

Rebecca Pritchard

From: David Bulpitt
Sent: 29 August 2014 11:29
To: Mark Simmonds
Subject: RE: IOD - one year on

Thanks Mark

David

Dr David Bulpitt
Force Medical Adviser

From: Mark Simmonds
Sent: 29 August 2014 08:48
To: David Bulpitt
Cc: Julian Kern
Subject: RE: IOD - one year on

Happy to discuss with Julian
Of course individuals should not be identified.

Mark Simmonds
Chief Finance Officer
Avon & Somerset Police & Crime Commissioner

 Avon & Somerset Police & Crime Commissioner, Valley Road, Portishead, Bristol BS20 8JJ
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From: David Bulpitt
Sent: 28 August 2014 15:49
To: Mark Simmonds
Cc: Julian Kern
Subject: RE: IOD - one year on

Hello Mark

I tried to call but must have caught you when you were out of the office. I had a 1:1 with my manager Julian Kern last night and he asked that I hold off sending any cases to you until he has had a chance to discuss it with you. In any case I probably should have clarified what you wanted, because we will have to be very careful that pensioners are not identifiable from any details that I give you.

I'll hold off for now until it is decided what we need to do.

Kind regards

David

Dr David Bulpitt
Force Medical Adviser

From: Mark Simmonds
Sent: 27 August 2014 14:00
To: Amber Thomas; David Bulpitt; John Smith (OPCC)
Cc: Sue Mountstevens; Nick Adams
Subject: IOD - one year on

Over a year ago Sue (August 2013) wrote to the Minister in strong terms to raise issues about the size and nature of IOD payments at A&S. The PCC was asking about the national pooling of such liabilities and was concerned at the size of this liability to A&S following budget briefings from the PCC and OCC CFOs and the OCC Head of Retained Finance. The PCC had also received questions on this subject from the PCP.

Sue's letter has, sometime later, been disclosed by FOI and has attracted a strong response from a group of ex-officers – not just from A&S area but from other forces and from the Fed.

It is acknowledged that the tone and use of language in the letter could have been much better and more measured and an apology has been issued. We all greatly value the work of officers and appreciate the risk of harm associated with their roles and would always wish to support them if injury occurs.

I believe lessons have been learnt in the drafting of subsequent letters etc. The tone of the response from the Home Office was in marked contrast but their response to Sue, whilst reminding us we have a duty to review IOD payments, failed to address the central budget planning issues of local vs. national liability.

I have been asked recently - was the PCC right to question and scrutinise the historic amount paid under IOD regulations?

Here are some of the facts on this matter updated to August 2014:

- The ASC cost of historic Injured On Duty (IOD) related payments to ex officers is now 2.1% of the whole ASC police budget, being £5.9m per annum paid to nearly 500 retired police officers.
- This is indexed linked, and therefore subject to annual increases, and is funded from hard pressed local taxpayers and an ever reducing central grant from government – which is also funded by taxpayers.
- Based on current forecasts (using actuarial assessments of life expectancy) the current IOD liability is estimated to be c. £167m (unindexed) and runs until 2066/67.
- This level of IOD enhancements is very large compared to other forces. Devon and Cornwall for example are a similar sized Force and their current annual liability is only 20% of that faced by A&S at £1.2m per annum (0.4% of their budget), and Gloucestershire have a liability of £0.7m/0.6% of their budget;
- Given the position of A&S as a comparative outlier when compared to other forces, reasonable questions pose themselves, such as: was A&S applying the rules correctly in the past?
{I have asked Dr Bulpitt to provide a view and EXAMPLES}
- The annual cost of IOD enhancements to ASC is greater than the annual costs of running the whole ASC police fleet of nearly 1,000 vehicles (ASC Fleet budget = £5m each year)
- This cost of historic IOD enhancements is the equivalent to 130 officers. ASC has been forced to reduce officer numbers by nearly 500 since 2010 to balance the police budget – with more reductions to come in the next few years.
- The PCC role is to set the Police budget and scrutinise how it is spent – it is reasonable to ask sensible questions about a budget line of nearly £6m. It would be remiss to not question a spend item this large.
- In reviewing annual spend on IoD's the PCC is fulfilling the role that she was elected to do. Yes she has a duty of care to retired police officers, but this is not greater than her duty of care towards working officers, staff and taxpayers.
- Other police pension liabilities are funded centrally – it is reasonable to ask if IOD related payments could also be pooled and funded centrally given some Forces (like ASC) pay far more than other forces for these historic liabilities
- IOD enhancements are still provided in full even when ex officers obtain new employment and/or reach normal retirement age. This cost is borne from a finite and reducing police budget. Is it reasonable to ask sensible questions about this level of payment in the face of police funding cuts and whether it is fair when current and future officers' roles are being reduced and their pay rises restricted?
- There are examples of IOD enhancements paid to officers injured travelling to and from work on their own motorbike. This kind of benefit is not available from any other employer in the world. Is this sustainable as

Police budgets for current serving officers at the end of 2015/16 will have been cut by 20% since the spending review in 2010?

- Updates to legislation on this issue have been promised and delayed for many years and are still o/s

MOS

Mark Simmonds

Chief Finance Officer

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