

## Ill Health Retirement Information Sheet

### Ill Health Police Pensions

Under the Police Pensions Regulations an officer may be required to retire on medical grounds if he or she is permanently disabled for the ordinary duties of a member of the force. Both management and / or the officer can refer at any stage of their career into what is known as the 'H1' process and this is where an outside independent 'Selected Medical Practitioner' (SMP) is used in effect to make that decision.

### Terminology

IHR – Ill health retirement

FMA – Force Medical Advisor

SMP – Selected Medical Practitioner

OH – Occupational Health

Reg H1 – the questions to be asked of the SMP

Disablement – an inability, occasioned by infirmity of mind or body, to perform the ordinary duties of a member of the police force

Permanent disablement – (permanency) disabled for the rest of one's life.

Permanency is exactly what it says and in most cases there will be extensive medical evidence available both within the force, and with GP and hospital records to show permanency. Permanency is much easier to show in physical injury type conditions, and much harder to show in psychological conditions for a variety of reasons.

Ordinary Duties – It has been accepted that a constable cannot perform his or her ordinary duties unless he or she can at least run, walk reasonable distances, stand for reasonable periods, and exercise reasonable physical force in exercising powers of arrest, restraint and retention in custody.

Injury Award – paid in addition to an ordinary pension when the officer is permanently disabled from ordinary police duties as a result of an injury on duty

### The process

- The IHR process can take between 3-6 months from the time the Gatekeeper refers the matter to the FMA to consider sending to SMP, depending on individual circumstances.
- Due to financial constraints it is only open to those with more than 2 years before their retirement age.

- Ordinarily an officer will have seen the FMA on several occasions and the FMA should consider that they MAY BE permanently disabled before an application for IHR. However, where there has been an accident or onset of illness this will not be the case, the FMA's advice will be sought in these circumstances. Further advice may be sought from HR Employee Relations or Federation.
- If IHR is desirable for the officer or management; further advice and can be sought from police federation and HR Employee Relations.
- If IHR is a consideration for the officer or management, either need to complete form AD86 and email it to the Ill Health Retirement Mailbox.
- The relevant HR caseworker will contact the officer to discuss the matter and refer the matter to the Gatekeepers for their consideration.
- The Gatekeepers make the decision as to whether to refer to SMP (appeal to crown court if required)
- GP's/ consultants reports requested and FMA prepares report for SMP on receipt of reports
- Officer is given an appointment with SMP either at Netley or Swindon
- SMP decides whether the officer is permanently disabled (there is an appeal process)
- If SMP decides on permanency and it is an injury on duty then the SMP will consider the injury on duty award.

If you think you might enter the ill health retirement process and require further information please contact the federation or your HR case worker to get advice.