

Diagnosics session to explore  
learning requirement for Police  
Health/HR professionals

# Current status

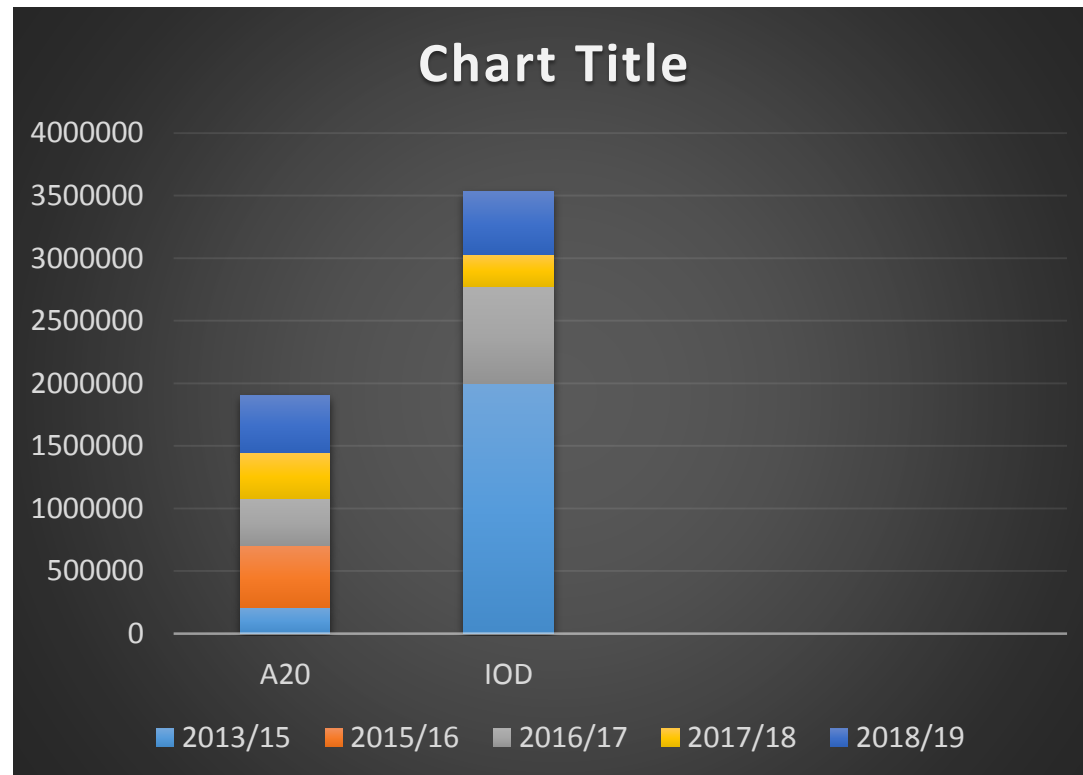
- Management of ill health & Injury awards is quite fragmented and managed in forces in different ways.
- Purpose of today is to stimulate some discussion around some key areas of best practice /learning to set an agenda for a future workshop.
- Because of the above it is important that any workshop has the correct attendees to maximise benefit.
- Our thinking suggests one strategic workshop to explore governance and need to take a strategic view as part of managing process and costs and one workshop with more detail for practitioners.
- We will share with you key areas and seek some discussion consensus as to topics to include.

# Me

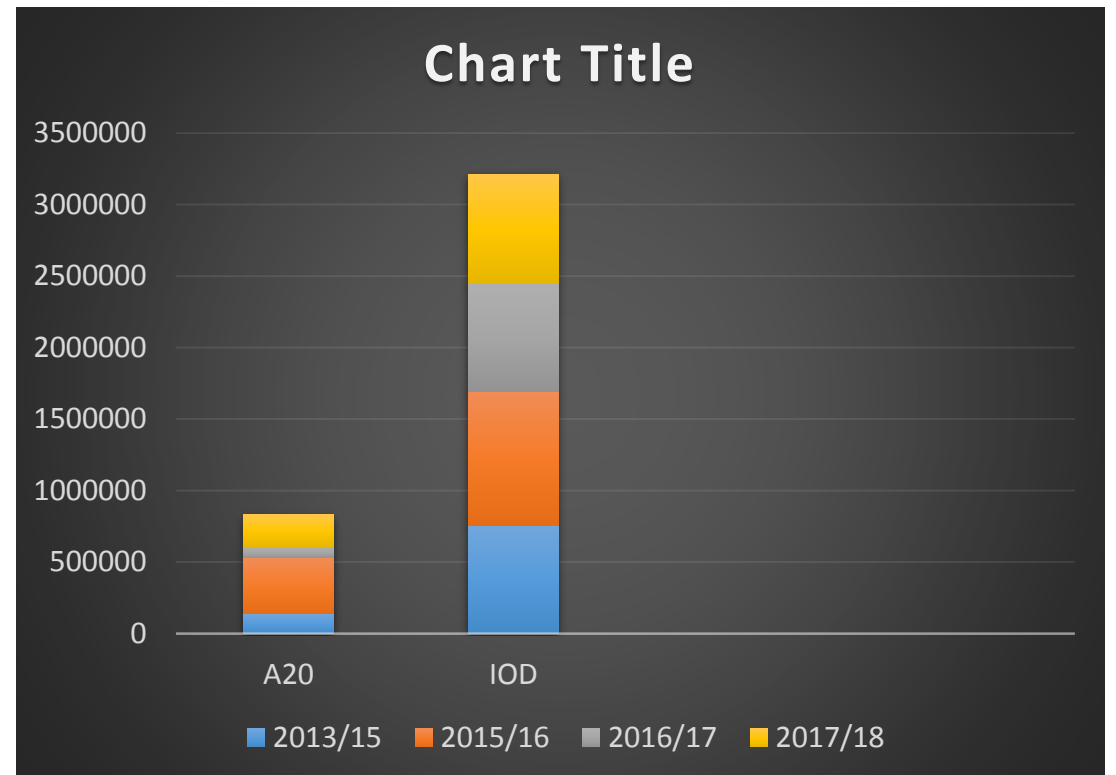
- Manage ill health /injury awards and Pension Boards for Kent and Essex Police including all Pension Ombudsman interface.
- Experience 30 years plus HR including employment law.
- Managed collaborative oh as well as hr.
- Previous 17 years HR experience in rail industry primarily around employee relations and trade union negotiations.

# Governance for A20 /Injury Awards

## Kent Police



## Essex Police



# Kent Data

Case	2013/15	2015/16	2016/17	2017/18	2018/19
A20	3	7	5	5	6
IOD	8	0	3	1	2

# Essex Data

Case	2013/15	2015/16	2016/17	2017/18	2018/19
A20	2	5	1	3	5
IOD	3	3	2	2	3

# Kent & Essex

- Correct management for ill health and injury awards important part of ensuring regulations are applied fairly and robustly.
- Pension Boards should be satisfied within their sphere that they assist the scheme manager in ensuring the above applies.

# Ill health Retirements

- Regulatory Framework 1987/2006 and 2015 Regulations.
- Home Office Circular 10/4



# III Health Retirements

- How and when to refer (vexatious and frivolous ?)
- Role of FMA.
- Interaction with P
- Performance Regulations.
- Governance for referrals to SMP.
- Role of SMP
- Redeployment and the Equality Act.

# III Health Retirements

- Medical Appeals
- PMAB
- Regulatory Review

# Injury Benefit Regulations

- Regulatory Framework
- Dealing with applications and evidence.
- Supporting the SMP in determining comparable roles for degree of disablement.
- PMAB
- Best practice.

# Injury Benefit Regulations

- Degree of disablement reviews
- Regulation and technical issues arising .

# Issues to Explore

- Alternative Employment
- The role / appointment/ quality of SMPs
- Managing ill health retirement processes under different pension schemes
- Calculation of benefits under different schemes
- Managing appeals processes
- Managing complaints
- Appeals – the processes and outcomes.