

RECUPERATIVE AND ADJUSTED DUTIES POLICY (POLICE OFFICERS)

Executive Summary

At West Midlands Police (WMP), we rely on the contribution of everyone to deliver a service that underpins our professional reputation, enhances public perception of our legitimacy and gives confidence to the communities we serve. It is therefore essential that we ensure that all colleagues are deployed effectively and their skills and experience are maximised.

The policy therefore seeks to:

- Ensure that during a period of recuperation, and/or where permanent adjustments to duties are required, officers are fully supported in order to retain their skills and experience within the workplace with relevant welfare and wellbeing assistance.
- Provide officers with the ability to undertake meaningful work fully and effectively during recuperation and ensure that officers are deployed effectively in line with Force priorities and demands to ensure operational delivery.
- Ensure that recuperative and adjusted duties are managed fairly, supportively and with a consistent approach in line with the requirements of the Equality Act 2010.
- Explain the procedural steps in managing recuperative and adjusted duties.

Authorised Professional Practice (APP)

- This policy has been checked against APP and there is none in relation to the subject matter of this policy.

Definitions:

- **Recuperative Duties** is defined as duties falling short of full deployment, undertaken by a police officer following an injury, accident, illness or medical incident, during which the officer performs restricted duties to assist their recovery. They are intended to be structured, time limited, supportive and rehabilitative.
- **Adjusted Duties** is defined as duties falling short of full deployment, in respect of which workplace adjustments (including reasonable adjustments under the Equality Act 2010) have been made to overcome barriers to working. For an officer to be placed on adjusted duties, they must:
 - a) be attending work on a regular basis;
 - b) be working the full number of hours for which they are paid (in either a full time or part time role).
- **Management Restricted Duties** is defined as duties to which an officer is allocated in circumstances in which: (i) verifiable confidential or source sensitive information or intelligence has come to the notice of the Force, that questions the suitability of an officer to continue in his or her current post; and/or (ii) serious concerns are raised which require management actions, both for the protection of individuals and the organisation;

In either case also that:

- criminal or misconduct proceedings are not warranted; and
- the chief constable has lost confidence in the officer continuing in their current role.



In addition, for the purposes of this policy, short term management restrictions may be required as a result of an investigation being undertaken in line with the Police (Conduct) Regulations 2020, and may include restrictions upon your duties, role and responsibilities.

Winsor category/Role category: Within WMP, all Police Officer roles have been assessed and allocated a Winsor categorisation from A to D (refer to Appendix 1 for categories), the purpose of which is to define the level of restriction that can be supported within the role, measured against that of a fully deployable officer.

Personal category – The restriction category allocated to the officer, either on a temporary (recuperative) or permanent basis (adjusted), as assessed by Occupational Health.

Policy Statements:

- This policy applies to all West Midlands Police officers and Special Constables regardless of rank.
- It does not apply to officers requiring temporary adjustments regarding pregnancy or breastfeeding.
- This policy does not apply to:
Police Staff
Volunteers
Apprentices (excluding student officers)

Recuperative Duties - Principles

- Recuperative duties are a time limited, supportive measure, to enable you to remain in the workplace following an injury, accident, or illness, or to return back to the workplace following a period of sickness.
- Recuperative duties should not be an automatic expectation following a period of sickness absence, however, it is recognised that in some situations it can be a helpful means to maintain attendance and/or facilitate a return to the workplace.
- The type and duration of the recuperative duties will depend on your individual circumstances. Recuperative duties could include an amendment to the number of working hours, working pattern, or type of duties undertaken and may be undertaken in your current, or an alternative posting.
- Your line manager will develop a recuperative plan, utilising relevant advice from your GP, medical healthcare professionals and Occupational Health as appropriate, which will include the duties that are to be undertaken/avoided, details of any adjustments made and the anticipated time period. Advice can be sought from the HRA team, and the plan should be discussed and agreed with you.
- It is a management decision whether it is reasonable, or not, to implement any recommendations made by your GP, medical healthcare professionals and Occupational Health. Adjustments and/or recommendations made, whilst appropriate to your health, do not preclude alternatives. If we cannot support the adjustments suggested and are unable to agree an alternative proposal, you will remain absent from work due to sickness, until the end of your fit note.
- When undertaking recuperative duties, we will provide you with a role/meaningful tasks that deliver against the Force's and department's objectives and priorities whilst supporting your rehabilitation.
- Recuperative duties will be determined based on the requirements of your recuperation, operational demand and other relevant factors where applicable e.g. location. Where an alternative recuperative posting is sought, we will work with you to mitigate any concerns you may have, with OH intervention if required.

- Plans will usually run for 1 month to facilitate an incremental return to full hours and/or duties, however we recognise that in some cases, a longer period will be appropriate and therefore plans can be extended to 3 months.
- Only in the most exceptional cases will recuperative duties exceed 3 months, up to a maximum of 6 months, if Occupational Health advice suggests that an extended plan will facilitate an effective and sustained return to work.
- Reasonable adjustments required will be considered and will be supported within the period of recuperative duties/recuperative posting.
- Should you wish to book time off whilst undertaking your recuperative plan, any leave taken will be based on your normal working hours, as opposed to your recuperative hours.
- It is the expectation that as the majority of recuperative plans will be very short term in nature (up to 1 month), these can be agreed by your line manager and where possible, temporary restrictions will be made to your current posting to accommodate the recuperation. Where this cannot be accommodated, options within your current team/department will be explored.
- For recuperative plans of up to 2 months, or where an initial 1-month plan requires an extension, these can be agreed by your local department/LPA SLT Lead, and temporary restrictions will either be made to your role, or an alternative posting may be sought which better suits your recuperation. The expectation is that any alternative postings will be within your current department/LPA.
- Alternative recuperative postings may be sought to suit both your recuperation and operational need if longer than 2 months. This will apply where it is clear from the outset that a longer recuperative plan of up to 3 months is required, or where a shorter plan is likely to require extension. This process will be managed by your current department/LPA Workforce Lead in the first instance. Should it not be possible to identify an alternative recuperative posting within your current department/LPA, the process will then be managed by the WMP postings function within our Workforce Planning team in consultation with Employee Relations, Occupational Health and the Police Federation/Superintendents' Association as appropriate.
- In such cases:
 - Occupational Health advice will be required.
 - No compulsory change of shift pattern will be required to facilitate a recuperative posting and unless requested or mutually agreed, the shift pattern of your substantive posting will remain.
 - Any existing flexible working arrangements will be honoured for the duration of the recuperative posting.
 - Due to the temporary nature of the posting, we will not identify recuperative postings which require a higher level of vetting or security clearance.
 - Your basic pay will remain the same during your recuperative posting. Your allowances, e.g. unsocial hours will only remain payable if you are working during the relevant timeframe.
 - If the recuperative posting is at a different location to your usual place of work, this will become your usual place of duty.

- If your recuperative plan involves reduced or alternative working hours, these will become your hours of work temporarily, and you will be considered as off duty outside of these working hours.
- Any annual leave booked and taken during your recuperative plan must be based on your substantive hours rather than your recuperative hours.
- Any recuperative duties postings will be temporary for the purpose of supporting your rehabilitation, and if undertaken within an alternative posting, the expectation is that you will return to your substantive posting once your recuperation concludes.
- Day to day support and line management will be provided by your temporary line manager if you are in an alternative posting. However, your ongoing line management, wellbeing support, OH referrals, WMP conversations etc will be maintained by your substantive line manager.

Recuperative Duties – Criteria

Recuperative duties will be considered in situations where:

- It is clear from the outset that this will assist with the maintenance of attendance and/or a return to work;
- It is supported by medical opinion e.g. GP note, your treating medical healthcare professionals, Occupational Health etc.
- The medical prognosis is that recuperative duties will be time limited, with a view to returning to full hours at the end of the specified period.
- Adjustments can be made to your existing posting, or an alternative posting can be identified.

Where a temporary reduction in working hours is suggested, you must be in a position to work **at least 50%** of your normal weekly hours at the outset of the plan, increasing week on week.

PROCEDURE

Recuperative Plans – up to 1 month

- As part of usual attendance or welfare discussions, where appropriate your line manager will discuss the possibility of recuperative duties.
- For short duration recuperative plans, these can be agreed by your line manager and will be tailored to your needs, within the parameters of this policy.
- If you have been assessed as 'may be fit for work' by your healthcare professional, consideration should be given to any recommendations provided within your fit note.
- Where Occupational Health advice is already available, this should be utilised to develop a plan.
- Where Occupational Health advice has not yet been received, or is out of date, where the recuperative plan is straightforward and agreed, an Occupational Health referral should not delay the implementation of a recuperative plan. However, if there is disagreement regarding restrictions required, or any doubt regarding the content of a GP note, then a referral for advice should be made.
- Advice and support can be obtained from the relevant HR Advisor.

- If a plan is agreed, the details should be recorded within the wellbeing plan shared with the relevant HR Advisor who will ensure that an accurate record is kept.

Recuperative plans – up to 2 months

- Where a short-term plan is likely to exceed the anticipated 1-month duration, or where a longer period is required, your line manager will outline the likely duration of any recuperative plan, with reference to your GP note and/or Occupational Health advice, along with your functional capability and will refer this into your local department/LPA SLT Lead.
- Occupational Health advice may be sought when it is evident that your circumstances have changed or your health has deteriorated.
- Temporary restrictions will either be made to your role, or an alternative posting may be sought which better suits your recuperation. The expectation is that any alternative postings will be within your current department/LPA.
- If a plan is agreed, the details should be recorded within the wellbeing plan shared with the relevant HR Advisor who will ensure that an accurate record is kept.

Recuperative plans – up to 3 months

- In the more complex cases, where it is likely that the recuperative plan will run for up to 3 months, your line Manager should make a referral to Occupational Health, within which they will request a discussion about recuperative duties/postings.
- Occupational Health will undertake the assessment, provide advice regarding recuperative duties, including type, duration, restrictions based on the completion of a functional capability matrix. Occupational Health may seek/provide medical advice from/to your GP or medical specialist where indicated and with your consent.
- The completed functional assessment form and relevant Occupational health advice regarding what you can undertake during the recuperation phase will be provided to your line manager and the Workforce Planning team within People Services to ensure informed decisions are made. You will also have a copy of the schedule. The schedule will identify functional capability and will not include reference to medical conditions or confidential information.
- Temporary restrictions will either be made to your role or alternative recuperative postings may be sought to suit both your recuperation and operational need, if longer than 2 months. This will apply where it is clear from the outset that a longer recuperative plan of up to 3 months is required, or where a shorter plan is likely to require extension.
- The management report will be shared with your line manager in the first instance for review (with a copy to your HR Advisor and/or Student Supervisor with consent), following which the relevant management information regarding the functional assessment to inform the posting decision will be shared with the individual/team responsible for your recuperative posting.
- This process will be managed by current department/LPA Workforce Strategy Lead in the first instance. Should it not be possible to identify an alternative recuperative posting within your current department/LPA, the process will then be managed by the WMP postings function within our Workforce Planning team in consultation with Employee Relations, Occupational Health and the Police Federation/Superintendents' Association as appropriate.

- In such cases, Workforce Planning will liaise with the departments to confirm suitable recuperative posting and will share details of the recuperative posting with the Substantive Line Manager.
- Where an alternative posting is identified, the substantive line manager will advise the officer of the posting, including the start date and anticipated end date. Whilst the posting doesn't attract a 28-day notice period, a reasonable period of notice (generally up to 7 days) will be given where possible.
- The substantive department will only be permitted to backfill the role on a temporary basis, unless there are specific and exceptional circumstances. If this is the case, this will be discussed with you prior to your recuperative posting commencing.

Reviews

- Review meetings will be held at regular intervals between you and your line manager to review your progress against the plan, and consider whether any amendments are required. The frequency should be set by your line manager, dependent upon the nature and duration of your recuperative duties.
- If you have completed your recuperative plan, this will be signed off as completed and the relevant systems will be updated. If you were undertaking an alternative recuperative posting, you will at this point return back to your substantive post.
- If you undertake your recuperative plan in an alternative posting, whilst your temporary line manager will provide day to day supervision and support, your substantive line manager will retain ownership for your management and will undertake the review.
- Where progress is not being made or milestones not being achieved, an Occupational Health referral should be made for advice. In such circumstances it may be necessary for a review meeting to be held with you, your line manager and HR Advisor to discuss management options which could include:
 - An extension to your recuperative plan (provided the maximum duration has not already been exceeded)
 - Consideration of adjusted duties (if you meet the criteria, as set out within this policy)
 - The submission of a flexible working request to reduce your working hours so that you are only paid for the hours worked.
 - Consideration of Ill Health Retirement
 - Consideration of the Unsatisfactory Attendance Procedure (UAP)
- This review meeting will be held at the appropriate point, and no later than 3 months after the commencement of your recuperative duties plan.
- Where an extension to your recuperative plan is suggested as a result of the review meeting, which would take the total recuperation beyond 3 months, this will be forwarded to your LPA/Department Workforce Strategy, who will review the request with support from their HR Manager and reach a decision.

Flexible Working and Recuperative and Adjusted Duties

If you are unable to work your full hours that you are being paid for at the end of your recuperative plan, and/or one of the recommended adjustments from Occupational Health is a long-term reduction to your working hours:

- We will request that you submit a formal flexible working application to reduce your working hours to ensure that you are being paid only for the hours worked.
- Your flexible working application will be considered as a reasonable adjustment, and will be considered against operational requirements.
- If approved, we will then be able to consider adjusted duties, and will follow the process as outlined within this policy.

Ill Health Retirement

If you are unable to return to full hours or duties following completion of your recuperative plan, and you are eligible within the relevant Pension Scheme rules, it may be appropriate to consider an Ill Health Retirement application. This can be initiated by either you or your line manager, and will follow our usual process.

Unsatisfactory Performance (Attendance) Procedure

If you:

- are unable to return to full hours or duties following completion of your recuperative plan;
- fail to make adequate progress;
- experience poor attendance or performance issues;
- are not willing to submit a formal flexible working application to reduce your working hours; or
- there are no adjustments that could be reasonably made;

we may initiate formal action under the UPP/UAP procedure as set out within the Police Performance Regulations 2020.

ADJUSTED DUTIES

- Consideration of adjusted duties may take place if:
 - You have been unable to return to full duties following the completion of a recuperative plan or the latest medical advice indicates that you will be unable to return to full duties in the near future, or
 - You are subject to medical review following a fitness test, PST or for another reason, or
 - You have a determination from a Specialist Medical Practitioner under the relevant Pension Regulations of permanent disablement/unfitness for ordinary duties of a police officer.
- In order to be eligible for adjusted duties, you must be attending work on a regular basis, and working the full number of hours for which you are paid.
- Whether adjustments can be supported will depend on whether you are able, after adjustments have been made, to discharge a substantive role for your full hours.
- All cases of adjusted duties will be considered individually, on their own merits. The adjustments required will be considered to determine the reasonableness and organisational impact, and will consider factors such as:
 - Likelihood of a full return to the duties of your substantive posting
 - Impact on operational resilience, delivery and performance
 - Consideration of restriction category and where within the Force this could be accommodated.
- Postings/roles will not be created solely to accommodate adjusted duties.
- In all cases, Occupational Health must be engaged and advice must be sought from the Force Medical Advisor either via a case discussion within Occupational Health or a FMA assessment.

Procedure

- You will be invited to a case meeting to discuss adjusted duties, with 7 calendar days' notice where possible.
- You can bring a Police Federation/Superintendents' Association representative should you wish, and an HRA may also be in attendance.
- Prior to the meeting, your line manager will ensure that they have up to date, relevant Occupational Health advice from the Force Medical Advisor (either directly or via the case management discussion), which will include an indicative adjusted duty category.
- During the meeting, your line manager will:
 - Review your restrictions and agree the most appropriate restriction category;
 - Confirm the restriction category of your current role;
 - Dependent upon the outcome of the above, discuss other relevant issues which may include reasonable adjustments, flexible working, welfare support etc.
- The Adjusted Duties Assessment Form should be retained on the relevant Force system, to allow for the handover of relevant information between line managers as appropriate.
- Where there is a difference in opinion between you and the Force in relation to medical advice to place you on adjusted duties, and where the difference relates to whether or not you are fully deployable, we will arrange for you to be assessed by an independent registered medical specialist. The second doctor's opinion will be final.
- At the conclusion of the case meeting, your line manager will agree one of the following recommendations:
 - You are fully deployable and do not need to be allocated to adjusted duties. You will therefore remain in your current posting with no restrictions, or if your current role is a restricted role, alternatives may be sought. All relevant systems will be updated. Or;
 - You are not fully deployable and have a restriction category, however this can be accommodated with reasonable adjustments within your current posting. You will therefore be allocated to adjusted duties and all relevant systems will be updated. Or;
 - You are not fully deployable and have a restriction category, however this cannot be accommodated within your current posting. Your line manager will send a request to your Department/LPA Workforce Strategy and/or Workforce Planning and Resourcing for exploration of suitable posts within the department/LPA/Force.
- When sourcing alternative postings, vacant postings matching your restriction category will be considered in the first instance, and if a posting is identified, this will be discussed with you.
- Where there are multiple vacant postings matching your restriction criteria, we may either select the most suitable based on operational need, or where possible, discuss each of the postings with you.
- Training implications should be considered, and whilst specialist postings will not automatically be excluded, this will be taken into consideration when determining suitability.
- Where there are no suitable vacant postings, we will review all postings within the restriction category for suitability. Should we identify that a role may be suitable for you, we will consider a bumping exercise. In such cases:
 - We will review all potentially suitable postings within the restriction category to determine whether there are any mismatches between posting category and personal category e.g. the posting is a Category D, however the personal category is C.

- A selection process may be required if there is more than one suitable posting, or more than one mismatch identified.
- HR will advise on the process to be followed.
- If, after exploration of suitable postings within the Force there are no adjustments that could be reasonably made to enable you to fulfil a substantive posting, ill health retirement or UAP/UPP may be appropriate.
- Should your level or type of adjustment/s required change during the 12-month review period, a further case meeting will be held.

12 Months Review

- After 9 months on adjusted duties, a formal management review should be scheduled. The review will include discussion regarding your health, adjustments and posting, and outcomes could include:
 - A return to full duties as the adjustments are no longer required;
 - Some adjustments are no longer necessary and can be removed;
 - Confirmation that your current adjusted duties plan remains applicable;
- If you wish for your adjusted duties status to be reviewed with a view to lifting the restriction, or amending your categorisation, a referral should be made to Occupational Health for a revised functional assessment and case management discussion.
- An assessment will then be made of whether, with adjustments, you are able to discharge a substantive posting for the full number of hours for which you are being paid, and whether the adjusted duties can be accommodated without unreasonable detriment to Force resilience, either within your current or alternative posting.
- An annual review with the FMA will not be required for permanent conditions, unless specifically requested by the FMA.
- Where it is determined that the adjustments required cannot be supported, consideration will be given to Ill Health Retirement, or initiating UPP/UAP.

MANAGEMENT RESTRICTIONS

- In certain circumstances, it may be appropriate to impose management restrictions upon your role or duties, either on a short term or a long-term basis.
- Short term management restrictions may be required as a result of an investigation being undertaken in line with the Police (Conduct) Regulations 2020, and may include restrictions upon your duties, role and responsibilities.
- PSD will determine whether restrictions are required, and will record restriction types accordingly.
- Where restrictions are required, these will be shared with you, along with an estimated duration.
- In general terms, the restrictions required will fall within one of three categories as follows (all may include IT systems restrictions if applicable):
 - Category 1: No policing duties: non-evidential, non-public facing role.



- Category 2: No operational policing duties; back office role reduced exposure to evidential chain and public facing.
- Category 3: Environmental restrictions, e.g. restriction on role type e.g. non-supervisory role, non MV role, restriction on team/location.
- Following notification of your restriction category from PSD, the central workforce planning team will review and identify a suitable posting for you, and will notify you and your line manager.
- Management Restricted Duties, as set out within the definitions in this policy are referred to within West Midlands Police as service confidence concerns. Please refer to the Service Confidence Policy for further information.

Publication Instructions:

- Suitable for publication to public

Policy Ref: POD/13

Version: 2.1

Date: 28/11/24

Review Date: 28/11/2027

Policy Initial Implementation Date: 05/07/2022

Policy Author: [REDACTED]

Business Area Owner: Business Partnering/ [REDACTED]

Department Responsible: Employee Relations

Any enquiries in relation to this policy should be made directly with the policy author shown above.

Force Executive Approval:

Approved by Mr Gillett on 28/11/24

Director of People Services

Appendix 1 – WINSOR ADJUSTED DUTIES CATEGORIES

PRIMARY POST DESCRIPTORS	
A	Operational Policing roles that feature a full range of shifts
B	Operational Policing roles that don't feature a full range of shifts
C	NO physical confrontation, full shifts with public engagement including phone/IT systems
D	NO physical confrontation, DOESN'T require full shifts , with public engagement including phone/IT systems
INDIVIDUAL ATTRIBUTE CATEGORIES	
A1	NO driving of MARKED vehicles
A2	NO Public Order Training
A3	NO driving of MARKED vehicles or Public Order Training
B1	As B but NO driving of MARKED vehicles
B2	As B but NO Public Order Training
B3	As B but NO driving of MARKED vehicles or Public Order Training

Equality Act 2010 Information

Three General Duties

Each WMP Policy must evidence due regard for the Public Sector Equality Duty (PSED).
Policy authors should consider the following three duties:

- | | |
|---|---|
| 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act | Put an end to unlawful behaviour including discrimination, harassment and victimisation |
| 2. Advance equality of opportunity between people who share a protected characteristic and those who do not | Removing disadvantage, taking steps to meet needs, encourage people to take part. |
| 3. Foster good relations between people who share a protected characteristic and those who do not | Taking steps to reduce prejudice and increase understanding between groups |

Nine Protected Characteristics

Age	A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).
Disability	A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender Reassignment	Where a person undergoes, or proposes to undergo, a process for the purpose of reassigning their sex.
Marriage and Civil Partnership	Marriage is a legally recognised union between a man and a woman or between a same-sex couple. It does not protect those that are co-habiting, single, divorced or widowed.
Pregnancy and Maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	A race is a group of people defined by their colour, nationality (including citizenship) ethnicity or national origins. A racial group can be made up of more than one distinct racial group, such as Black British.
Religion or Belief	Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Sex	A man or a woman
Sexual Orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Who to consider

Our People	Colleagues in your own department
Our Partners	Colleagues in other departments & external partners
Our Communities	Members of the public Inc. Victims, callers, suspects, IAG members, WMP social media followers etc



Guidance		
	Evaluation	Mitigation & Changes
	What impact has this policy had on the nine protected characteristics in relation to the three general duties? (If applicable)	How will this updated policy positively impact each of the nine protected characteristics in relation to the three general duties? If not, explain why it will not.
Points to consider		
Our People	- How many people have been impacted by this policy & is that proportionate? - Have there been any complaints, grievances or disputes recorded about the contents of this policy? - Have any sections of this policy caused trust or confidence concerns with our staff or communities? - Does this policy contain examples of outdated language?	- Does this policy specifically discuss each of the nine protected characteristics? - Does this policy demonstrate a clear understanding of key risks associated with the nine protected characteristics? - Does this policy suggest interventions to mitigate any risk? - Does this policy detail how the contents will be governed?
Our Partners		
Our Communities		
How to use this template		
- Each box should contain some narrative explaining your thoughts - Proportionate research should be undertaken to support with your assessment - Feedback from the consultation can be added to this Equality Assessment		
Equality Assessment		
	What impact has this policy had on the nine protected characteristics in relation to the three general duties? (If applicable)	How will this updated policy positively impact each of the nine protected characteristics in relation to the three general duties? If not, explain why it will not.
Age	Officers are more likely to develop long term health conditions as they get older, potentially resulting in sickness absence, or a requirement for recuperative or adjusted duties. Our current policy is specific in nature, and our datasets regarding recuperative/adjusted duties are currently	This policy sets out a clear framework and expectations regarding recuperative and adjusted duties, encouraging consistency of approach within WMP. The policy also allows for consideration of individual circumstances to ensure that action is appropriate.



	subject to review and improvement.	
Disability	It is likely that disabled officers, or those with underlying long term conditions are more likely to require recuperative or adjusted duties.	This policy sets out a clear framework and expectations regarding recuperative and adjusted duties, encouraging consistency of approach within WMP. The policy also allows for consideration of individual circumstances to ensure that action is appropriate. The increased structure and formality ensures that periods of recuperation of focused and goal led, ensuring that reasonable adjustments are made throughout.
Gender Reassignment	This policy doesn't apply where adjustments are required to support an officer during transition or to support with appointments etc. Relevant Force Policies including attendance, special leave etc apply	This policy doesn't apply where adjustments are required to support an officer during transition or to support with appointments etc. Relevant Force Policies including attendance, special leave etc apply
Pregnancy & Maternity	This policy doesn't apply where adjustments are required to support an officer during pregnancy or whilst breastfeeding. Arrangements would be made in line with the Maternity Policy as applicable.	This policy doesn't apply where adjustments are required to support an officer during pregnancy or whilst breastfeeding. Arrangements would be made in line with the Maternity Policy as applicable.
Marriage & Civil Partnership	There is no known impact upon this group.	There is no known impact upon this group.
Race	There is no known impact upon this group.	There is no known impact upon this group.
Religion or Belief	There is no known impact upon this group.	There is no known impact upon this group.
Sex	No known impact. Whilst certain health conditions	This policy sets out a clear framework and



	are more prevalent in male or females, recuperative/adjusted duties apply to all.	expectations regarding recuperative and adjusted duties, encouraging consistency of approach within WMP. The policy also allows for consideration of individual circumstances to ensure that action is appropriate.
Sexual Orientation	There is no known impact upon this group.	There is no known impact upon this group.



Monitoring and Review

Version	Date Reviewed	No change / Minor Changes / Major Changes <i>(detail)</i>	Amended / Agreed by	New review date
2.1	17/07/25	Minor Changes – Removal of category 'E' of the Winsor Duties	██████████ (SL)	No change to original review date 28/11/27