



Meeting	SPA People Committee
Date	31 May 2023
Location	MS Teams
Title of Paper	Ill Health Retirement and Injury on Duty Update
Presented By	Jackie Kydd, Workforce Governance Lead, Scottish Police Authority
Recommendation to Members	For Discussion
Appendix Attached	No

PURPOSE

The purpose of this paper is to provide an update to Members of the People Committee on the review of the Ill Health Retirement (IHR) and Injury on Duty (IoD) processes since the last Committee meeting.

1 BACKGROUND

- 1.1. The Authority, in conjunction with Police Scotland, initiated a piece of work to review the IHR and IoD award processes in late 2019, prior to the Covid-19 pandemic.
- 1.2. At the Committee meeting in February a comprehensive update was provided on the work to improve the governance off IHR/IoD and the processes that underpin the administration of IHR/IoD.
- 1.3. An update on the next steps set out in the previous report is provided below.

2 FURTHER DETAILS ON REPORT

- 2.1. Continued Improvement - joint work continues to identify areas where improvement can be made. Changes to process are currently being piloted and further detail on these will be provided to Committee when an evaluation of the pilot have been carried out.
- 2.2. Review of Pension Regulations and Guidance – the initial review of the current police pension regulations and PNB guidance is complete and work will now commence with relevant bodies and stakeholders to understand the implications and opportunities for change.
- 2.3. Engagement – positive discussions with the Scottish Police Federation continues with positive discussion received on the reduction of timescales from referral to receiving an appointment with the SMP. Discussions will continue to enable the reporting of officer satisfaction in future committee reports.
- 2.4. Details on current caseloads are provided in the Annual Health and Wellbeing report.

3 FINANCIAL IMPLICATIONS

- 3.1. There are no financial implications in this report.

4 PERSONNEL IMPLICATIONS

- 4.1. There are personnel implications in this report. These have all been fully considered under the relevant section.

5 LEGAL IMPLICATIONS

- 5.1. There are potential legal implications in this report. Any challenges on the current arrangements in place for dealing with applications for IHR and IoD will be appropriately managed.

6 REPUTATIONAL IMPLICATIONS

- 6.1. There are potential reputational implications in this report.

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 equality implications in this report. Equality screening will be completed as required.

10 ENVIRONMENT IMPLICATIONS

- 10.1. There are no environmental implications in this report.

RECOMMENDATIONS

Members are invited to discuss the content of the report.