

NATIONAL ATTENDANCE MANAGEMENT FORUM

Friday, 6th June 2014 from 10.30 AM

To be held at Tally Ho! Pershore Road, Birmingham. B5 7RN

AGENDA

1. Welcome and Introductions
2. Minutes of the meeting held on 7th March 2014
3. Matters arising
 - 3.1 Update from the Home Office (Harriet Bradley et al)
 - The 2014 Injury Benefit Regulations
 - Outcome of PMAB tender
 - The 2015 Police Pension Scheme
 - 3.2 Fitness Testing update plus sharing of Policies and Documentation (Around the Room)
4. Restricted Duties
 - 4.1 Home Office Update (Harriet Bradley)
 - 4.2 Feedback from the Restricted Duties Working Group (Yvonne Bruton)
 - 4.3 Discussion / agreement of the way forward (Around the Room)
5. The Future Administration of NAMF (Chris Rowson)
 - Succession planning and resilience
 - Subdivision into Meeting Admin / Other Communications / Finance
6. Injury Awards
 - 6.1 Update on College of Policing Commission on Ill Health Retirements & Injury Awards (Matt Johnston)
 - 6.2 Legal Case Update (Caroline Neadley / Paul Barker)
 - 6.3 Implications of the Recent 'Slater' case plus Home Office communications surrounding CRA (Sheila Donscha / Lynn Tong / Trevor Forbes)
 - 6.4 Feedback from the NIPB on a Senior Counsel review of Administrative Processes (Ainsley Mitchell / Ronnie Hillen)
 - 6.5 The compilation of an SMP List plus other Data surrounding Injury Awards (Lesley-Anne Knowles)
7. Interactive Group Session on 'Managing Occupational Health Demand' (if time permits)
8. Delegate Items
 - 8.1 DWP Health & Work Service (Chris Rowson)
 - 8.2 Content / Speakers for Future Meetings (All)
 - 8.3 Any Other Items (Around the Room)

Refreshments will be available on arrival, with lunch being served at approximately 12.30

Future 2014 Meeting Dates at Tally Ho! for your diaries

Friday 5th September & 5th December

NATIONAL ATTENDANCE MANAGEMENT FORUM
QUARTERLY MEETING
HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM
FRIDAY 6th JUNE 2014

1) Welcome

Ashley Judd (Lancashire) opened by welcoming everyone and particularly Harriet Bradley from the Home Office to the meeting. Ashley advised that Chris Rowson (West Mids) had been called away to another meeting but would hopefully be able to join us at some stage.

2) Minutes of the Meeting held on 7th March 2014

Were confirmed to be a true and correct record.

3) Matters Arising

3.1 Update from the Home Office

Harriet advised that work on the new Injury Benefit regulations is continuing, but that the departure of Joe Whittle plus pressure on legal resources could delay these, with a current target date for completion of the summer. Likewise work on the new 2015 Police Pension Scheme is also being progressed and will take priority. Finally, the outcome of the PMAB tender process has been previously advised to members and has been re-awarded to Health Management Ltd.

4) Injury Awards

4.1 Update on College of Policing Commission on Ill Health Retirements & Injury Awards

Matt Johnston (College of Policing) advised that a letter dated 22 May 2014 has been circulated to Forces by CC Mike Cunningham advising that ACC Gareth Morgan has agreed to act as SRO. A steering group meeting is scheduled for 9th July, following which Matt is hoping to be able to circulate the questionnaires previously advised of plus write to groups such as ourselves. **Adrian** will circulate a copy of CC Cunningham's letter with the minutes.

4.2 Legal Case Update

Paul Barker and Caroline Neadley (Humberside) kindly talked through the legal case update circulated prior to the meeting. The recent 'Scardfield' case, which seems to contradict 'Walther 1' on the issue of permanence, was also discussed.

4.3 Implications of the Recent 'Slater' Case

Sheila Donscha (Derbyshire) verbally advised the meeting of the present position as far as she was able, given that this is an ongoing matter. A further review by an SMP will be undertaken shortly and any issues that may arise may provide more clarity around whether a review can be instigated for anything other than a change in medical condition.

A number of Forces have also received approaches for the reinstatement of previous injury award bandings following the withdrawal of Annex C of Home Office Circular 46/2004 in respect of the use of ASHE figures in reviews at Compulsory Retirement Age. Lynn Tong (Dorset) advised the group of one such case.

4.4 Feedback from the NIPB on a Senior Counsel Review of Administrative Processes

Ainsley Mitchell (NIPB) advised that they have instructed Senior Counsel to carry out a review of the above, the findings of which are expected imminently. Injury Awards presently cost them £24m pa, with the expectation that this may rise to £30m in the coming years. Ainsley suggested that it might be helpful for NAMF to set up a working party to try and achieve greater national consistency in this arena. Data to establish a national picture of the case levels and costs across Forces would be useful and could perhaps be undertaken as part of this initiative. This suggestion found favour with some members; West Midlands (Trevor Forbes), Northumbria (Lesley-Anne Knowles), Northants (Adrian Henson), Humberside (Paul Barker), Greater Manchester (Helen Graham) & Merseyside (Peter Owens). **Ainsley** has kindly agreed to lead this party and **Adrian** will research a possible venue. Could any errors of omission re interested parties plus others who wish to partake please advise Adrian accordingly. Finally, Matt Johnston advised that whilst reviews were not presently a part of CC Cunningham's commission, they may be at a subsequent stage and the findings of the working party could then be fed into it.

4.5 The SMP List

Is held and being kept up to date by Lesley-Anne Knowles. It has also been the subject of a FOI request re which more sensitive information such as contact details were removed.

5) Restricted Duties

5.1 Update on Fitness testing

Was the subject of a brief Interactive Group Session followed by feedback to those present. Harriet Bradley advised that the latest draft guidance has just been circulated via the College of Policing with the final version to follow in July. Some of those present were not aware of this so **Harriet** will also forward copies to Adrian for distribution. It would seem that opinions differ as to whether this is or is not job related and the access route to officer safety training, the processes to be used e.g. questionnaires, how failures should be managed, and indeed whether it was serving any useful purpose / return to the Service for the envisaged £6m pa cost nationwide. What was becoming apparent however was the disproportionate number of failures by more mature female police officers in their 40's. Finally, it was agreed that this should be retained as a substantive agenda item for future meetings.

5.2 Home Office Update

Harriet has kindly provided a written update on progress with restricted duty reforms, a copy of which accompanies the minutes. Harriet also advised of an imminent PAB meeting to be held on 7th July.

5.3 Feedback from the Working Group on Restricted Duties

Yvonne Bruton (West Mids) advised that notes from this meeting on 12th May have been circulated previously to members. The presence of Avril Cooper (MPS), who has been a participant in the formal working group led by DCC Habgood, made this a most useful and informative day for attendees. As a result of this meeting, plans for a Winsor wide network meeting are being formulated, for which a date of either 7th or 9th July has been set at Tally Ho! That said, the imminent PAB meeting on 7th July necessitates an additional earlier meeting to give feedback to the Home Office of the views of NAMF members, re which a date of 23rd June has been set and which Harriet Bradley will attend. **Jo Fowler** (Northants) will kindly co-ordinate the administration of these gatherings. Any additional expressions of interest (who did not attend the 12th May meeting) to Jo ASAP please.

Attendees then participated in an interactive session to give some immediate thoughts / feedback to Harriet in advance of 23rd June. These included;

- The need to avoid manifest unfairness e.g. those on restricted duties working alongside and performing identical duties to an able bodied officer
- The need to achieve consistency and compatibility with other processes, legislation and supporting documentation e.g. injury on duty awards and equality
- The interpretation of the discretions being spoken of

6) The Future Administration of NAMF

Ashley advised that Adrian was not in a position to continue to provide Secretarial support to NAMF and that the role should perhaps be divided into three parts; minute taking, facilitating dialogue between meetings via the establishment of a POLKA community / use of its website, and latterly finance. Kath Thomas (Gwent) has kindly volunteered for the minute taking and Ace Williams (Derbyshire) the POLKA gatekeeper position. Ashley Judd and Chris Rowson will also approach the CIPD in July with a proposal that they in future fund the costs of the Forum (circa £900 per meeting), failing which member Forces will need to be asked for a further subscription, as intimated at recent meetings, given that the monies raised in 2012 have now been spent. A further volunteer would be required to administer this.

Items for plus the drawing up of an agenda for each meeting would in future be dealt with by Chris and Ashley, any member correspondence in relation thereto being addressed to Chris's PA, Annie, in the first instance.

E-mail addresses of those mentioned above are listed below for convenience.

Kath.Thomas@gwent.pnn.police.uk

ace.williams.5763@derbyshire.pnn.police.uk

a.lewis@west-midlands.pnn.police.uk

7) Delegate Items

7.1 DWP Health & Work Service

Chris Rowson advised the meeting of this initiative plus of concern this may cut across and possibly conflict with Occupational Health provision already in place in Forces. A member Force has investigated this and ascertained that it was intended for smaller entities without OH provision and as such was not a concern for Forces.

7.2 Items for Future Meetings

The Management of Occupational Health demand

An introduction / overview of POLKA

Fitness testing & Restrictive duties

Ill Health Retirements & Injury Awards

**Dates of remaining 2014 Meetings; 5th September & 5th December
Both at Tally Ho!**