

## Injury Benefits Reassessment - Guide for the Selected Medical Practitioner

### A. Where the Injury Pensioner completes and returns documents

1. HR Support will check that the injury pensioner (P) has fully completed and signed the Questionnaire and the Medical Consent Form.
2. The completed documents will be forwarded by HR to Occupational Health complete with information on earnings and suggested suitable roles for the SMP to consider **only if** the SMP finds that P's degree of injury-related disablement has substantially altered.
3. By the time the SMP interviews P the medical records will have been obtained by Occupational Health from P's GP surgery.
4. HR will alert Occupational Health if becoming aware that it is impracticable for P to attend the SMP's consulting room. The interview will then be arranged to be held at Occupational Health, Stafford or if that is impracticable too, via Skype.
5. If Occupational Health becomes aware that P has been diagnosed as terminally ill, then P's injury award will not be subject to further review.
6. P will be welcome to be accompanied at the interview by one other person who is a relative or friend. P will be advised of this in advance by Occupational Health.
7. If P fails to keep their appointment, Occupational Health will make enquiries as to the reason and will rearrange the appointment. The appointment will be postponed for a reasonable time in appropriate circumstances (such as P being a hospital in-patient).
8. The SMP is not allowed to revisit the causation of the original (index) injury on duty. That is a given, even if a mistake was made by the original SMP.
9. The SMP is not allowed to consider any other duty-related injury other than the index injury.
10. The SMP is allowed to consider whether other non-injury-related disability or illness is now affecting P's ability to earn. See the Appendix document "*Factors which can affect the Selected Medical Practitioner's reassessment of the injury award*".
11. The SMP is required to consider and decide whether there has been a substantial alteration in P's disability.
12. **Only if** the SMP decides that there has been a substantial alteration in P's disability may consideration be given by the SMP to the earnings and suggested suitable roles provided by HR as part of the calculation of the injury benefit reassessment. If the SMP decides that there has not been a substantial alteration in P's disability, then there can be no reassessment of quantum.
13. Even if there is a substantial alteration in P's disability, the Injury Benefit banding cannot be reduced below Band 1 unless the SMP decides that P is now medically fit enough to re-join as a serving officer and P would have had less than 25 years' service had P continued to serve.
14. The SMP is required to prepare a report on whether there has been a substantial alteration to P's injury-related disablement, giving details if there has. This report will be kept on P's file at Occupational Health. A copy of this report will be promptly sent to P by Occupational Health.
15. The SMP is also required to prepare a summary statement to HR Support, briefly stating whether there has been a substantial alteration to P's injury-related disablement; and if so, giving a recalculation of quantum based on the information provided by HR Support.

***B. Where the Injury Pensioner does not complete and return documents***

In addition to the above notes, where despite reminders from HR, P fails to respond, Occupational Health will still invite P to an interview with the SMP. P will be asked to sign the Medical Consent Form though medical records may not be available at the time of the SMP's interview with P.

***C. Where the Injury Pensioner fails to attend***

If P fails to attend the SMP's appointment either negligently or wilfully, the SMP is required to report to HR Support and advise on the medical evidence. From this HR Support will prepare a report to the Police Pension Authority who may make a final decision as is thought necessary.

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