

Meeting	HR and Remuneration Committee
Date and Time	3rd June 2016
Location	Board Room, Pacific Quay
Title of Paper	Update from HR Appeals and Operations Sub-Committee
Item Number	10
Presented By	Jackie Kydd
For Approval / For Information	For Information
Appendix Attached: Yes or No	No

1. PURPOSE

The purpose of this paper is to provide the HR and Remuneration Committee with an update on the business conducted by the HR Appeals and Operations Sub Committee since the last meeting of the HR and Remuneration Committee.

This paper is presented in line with the Scottish Police Authority HR and Remuneration Committee Terms of Reference Section 3.2 (5) and is a standing agenda item.

2. BACKGROUND

Meetings of the HR Appeals and Operations Sub Committee were held on 11th March 2016 and the 25th April 2016.

11TH MARCH 2016

At the meeting consideration was given to:

- 21 new applications for police officer ill health retirement where retirement of the officer was recommended by Police Scotland;
- six new applications for police officer ill health retirement where redeployment of the officer was recommended by Police Scotland;
- four new applications for an injury on duty award;
- one application for police officer ill health retirement that had been deferred from the HR and Remuneration Appeals and Operations Sub Committee held on the 29th September 2015;
- three new requests for the early retirement of a police staff member;
- one new request to cease payment towards the increased pension benefits of a police officer;
- two new requests for the payment of a deferred pension;
- one new request for the reinstatement of a child's pension.

3. DECISIONS MADE

- 20 of the new applications for ill health retirement where retirement of the officer was recommended by Police Scotland were approved for ill health retirement by Members. One of the applications was approved for redeployment.
- Five of the new application for ill health retirement where redeployment of the officer was recommended by Police Scotland was approved for redeployment by Members. One of the applications was approved for ill health retirement.
- All four of the new applications for an injury on duty award were approved by Members.
- The application that had been deferred from the HR and Remuneration Appeals and Operations Sub Committee on the 29th September was approved by Members following the submission of additional information.
- The three requests for the early retirement of a police staff member were approved.
- The request to cease payment towards increased pension benefits of a police officer was approved.
- The two requests for the payment of a deferred pension were approved.
- The request for the reinstatement of a child's pension was approved.

25TH APRIL 2016

At the meeting consideration was given to:

- 11 new applications for police officer ill health retirement where retirement of the officer was recommended by Police Scotland;
- two new applications for an injury on duty award;
- two new requests for the payment of a deferred pension;
- one new request for the continuation of a child's pension;
- one new request for the early retirement of a police staff member;
- two new requests for the flexible retirement of a police staff member.

4. DECISIONS MADE

- 10 of the new applications for ill health retirement where retirement of the officer was recommended by Police Scotland were approved for ill health retirement by Members. One application was deferred for further information.
- All two of the new applications for an injury on duty award were approved by Members.

- The two requests for the payment of a deferred pension were approved.
- The request for the continuation of a child's pension was approved.
- The request for the early retirement of a police staff member was approved.
- The request for the flexible retirement of a police staff member was approved.

5. SUMMARY

There is one item that has been presented to the HR and Remuneration Appeals and Operations Sub Committee that still requires a decision. Further information on this case has been requested from Police Scotland and will be further considered at a future meeting of the HR Appeals and Operations Sub Committee.

6. RECOMMENDATIONS

The Human Resources and Remuneration Committee Members are asked to note the content of this report.