

## NATIONAL ATTENDANCE MANAGEMENT FORUM

Friday, 7th March 2014 from 10.30 AM

To be held at Tally Ho! Pershore Road, Birmingham. B5 7RN

### AGENDA

1. Welcome and Introductions
2. Interactive Group Sessions on
  - Winsor - restricted duties
  - Winsor - fitness tests
3. Minutes of the meeting held on 6th December 2013
4. Matters arising
  - 4.1 Update from the Home Office on; the 2015 PPS, the new Injury Benefit Regulations plus the PMAB tender process (Joe Whittle)
  - 4.2 Experiences 1 Anecdotes re Fitness Testing (Around the Room)
5. Update on Police Mutual Initiatives both in hand and proposed (Claire Long)
6. Injury Awards
  - 6.1 Feedback on Police Pension (SMP) Development Event (All)
  - 6.2 College of Policing Commission on Ill Health Retirements & Injury Awards (Matt Johnston)
  - 6.3 Legal Case Update (Caroline Neadley 1 Paul Barker)
  - 6.4 Updates from Forces (Around the Room)
  - 6.5 Feedback upon how Forces have addressed the Simpson case findings re reductions applied on attaining 65 under HO Circular 46/2004 (Lynn Tong)
  - 6.6 Progress report re compilation of an SMP List (Lesley-Anne Moore)
7. PSNI 'Absence Matters' Conference 27th March 2014 (Carmel McCormack)
8. Delegate Items
  - 8.1 Content / Speakers for Future Meetings (All)
  - 8.2 2014/5 Subscriptions (Adrian Henson)
  - 8.3 Any Other Items (Around the Room)

**Refreshments will be available on arrival, with lunch being served at approximately 12.30**

**Future 2014 Meeting Dates at Tally Ho! for your diaries**

Friday 6th June, 5th September & 5th December

**NATIONAL ATTENDANCE MANAGEMENT FORUM  
QUARTERLY MEETING  
HOSTED BY WEST MIDLANDS POLICE AT TALLY HOI BIRMINGHAM  
FRIDAY 7th MARCH 2014**

**1) Welcome**

Chris Rowson opened by welcoming everyone and particularly Caroline Neadley to the meeting. Caroline has recently joined Humberside Police as Assistant Force Solicitor, has been collating the very useful Legal Case updates that have been circulated in advance of the meetings and is able to join us for the first time today.

**2) Minutes of the Meeting held on 6th December 2013**

Were confirmed to be a true and correct record.

**3) Matters Arising**

**3.1 Update from Joe Whittle (Home Office)**

Joe spoke briefly around the recent Home Office Communication dated 21 February 2014 advising of the withdrawal of Annex C of Circular 46/2004 and stated that work is continuing on the new Injury Benefit Regulations, which are now envisaged as not being finalised until May 2014. The outcome of the PMAB tender process should be announced on 21 March.

Joe then handed over to his colleague, Andrew Coley, who has been recruited to the Pensions team to assist with the delivery of the new 2015 Police Pension Scheme for officers. Andrew advised and took questions on the current state of work on this and has been invited to return to the next meeting for a further update.

**4) Interactive Group Session on Winsor - Restricted Duties**

Chris Rowson introduced and welcomed Inspector Yvonne Bruton from West Midlands Police to the meeting. Yvonne is Winsor 2 Implementation Lead for the force and gave a very interesting and informative presentation on issues surrounding restrictive duties. A copy of the presentation slides accompanies these minutes.

Following the presentation attendees split into five groups and a very lively and stimulating interactive session was held followed by feedback to the group. Yvonne has kindly agreed to summarize the key points arising from the discussions and these will be circulated in due course. Following discussion it was agreed that a working group will be established and the following Forces have expressed an interest in being involved; Cumbria, Derbyshire, DyfedPowys, Humberside, Leicestershire, Lincolnshire, Northants, South Yorkshire and West Midlands. **NB: All** - Please advise me of any omissions plus other expressions of interest.

**ACTION: Chris Rowson (via Anne Lewis)** will explore potential venues to host within West Midlands to contain costs and it is hoped that the first meeting will have occurred prior to the next quarterly NAMF gathering. Finally, Sally Waterlow advised of a useful contact to the group, Avril Cooper, who is advising the Home Office from a practitioner's perspective.

**ACTION:** Sally has subsequently confirmed that Avril is happy for Chris to contact her in this respect.

**ACTION:** This will be retained as an agenda item moving forward and Joe Whittle will endeavour to get his Home Office colleague responsible for this work area to attend the next meeting.

**5) Update on Police Mutual Initiatives**

Claire Long has had to submit her apologies for this meeting, but provided Adrian with an update on; the PM Foundation respite service, funding available for specific welfare related projects plus membership of the Menopause Action Group. This update was circulated to

members prior to the meeting.

## **6) Injury Awards**

### **6.1 Feedback on the Police Pension (SMP) Development Event**

This event, held at the College of Policing's Ryton facility on 31st January, was very well attended by NAMF members. Matt expressed some concern that 'the usual faces' were in attendance and that other Forces not present probably had the greatest need. Matt and his team were thanked for his efforts, all agreed that it was very worthwhile and that a Force's failure to attend was their loss. Matt advised though that, whilst it was felt that this event had perhaps been better than some of its predecessors, it was most likely the last of its nature that could be held. In future Commissions would be required from the ACPO Lead responsible for the work area. **ACTION: All** - Should NAMF members have any views / recommendations around training please submit to Adrian in the first instance.

### **6.2 College of Policing Commission on Ill Health Retirements & Injury Awards**

Matt Johnston gave a brief resume of the background to plus envisaged scoping of this initiative, instigated by Chief Constable Cunningham (Staffordshire). Forces have been requested to nominate points of contact and the next envisaged stage is to circulate questionnaires to SMPs/FMOs, HR & Legal teams plus Federation representatives. It is hoped that the questionnaires will have been issued by the next meeting at which Matt will provide an update on progress. **ACTION: All** - In the meantime Forces are requested to forward copies of their Ill Health Retirement plus Injury Award policies to Matt.

### **6.3 Legal Case Update**

Caroline Neadley and Paul Barker kindly talked through the legal case update circulated with the agenda.

### **6.4 Updates from Forces**

No major developments to report.

### **6.5 Feedback from Forces on how they have addressed the findings of the Simpson case**

No feedback from Lynn Tong (Dorset) to report.

### **6.6 Progress Report re the Compilation of an SMP list**

Has been circulated by Lesley-Anne Moore, who has kindly offered to keep it up to date.

**ACTION: All** - Any further information / suggestions should be submitted to Lesley-Anne at [REDACTED] please.

## **7) PSNI 'Absence Matters' Conference 27<sup>th</sup> March 2014**

Carmel has tendered her apologies for this meeting but provided Adrian with an update as follows. Tom Winsor declined the invitation to give a keynote speech, notwithstanding which the conference is over subscribed. **ACTION: All** - Carmel has requested that those who have agreed to lead a session or workshop please have the material they intend to use with her by 20th March to facilitate the preparation of delegate packs.

## **8) Delegate Items**

### **8.1 Fitness Testing**

Ashley Judd led a discussion on progress / experiences with the introduction of fitness testing. Sheila Donscha (Derbys) advised the group of the processes adopted in her Force, from which in the ensuing discussions there are significant differences across Forces in who own responsibility, how the process is being administered (questionnaires, blood pressure testing etc) plus how those failing are being managed. Medical personnel present also

questioned the meaningfulness of the test itself, with reference to the pass level required of Fire Brigade personnel. In West Midlands, estate constraints have led to the adoption of the step test in place of the shuttle run and this requirement becoming part of a Health MOT.

**ACTION: All-** Forces are requested to bring along copies of their own documentation and processes to the next meeting please.

## **8.2 Content / Speakers for Future Meetings**

Discussion around the room showed support for future interactive group sessions. **ACTION: All-** Suggestions to be forwarded to Adrian please, stress and stress related absence being one suggestion made.

**ACTION: Chris Rowson / Ashley Judd** will continue with their endeavours to get Inspector Ian Hesketh to come along to talk at a future meeting on wellbeing resilience and delivering more with less in these financially challenging times.

## **8.3 2014/6 Subscriptions**

The monies raised from the 2012 subscription request for £250 per Force are now nearly exhausted. Following discussion and by agreement a further request of £250 will be made after the next meeting to cover meeting costs for the remainder of the 2014/15 plus 2015/16 financial years.

## **8.4 Any Other Items**

None

**Date of remaining 2014 Meetings; 6th June, 5th September & 5th December**