



What do I do if I become eligible for half or no pay?

After you have been absent for 183 days (including rest days) in any 12-month period your entitlement to full pay ceases and you are entitled to half pay for the next 6 months.

The Chief Constable will decide whether there is any reason to retain you on full pay. It is important to note that this is not a decision based on whether you are genuinely ill and unable to attend work. The decision is based upon whether there is something specific about your role as a police officer that will persuade him to retain you on full pay.

The Police Negotiating Board has offered guidance on this matter to Chief Officers. The guidance provides that the only reasons that you will be retained on full pay are if: -

- You are injured in the execution of your duty and are fully co-operating with the Occupational Health Unit to facilitate your return to work. This does not include merely being injured at work but is specifically related to your role as a police officer. Road Traffic Collisions whilst travelling to or from work would not be counted for this purpose.
- You are being considered for medical retirement and you have been referred to a Selected Medical Practitioner. You will normally remain on full pay until you are a retired, or a decision has been made to retain you and a suitable role is identified.
- If you are disabled and covered under the Disability Discrimination Act your eligibility to full pay may continue if your absence is linked to your disablement **and** reasonable adjustments to enable you to attend work have not been made. Recent tribunal decisions have ruled that once reasonable adjustments are in place disabled officers shall be treated as any other officer for continued absence.
- You have a terminal illness

If you do not fit one of these categories you should expect to be reduced to half pay. Your Personnel Manager will make a recommendation and advise on the reasons for your absence. The Police Federation attends the meeting to ensure that the best and the most up to date information on your condition, and the causes of it, are put before the Chief Constable. In order that they can do this you should contact the Federation Office when you are notified they you are due to go onto half pay to discuss your absence.

At twelve months absence your entitlement to half pay ceases and you are then entitled to no pay. The same process and decision-making criteria as for half pay is applied.

If you are placed onto half pay you will also be eligible to benefits from the Department of Social Security. For the first 28 weeks you will receive Statutory Sick Pay (SSP). Whilst you are receiving full pay this will come as part of your salary and you will not see any amendment for this. When you go onto half pay this will be shown on your pay slip as an additional payment.

After 28 weeks you will not be eligible for SSP but instead become eligible for Employment & Support Allowance (ESA) (introduced on 27th October 2008 to replace

Incapacity Benefit for new claimants). The personnel department will send you form SSP1 to help you transfer to ESA. This should be sent after 23 weeks absence so if you do not receive it contact the local personnel unit and request that it be sent.

After SSP finishes you will receive the assessment phase rate of ESA for the first 13 weeks of your claim whilst a decision is made upon your capability for work through the work capability assessment. As part of this assessment you may be required to attend a medical interview and physical examination. You will receive payment from the D.S.S and not through your salary. Your eligibility for the assessment phase rate of ESA ends at 14 weeks. If at this point your illness or disability has been assessed as limiting your capacity for work you will be eligible for the main phase rate of ESA. The level of benefit you receive will depend upon whether you are assessed as capable of some form of work related activity (work related activity group) or assessed as so severely disabled that you are unable to undertake any form of work related activity (support group).

If the Chief Constable decides that you are to remain on full pay you will still receive part of this as ESA as above. You will be sent form SSP 1 and the benefit will be deducted from your salary and received directly from the Department Of Social Security.