



# MEMORANDUM

To:

Ref:

From:

Ext:

Date:

**SUBJECT:**  
**Injury Percentage Assessment**  
**Former**

In reply to your memo dated xxxxx regarding an Injury Percentage Assessment, please find below details of the skills, qualifications and relevant occupations for the above named former officer who is suffering from, .

## Qualifications

## Previous Employment

## Force Postings


## Force Courses




Upon leaving the force xxxxx was a Police Constable and competencies required for such a role are as follows.

### **Competencies – Constable**

- Work as part of a team
- Promote Equality, Diversity and Human Rights in working practices
- Maintain Standards of Professional Practice
- Comply with Health and Safety Legislation
- Make best use of Technology
- Be able to communicate knowledge and understanding to colleagues
- Be self motivated and innovative, maintaining an acceptable level of productivity
- Be able to meet agreed schedules
- Demonstrate a willingness to learn
- Accuracy in preparing paperwork
- Demonstrates integrity
- Understands and complies with legislation

The officer's service dates are from xxxx to xxxx totalling xxxx and xxxx months. On leaving the force xxxxxx had served as a Police Constable for West Midlands Police. The current salary for an officer with equivalent service is xxxxxx.

### **PEAM (Police Earnings Assessment Matrix)**

The Police Earnings Assessment Matrix (PEAM) was independently developed by Grantwood Consulting to enable the force to arrive at fair, reasonable and defensible assessments of the earnings potential of Police Officers.

PEAM's underlying principle is that there are a number of generic job levels in the police, public sector and the wider job market. The job levels enable:

- The size of jobs to be assessed, particularly jobs in different functions or disciplines.
- Base salary levels for a number of different market sectors or geographies.

The job levels allow police officer positions to be compared with jobs of comparable size or weight in the public sector, private sector or police support staff populations.

PEAM therefore combines best practice from both outside and within the police sector. It has also been tested to ensure compliance with equal opportunities requirements.

### **Suitable Police Occupations**

Occupation	Detail



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### **Other Suitable Occupations**

Occupation	Detail

### **Salary Expectation**

All of the suitable West Midlands Police occupations and other suitable occupations specified above would fall into the following salary range as specified by the Grantwood Consulting.

Lower	Median	Upper

### **Calculation of salary expectation**

Market median point (lower quartile, median, upper quartile).

In calculating the overall salary expectation, the actual employment, post ill-health retirement, will need to be considered. The ex-officer should supply this information.

Employee Relations



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