

West Midlands Police
National Attendance Management Forum
Friday 4 December 2015 @ 10.30am
Force Training Centre - Tally Ho!

AGENDA

1. Welcome & Apologies
2. Minutes of 4 September 2015 Meeting
3. Matters Arising
 - a. PMAS Foundation - Wellbeing "Tool Kit"
 - b. Mental Health Wellbeing Publications
4. Health & Wellbeing in the Police Service – a Federation Perspective
5. EVPs - Wellbeing Strategies best practice
 - KPMG review of latest thinking/approaches and building a business case
6. Injury Award Review Process – Nottinghamshire/Merseyside Police case studies
7. Police Pensions Update – Home Office
8. Standing Item: Legal Case update – Caroline Neadley
9. Standing Item: ACPO Wellbeing Update – Ian Hesketh
10. Delegate Items
11. Meeting Dates for 2016, start time 1000
 - 4 March 2016
 - 3 June 2015
 - 2 September 2016
 - 2 December 2015

NATIONAL ATTENDANCE MANAGEMENT FORUM

QUARTERLY MEETING

HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM

FRIDAY 4 DECEMBER 2015

1) Welcome

Chris Rowson welcomed everyone to the meeting. He advised that the Police Service are taking a forward looking view to Well-being with an exciting programme of speakers at today's meeting.

2) Minutes of the Meeting held on 4th September 2014

Were confirmed to be a true and correct record.

3) Matters Arising

3.1 Employee Value Proposition (EVP) – Wellbeing Strategies

CR confirmed that Damian Morley (GMP) was unable to make today's meeting so his feedback on GMP Mental Health Week will be postponed to the next meeting.

3.2 PMAS Foundation – Well-being “Toolkit”

It is anticipated that an update will be received at the March 2016 meeting.

3.3 Mental Health Wellbeing Interventions

CR advised that he would forward information received from Dr Jonathan Houdmont containing sources of mental health well-being publications.

All other matters arising feature on the agenda

4) Health & Wellbeing in the Police Service – a Federation Perspective

Tom Cuddeford, Deputy Chair and Tim Rogers, Deputy Secretary of the West Midlands Police Federation (WMPF) provided an overview of their positive solution focussed involvement with Human Resources and Occupational Health on wellbeing matters. Powerpoint slides containing information about a WMPF stress related study and its outcomes, the support the Police Federation offer and additional information booklets were provided.

Action – Upload Slides to POLKA

Dr Jonathan Houdmont also provided an update on the nationwide survey of all Federated ranks on stress and related issues in February/March 2016, the primary objective being to establish a nationwide picture of health and wellbeing. Proposed timescales were outlined. The group debated the extent to which home related stress could be included. JH provided some detail of the content and explained that there is still some refinement of the questions and how the survey will be disseminated to ensure all Police Federation members are included.

5) Employee Value Proposition (EVP) – Wellbeing Strategies

CR confirmed that he had arranged for KPMG to attend today's meeting. He welcomed Mike Falvey and Nicki Welch, Client Support to the meeting noting the group's appreciation for their attendance to develop the discussion further on wellbeing. MF outlined the "KPMG experience" expanded on concepts and views regarding wellbeing and his own experience of HMRC implementation of wellbeing initiatives. Throughout the presentation MF related the similarities of organisations he has worked with to the Police Service. Key aspect is having quality data to produce solutions that are right for the organisation.

Action – Upload Slides to POLKA

6) Injury Award Review Process

As requested at September's meeting Steve Michel (Nottinghamshire) and Dr Ralph Sampson (SMP to a number of forces) gave a presentation expanding on their operation of the Regulation 37 reassessment process and experience. RS outlined the common misconceptions he faces when reviewing cases.

Action – Upload Slides to POLKA, SM to keep NAMF updated of progress

Sally Waterlow mentioned the cases that she was involved in whilst at the Metropolitan Police. CR asked that SW provide a summary of the issues as a reminder for the group.

Action – SW to provide summary to CR for circulation

7) Police Pensions Update – Home Office

Sara Soleymani attending on behalf of the Home Office provided an update on police pension matters. SS informed the group that there is no obligation to use home office forms although they would be issuing an IHR template which the HO have shared with pension administrators. Following this there was some discussion regarding template forms and altering existing force forms. Dr Andrea Junker raised a concern regarding part b of the recruitment form. Dr David Bulpitt advised that he had created his own which he was happy to share with the HO.

Action – AJ to link in with SS regarding this query

Action - DP to email form to HO

A query was raised as to whether we still had an opportunity to influence the new Injury on Duty Regulations.

Action – Sally Waterlow to check with her contacts and provide update to CR

Ken Buckley, Senior Investigator with the Pension Ombudsman was unable to attend today's meeting. Paul Barker attends the annual relationship meeting and was asked to contact KB to ensure that he receives the invite and dates of future meetings.

Action – PB to link in with KB

8) Standing Item – Legal Case Update

PB gave an overview of a Fire Scheme Case (Murdoch v Firefighters Compensation Scheme PO Case no 5463). The case concerns a retained firefighter who claims he received an injury on duty which was not accepted as a "qualifying injury" by his

employer. The Pension Ombudsman did not uphold Mr Murdoch's complaint finding in favour of the employer who made their decision without further reference to a regulation compliant medical officer. PO cases are available at www.pensions-ombudsman.org.uk/our-decisions/

Action – Upload Case to POLKA

9) Standing Item – ACPO Well-being Update

CR confirmed that the national working group on wellbeing and engagement meeting had been postponed so this item will be deferred to the next meeting in March.

Action – Liz Eades asked to feedback to the ACPO Wellbeing Meeting on behalf of the NAMF

10) Delegate Items

10.1 – NAMF - request that the agenda is circulated earlier.

10.2 – Limited Duties Guidance – a query was raised as to whether any other force had undertaken the second opinion as part of the Limited Duties. Colleagues advised to contact the Metropolitan Police as it is believed that they may have done so.

10.3 – Limited Duties Guidance – CR asked whether any forces would meet the January deadline for the matching of adjusted duties officers to roles. It was agreed that this would be a struggle but two forces volunteered that they are using TVP model and anticipate they will be very close.

10.4- Limited Duties Guidance – Feedback from the workshop held at the Met offices in November regarding the x factor. Discussion ensued regarding various forces and their stance on the reduction in pay.

Action – CR requested updates from members at the March 2016 meeting

Dates of 2016 Meetings at Tally Ho!

Please note the earlier start time of 10:00am

4 March 2016
3 June 2016
2 September 2016
2 December 2016

No Attendee List