

West Midlands Police
National Attendance Management Forum
Friday 4 September 2015 @ 10.30am
Force Training Centre - Tally Ho!

AGENDA

1. Welcome & Apologies
2. Minutes of 5 June Meeting
3. Matters Arising
4. Standing Item -Legal Case Update - Caroline Neadley
5. Standing item – Managing Occupational Demand
6. Employee Value Proposition (EVP) – Wellbeing Strategies
7. Mental Health Wellbeing Interventions – options and opportunities -Professor Jonathan Houdmont
8. Police Service Wellbeing Future – A joined up Agenda – Insp Ian Hesketh
9. PMAS Foundation - Police Service Research / Projects - Claire Long
10. Delegate items
11. Date of next meeting 4 December 2015

Please note

Re items 6 & 7 - Can colleagues please bring to the meeting any examples of good practice from their Forces regarding Wellbeing Strategies(as part of an Employee offer) and Force /Line Management interventions supporting Workforce mental health wellbeing.

NATIONAL ATTENDANCE MANAGEMENT FORUM
QUARTERLY MEETING
HOSTED BY WEST MIDLANDS POLICE AT TALLY HO! BIRMINGHAM
FRIDAY 4 SEPTEMBER 2015

1) Welcome

Chris Rowson welcomed everyone to the meeting. He advised that the order of the agenda would be moved so the presentations would be brought forward.

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

Were confirmed to be a true and correct record.

3) Matters Arising

3.2 Pensions Ombudsman

Ken Buckley, Senior Investigator was unable to attend today's meeting. He had e-mailed to advise that technically the Pensions Ombudsman could consider a case before it went to a Police Medical Appeal Board but they would suggest that it was remitted to PMAB. PB (Humberside) will be meeting with KB and if NAMF attendees have any issues or concerns they wish to raise, these should be passed on to PB.

Injury Pension Reviews

CR asked which forces were currently undertaking injury pension reviews. Nottinghamshire and Merseyside were and outlined that they had linked in with NARPO. Both forces send a questionnaire to the individuals subject to review and where no response is received, further letters are sent out. Where the retired officer does not engage with the process, they are ultimately moved to a Band 1 pension. Nottinghamshire and Merseyside will do a presentation at the December meeting. CR requested sample letters and flowchart of the process from the 2 forces. Cambridgeshire and Avon and Somerset also advised they were undertaking reviews.

Action – Notts & Merseyside

4) Standing Item – Legal Case Update

PB gave an overview of 2 LGPS cases (Conroy v Northumbria Police – PO case no 5124 and Jones v South Yorkshire Police – PO case no 5197) and 2 police pension scheme cases (McSorley v NIPB – case no 6391 and Kilgallon v West Yorkshire Police Authority – case no 4078). PO cases are available at www.pensions-ombudsman.org.uk/our-decisions/

5) Standing Item – Managing Occupational Demand

CR confirmed that this had been covered in the discussions of today's meeting, but will be included in December's meeting.

6) Employee Value Proposition (EVP) – Wellbeing Strategies

CR confirmed that this had been covered in the discussions of today's meeting, but will also be included in December's meeting.

It was also mentioned that w/c 12 October is Mental Health week. DM (GMP) to provide details of their week's events at the next meeting.

Action – GMP

7) Mental Health Wellbeing Interventions (Professor Jonathan Houdmont)

JH outlined that the police federation are engaging him to undertake a nationwide survey on stress and related issues in February/March 2016 to develop a nationwide picture of health and wellbeing.

He advised that it can be expected that about a third of service workers report high burnout. He advised that where individuals work long hours, they are twice as likely to have poor performance. The importance of measuring non-work stressors was also mentioned. Some individuals are not used to being performance managed and having to work in a different way.

Attention was drawn to the HSE line management questionnaire and Mental Health First Aid England including the 3 hour 'light' course).

8) Police Service Wellbeing Future – A joined up Agenda (Insp Ian Hesketh)

IH informed attendees of the national working group on wellbeing and engagement which was formed 10 months ago. The work includes both officers and staff. He advised of work around the workplace wellbeing charter which all forces have signed up to, which has a number of achievement levels. The working group is undertaking work around interventions, 2 'get it started' events (one being hosted in Avon and Somerset Police this month), and the concept of public value.

IH advised attendees to look out for individuals who use annual leave and rest days to avoid taking sickness absence. The group is looking at working in a consultancy role next year. The PMAS website will be hosting information concerning the working group.

9) Police PMAS Foundation - Police Service Research / Projects (Claire Long)

CL referred to education for leaders in the police service, and questions such as what can I do to create a positive environment. Focussing on leadership, i.e., any leaders who have line management responsibility will be an important aspect of the work to be done.

Resilience issues are a common theme. PMAS Foundation plans to create a package of information and project work, including culture and leadership and tools and techniques and forces volunteered to be involved (Notts (PW), N Yorkshire (LD), Staffs (DC), Herts (RJ), Northants (JF) and Humberside. CL will provide a copy of her recent presentation on research findings.

10) Delegate Items

10.1 – 2015 pension forms for recruitment and permanent disablement. Updated forms are not yet available from the Home Office. HM will flag up to colleagues for an update. Some forces have updated their own forms.

10.2 – LGPS query – a query was raised as to whether forfeiture of pension had taken place if a police staff employee was convicted of a serious crime. It was suggested that the question should be posed to the relevant local pensions administrator for advice.

10.3 – CBRN medical recalls – it was queried as to whether any forces were undertaking these, and a risk based approach was suggested.

10.4- Rehabilitation centre – a query was raised as to whether duty time was given to officers attending the centres. The consensus was that duty time was given if the officer was not on sick leave.

10.5 – Limited Duties – it was queried as to whether any forces had completed their force policy/procedure on Limited Duties. None advised they have as yet.

Dates of remaining 2015 Meetings at Tally Ho! - 4th December 2015

List of Attendees – September 2015

Leanne Dudhill
Barbra Wilson
Lynne Glazzard
Jonathan Edmondson
Sue Humphreys
Louise Phillips
Karin Nolan
Joanna Elliot
Julie Reilly
Rosemary Jeffers
Ace Williams
Sue Meadowcroft
Stephen Mitchel
Jo Fowler
Damian Morley
Pete Owens
Tina Fergus
Christine Brown
Caroline Coombe
Donna Cantrell
Paul Barker
Jan Wainwright
Kath Thomas
Wendy Thompson
Dr Andrea Junker
David Bulpitt
Melanie Clarke
Claire Long
Jonathan Houdmont
Ian Hesketh
Chris Rowson