

West Midlands Police
National Attendance Forum
Friday 5 June 2015 @ 10.30am
Force Training Centre - Tally Ho!

AGENDA

1. Welcome & Apologies
2. Minutes of 27th March Meeting
3. Matters Arising
4. Pensions Ombudsman - Ken Buckley Senior Investigator
5. PMAS Foundation Research – Claire Long
6. Mental Health and Wellbeing Studies & Findings – Professor Johnathan Houdmont
7. Winsor Restricted Duties Regulations/implementation – All
8. College of Policing Review of Ill Health & Injury Awards/Update – Matt Johnson
9. Standing item – Managing Occupational Demand - All
10. Legal Case Update – Caroline Neadley
11. Delegate Items
12. Date of Next Meetings: 4 September & 4 December

NATIONAL ATTENDANCE MANAGEMENT FORUM
QUARTERLY MEETING
HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM
FRIDAY 5 JUNE 2015

1) Welcome

Chris Rowson welcomed everyone to the meeting. He advised that there would be input from Prof Houdmont (item 6), Claire Long (item 5) and Ken Buckley (item 4).

2) Minutes of the Meeting held on 5th December 2014

Were confirmed to be a true and correct record.

3) Matters Arising

3.2 Update on Fitness Testing

It was agreed that this subject would be raised at future meetings if required.

4) Pensions Ombudsman

Ken Buckley, Senior Investigator outlined the purpose of the Relationship Managers Forum (handout attached). It was raised whether a checklist could be considered as to whether an individual had gone through all the proper channels first, and KB will take that query back for consideration. CR invited KB to attend future meetings and to advise if there was anything that NAMF could assist with.

Action KB

5) PMAS Foundation – Research work

Claire Long gave a presentation (attached) covering 3 key areas

- Why we do what we do
- Financial wellbeing
- The Police Mutual Foundation

PMAS can also pay for non-medical respite care and last year paid for 108 families for a break. Nominations may be made by HR, Occupational Health and the Police Federation

CL advised that there was a Police Mutual mental health research workshop on 30 June 2015, to be held at Police Mutual Lichfield to share their research

and workshop ideas about best practise. NAMF members were invited to attend.

CL advised that projects had been funded on shift patterns and sleep quality, a full time national chaplaincy role, Superintendents' resilience survey and promoting sports and fitness across the country.

A view was expressed regarding improving individual resilience when other key factors should be considered. Dr Vivian will share a document he has written. It was recognised that improving individual resilience needs to be part of an integrated approach, and not done in isolation. It was important also to recognise the inter-relationship with people's lives outside work. **Action – CV**

6) Mental Health and Wellbeing Studies and Findings

Dr Jonathan Houdmont gave a presentation in this regard (presentation attached). Attendees undertook group work looking at the relationship between psycho/social working conditions and what could be done about them.

Feedback ideas included consideration of fixed terms contracts, that people have to take alternative roles due to change management, are we selecting suitably resilient people, quality conversations regarding clarity of roles, manager and individual discussing occupational health return to work plans, embedding the issue in the corporate agenda, identifying work issues which are problematic for the majority, some officers feeling tied in to the pension, need for good relationships with line managers, home stressors, non-work related stressors.

Attendees to consider what they can do. Claire Long and JH will discuss a research question over the next month and raise what they believe to be the pertinent issues for forces. **Action – CL & JH**

CR will also speak with Ian Hoskith regarding ACPO work ongoing to ensure that NAMF will not be duplicating any ongoing work. **Action - CR**

7) Winsor Restricted Duties Regulations/Implementation

CR advised the group that he had written a piece for CIPD Heads of profession group which will be uploaded on POLKA. **Action CR**

Some of the NAMF attendees attended the College of Policing event at Sunningdale on Limited Duties.

Concern was expressed regarding the excessive recuperative period and it was mentioned that the 5 East Midlands forces are discussing Limited Duties, A general discussion took place on the process and forces were asked to share any emerging issues.

8) College of Policing Review of Ill Health and Injury Awards/Update

Matt Johnston advised that the paper is not branded yet and the plan is for it to be tabled at PABEW on 22 July 2015, after the Chief Constables' Council on 16 July 2015.

Any comments should go to MJ but the documents cannot now be amended. Attendees were asked to e-mail MJ if they haven't received the paper via e-mail.

Action - All

MJ also advised that the PAB has written to forces regarding the Scheme Advisory Board and the new pension provisions. It also seeks information on the administrative cost of Police Medical Appeal Boards. MJ requested that NAMF attendees make enquiries within their own force if they have not been approached yet.

Action – All

9) Standing item – Managing Occupational Demand

The issue of appropriate referrals to Occupational Health was discussed. A member of the HR team in West Midlands is working with Occupational Health to see if appropriate referrals are being made or whether they can be managed in an alternative way.

Gwent has amended their OH referral form, and managers are now asked what supportive action they have provided to the individual and exactly what support they are seeking from OH.

10) Legal Case Update

Carried forward to next meeting.

11) Delegate Items

An attendee requested a list of the 100 sickness reasons. Jo Fowler (Northamptonshire) will assist.

Action - JF

**Dates of remaining 2015 Meetings at Tally Ho!
5th June, 4th September & 4th December**

List of Attendees – 5th June 2015

Christina Fergus
Beth Whittaker
Kathryn Thomas
Damian Morley
Christine Price
Stephen Mitchel
Jo Fowler
Ace Williams
Katy O'Connor
Carly Mulholland
David Bradley
Steven Penford
Kim Carter
Sally-Ann Bamford
Chris Sharp
Sally Wallington
Carla Shapland
Deborah Arnould
Denise Thomas
Sarah Mekins
Sarah Bryden
Elisabeth Eades
Joanna Elliot
Matt Johnston
Jonathan Edmondson
Amanda Teau
Dawn Hemsley
Barbra Wilsai
Claire Long
Wendy Drury
Sue Humphreys
Christine Brown
Ian Trueman
Charlie Vivian
David Bulpitt
Wendy Thompson
Ralph Sampson
Trevor Forbes
Harriet Mackinley
Chris Rowson
Jonathan Holdmont
Pete Pwens
Susan Roy
Fahima Chowdhury