



Meeting	SPA People Committee
Date	27 November 2024
Location	MS Teams
Title of Paper	Ill Health Retirement and Injury on Duty
Presented By	Jackie Kydd, Workforce Governance Lead
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

This purpose of this paper is to provide the People Committee with an update on ill health retirement and injury on duty approvals made by the Authority under delegated approval to the Chief Executive.

1 BACKGROUND

- 1.1 Members previously approved that reporting of IHR/IoD approvals under the delegated approval of the Chief Executive should be reported to the People Committee every six months.
- 1.2 This report outlines the decisions taken in cases in the period 1 April 2024 to 30 September 2024.

2 FUTHER DETAIL ON REPORT TOPIC

2.1 Ill Health Retirement / Redeployment

2.1.1 Applications for retirement on the grounds of ill health (IHR) are determined under Regulation A20 of the Police Pensions Regulations 1987. This allows the Authority to determine if an officer ought to retire on the grounds that they are permanently disabled for the performance of their duties as a police officer. In considering whether a person is permanently disabled, Regulation H1 of the 1987 Regulations provides that the Police Authority shall refer certain questions to the Authority’s Selected Medical Practitioner (SMP) who shall provide a report with their determination.

2.1.2 Before receiving the documentation from the SMP a robust process is undertaken within Police Scotland to consider the capabilities that have been determined by the SMP as permanently disabled and if any redeployment opportunities exist. Whether any opportunities for redeployment have been identified is contained within the report that is submitted to the Authority with comments and a recommendation provided by the Director of People and Development (on behalf of the Chief Constable as permitted by the regulations).

2.1.3 The table below presents information on the number of cases presented by Police Scotland, which have been considered by the Authority in the period 1 April 2024 to 30 September 2024.

	No of IHR Submitted to SPA	Recommended by Police Scotland		Decision by SPA	
		IHR	Redeployment	IHR	Redeployment
April	5	4	1	4	1
May	2	2	0	2	0
June	7	7	0	7	0
July	3	3	0	3	0
August	5	3	2	3	2
September	4	3	1	3	1
TOTAL	26	22	4	22	4

2.1.4 The Authority has approved 22 officers for ill health retiral in the first 6 months of 2024-2025, with 4 officers being redeployed into suitable roles in Police Scotland. Within the same timeframe in 2023-2024, 42 officers were ill health retired and 8 were redeployed.

2.2 Injury on Duty

2.2.1 Applications for Injury on Duty (IOD) awards are considered in terms of the Police (Injury Benefit) (Scotland) Regulations 2007. Regulation 30 of the 2007 Regulations provides that, where a police authority is considering whether to grant an IOD award to an individual, it should refer questions to the SMP.

2.2.2 Subsequent to the receipt of the documentation from the SMP, Police Scotland complete their administration process which includes requesting comments from the ex-officer and completing the 'Police Authority Report – Injury on Duty Award' form. Once complete this form is sent to the Director of People and Development for comment prior to its onward submission to SPA.

2.2.3 The table below presents the information on the number of cases presented by Police Scotland, which have been considered by the Authority in the period 1 April 2024 to 30 September 2024.

	No of IOD Submitted to SPA	Recommended by Police Scotland		Decision by SPA	
		Approved	Not Approved	Approved	Not Approved
April	1	1	0	1	0
May	4	4	0	4	0
June	4	4	0	4	0
July	0	0	0	0	0
August	2	2	0	2	0
September	3	3	0	3	0
TOTAL	14	14	0	14	0

2.2.4 The Authority has approved 14 applications for injury on duty in the first 6 months of 2024-2025. Within the same timeframe in 2023-2024, 40 applications for injury on duty were approved.

3 FINANCIAL IMPLICATIONS

3.1 There are financial implications associated with this report. The payment of an injury award is a cost borne by SPA/Police Scotland.

Financial information has no bearing on the decision-making process.

4 PERSONNEL IMPLICATIONS

- 4.1 There are personnel implications associated with this report. All officers are notified of the outcome of their request for IHR/IOD at the earliest opportunity and regular contact is being maintained with officers who at all stages of the process.

5 LEGAL IMPLICATIONS

- 5.1 There are legal implications associated with this report. The Authority must comply with the regulations outlined.

6 REPUTATIONAL IMPLICATIONS

- 6.1 There are reputational implications in this report. The reputation of the Authority may be damaged if applications for IHR/IOD are not managed appropriately.

7 SOCIAL IMPLICATIONS

- 7.1 There are no social implications in this report.

8 COMMUNITY IMPACT

- 8.1 There are no community implications in this report.

9 EQUALITIES IMPLICATIONS

- 9.1 There are no equality implications in this report.

10 ENVIRONMENT IMPLICATIONS

- 10.1 There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to:

- Note the information contained within this report.