

NATIONAL ATTENDANCE MANAGEMENT FORUM

Friday, 6th June 2014 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 7th March 2014
3. Matters arising
 - 3.1 Update from the Home Office (Harriet Bradley et al)
 - The 2014 Injury Benefit Regulations
 - Outcome of PMAB tender
 - The 2015 Police Pension Scheme
 - 3.2 Fitness Testing update plus sharing of Policies and Documentation (Around the Room)
4. Injury Awards
 - 4.1 Update on College of Policing Commission on Ill Health Retirements & Injury Awards (Matt Johnston)
 - 4.2 legal Case Update (Caroline Neadley / Paul Barker)
 - 4.3 Implications of the Recent 'Slater' case plus Home Office communications surrounding CRA (Sheila Donscha / Lynn Tong / Trevor Forbes)
 - 4.4 Feedback from the NIPB on a Senior Counsel review of Administrative Processes (Ainsley Mitchell / Ronnie Hillen)
 - 4.5 The compilation of an SMP list plus other Data surrounding Injury Awards (Lesley-Anne Knowles)
5. Restricted Duties
 - 5.1 Home Office Update (Harriet Bradley)
 - 5.2 Feedback from the Restricted Duties Working Group (Yvonne Bruton)
 - 5.3 Discussion / agreement of the way forward (Around the Room)
6. The Future Administration of NAMF (Chris Rowson)
 - Succession planning and resilience
 - Subdivision into Meeting Admin / Other Communications / Finance
7. Interactive Group Session on 'Managing Occupational Health Demand' (if time permits)
8. Delegate Items
 - 8.1 DWP Health & Work Service (Chris Rowson)
 - 8.2 Content / Speakers for Future Meetings (All)
 - 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 5th September & 5th December

NATIONAL ATTENDANCE MANAGEMENT FORUM

QUARTERLY MEETING

HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM

FRIDAY 5th SEPTEMBER 2014

1) Welcome

Chris Rowson opened by welcoming everyone to the meeting.

2) Minutes of the Meeting held on 6th June 2014

Were confirmed to be a true and correct record.

Adrian Henson advised that these were subject to regular Freedom of Information requests by West Midlands Police. Following discussion it was agreed that these be published on their Internet site moving forward and that contact details would now be excluded.

3) Matters Arising

3.1 Update from the Home Office

Harriet Bradley advised that work on the new Injury Benefit regulations is continuing, but that the new 2015 Police Pension Scheme is taking priority. They are planning to go out to consultation on the new PPS towards the end of October and remain on track for this to come into effect in April 2015. Harriet touched upon the requirement for the establishment of a Pension Board under this scheme to assist each chief officer as the designated 'Scheme Manager' and advised of a planned Home Office meeting for Police Pension Administrators at Tally Ho! on 6th October.

3.2 The Future Funding of NAMF

Chris Rowson serves on the Executive Committee of the CIPD with responsibility for the employer relations portfolio. Chris advised that, following discussions with CIPD, agreement had been reached for NAMF to come under the umbrella of and be funded by CIPD moving forward. This will add to NAMF's credibility as a discussion forum plus improve access to chief officer groups. There will also be no requirement to seek further funding from attendees to meet the costs of future meetings.

3.3 POLKA

Ace Williams advised that much of the groundwork has now been done to allow for the use of POLKA by NAMF members for future communications. A Community Overview statement is required from Chris Rowson as Chair / Community Owner and Chris will attend to this. The issue of the ability of those without a pnn e-mail address to access POLKA was raised and will be looked into by Ace. A brief presentation on its usage is planned for the December meeting.

4) Injury Awards

4.1 The Pensions Ombudsman

The opportunity has been taken to enter into a dialogue with the Office of the Pension Ombudsman by Ashley Judd / Chris Rowson, with a meeting planned for 19th November with the PO, Kim Parsons, plus attendance of a 'relationship' gathering event to be held on 25th November. Whilst their paramount objective to preserve their independence is acknowledged, it would be helpful to share information / feedback and obtain a greater understanding re case presentation from their perspective.

4.2 College of Policing Review of Ill Health Retirements, Injury Awards & PMAB Appeals

Matt Johnston (College of Policing) introduced an interactive group session to facilitate the collective NAMF feedback requested and asked those present to consider four questions;

- 1) Is the process fundamentally flawed or is it a problem of Force management?
- 2) What are the main barriers to the effective management of these processes in individual Forces?
- 3) What are the main barriers preventing Forces working together to manage these processes?
- 4) What would be the quick wins?

A lively discussion and feedback followed, which will be distilled by Matt and fed back to the group.

4.3 Legal Case Update

Paul Barker (Humberside) talked through a recent LGPS deferred ill-health retirement case, which is documented in the legal case update circulated with the minutes.

4.4 Update on NIPB Senior Counsel Review of Administrative Processes

Adrian Henson advised that Ainsley Mitchell had provided the following update in his absence today. Senior Counsel was due to report at the end of August and will then be discussed between the various stakeholders in NI before colleagues in GB.

5) Winsor / Restricted Duties

5.1 Update on Fitness testing

Lorraine Busby-McVey (West Mids) advised that a fitness testing working group meeting planned for 11th September has been cancelled and further feedback on progress will be given at the next meeting. Any Force with issues is advised to contact Rose Bartlett, the College of Policing lead on this subject.

5.2 Home Office Update on Restricted Duties

Harriet thanked NAMF for the feedback received from the working party meeting, which has been fed into their thoughts and guidance being formulated. Consultation has also taken place with various stakeholders and agreement has now been reached on a new capability exit route. Work is progressing on 'adjusted duties', but with more of a focus upon capabilities (what can be done as opposed to what cannot). Capability will run in parallel with UPP in future and some secondary legislative changes may be necessary to accommodate. The identification of deployable requirements and available resources will also be important and mention was made of an initiative by Thames Valley and Surrey who have completed an exercise to establish how many fully deployable officers they need, both to fill designated roles plus to provide general support to the Force to meet operational requirements. The appeal process has yet to be looked at, and once done, some draft guidance will be issued for comment, hopefully in the next couple of weeks. A seminar for HR staff will also be arranged in October. Harriet closed by stressing that concerns by officers about imminent pay reductions are premature, given they will have had to be on 'adjusted duties' for twelve months before this would apply.

5.3 Changes to PDR Systems

Harriet Bradley advised that the College of Policing hope to have the draft guidance available in October and plan to go out to consultation in November, with a view to having the link between pay and the new PDR model in place by April 2015. This is not mandatory but is

heavily recommended and the 'assumption of competence' must be robust enough to stand up to challenge.

5.4 Police Negotiating Board

Is RIP effective 31st August, has been replaced by the new Police Pay Remuneration Body and is the route by which pay and conditions will be reviewed moving forward in which negotiation will not feature.

6) Delegate Items

7.1 Request for Information from Ainsley Mitchell

Adrian Henson advised in clarification that this request was in the context of Pension Boards required under the 2015 PPS rather than a reference to PMABs.

7.2 Items for Future Meetings

Chris Rowson reiterated his wish that the twice deferred topic 'The Management of Occupational Health Demand' be included and perhaps be given priority as an interactive group session at the December 2014 meeting.

Dates of remaining 2014 Meeting at Tally Ho!; 5th December