

NATIONAL ATTENDANCE MANAGEMENT FORUM

QUARTERLY MEETING

HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM

FRIDAY 7th DECEMBER 2012

1) Welcome

Chris Rowson welcomed everyone to the meeting.

2) Presentation by Kevin Bishop, Marketing Manager, The Police Rehabilitation Centre, Flint House

Kevin gave a detailed presentation on the services provided by Flint House, plus the basis upon which serving officers may subscribe to it. In response to an enquiry made, Kevin confirmed that the centre based in Harrogate and which serves Forces based in the Northern part of the country operates on essentially the same basis. Kevin may be contacted on 01491 874499 or [REDACTED]. The website address is www.flinthouse.co.uk, where the DVD played today may be accessed.

3) Minutes of the Meeting held on 14 September 2012

Were confirmed to be a true and correct record by those present.

Chris Rowson added that a copy of a letter sent from NAMF to the CIPD Heads of Profession meeting to establish a formal link between the 2 entities will be circulated with the minutes and that Ashley Judd (Lancashire) will chair any future meetings in his absence.

4) Matters Arising from the Minutes

4.1 Potential Police Mutual Initiatives

Mike Farmer, Regional manager, PMAS was in attendance and will be at future meetings to facilitate future initiatives and enquiries. Several were suggested from the floor on topics such as Gender Analysis of Sickness Absence, Validating Alternative Fitness Tests. Initial approaches from Forces should be to Claire Long [REDACTED]. **ACTION:** Claire is asked to advise Adrian of their criteria for assessing such requests for circulation.

4.2 Update on the 'Dorset 12'

Trevor Dicks (Devon & Cornwall), in conjunction with Caroline Afaleq (Cumbria) and Jan Wainwright (South Wales), have produced a revised Sub Category Guide for 14 as opposed to 12 categories. Lesley-Anne Moore (Northumbria) has produced a simpler alternative, both of which are attached. Ashley Judd (Lancashire) questioned the relevance of this work given it would be a low IT priority in Forces at present and unlikely to be actioned. Following discussion it was agreed that **(ACTION)** Trevor Dicks will give the matter further consideration and produce a final set of findings for consideration by the Forum by the next meeting, for possible overlay onto individual Force procedures.

4.3 Terms of Reference for Sickness Absence

Ashley Judd (Lancashire) advised that the 2011 Manpower Survey plus the findings of a Gingerbread Charity Report showed that disparities in sickness absence by gender were not an issue confined to the police service but was replicated throughout both the public and private sector. The latter had identified managerial empathy & discretion, flexible hours plus closeness to schooling and nursery as key factors. It would also appear that absences due to injuries sustained on duty are a relatively insignificant cause, hence perhaps making more generic best practice solutions more appropriate than previously thought. Following discussion it was also considered and agreed that further research to identify and better

understand the underlying causes upon which prescribed solutions were founded was appropriate.

Following discussion it was agreed that this was a matters worthy of a future agenda item, research possibly utilising the Police Mutual Funding Initiative, plus raising at the next CIPD Heads of Profession Meeting. **ACTION:** Chris Rowson, Ashley Judd and Mike Farmer are to liaise and propose a way forward to the Forum.

5) Injury Awards

5.1 Update from DCC John Feavoyour (Cambridgeshire).

John advised that the proposed policy put to the Cambridgeshire Police Authority had been approved and that they were now making transitional arrangements. Feedback from ACPO colleagues had indicated the need for NAMF to supply terms of reference to aide understanding of where this initiative was coming from. Once agreement had been achieved on a draft NAMF policy, sign off should be obtained through the CIPD Heads of Profession to establish credibility as a national document that could be utilised by Forces plus facilitate dialogue with the Home Office. John is to write to all Chief Constables as ACPO Lead for Injury Awards to update / advise of this work and will also supply a further copy of this letter through this Forum. Forces are asked to feedback through which of these two channels the communication was received. **ACTION:** Chris Rowson to advise terms of reference to John Feavoyour.

5.2 Feedback from Injury Awards Working Party

Trevor Forbes advised that the working party had met early in November to consider feedback on the 2nd draft. Steady progress is being made and a third draft will be circulated to working party members shortly, with a view to a final draft being put to NAMF early in the New Year for sign off at the March meeting. Two further areas have been identified upon which counsel's opinion is being sought for factoring into the final version.

6) Fitness Testing & Winsor 2 Presentation

Liz Eades (Surrey) gave a most informative presentation on their experiences to date with their fitness testing initiative, introduced in January 2012. Following discussion, it was agreed that Liz will keep the Forum advised of developments, particularly with those officers yet to go through the process. A copy of the slides is attached. PSNI advised that they have found a reverse correlation between the level of fitness and sickness absence, the least fit having on average 2.4 days more sickness than the fittest. **ACTION:** Further details are to be provided at the next meeting please.

7) Update on the National SMP Service

Updates had been received from both Rachael Hart (West Yorkshire) and Steve Whitefield (Home Office) in their absence as follows;

Rachael – It is regretted that it has now been ascertained that other Forces cannot be named or take part in their contract because this would change the terms of what had been tendered for by our North East colleagues on Bluelight.

Steve – Has advised that the Home Office would not be able to manage the process to work towards a National SMP Service because it is a responsibility of the employer so it would be proper for Forces, perhaps with one lead Force, to lead this work.

Dawn Owen (West Midlands) then talked through a Briefing Paper prepared for the meeting, a copy of which is attached. Conversation then ensued on the arguments for and against a national service; consistency, quality plus continuity of service plus training considerations.

ACTION: All - It was agreed that Dawn Owen [REDACTED] would be advised on the following points please by 10th January, in advance of the CIPD Heads of Profession Meeting in mid January, by all Forces that have not already expressed an interest or otherwise in this initiative;

i) Please confirm if you wish to be part of the new contract we hope to be able to put in place via the Government Procurement Service framework which should be available to us by the end of Feb, early March.

ii) If yes, can you please confirm that you have liaised with your procurement departments, to ensure that they are happy with the approach, particularly as you may already be named as a participant in another contract, or is your Force's view is that you should be working collaboratively as a region, for example.

iii) Please confirm if the draft specification circulated for the meeting on 14 Sept broadly covers your requirements. More work will need to be done to ensure that the spec covers everyone's requirements, but at this stage we just want to see if there are likely to be any major changes.

iv) Please advise how much you currently spend per annum on this service.

8) Enrolment into Pension Scheme – Police Officers & Staff

Two updates have been received from Steve Whitefield, given the Home Office's absence from this meeting, as follows; they are amending regulations to ensure that all officers will be able to join the NPPS 2006 – thus enabling Forces to comply with the requirements of the Pensions Act 2008 in either implementing automatic enrolment or invoking the transitional period. Confusion also exists about whether the introduction of PCC's will put back the staging dates to 2017 or 2018 – it is suggested that Force's pursue this with their respective payroll managers.

Chris Rowson added that West Midlands are looking to go for a deferral, plus that this was an issue all Forces will need to consider at some stage during 2013, the exact timing dependent upon their size. Cost is a consideration here, plus that hopefully the new Pension Regulations will encompass auto-enrolment.

Conversation touched upon the 'Bradford' Factor Scoring System for sickness absence. Trevor Dicks (Devon & Cornwall) has done some research on this, which he will share with the Forum.

9) Delegate Items

9.1 Membership Invoices

Adrian Henson provided clarification around what the invoices for £250 attending Forces had received was intended to cover, plus that this may extend to more than one year dependent upon costs incurred with administration, room hire plus catering. Chris Rowson is also pursuing funding for NAMF through the CIPD Heads of Profession. **ACTION;** For all.

Attendees of Forces yet to pay have been sent e-mails to this effect. Please will those concerned arrange for outstanding monies to be paid.

9.2 Other Matters

Judith Clewlow (Durham) advised of their success at a recent Employment Tribunal in a case of stage 3 discrimination of an officer off work with stress, which their FMA did not consider to be a permanent condition. **ACTION;** Judith will supply brief details please for communication at the forthcoming CIPD Heads of Profession meeting.

9.3 Legal Presence

Chris Rowson advised that unfortunately Nicholas Wirz is no longer able to attend the Forum and that he was seeking to procure this from another Force.

Date of Next Meeting; Friday 1st March 2013

Other Confirmed Dates for 2013; 7th June, 6th September & 6th December

All at Tally Ho, Birmingham commencing at 10.30am