Commander will authorise those officers entitled to this allowance which will be paid direct via payroll. It's clear that this hasn't happened.

Changing Times

BWC (Body Worn Cameras): the wait is over! These have been rolled out across nearly the whole area and are fast becoming an invaluable tool in supporting police officers in their decisions and actions at incidents.

It's also a great asset being used by duty officers to tackle complaints made against police at an early stage. Once the internet speeds have been addressed the downloading and viewing of footage will improve.

I hope the organisation does not try to use them as a substitute for police officers, and the introduction shouldn't be used as further justification to single crew officers.

There has been a massive amount of change and introduction of a number of systems in a short space of time which for some has been overwhelming. I'm hoping the next year will be more settled and allow officers to get on with their jobs. There is still a great deal of hard work, enthusiasm and pride placed in our work which is still evident despite the simple things being made more complicated.

A final thought to reflect on: so many of us in the current organisational climate are counting down the days until retirement but try to consider the following: "Don't count the days, make the days count". Try to stay positive.

I would like to thank all the members of my committee for their continued hard work and support to our members.

I would also like to thank Nobby and Darren for their hard work in organising the Federation representative course in Liverpool in September, which was extremely informative and has provided a wealth of information and knowledge for us to utilise when supporting our members.

Ryan Griffiths
Area Secretary



Proud Of Our Brave Officers

Last year was an interesting one for BTP, and especially for the Federation. Brave new worlds were heralded in with graphs, pie charts and figures determining the way BTP and our members work and were placed.

Despite the Federation warning this system would not work, hierarchy insisted on pushing forward, listening to analysts using their graphs that resembled my heartbeat rather than officers on the ground. The Federation that knew this system would not be achievable.

And so, in April the Demand Review was put in place, with promises that this was the right move forward and this system was going to work. It didn't. After a few months, with **officers on their knees, shortages in areas and massive rest day cancellations**, local areas were asked to look at alternative shift patterns, but again based on my heartbeat. BTP said hello to DRD Reset. [?]

A division was mostly immune to this, but B Division confidently looked forward to righting the wrong, and a team was put in place to look at finding a better future. Unfortunately, any changes needed to be put through the original Demand Reset Team – a bit like asking turkeys to vote for Christmas.

I can say the Senior Management Team of B Division were fully supportive of the change and worked closely with the Federation to compile



being diverted from their original posts to the new TFL neighbourhood teams. Other posts were depending on these officers as they were short of resources and putting further strain on those covering vacant posts.

Having said that, officers out there continued getting on with the job, and although on their knees, carry out exceptional work.

It is a credit to them that despite being tired they continue to be professional, and events at Westminster and London Bridge, as well as Manchester, show their mettle and bravery.

I believe every officer within BTP puffed out their chests and felt proud to be part of a team

Federation for a number of years and was a wealth of information and knowledge. He will be missed and I wish him well.

Ken Mackie also left the organisation to concentrate on civilian life, and again I wish him well in his new choices. Also, long-serving Graham Poyser retired. As a Federation Rep, and as a Treasurer, he kept us afloat and within our budget, and we wish him well in his new career.

I welcome Mark Marshall say to our Treasurer role, only in the hope that he pays my expenses! I imagine it is a demanding and vital role, and if only I had paid more attention to my abacus at school I may well have applied myself.

“Officers out there continued getting on with the job, and although on their knees, carry out exceptional work”

shifts that suited demand as well as officer needs.

To their credit they listened to officers and the Federation, and the collaboration showed how management and staff organisations could work and together, and listen to concerns from both sides. Unfortunately, the original Demand Team showed a total unwillingness to change their system, and so, although proven to be unsuccessful, it was decided to persist with their original patterns.

Officers were further demoralised, having had a carrot dangled in front of them and then having it whipped away.

Losing Experienced Officers

Although recruitment is going well, experienced officers are being lost through natural wastage or transfer. This will reflect in the coming years when these young-in-service officers are not engaging with experienced colleagues.

TFL also needed more resources, requiring another movement of officers as well as new recruits

that carried out outstanding feats, and indeed it shows that we are a family. I have not said too much about these feats as although the stories have been told, the awards ceremony last night explained much better than I can.

Making Changes

Our Chairman, Nobby Goodband began his blog last year, and has had rave reviews, apart from at FHQ! Officers often comment that it is refreshing to see what the Federation is involved in, and the fact we are doing more than just providing the most expensive diary in the world. Thank you Nobby! Our website is up and running at www.btpolfed.org.uk, which assists Reps on the ground.

Our new Insurance scheme, although initially complained about because of the increase in fees, has clear benefits and most are more than happy with its services.

We said goodbye to two of our Federation colleagues; Kevin Gardiner who worked with the

I welcome our new Representatives into the fold. They are much needed, especially as there appears to be a rise in welfare issues, as well as discipline, and officers feel they are being supported when they speak with Federation.

It is a bonus having Federation Reps within A Division environment, as they are much needed. There are issues within A Division that can be addressed by them, as they know the intricate policies and procedures followed within that division.

BTP Federation is in a positive position for 2018, and I do believe officers are more appreciative of our work, in all Divisions. It's appreciated that no matter where there is a Federation issue, whether in their particular area or not, Federation Reps speak to each other and assist.

We have a very supportive police family, and may it continue in the future.

Mark Bishop
Area Secretary

It Is Time To Listen To Us

It is no exaggeration to describe the current crisis across BTP as deep and gloomy. Those of us who occasionally trawl through social media cannot be anything other than profoundly depressed by what seems to be a constant stream of resignations and transfers out of an organisation which seems to have stopped listening.

I need to give heartfelt gratitude and thanks to my own B Division South committee for all their work and support and also to Superintendent Jordan and the Divisional Commander, Mr Fry. Both are as frustrated and exasperated as the rest of us with the refusal of HQ to see that the ship is heading towards the icebergs and asking the band to play louder will not stop it from sinking.

Banana Skins

For a supposedly intelligent evidence-based organisation to make mistakes with something as basic and fundamental as a Demand Review roster in the face of unprecedented counter-terrorism dangers is beyond breath-taking.

I do not have the time or patience to list the number of managerial banana skins over the last 12 months, nor do I believe it would be helpful to do so. I do wish to target my frustration on just one single policy, which I believe to be way past



London Bridge and Parsons Green, the policy had run its course.

I am a Taser officer. I think that society is not going to get any safer and it is better to carry than to not carry. However, there is a weight of resignations fuelled by the strong perception that Operation Pegasus is a blunt, clumsy and lazy way of pretending to offer a degree of security.

The training for the Taser is a national package which relies heavily on the concept of an officer working with a partner/cover officer who can arrest the suspect while the Taser officer has the prisoner 'covered' with the option of a further de-

*If you can trust yourself when all men doubt you,
But make allowance for their doubting too;
If you can wait and not be tired by waiting,
Or being lied about, don't deal in lies,
Or being hated, don't give way to hating,
And yet don't look to good, nor talk too wise.*

Time To Listen

Across the force, we held our breath from November while the review of the review was held, with the desperate hope that common sense and a combined sense of unity across all ranks in the force would win the day. But alas I fear the wait

“Operation Pegasus is a blunt, clumsy and lazy way of pretending to offer a degree of security”

its sell-by date. The Demand Review is clearly a complicated and involved subject that will require brains far greater than mine to solve, but **where was the effective listening when during the consultation period the screams of “this will never work” got louder and louder?**

Sobering Times

The Federation year begins with the Annual Conference which reviews the year just gone and plans a strategic position for the year ahead in the presence of selected guests and senior officers.

Last year's conference coincided with the news that PC Keith Palmer was brutally murdered outside the House of Commons. During Conference, Brian Williams submitted a motion that the single officer patrol strategy should be reviewed. The murder of PC Palmer occurred just four years after the murder of Fusilier Lee Rigby, who was killed in the same city for being a serving British soldier.

An intelligent, evidence-based review of the policy might conclude that following the attacks in Brussels, Paris, Berlin, Manchester and of course

ployment if the suspect does not comply. **I remain deeply sceptical that our current deployment plan does not fly in direct contravention of our own training manual.**

Perfect Storm

I do recognise that some very hard work was done by the B Division Operations department to try and modify and adapt Op Pegasus, but what we have currently is a 'perfect storm' of officers resigning or handing back their tickets faster than we can stem the tide.

Earlier readers of my numerous annual reviews will be aware of my interest in the poems of Rudyard Kipling. The current problems and challenges of B Division South, which are many and deep, are in no way any deeper or darker than anywhere else in the country and so the following lines I submit are relevant to each and every federated member of BTP all of whom are true heroes for facing the impossible day after day:

*If you can keep your head when all about you
Are losing theirs and blaming it on you.*

goes on. I fully understand the financial arguments for resisting what appears to be a simple solution of adjusting the PCs onto the current Sergeants' five-week pattern.

But the official answer of we will “put the shifts of the Constables closer in alignment with their supervisors” just doesn't wash. I had to sit my GCSE in maths three times to scrape home with a grade C but I can understand that nine and five are different numbers. I don't think Albert Einstein himself could get a nine week pattern any closer to a five week pattern if he tried.

I am a simple country man from Cheshire and I have no idea how to stop the ship from sinking but **it just might be an idea for the Chief Constable to do a little more listening and a little less lecturing.** I wish everyone good luck with the year ahead but am unable to offer any degree of optimism that common sense as a policy will be introduced any time soon.

Henry Beresford
Area Secretary



Our Incredible Officers

It is my great pleasure and privilege to present to you the Annual Report on behalf of the Tfl Central Committee. This is my first annual report, having only been elected to the position of Area Secretary a few days before the time of writing.

I received many messages congratulating me on my election for which I am extremely grateful, so thank you. I am proud and honoured to have been elected into this role and the trust and faith that our committee and our members have in me will never be taken for granted.

I like to think that I am a glass half full kind of person and have an optimistic approach to solving problems, however **you can't defend the indefensible and if you try to, people see straight through it.**

Work-Life Balance

A year ago when our last Annual Report was presented to conference the outlook wasn't good. Sadly things haven't improved at all; in fact they have got worse.

The Demand Review and subsequent Review of the Demand Review has had a devastating effect on our members. **We've seen our members strug-**

g-isation is either burying its head in the sand over, or is denying outright that there is a problem. I speak with people every single day of the week who are leaving the organisation and **it is often commented on that we lose on average 1% of the operational workforce every month**, which is just not sustainable.

Every month, our officers comment on the numbers of colleagues leaving the organisation as shown on the Origin system. **From my own personal experience I have lost two out of the five permanent members of the team that I work on.** A third member has had a job offer and is also leaving soon.

In the last correspondence from the DCC, where he announced that plans to introduce a new roster and scrap the widely unpopular nine-week core roster were not going ahead, he also announced that the force was up to full strength and that we were in fact 25 officers over establishment.

Whether or not these figures are accurate, this is not reflected on the front line. Where I work at Central London Police Station, we are seriously under resourced and have been told to expect approximately 15 new probationary officers in

Sub Division and all of its officers were absorbed into the two existing Sub Divisions on B Division: B North and B South. Tfl are clearly not happy about this decision and this is reflected with the interactions that our officers have with Tfl staff on a daily basis.

In recent months we have seen the reintroduction of the 'ringfenced' Tfl Neighbourhood Policing Teams, consisting of 85 officers which has gone a long way to repair some of the damage done. **These officers are doing an incredible job at a time of great uncertainty** and in many cases these officers have relocated back to London at very short notice.

My own view is that the best way forward for both the BTP and Tfl is to reintroduce a separate Tfl Sub Division to enhance the historic relationship that we have had with Tfl.

What we have seen since the disbandment of the Tfl Sub Division is a lot less coverage of our Tfl stations as officers have been redistributed to non-Tfl specific locations or moved out of London altogether and response times start to extend.

While matters in Scotland have been taken out of our hands, everything that is going on with regards to Tfl is entirely our own doing and

“At this very crucial time where our officers have gone way above the call of duty, the force should be asking, what we can do for them and not what can they do for us”

gle to achieve a reasonable balance between their work and home life.

We've seen them struggle with childcare, with annual leave restrictions, with short notice duty changes and we've seen them struggle with the constant under-resourcing at many stations. At best this is short changing the public that we are there to serve, and at worst is putting our officers in danger. In many cases we've seen officers set up to fail by the organisation, being set impossible goals without the resources needed and without the backing of management.

We routinely see officers working alone regardless of the shift being worked, the time of day or location.

This isn't necessarily anything to do with the so-called single patrol policy, more so that they will quite literally be the only officer on duty for their team or station.

Retention is a massive problem that the organ-

February/March of this year.

However, I am unaware of any Professional Development Officers at my station, so the likelihood is that they will be sent elsewhere and hopefully we will be lucky enough to see some of them in the future. The fact is that any PDO's that we had have left and no one is willing to undertake that role.

What we are now seeing is any of the 'good-will' that did exist slowly drying up. I also suspect that the DCC announcing that the core roster will not be changing will be the last straw for many of our officers. **This decision should be reviewed as a matter of urgency.**

Structural Changes

Then there is the monumental error in judgement by the force in disbanding the Tfl Sub Division and this is my biggest concern for the future.

As we are all aware, the force disbanded the Tfl

completely self-inflicted.

It is right to pay tribute to our officers from across Tfl at this very uncertain time for their professionalism, resilience, hard work and commitment as we all find our feet on our new areas.

Sad To Lose Scottish Colleagues

Moving on to our friends and colleagues from Scotland, it will be a very sad day when we see the break-up of the BTP as we know it, and see our Scottish officers absorbed into Police Scotland.

I'm sure that I speak for everyone in the force, not just the Federation, when I say that I am truly sorry that there was nothing that we could do to stop this from happening. **There is no doubt in my mind that our loss will be Police Scotland's gain.**

There are still many outstanding issues and concerns such as pensions, terms and conditions, and operational matters such as the integration

Deserve More Support

of IT systems to support the frontline officers. I had intended to put forward a motion at conference that our 2019 Conference should be held in Scotland, but I am reassured that this is something that is already on the cards.

Brave, Selfless And Amazing Officers

I think that this is an appropriate opportunity to acknowledge and show our great gratitude to our brave, selfless and amazing officers who were involved in the incidents at Westminster, London Bridge, Grenfell Tower and of course here in Manchester. **It is acts of bravery, selflessness, compassion and kindness like these that make me extremely proud to be a Police Officer.**

It is only down to the hard work of all of our officers, that our force still has the good reputation that it does and is so highly regarded by others. It is also true that the Demand Review would have been an even bigger failure than it currently is if it were not for the goodwill and tenacity of our officers. At this very crucial time where our officers have gone way above the call of duty, the force should be asking, what we can do for them and not what can they do for us.

I'm certain that if you speak to our officers, they would say that they don't want any special or preferential treatment, they just want what we all want: to be treated decently, fairly and with respect.

TfL Central Committee

I must say a huge thank you to the TfL Central Committee for the support and trust that they have in me. Every day that I come to work I am proud of each of you and the way in which you embody the role of Federation Rep and represent your members. You inspire me to strive to do better for our members and the cause for which we all signed up. Thank you to Kev Street, our Area Chairman; John 'Mac' McCrae; Paul Miller; Darren Craig; and Rob Doncaster.

Kev has been our Welfare Rep for many years supporting our colleagues at their greatest time of need. Kev is moving on from this role as we redistribute all of the key roles across our committee and Paul Miller takes on this important job. John 'Mac' McCrae has been a rock to the officers through the uncertain times on TfL. Mac is our Deputy Secretary on the committee and has developed a good reputation with all of the departments that we closely work with.

Paul Miller takes on my old role as Deputy Chairman on the committee and he has recently

completed his reps' training in Liverpool. Paul is extremely motivated to get started and been very proactive putting himself forward for work and roles which attract extra responsibility.

Darren Craig takes on the Health and Safety role and will be supported by Rob Doncaster as I step away from that role.

Huge thanks must go to our committee who have remained as motivated and committed to our members and each other following on from the Demand Review. We have not only had the uncertainty of the Sub Division being disbanded, but also seen a massive increase in our workloads both in our day jobs and our Federation work since the Demand Review and at times have really struggled to keep our heads above water.

Some Good News

A couple of good news stories to share with you. In the last couple of months we have had some very positive results with some of our work.

Back in December we had a good result at a Public Misconduct Hearing where we represented an officer for two counts of Gross Misconduct and in January this year a very positive result with the outcome of an IHP [?], where we helped a member stay in a Police Officer role with a permanent reasonable adjustment.

A special thank you has to go to our previous Area Secretary, Kev Gardiner. Kev was a Federation Rep and Area Secretary for many years and was

a great mentor to me when I was getting started. Kev believed in me and gave me the confidence to know that I could go out there and represent our members in the best possible way.

If there is one criticism that could never be laid at Kev's door it's a lack of commitment; he was 100% committed and dedicated to the members that we represent. I would like to thank Kev for his many years of loyal service to our Federation and wish him the best of luck for the future.

A big thank you to the team at Head Office, of Darren, Nobby, Mark, Jill and Yvonne. Without you and your valuable input it just wouldn't work, so thank you.

Thank you also to our PR expert Gemma, who has helped to modernise our Federation and bring us right up to date with our website and social media.

And thank you to Catherine, who works tirelessly, representing our members in civil matters and from whom I have learnt so much over the years. Also, a special thank you to Colin Reynolds and his team of experts from Reynolds Dawson for always fighting the good fight.

Finally, something that someone said to me only the other day and which is very true and relevant to all Federation reps 'self-sacrifice is the ultimate sacrifice'.

Jim Carty
Area Secretary



Rule Changes

Rule 23.1 Management Board

Proposed by the BTP Federation Executive

That conference ratifies the decision of the Management Board from its October 2017 meeting in which the role of the Treasurer and Assistant General Secretary were combined into one role becoming the 'Deputy General Secretary' with a Federation fund management portfolio. The role continues within the Federation Executive.

Rule 20.4 Divisions

Proposed by the Pennines West Committee

The Pennine West Federation Board submits the following rule change in respect of Area Chairman and Secretaries.

The titles refer to pre-Management Board posts when:

- The Management Committee comprised the Area Secretaries. Such Officers had voting rights on both the Management Committee and the General-Purpose Committee, which comprised all the Area Secretaries and Chairman; and
- The Area Chairman only had voting rights on the General-Purpose Committee.

Following the restructure of the BTP Federation this distinction no longer exists as both Committees were merged into the single body now known as the Management Board, and which now comprises all Area Secretaries and Area Chairman.

As such, all members of the Management Board now have equal voting rights.

Moreover, the Area Chairman and Area Secretaries now receive the same remuneration for their posts.

It therefore makes sense that the titles Area Chairman and Area Secretary are dispensed with and replaced with the term Management Board Member or similar.

This will require a minor rule amendment concerning the change of title and statement that each board should appoint two of its number as Management Board Members and it will be their responsibility to carry out the same functions that were listed for the previous posts.



Motions For Conference

Motion 1: Adoption of the audited accounts

That Conference adopts the audited accounts of the Federation, dated 31st August 2017.

Motion submitted by the Management Board

Proposed by M Marshallsay

Seconded by D Townsend

Motion 2: Increase to member subscriptions

The purpose of this motion is to propose an increase to member subscriptions, which currently stand at £18.00 every four weeks. The proposed increase is £1.00, bringing the total to £19.00 every four weeks. The increase would be on the proviso that members receive an annual pay increase of more than 2% this year. If the increase is less than this, then a smaller increase in subscriptions, of 50 pence every four weeks, will be applied commencing 1st September 2018.

Motion submitted by the BTP Federation Executive

Proposed by M Marshallsay

Seconded by D Townsend

Motion 3: Police Regulations

Currently BTP operates outside of Police Regulations because the British Transport Police Authority (BTPA) has failed to exercise its power under Section 36(1) of the Railways and Transport Safety Act 2003, which allows it to make regulations for the governance, administration and conditions of police officers or other persons employed in the service of the Police Force which apply with or without modification of the Police Regulations made under section 50 of the Police Act 1996.

Section 36(3) of the Act only allows such modifications that are necessary to reflect the structure and circumstances of the BTP.

It is however interesting to note that the BTPA have found the time to exercise their power under Section 36(2) of the Railways and Transport Safety Act 2003, on at least three occasions in the last 15 years as they have made regulations which replicate Sections 84 & 85 of the Police Act 1996, which cover disciplinary and UPP proceedings.

In short, it seems that there is an appetite to adopt punitive measures to deal with discipline and unsatisfactory performance but not to adopt Regulations which would provide officers with the guarantee of comparable conditions that are afforded to our colleagues in police forces in England and Wales.

There is currently an attempt by the Force to create its own Regulations by largely consolidating existing SOPs to plug this vacuum using similar provisions to Section 36(4) of the Railways and Transport Safety Act 2003. However there does NOT appear to be any lawful authority for this as that subsection clearly states that it is the BTPA alone that has the power to make provision about the terms and conditions of employment of constables or other persons employed in the service of the BTP.



The provision of Regulations would create certainty and a fixed point of reference for our officers and the Pennine West Federation Board ask this conference to support a motion that the BTPA exercises its power to create Police Regulations for this Force.

Motion submitted by Pennine West Area

Proposed by S Lewis

Seconded by D Wilcox

Motion 4: Suspension of the Job-Related Fitness Test

The purpose of this Motion is to ask the BTP Federation Management Board and Conference to press for the suspension of the Job-Related Fitness Test (JRFT) implemented under Recommendation 33 of the Winsor Report.

There is no legal requirement to follow Winsor Recommendation 33 as it is merely contained in a Home Office Circular which only amounts to advice or guidance. The Home Office is not a legislative body in its own right but is a UK Government Department for policies in various areas, including policing, other agencies, non-departmental public bodies and inspectorates.

As such the BTP, or indeed any other Police Force, is not compelled to follow the recommendation to implement the JRFT as evidenced by both Police Scotland and the Police Service of Northern Ireland who refused to adopt the test save for the purpose of recruit training and also for certain specialist posts. This has not, in any way, impacted on their respective policing performance.

Conversely there is absolutely no available evidence to show that the policing performance of forces in England and Wales, and more importantly, the BTP has improved in any way as a direct result of implementing Winsor Recommendation 33 to implement the annual JRFT.

More importantly the Home Office Circular does not require the JRFT to be successfully undertaken before Officer Protection Training (OPT) can be undertaken. Nor is there any medical evidence to say that OPT can only be safely undertaken if the officer has passed the JRFT.

Therefore, any officer who cannot pass the JRFT but who can physically undertake Officer Protection Training after completing the warm up that was used in this Force prior to 2014 should be allowed to do so. This would allow them to remain operational, which is obviously beneficial to the Force. More importantly it would stop them being subject to any Unsatisfactory Performance Proceedings or worse, ill health dismissed.

Motion submitted by Pennine West Area

Proposed by S Lewis

Seconded by D Wilcox

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