

Please could you provide the following information in respect of police officers.

Number of ill-health retirements within the last 5 years?

Please see below for the period 1st Nov 2015 to 31st Oct 2020

Year	Total
2015	6
2016	47
2017	26
2018	29
2019	25
2020	25
Grand Total	158

How many ill-health retirements are due to mental health issues?

2016 – 7

2017 – 4

2018 – 2

2019 – 9

2020 – (to-date) – 8

How many appeals were held in respect of ill-health retirements?

Two

How much does it cost the Constabulary each financial year for ill-health retirements?

The only charges to the Force for Police Officers are a Capital equivalent charge into the Pension Fund to contribute in lieu of missing contribution years. The charges for the last five financial years are:

Capital Ill Health Charges

2015/16	2,769,729.71
2016/17	3,116,462.28
2017/18	931,788.80
2018/19	2,347,197.79
2019/20	1,370,097.64

Payments are made to the officers, but these are charged to the Police Pension Fund and don't come from the Force budget.

How many ill-health processes are individual led and Constabulary led?

Two - That will be force led.

Two IHRs have been Authority led. All others are individual applications.

What is the ill-health retirement process for the Constabulary?

Please see below this is quite a complex process but in brief please see below basic framework

- **Formal written application submitted if individual led (sign/dated) to Occupational Health. HR Advisor notified of application. Or Management request if it is a force led request**
- **Consents authorised for (Occupational Health (Authority) application for full medical records/reports to GP practice and treating specialists, as required.**
- **Records received and recorded within OH.**
- **OH Service Delivery Manager - reports prepared and all papers submitted to Force Medical Advisor (FMA) for review and considered completion of referral report and recommendations to SMP.**

NB. FMA may want to see the applicant in clinic for further assessment/questioning in support of the IHR medical evidence.

- **FMA – report returned confirming agreed referral to SMP.**
- **SMP appointed and all medical and supporting papers forwarded for assessment in preparation of the IHR clinical review. SMP answers all medical questions against the relevant pension scheme.**
- **SMP decision (report and certificate) provided to OH (WMP Authority) for review and action as required. Formal letter (and e-mail) to applicant confirming the IHR medical decision of the SMP. This will include an appeal period of 28 days should the applicant wish to challenge the decision of the SMP (or other).**
- **Pensions Governance Board - application proceeds to the Board (Director of Services, Pensions and OH lead) for review and for the Authority to provide a decision as to final Force approval re' the medical retirement and applicants considered exit date from the organisation. NB. *Time period of exit: 8.* If it is a force led retirement the Governance Board will be HR led.**

What welfare provision is provided to the officers undergoing the ill-health retirement process?

Line Management, HR Advisors, Federations, Trade Unions, and BWell (employee assistance scheme 24/7)