

## NATIONAL ATTENDANCE MANAGEMENT FORUM

### QUARTERLY MEETING

HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM

FRIDAY 1<sup>st</sup> MARCH 2013

#### 1) Welcome

Ashley Judd acted as Chair in the absence of Chris Rowson and welcomed everyone to the meeting.

#### 2) Presentation by Nathan Weekes, Regional Manager and Susannah Robertson, Senior Operations Manager of Remploy, West Midlands

Nathan and Susannah gave a detailed presentation on the services provided by Remploy and of a pilot project within West Midland police which has been running since January 2012. A copy of their slide presentation will be circulated to members shortly. A suggestion that it would be helpful to have case study examples to aide members understanding of the nature and scope of their work was duly noted. Please note that Kath Griffin [REDACTED] remains the primary contact for the Forum.

#### 3) Minutes of the Meeting held on 7 December 2012

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 & Assessment Criteria

Ashley Judd has now met with Claire Long (PMAS). Claire advised that no formal requests had been received to date, though several, including one on Gender Disparity, are understood to be in preparation. Claire suggested that members focus on the request itself rather than assessment criteria by which they would be considered. Claire can be contacted at [REDACTED]

##### 4.2 Final Findings on the 'Dorset 12'

Trevor Dicks (Devon & Cornwall) advised that no further feedback has been received. Following discussion it was agreed that the final version settled upon would be circulated to members for use as deemed appropriate and Trevor was thanked for his efforts on this matter. **ACTION;** Trevor to forward to Adrian Henson for circulation please.

#### 5) Injury Awards

##### 5.1 Update on the NAMF Draft Guidance.

Trevor Forbes advised that the guidance had been revised several times since being circulated to the membership on 8 February. The anticipated final version was circulated on 28 February and a 'final final' version will follow with the minutes. Following discussion it was agreed to 'sign it off' at the meeting today and thanks were expressed to all those who have contributed.

After due consideration, whilst it will be taken forward to the CIPD Heads of Profession by Chris Rowson and Ashley Judd, it's role is seen as guidance (with a small g) to be used as a framework by individual Forces in the formulation of their own policies and procedures. Feedback on its implementation would be welcomed at future meetings with a view to further review every twelve months in the light of operational experience and any further legislation / litigation.

Andrew Coley (West Mercia) advised he understood revised regulations should come into effect during the course of this year. **ACTION;** Adrian Henson will seek clarification from the Home Office.

Adrian Henson advised that he was awaiting an update from DCC John Feavoyour on his letter to Chief Constables as ACPO Lead for Injury Awards spoken of at the last meeting.

## **5.2 Delegate Discussion of Injury Awards**

A round the table snapshot indicated varying stances by Forces to the recommencement of injury award reviews. Several have already started and a number intend to do so shortly, whilst others have yet to decide a way forward or have taken the conscious decision only to review upon request from the award recipient.

## **5.3 Future Training Requirements**

Following discussion it was agreed that any future training requirements would be considered at a subsequent meeting with a view to perhaps staging something later in the year. The possible availability of the College of Policing as a venue was noted, together with offers of assistance from Northumbria and Gloucestershire, with thanks. **ACTION;** For All - expressions of interest in such training for either SMP's or Force personnel should be submitted to Matt Johnston (NPIA) for collation please.

## **6) Update on the National SMP Service**

Dawn Owen thanked all those who have responded and advised there are potentially 12 Forces including West Midlands who have shown an interest in being involved in this initiative. Other Forces can still join in until an agreed specification goes out to tender, at which time all those involved have to commit to the process. Dawn will keep members advised of developments including a final opt in / opt out date, which is anticipated to be prior to the next meeting.

Judith Clewlow (Durham) requested that a title containing the word 'collaborative' instead of 'national' be used for this service.

## **7) Fitness Testing & Winsor 2 Presentation**

Liz Eades (Surrey) provided an update as follows; 97% of officers who had taken had passed, 30 officers had not attempted (some of which were suspended, on long term sick or returning from maternity leave), 20 had failed the test and 75 were on restricted duties and not able to attempt the test. Those who had failed to take were now on stage 1 of UPP whilst those who had taken and failed were on an informal action plan (to the end of March).

It was confirmed that those who fail have 3 months to get themselves fit and have to do this in their own time.

## **8) Terms of Reference for Sickness Absence – The 'Bradford' Factor Scoring System**

Trevor Dicks (Devon & Cornwall) advised of changes made at Force level to the operation of this absence management tool and will summarize these in an e-mail for circulation to members. **ACTION;** Trevor to forward to Adrian Henson for circulation please.

## **9) Workforce Restructuring – Deployment of Restricted Officers**

Covered briefly in Chris Rowson's absence and it was agreed that this is a worthy agenda item for a future meeting.

## **10) Delegate Items**

### **10.1 Update on Membership Invoices**

Adrian Henson advised that nearly all Forces had now paid and that it is envisaged that the £250 contribution from each will fund the meeting costs for not one but two years. It is accordingly envisaged that no further monies will need to be sought until 2014. Raj Patel (Gloucestershire) questioned the provision of refreshments / lunch to which Adrian responded that these were an integral part of the favourable rate enjoyed for the venue plus that attendees were travelling considerable distances from all over the UK, including Northern Ireland, to attend.

### **10.2 Access to Occupational Health Files for Transferees**

Emma Beavis (Northumbria) enquired whether these were routinely sought for potential transferees – the response from other Forces a resounding yes.

### **10.3 SMP Charges re Requests for Deferred Pensions**

Hannah Crisford (Cambridgeshire) enquired about other Force's practice on this, to which the consensus was that presently the majority of Forces would pay these costs, but that requesting that these be paid by the applicant in future should be a consideration. Raj Patel (Gloucestershire) added that she would seek to charge this to the applicant, were they to be successful with their request.

### **10.4 Debt Management**

Geoff Crowther (PSNI) enquired about interventions Forces have in place to manage debt problems in officers and their possible coercion. Discussion around the room showed that these varied from Force to Force and that the services of entities such as Police Mutual and Christians against Poverty could be enlisted to provide money management guidance courses to help mitigate against such issues arising.

### **10.5 National Association of Police Wellbeing Officers aide memoire on Suicide, Self-Harm & Related Intent**

Judith Clewlow (Durham) enquired whether Forces intended to share this document with Managers and HR Professionals. Following discussion it was agreed that this aide-memoire was for individual Forces to use or not use, in whole or part, as they deem fit.

### **10.6 Line Management Responsibility for Attendance Management Issues**

Carmel McCormack (PSNI) enquired whether there would be interest from Forces in attending a workshop on this topic, which PSNI would host. Positive feedback was received and Carmel will pursue this idea with a view to staging the event, to include other police colleagues and clinicians, in approximately twelve months time.

**Date of Next Meeting; Friday 7<sup>th</sup> June 2013**

**Other Confirmed Dates for 2013; 6<sup>th</sup> September & 6<sup>th</sup> December**

**All at Tally Ho, Birmingham commencing at 10.30am**