

Cleveland Police - Procedures Document

Title: Review of Injury Awards and Medical Pensions

Procedure Ref No: 50.1 **Policy Ref No:** 50

Date of Implementation: March 2003 **Version:** _____

Prepared By: _____ **Approved By:** _____

1.0 Procedure Summary

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.

2.0 Scope

Disablement is defined by Regulation A12(2) of the Police Pensions Regulations 1987 as "the inability, occasioned by infirmity of mind or body, to perform the ordinary duties of a male or female member of the Force, as the case may be, except that, in relation to a child or widow(er) of a member of a Police Force, it means inability, occasioned by the aforesaid, to earn a living.

Where it is necessary to determine the degree of a person's disablement, it shall be determined by reference to the degree to which earnings capacity has been affected as a result of injury received in the execution of duty, average pensionable pay and length of service."

Currently, bands of disablement are presented in four bands:

- Up to 25% slight disablement
- 26 - 50% minor disablement
- 51 - 75% major disablement
- more than 76% severe disablement

The degree of disablement is calculated upon medical retirement by the Force Medical Officer by taking into consideration an assessment, by the responsible Personnel Manager, of potential loss of earnings via a skills inventory for the retiring officer and an assessment of the local job market.

3.0 Procedure

Retired officers in receipt of an ill-health pension and/or injury award will be considered for reassessment on a selective rolling programme basis, prioritising those in receipt of injury awards and by virtue of the following criteria:

- Date of retirement;
- Age;
- Nature and circumstances of retirement; and
- Financial status (Injury Awards only).

Consideration of the above factors will be via the established Health Management Group. The process will then consist of:

Letter from Chief Constable advising of intention to consider retired officer for reassessment of their disability.

Letter and financial questionnaire from Head of Personnel & Development to retired officer. (Financial questionnaire only if Injury Award being paid).

Reminder from Head of Personnel & Development, if appropriate.

Recall appointment made for medical examination upon receipt of financial questionnaire (if applicable).

Medical examination undertaken by Force Consultant Physician.

Health Management Group consider the recommendations made by the Force Consultant Physician prior to final recommendation to Chief Constable. Such a recommendation only being required where an award is to be reduced, increased or terminated or an Officer considered for reinstatement.

Head of Personnel informs individual of the outcome of the process
Appeal process if applicable.

Should a retired officer fail to return the questionnaire within a stipulated period or indeed fail to attend the reassessment, then the Health Management Group will give due consideration to the injury award being terminated.

Travelling and out of pocket expenses will be the responsibility of the individual. In exceptional circumstances where the individual is severely disabled it may be possible for arrangements to be made for a home visit.

The Head of Personnel and Development will arrange for the review of the

Injury Award level of Officers attaining age 60. National discussion is ongoing regarding this procedure. Therefore this will be implemented in Cleveland Police once guidelines are available.

Appeal against change or removal of Injury Award or cessation of medical pension via formal appeal process via Federation/Superintendents Association.

4.0 Forms to carry out procedure

A 09-31, A 09-32, A 09-33 & A 09-34 Available by Force Template

A 09-35 – Review of Injury Award and Medical Pension Questionnaire Form - available in form format from the Print Room

5.0 Responsibilities

ACTIVITY	STANDARD	RESPONSIBILITY
Identifying individuals for review.	By analysis of medical retirement data as stated in this policy.	Personnel Manager (P & D).
Writing to individual, initially.	Using letter attached to this policy.	Chief Constable, via Head of Personnel.
Obtaining financial information (Injury Award only).	By letter and completion of questionnaire attached to this policy.	Head of Personnel Personnel Manager (P & D)
Referral to Health Management Group.	For decision as to whether or not medical examination is required. If required, Personnel Manager prepares Management Report.	Personnel Manager (P & D)
Medical examination.	Force Consultant Physician examines officer and reports back to Personnel Manager (P & D), seeking specialist reports, if required.	Force Consultant Physician Occ. Health Manager
Health Group decision.	Health group examines Force Consultant Physician's report and decides next course of action. If there is any change in pension considered, a recommendation will be made to the Chief Constable.	Health Group members. Personnel Manager (P & D)
Recommendation to Chief Constable.	Chief Constable to view all documentation and advise Health Group of decision.	Chief Constable

Individual informed.	Head of Personnel to write to individual, informing them of the outcome of the process and the reasoning behind the decision.	Head of Personnel
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6.0 Other Policy References

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