

## **Report of the Director of Finance**

### **8. Local Government Pension Scheme Injury Awards**

#### **Purpose of report**

1. To inform Members of the requirement to agree and publish a policy statement on Injury Awards in accordance with Regulation 14 of the Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011.
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#### **Recommendations**

*It is recommended that the Policy and Resources Committee:*

- (i) approve the discretions detailed in the Statement of Policy for Injury Awards, attached at Appendix 1; and*
- (ii) delegate to the Chief Fire Officer the discretions detailed in Appendix 1*

#### **Introduction and Background**

2. Under Regulation 14 of the Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011, each employer must formulate, keep under review and publish their policies on the exercise of the powers it has been granted within the Regulations.
3. This statement is applicable to all employees of the Hereford & Worcester Fire Authority who are eligible to be members of the Local Government Pension Scheme (LGPS). No allowance shall be paid under these regulations where in the opinion of HWFRS an employee receives an injury mainly as a result of their own serious and culpable negligence or misconduct.
4. The Policy and Resources Committee has responsibility for exercising the discretionary elements of the LGPS for staff employed by HWFRS. In June 2014 the Policy and Resources Committee agreed delegations and policies in relation to the LGPS. The Policy Statement on Injury Awards can be found at Appendix 1 of this report.

#### **Discretions**

5. Discretionary injury benefits are not subsidised by the LGPS Pension Fund in any way, so the Authority will bear all costs associated with it.

6. The policy statement in relation to the discretions proposed for the LGPS Injury Awards are detailed in Appendix 1. In the interests of efficient administration and to ensure the minimum of delay it is suggested that these discretions are delegated to the Chief Fire Officer (CFO). The CFO will be advised by the Treasurer, Monitoring Officer and the HR Manager.

### Conclusion/Summary

7. A policy statement on Injury Awards is a requirement under Regulation 14 of the Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011.

### Corporate Considerations

<b>Resource Implications</b> (identify any financial, legal, property or human resources issues).	Discretionary injury benefits are not subsidised by the LGPS Pension Fund in any way, so the Authority will bear all costs associated with it.
<b>Strategic Policy Links</b> (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	None.
<b>Risk Management/Health &amp; Safety</b> (identify any risks, the proposed control measures and risk evaluation scores).	None
<b>Consultation</b> (identify any public or other consultation that has been carried out on this matter).	Representative Bodies
<b>Equalities</b> (has an Equalities Impact Assessment been completed? If not, why not?)	No, the discretions provide for delegated authority to the CFO to make a determination on a case by case basis.

### Supporting Information

Appendix 1: Regulation 14 of the Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011 – Policy Statement.

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