

Cleveland Police - Corporate Policy

Title: Review of Injury Awards and Medical Pensions

Reference No: 50

Implemented On: March 2003

Review Date: March 2005

Policy Statement

Cleveland Police Officers have a difficult and often dangerous role. Confidence to undertake the duties associated with modern day policing comes from effective training, information, equipment and organisation which is underpinned by terms and conditions which ensure adequate reward and protection for normal hazards of work. In addition, these terms and conditions also provide against the particular occupational hazards associated with a job which expects an individual to place themselves at physical risk. The provision of these terms and conditions is part of society's reciprocal duty to provide for those who put themselves at risk in this way. For example, where an officer is retired on health grounds, they will receive an immediate index-linked pension. The pension will have been enhanced to compensate for opportunity lost had the officer been able to work to the date of compulsory retirement - or 30 years service, whichever is the less. Where the Police Authority may be liable in law for having caused the permanent disablement, it will be open for officers to seek damages via the civil system, however, in exceptional circumstances an additional injury pension may be awarded where an officer receives an injury in the execution of their duties as a Police Officer.

There is also a duty to review the entitlement of Officers on an ordinary medical pension as if their condition has improved it may be possible for them to return to the Force.

Cleveland Police also must ensure that arrangements are in place for the revision of the Injury Award once an Officer reaches age 60.

Strategic Aims

This document supports the following Strategic Aims:

- Reduction and detection of crime
- Response Policing
- Reassuring the Public
- Finance and Commissioning
- Personnel and Development

- Information and Communication Technology

Policy aims and application

Aims:

The purpose of this policy is to provide guidance in relation to reviewing whether the degree of a retired Officer's disablement has substantially altered, whether a medically retired Officer is fit enough to be reinstated and to introduce a system to lower IOD payments at age 60.

Cleveland Police, to date, has not yet exercised this statutory duty as defined by the Police Pensions Regulations 1987. This policy therefore defines a new procedure relating to the reassessment of injury pensions as required by the above Regulations, the reassessment of ill health pensions and the revision of Injury Awards at age 60.

Application:

This policy applies to all Police Officers and Police Staff of Cleveland Police.

Procedures:

The following are the procedures to be followed in respect of this policy:

50.1 Review of Injury Awards and Medical Pensions

Legal and Other References

The Police Pensions Regulations 1987 (Regulation K2(1)) requires Police Authorities to periodically consider whether the degree of a retired officer's disablement has substantially altered. Cleveland Police Authority has, as it is empowered to do by the Regulations, delegated responsibility for matters relating to Police Pensions to the Chief Constable. If, after such consideration, it is found that the degree of disablement has substantially altered, then the injury pension shall be reviewed accordingly. Recalling retired officers for reassessment of their disability is important both to the individual and to the Force because the impact of disability can intensify or decrease over a period of time and therefore should be reflected in the disability banding. In such circumstances it is acknowledged that pensions may increase or decrease accordingly.

Officers not in receipt of an Injury on Duty award require reviewing as some may be able to return to the Force if their medical condition has improved.

Officers in receipt of an Injury Award are no longer entitled to the same payment once they reach age 60 as the award is to compensate for loss of earnings rather than the actual injury itself. This policy documents the Force procedure in this regard in lowering the award to Band One.

Administration

All documentation produced in preparation of this policy, including compliance assessments and suitability certificates, will be retained by Manual of Guidance Officer, Corporate Planning and Performance

The Head of Personnel and Development is responsible to for the accuracy and integrity of this Policy. Therefore, objections as to the content of this policy must be directed to Head of Personnel and Development.

This section will be reviewed and updated on an annual basis by the Head of Personnel and Development.

Compliance Checking

This document has been assessed for:

- Freedom of Information Act issues
- Human Rights compliance
- Diversity, Race and Equality
- Disability Discrimination Act
- Risk management issues, including health and safety
- Other identified legal, ethical or moral issues

and, is certified suitable for implementation.