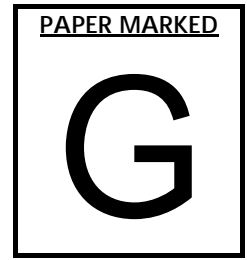


LEICESTERSHIRE POLICE AUTHORITY



Meeting **HUMAN RESOURCES COMMITTEE**

Date **14 MAY 2009**

Report of **HR DIRECTOR**

Subject **POLICE OFFICER INJURY AWARDS**

Purpose of the Report

1. The purpose of this report is to update the Police Authority on progress since the reintroduction of injury award reviews for former officers and the financial expenditure associated with undertaking these reviews.

Background

2. The force temporarily suspended conducting reviews of police officer injury awards in 2004 as a result of Home Office Circular 46/2004 in order to seek Police Authority guidance on local interpretation and policy.
3. In January 2006, following a period of consultation, the Police Authority issued policy and guidance on how the reviews should be implemented, however because Police Authorities throughout the country adopted varying approaches and because objections from both NARPO and the Police Federation were received the force reviews did not automatically recommence.
4. A revised agreement on a way forward was reached in the summer of 2008 and the review process commenced.

Process for Review and Current Position

5. We have engaged Dr. Kholi, Force Medical Officer for West Midlands Police, to undertake the reviews on our behalf and the following steps are being followed:
 - Letter to all recipients of an injury award advising that reviews are to be undertaken.
 - Undertake a 'paper review' of all those to be reviewed.
 - Request where appropriate, completion of a consent form to give access to full GP medical records.
 - Request Injury Award Questionnaire to be completed.
 - Where appropriate, invite recipient for medical consultation.
 - Make recommendations and advise on decision

Progress against the above plan is as follows:-

Number of individuals in receipt of an award	239
Number advised that they would not be reviewed when award originally granted	78
Number aged 65 or over as at 31 st January 2006 and therefore not to be reviewed	41
Number of reviews to be undertaken	120
Number of paper reviews completed	118
Number of consent form requests sent out	118
Number of individuals not yet responded	9
Number of outstanding GP requests	40
Number of 'Review of Injury Award Questionnaires' requested	20
Number of 'Review of Injury Award Questionnaires' returned	1
Number of consultations arranged	1
Number of reviews completed	0

Timescales Going Forward

6. Dr. Kholi is contracted to work one day per week and it is anticipated that all the reviews will be completed by December 2009.
7. The first consultation will be held early in May and it is from this date onwards that injury awards may start to be reduced.
8. A number of issues and obstacles still have to be addressed with some former officers seeking legal advice before co-operating with the process, delays in obtaining GP and Specialist reports, contacting officers who have moved house or emigrated and also deferring reviews for some individuals who are seriously ill and unable to respond.
9. Also, not surprisingly, a number of former officers are opposed to the review process and are generally being slow in responding to requests for information and are being as awkward as possible and seeking to delay the process.

Financial Expenditure & Savings

10. Budget provision for the review process is £50k and to date we have incurred £18.7k costs and therefore a further £31.3k remains for completion of the review process.
11. Following completion of the paper reviews, Dr. Kholi indicated that a significant number of the injury pension awards could be reduced however until the review process is fully completed anticipated savings can not be predicted.

Person to Contact

Mr. Phil Mason, Head of Human Resources – Telephone (0116) 248 2888.