

NATIONAL ATTENDANCE MANAGEMENT FORUM

NOTES OF MEETING

12 OCTOBER 2004

ATTENDANCE LIST

Chris Rowson, Corporate Personnel Services Manager, West Midlands Police
John Kilbey, Force Solicitor, West Midlands Police
Tina Fergus, Occupational Health and Employee Support Manager, West Midlands Police
Laraine Williams, Occupational Health, Safety and Counselling Policy Manager, West Midlands Police
Dr Chris Staley, Force Psychiatrist, West Midlands Police
Dr Mike Charlson, Force Occ Health Consultant, West Midlands Police
Trevor Forbes, Appeals Co-ordinator, West Midlands Police
Martin Burnett, Solicitor, Williamson and Soden
Ed Barnard, Police Pensions Section, Home Office
John Gilbert, Police Pensions Section, Home Office
Judith Clewlow, Senior Personnel Manager, Durham Constabulary
Bill Knowles, Health, Safety and Welfare Manager, Durham Constabulary
Terry Paddison, Chief Personnel Advisor, Northumbria Police
Nicholas Wirz, Solicitor, Northumbria Police
Sheila Donscha, Assistant Head of Personnel, Derbyshire Police
Margaret Millar, Practice Manager, Derbyshire Police
Paul Williams, Occ Health and Safety, Derbyshire Police
Kathryn Thomas, Personnel Manager, Gwent Police
Amanda Glenister, Welfare Officer, Norfolk Constabulary
Kenny Dearlove, OHNA, Norfolk Constabulary
James Crooks, Employee Relations Manager, Devon and Cornwall Constabulary
Eric Griffiths, HRO – HSWU, Sussex Police
Eveline Forster, FMO, Avon and Somerset Constabulary
Irene McCormick, Employee Relations Manager, Warwickshire Police
Dr Toby Clowes, Force Medical Advisor, Warwickshire Police
Dr Andrea Junker, FMA, City of London Police
Sarah Austin, HR Consultant, North Yorkshire Police
Katy Penn, Head of Health, Safety and Welfare, North Yorkshire Police
Dr Bill Edwards, FMA, Bedfordshire Police
Mick Pepper, Director of HR, Suffolk Constabulary
Keith Watkinson, Head of Personnel and Training, West Yorkshire Police
Toni McCormack, Personnel Adviser, Suffolk Constabulary
Amanda Parker, Personnel Manager, Suffolk Constabulary
Chris Shinn, Force Medical Officer, West Yorkshire Police
Hazell Gallivan, Personnel Officer, West Yorkshire Police
Duncan Murray, Medical Retirement, Metropolitan Police
Stephen Davies, Employee Relations Manager, Lancashire Constabulary
Penny Brannon, OHSW Office Manager, Northamptonshire Police
Ellen Bird, OHU Manager, Cambridgeshire Police
Ronnie Hillen, Manager Police Pay and Conditions, Police Service of Northern Ireland
Geoff Crowther, OHW Deputy Chief Medical Adviser, Police Service of Northern Ireland
Steven Beards, Head of Occupational Health and Welfare, Hampshire Constabulary

Graham Love, Personnel Services Manager, Hampshire Constabulary
Greg Holmes, Employee Relations, Humberside Police
Paul Barker, Employee Relations, Humberside Police
John Deighton, Senior OHP, Greater Manchester Police
Anne Marie Cornwell, Assistant Personnel Director, Greater Manchester Police
Deb Bewley, Resource and Rewards, Staffordshire Police
Margaret Grahamslaw, OHS & W Manager, Staffordshire Police
Peter Owens, Attendance Co-ordinator, Merseyside Police
Gail Marshall, Medical Retirement Officer, Merseyside Police
Jan Wainwright, Head of Health Care and Safety, South Wales Police
Saffron Burton, Human Resources Adviser, South Wales Police
Stephen Baldwin, Solicitor, Cumbria Constabulary
Caroline Afaleq, Occ Health Department, Cumbria Constabulary
Graham Noble, Director of Personnel and Development, Cumbria Constabulary
Bronwen Glancy, Occ Health Unit Manager, Cumbria Constabulary
Trudy Newell, Personnel Manager, Cleveland Police

9. INJURY AWARDS

A discussion took place in relation to how claims from officers in the following categories are treated:

a) Applications from over 65s

Injury award payments should be reviewed for individuals over the age of 65. It is not recommended that an overall policy of ceasing payments on reaching the age of 65 should be adopted. Each case should be treated on its own merits.

Most Forces have adopted a policy of not accepting new applications from individuals aged over 65.

b) Applications from over 55s

It is recommended that National Average Earnings should be used when assessing injury award payments from individuals aged over 55.

c) Applications from those living overseas/away from Force area

Most Forces have experience of this. In the case of individuals living abroad, Forces will pay travel expenses from point of entry to the UK.

Where individuals are living in the UK but away from the Force area, travel expenses will be paid. Some Forces reported that on occasions they have sought the services of local Force Medical Advisers where individuals have difficulties in returning to their original Force.