

**NATIONAL ATTENDANCE MANAGEMENT FORUM**  
**QUARTERLY MEETING**  
**HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM**  
**FRIDAY 3 JUNE 2016**

**1) Welcome**

Chris Rowson welcomed everyone to the meeting. He confirmed this would be his last meeting and announced the new Chair would be Lesley-Anne Knowles, Head of HR at Northumbria Police. Steve Mitchel, Senior HR Manager, Nottinghamshire Police will be the new Vice-Chair. The meetings will continue at Tally Ho! and CR suggested that as NAMF is increasingly including the Wellbeing agenda that consideration could be given to including Wellbeing in the NAMF title.

**2) Minutes of the Meeting held on 4<sup>th</sup> March 2016**

Were confirmed to be a true and correct record.

**3) Matters Arising:**

a) Injury On Duty Reviews – Update and b) Pension/Injury On Duty Regulations Update

HM advised that there was no progress on the legislation as other pressing pensions work was being undertaken.

c) Federation Stress Survey Findings

CR advised that Jonathan Houdmont had presented his findings at the Police federation conference. Approximately 17,000–18,000 officers provided responses and the survey revealed officers concerns regarding staffing levels, and higher stress levels. CR advised that more details on the survey would be published in the summer, including force breakdowns. Attendees were invited to look out for the report once published. **Action – All**

CR will forward the Powerpoint slides once authorised to do so by JH.

**Action - CR**

d) GMC Role & Activities

CR advised that he had asked the GMC to look at the number of complaints and reasons against FMAs and SMPs but has not heard back from them yet. NAMF members agreed that occurrences of tyre slashing and threat of injury were not acceptable.

e) Use of POLKA

AW advised that the College of Policing are working on an internet based POLKA and it is likely that it will be more widely used. AW will bring ideas to the next meeting to improve the use of the NAMF group on POLKA. **Action - AW**

f) PAB Limited Duties Review

A Limited Duties forum is being held on 13 June 2016 in London and CR noted that some NAMF colleagues would probably be attending. A discussion took place regarding Force's experiences of actioning the regulations, including the issue of defining how operational resilience has been affected. A query was raised as to whether an officer had to be referred to the SMP if they are on Adjusted Duties and it was stated that it is not a requirement of the regulations to do this but should be dealt with on a case by case basis.

The Home Office are looking at drafting capability dismissal regulations which might be relevant for cases where an officer is not eligible for ill health retirement, or no role is available. CR stated that there could be an opportunity for NAMF to be involved in the new regulations, and HM advised that contact should be made with Mark Johns at TVP regarding this. HM or Mark Johns will update the next meeting regarding the emerging thinking and give a further input at future meetings. **Action – TVP / HM**

#### **4. Review of Police Ill Health Retirement Process - MPS**

Carried forward to next meeting.

#### **5. Review of Recruitment Eyesight Standards**

MJ advised he has been asked to review the unaided eyesight requirement, and circulated his paper.

A general discussion took place and it was suggested that the recruitment standards would benefit from a review but MJ advised this would not be possible due to resources.

#### **6. Pensions Ombudsman update – Ken Buckley**

KB gave a presentation which included an overview of the work of the Pensions Ombudsman and LGPS complaints. He advised there had been 545 cases from members of the police service, of which 38% had gone to the Pensions Ombudsman for determination. KB advised that there was no update in relation to reducing the internal dispute resolution procedure to one stage and the pensions ombudsman would not take on a case unless it had gone through the IDR. It was pointed out that an officer would have to submit a medical appeal

within 28 days following the SMP Report. PB will forward the relevant medical appeal extract to KB for information. **Action – PB**

## **7. HSE Healthy Workforce Strategy – Jenny Morris HSE**

JM gave a presentation and outlined the Helping Great Britain Work Well strategy which is published on their website. She advised that Wellbeing is not a legal requirement under the Health & Safety at Work Act but employers are recognising that they need to look at it. The strategy outlines the 6 themes and the HSE is looking for everyone to play their part. It was mentioned that Forces cannot impact in 3 of the 6 key areas. JM stated that the strategy will not be used to inform HMIC inspections as yet and the plans are to continue discussion and engagement with HMIC.

CR advised that West Midlands Police were appointing a Head of Wellbeing whose role will include engagement, job design, managing demand and upstream prevention.

It was mentioned that Wellbeing was included in every HMIC inspection interview at Dyfed-Powys Police and Investors in People is a good starting point for the Wellbeing agenda.

MJ advised that CoP are collecting Force data on injuries on a quarterly basis and MJ is happy to share the data with JM. **Action – MJ**

It was noted that Greater Manchester Police are working on an Assaults Charter.

## **8. Workforce Wellbeing Charter – Liz Eades**

An e-mail update was received from LE to advise that the Wellbeing and Engagement Group has not met since the last NAMF so there was no specific update available. Carried forward to next meeting.

## **9. Resilience & Wellbeing Coaches – Damien Morley, GMP**

DM advised that GMP has approximately 100 Resilience & Wellbeing Coaches who were a mixture of police officers and staff, mainly constables, CSOs and police staff. Their role is to provide a point of contact for people to talk to and signpost them. DM advised that these Wellbeing SPOCs are in each division and branch, and confirmed that duty time should be given for their training. A copy of the Guidance document for the Coaches will be put on POLKA. **Action - AW**

It was mentioned that the PEEL Inspection at South Wales Police focussed on Wellbeing, staff surveys and customer satisfaction, health and wellbeing and governance.

CP advised that Gwent Police has a Wellbeing Strategy and would be happy to share it.

## **10. Managing Attendance – Staffordshire Police**

Item carried forward to next meeting

## **11. Standard Item: ACPO Wellbeing Update – Liz Eades**

Carried forward to next meeting.

## **12. Standing Item: Legal Cases**

PB referred the issue of Vulnerability and the judicial review case this year of Sharp v PMAB and West Yorkshire Police, and also the judicial review cases of Northumbria Police Authority / Dr Broome / Clementson & Doyle (2005) and Sidwell v PMAB & Derbyshire Police (2015). He will arrange for the Sharp case to go onto POLKA.

**Action – PB**

## **13. Delegate Items**

### **13.1 Update on Injury Pension reviews**

One force undertaking reviews of all bands advised that the exercise was nearing completion.

### **13.2 HML**

KT advised the group that she had been informed by HML that they would not be attending further NAMF meetings. It was mentioned that any concerns regarding conduct at PMAB hearings should be forwarded to HML.

### **13.3 Wellbeing card**

Durham Police have issued a wellbeing card to every officer regarding the help, support and savings available. They will send a copy to AW for it to be put on to POLKA.

**Action – Durham Police**

## **Dates of 2016 Meetings at Tally Ho!**

**Please note the earlier start time of 10:00am**

2 September 2016

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