

WEST MIDLANDS POLICE

NATIONAL ATTENDANCE MANAGEMENT FORUM

Friday 27 March 2015 from 10.30 AM

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

AGENDA

1. Welcome and Introductions
2. Minutes of the meeting held on 5th December 2014
3. Matters arising
4. Legal Case Update (Caroline Neadley)
5. PMAS Foundation – Research work (Claire Long)
6. Managing Occupational Health Demand – Delegate feedback on actions
7. Restricted Duties Proposals (Harriet MacKinley – Home Office) including update from Winsor Working Group
8. Update on College of Policing Commission on Ill Health Retirements & Injury Awards (Matt Johnston)
9. POLKA presentation (Ace Williams)
10. Delegate Items (Around the Room)
11. Dates of 2015 meetings

27 March 2015, 5 June 2015, 4 September 2015, 4 December 2015

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

NATIONAL ATTENDANCE MANAGEMENT FORUM
QUARTERLY MEETING
HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM
FRIDAY 27th MARCH 2015

1) Welcome

Chris Rowson opened by welcoming everyone to the meeting. He advised that Claire Long, PMAS was not able to attend the meeting so her item would go forward to the next meeting in June. CR advised that items 7 and 8 on the agenda will be dealt with after 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

Not many responses had been received from Forces regarding their statistical data. It was pointed out that the data requested differed in format to that required by the Home Office. Attendees were requested to provide their data using Home Office format by the end of March. **Action – All**

Alex Stacey-Midgley (Leicestershire) to bring Home Office data to next meeting and the item will be added to the agenda. **Action AS-M**

It was noted that some Forces are doing the Chester fitness test as an alternative test; West Midlands are doing it as their main test.

4) Legal Case update

An update was provided on behalf of Caroline Neadley who was not able to attend. The update will be circulated with the minutes and added to POLKA. **Action CN**

5) PMAS Foundation – Research work

This item will be carried forward to the next meeting. **Action KT & CL**

6) Managing Occupational Health Demand – delegate feedback on actions

Chris Rowson advised that this item will be added to the agenda as a standing item in order to hear what initiatives are being carried out. **Action KT**

7) Restricted Duties proposals

Harriet MacKinley advised the attendees that if they had any queries regarding Police Pensions Regulations, they should contact the Police Pensions Unit.

She advised that the review of the Injury Benefit Regulations would be looked be carried out at some point in the future; the pensions team should be able to give further information on timescales after May.

HM advised that a Home Office Circular would be issued today regarding an intent to change Police Regulations which would enable police officers to benefit from the same entitlements under the Children and Families Act (HOC 011/2015). She also advised that an update on progress on the Winsor recommendations has been published on www.gov.uk/police-pay-winsor-review

HM further advised that the Regulations in relation to Limited Duty would come into effect on 1 April 2015 and a practitioners' workshop would be held on 22 April 2015 in relation to the changes in management of restricted officers.

Chris Rowson asked attendees to go through the interim version of the Guidance to Support Changes to the Management of Police Officers on Limited Duties and to consider whether there were any omissions, issues around application and anything that they did not understand. Feedback from each table was subsequently given and will be used to inform the practitioners' workshop on 22 April 2015.

8) Update on College of Policing Commission on Ill Health Retirements and Injury Awards

Matt Johnston advised that the proposals will be presented to CoP's Professional Committee on 6 May 2015. He will circulate the findings and recommendations to NAMF attendees to share with their Force pension boards. **Action MJ** He outlined that many felt a more regionalised collective approach was needed, and issues included consistency around earnings assessment, expertise, training and finding and cost of SMPs.

It was suggested that geographical centres of excellence may be the way forward, where forces could decide whether to buy in.

A discussion took place regarding the need for consistent injury pension calculations in austere times. Nottinghamshire, Merseyside and PSNI had recently been undertaking injury pension reviews. Nottingham and Merseyside will give a further update regarding injury pension reviews at the next meeting. **Action Nottingham & Merseyside**

Paul Barker advised that the Police Pensions Regulations 2015 came out last week and he is proposing discussing with neighbouring Forces. He will update POLKA following this. A query was raised as to whether Forces were using a new PPR 2015 form for new student officers. It appears that a new standard form has not been made available so it was suggested that Forces create their own.

HML are looking at what should be included in training regarding ill health retirement and injury awards, and Forces were asked to e-mail MJ with any suggestions. **Action – All** It was mentioned that IMASS provided training for 8 people at Thames Valley, and the agenda for that training day will be given to MJ for information. **Action MH/CS**

9) POLKA presentation

Ace Williams reminded attendees to register on POLKA and let her know when they had done so. **Action All**

AW circulated a guide on how to register for attendees who had not already registered and requested that people add their photo to their details. Chris Rowson advised that the papers for the meetings would run in tandem on POLKA and through e-mail for the next 2 meetings but would then just be issued through POLKA.

10) Delegate Items (Around the Room)

A query was raised regarding the use of PEAM in assessing the degree to which earnings have been affected in injury pension calculations and whether PEAM was lawful or not. This was recognised by attendees as a Freedom of Information request as others had received the same question. It was stated that Police Pensions Regulations does not stipulate how the figure should be calculated and so use of PEAM is neither lawful nor unlawful.

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

List of Attendees – March 2015

Chris Rowson
Ian Trueman
Paul Barker
Lyn Tong
Donna Cantrell
Tina Fergus
Jane Caen
Beth Whittaker
Pete Owens
Lynn Thompson
Adrian Taylor
Catherine Gargett
Dawn Hemsley
Barbra Wilson
Michelle Higgins
Chris Sharp
Karyn Howells
Maria Vanderpas
Hannah Crisford
Rosemary Jeffers
Joanna Elliot
Andrea Junker
David Bulpitt
Wendy Thompson
Lorraine Busby-McVey
David Bradley
Myna Banks
Ace Williams
Sue Meadowcroft
Ralph Sampson
Jo Fowles
Jonathon Edmondson
Kim Carter
Andrew Taylor
Debbie Attwood
Diane Pierce
Stephen Mitchel
Deborah Arnould
Judith Clewlow
Saffron Burton
Jan Wainwright
Alex Stacey – Midgley
John Harrison
Kath Thomas
Ashley Judd