

NATIONAL ATTENDANCE MANAGEMENT FORUM

QUARTERLY MEETING

HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM

FRIDAY 7th JUNE 2013

1) Welcome

Sheila Donscha acted as Chair in the absence of Chris Rowson & Ashley Judd and opened by welcoming everyone to the meeting. It was noted that this will be Natassia James (Warwickshire) last meeting prior to leaving the police service and Natassia was thanked for her contribution to the Forum over the years.

2) Presentation by Richard Moule, Chief Executive Officer and Gemma Pettman, External Relations Adviser of the Police Dependants' Trust

Richard and Gemma gave a detailed presentation on the history of the PDT plus the support provided to police officers and their families where the officer has been killed or seriously injured whilst on duty. A copy of their slide presentation plus a specimen application form, assessment form and standard grant terms & conditions information will be circulated to members shortly. PDT contact details are; 020 8941 6907 – email; office@pdtrust.org – website; www.pdtrust.org.

3) Minutes of the Meeting held on 1 March 2013

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

4) Matters Arising from the Minutes

4.1 Update on Potential Police Mutual Initiatives

Adrian Henson advised, on behalf of Ashley Judd, that Lancashire have been in dialogue with Claire Long (PMAS) and a bespoke proposal for a wellbeing initiative has been put forward for consideration. It is reiterated that Police Mutual do have funding available to assist Forces with such initiatives and are prepared to consider any business cases put forward (which do not need to be complex). Claire can be contacted at [REDACTED]

4.2 Update on the National SMP Service

Dawn Owen reported on progress since the last meeting as follows: Unfortunately the Government Procurement Service (GPS) doesn't go live until 1st July, so Dawn has been unable to obtain any details as to whether the suppliers can deliver the service required together with an indication as to cost. That said, Dawn has been able to obtain information relating to the framework. It would seem that there are 3 'lots' available, 2 of which potentially meet our requirements. Lot 1 is for a provider to supply Doctors to us, who are not necessarily employed or engaged by them, but could be sourced to provide a service to us. There are presently 3 suppliers in this category. Lot 2 has the Doctors employed or engaged by the supplier and there are 31 suppliers in this category. **ACTION:** Once the framework goes live Dawn will contact GPS / the suppliers to ascertain the indicative costs and will then report back to the Forum.

4.3 Update on Fitness Testing

Adrian Henson advised, on behalf of Liz Eades, that Surrey are now in a new year of testing and that, at the end of the previous year, they had 17 failures out of a total of 1,977 officers. All of these are on action plans and one is getting close to stage 2 UPP, though it is uncertain how far the Force will go with this. Without the necessary regulation amendments it is not

thought that this can be pursued to a final outcome. Tina Fergus (West Midlands) advised that they are undertaking an initiative in conjunction with Police Mutual to promote awareness of this imminent requirement and Dr David Bulpitt (Avon & Somerset) added clarity on its precise format is needed given its introduction on 1st September. **ACTION;** Steve Whitefield (Home Office) & Matt Johnston (College of Policing) are to look into this and report back to the Forum.

5) Injury Awards

5.1 Feedback on the NAMF Guidance.

Feedback from around the room indicated Forces were considering their options, such as those in the East Midlands who are scheduled to meet later this week.

Trevor Forbes advised that he is updating the appendix on legal cases to cover the judgements in Walther (2) and Cornish and this will be available for circulation very shortly (included as an attachment to these minutes).

5.2 Future Training Requirements

Following discussion it was agreed that there is a need for future training requirements, both for Force personnel plus FMA's and SMP's. Matt Johnston (College of Policing) suggested lobbying by individual Forces through their respective ACPO's and PCC's plus a letter from NAMF to persuade the College of Policing of the need to commission such training as a way forward. A specification of what is to be delivered plus a commitment to attend would be helpful. **ACTION FOR ALL: Expressions of interest, thoughts on training content plus provisional numbers for whom training is required to Adrian for compilation please by 30 June.**

5.3 The Police (Injury Benefit) Regulations 2013

Adrian Henson had circulated member's responses, kindly compiled by Trevor Forbes in advance of the meeting. Adrian also reported on comments since received from Andrew Coley (West Mercia) and, following discussion, it was agreed that Andrew's proposal that the costs of a PMAB be brought into line with the new tribunal fees specified in the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 be added to the response. The draft response was otherwise approved by those present and will go forward to the Home Office for consideration of the points raised, subject to the caveat that the Regulations had already gone through the consultation process.

What constitutes an officers 'place of duty' as referred to in the new Regulations when defining travel to and from work was discussed. It is considered that definition will be difficult but it will be important to have a precise understanding moving forward. An e-mail from Trevor Forbes subsequent to the meeting on this point is being circulated separately to the minutes. **ACTION FOR ALL: If anyone has a definition or thoughts as to what it should include please e-mail Adrian Henson as soon as possible (for onward transmission to the Home Office).**

Steve Whitefield (Home Office) advised that the feedback given is helpful and will be taken up with their legal team. It is anticipated that these new regulations will come into effect in the autumn.

5.4 Other Injury Award Matters

Ian Coombs (Dorset) has recently circulated a request to members for information about how Forces have reimbursed those impacted by the judgement in the Simpson case

(reviewed and reduced on attaining the age of 65 under Home Office guidance 46/2004).
ACTION FOR ALL: Ian would appreciate members' responses please, which he will compile and advise the Forum of, once to hand.

6) **Sickness Absence**

6.1 **Attendance Comparisons**

Adrian Henson advised by way of an update, on behalf of Ashley Judd, that IQanta has come on line again. Information to Sept 2012 is available, with the year-end information expected to be published about now. Ashley has enquired whether this information can be made available more frequently than half-yearly, but at least it is a step in the right direction.

6.2 **Stress and Related Absences**

Stephen Mitchel spoke on this matter further to his recent e-mail to members on 19 April 2013. Following discussion it was agreed that this is of interest / concern to members and Steve will send out a communication to Forces requesting brief details of initiatives / actions Forces have or are undertaking to manage stress. Steve will then collate these and circulate them to the Forum.

Matt Johnston (College of Policing) also reminded members that the College has developed a health and wellbeing framework which is hosted on their QAMS (Quality Assurance Management System). Forces are under no obligation to use this framework but it is free and it would be helpful if they could at least be signed up (or know who within their respective Force is) in advance of the next meeting. Following discussion it was agreed that Matt ask a colleague, Stephen Walker, if he is agreeable to coming along to make a presentation to NAMF at the next or a subsequent meeting. In the meantime Adrian Henson will circulate details to members, together with a letter from Joe Stewart to her ACPO colleagues.

7) **Delegate Items**

7.1 **Proposed 'Line Management Responsibility for Attendance Management Issues' Event**

Carmel McCormack has offered her apologies for this meeting but a colleague advised that it is understood that her Force's blessing to stage this event has been obtained.

7.2 **Items / Speakers for Future Meetings**

Any ideas / suggestions would be welcome prior to Adrian's next meeting with Chris Rowson in early July please. West Midlands have an initiative in conjunction with the local council on health education to communicate but any other / additional suggestions for future meetings would be appreciated.

7.3 **Any Other Items**

Durham advised that they have recommenced Injury Award reviews but that the co-operation of award recipients was not always forthcoming. Merseyside advised that they ultimately (on the third time of writing) stop payments in such cases, which has the desired effect and to which they have received no challenges to date.

Staffordshire enquired whether any Forces had encountered the medical condition 'chronic embitterment' to which North Yorkshire responded yes, but the case has yet to go before

the SMP. Dr David Bulpitt added that this condition has its origins and is more widely accepted in US medicine but is now gaining recognition in the UK.

Avon & Somerset advised that they had received a challenge on age discrimination grounds to the tapering of benefits under the new PPS. No other Forces present have experienced this.

Date of Next Meeting; Friday 6th September 2013
Other Confirmed Dates for 2013; Friday 6th December
All at Tally Ho, Birmingham commencing at 10.30am