TO: Force Executive Board

FROM: BCH Director of Human Resources

DATE: 2nd August 2016 (amended 17th August 2016)

Injury Awards

1.0 Purpose

1.1 The purpose of this report is provide FEB with an update on decisions made by Chief Officer Group around the application of Injury Award Reviews in Cambridgeshire.

2.0 Background

2.1 The context to this issue is fairly complex, but essentially the key points are as follows:

2.2 Cambridgeshire has been pursuing a policy of proactively reviewing Injury Awards over the last few years following the introduction of a new policy in 2013. Under this policy, transitional arrangements meant that around 75% of those receiving an award would be subject to ‘indeterminate review dates’ whilst a cohort of 46 recipients would remain subject to review. Reviews for this latter cohort have been progressing.

2.3 National guidance on the matter of Injury Award Reviews has been awaited for some time now. The Constabulary is progressing these reviews in the absence of this national guidance.

2.4 The current status of the review process has recently been reviewed and, aside from a small number of those currently going through the review process, all meet at least one of the following criteria:-

(i) They have had at least one review, either prior to or following the introduction of the new policy.
(ii) They have received their award since the introduction of the new policy
(iii) They are a band one (lowest award) recipient

2.5 The process of carrying out first reviews has generated some savings through the reduction in bandings of allowance for some recipients. However, experience shows
that any further reductions in bandings is less likely as a result of second and further reviews.

2.6 There are two cases where a reduction in banding has not been applied. There is some evidence to suggest that the Constabulary has previously determined that this will not be corrected and that this has been communicated to the individuals.

2.7 Following the integration of the Bedfordshire, Cambridgeshire and Hertfordshire HR departments, the current status of the review process offers an opportunity to harmonise the position for all three Forces.

3.0 Decisions

3.1 Following a review of this issue at Chief Officer Group, the following next steps have been agreed:

3.2 That in the absence of current national guidance on Injury Award Reviews and the diminishing likelihood of accruing further savings, the current proactive review process be suspended. Recipients will still be able to request reviews where, for example, they believe that there has been a significant change in their degree of disablement, relative to the relevant injury.

3.3 That this suspension will be reviewed in the event that the awaited national guidance on this issue materialises.

3.4 That the small number of ‘live’ cases which are currently going through the review process will be progressed to conclusion where they fall outside of the three categories set out in paragraph 2.4 above.

3.5 That the two cases where errors have occurred in payment of the correct banding will be left undisturbed.

4.0 Recommendations

4.1 FEB is asked to note and record the decisions set out in section 3 above.