

**Hereford & Worcester Fire Authority**

**The Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011**

The Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011 requires employers to publish a written statement and to keep that statement under review the policy that it will apply in the exercise of its discretionary powers to make any award under the Injury Allowances Regulations.

This Statement is applicable to all non-uniformed employees of HWFRS who are eligible to be members of the Local Government Pension Scheme.

The decisions for the following discretions are delegated to the Chief Fire Officer (CFO) who will consider the relevant circumstances and any decision will be made in the best interests of the fire authority. The CFO will be advised by the Treasurer, Monitoring Officer and the HR Manager.

**Regulation 3(1)**

Whether to grant an injury allowance following reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job.

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 3(4) and 8**

Amount of injury allowance following reduction in remuneration as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job.

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 3(2)**

Determine whether person continues to be entitled to an injury allowance awarded under regulation 3(1).

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 4(1)**

Whether to grant an injury allowance following cessation of employment as a result of permanent incapacity caused by sustaining an injury or contracting a disease in the course of carrying out duties of the job.

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 4(3) and 8**

Amount of injury allowance following cessation of employment as a result of permanent incapacity caused by sustaining an injury or contracting a disease in the course of carrying out duties of the job.

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 4(2)**

Determine whether person continues to be entitled to an injury allowance awarded under regulation 4(1).

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 4(5)**

Whether to suspend or discontinue injury allowance awarded under regulation 4(1) if person secures paid employment for not less than 30 hours per week for a period of not less than 12 months.

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis. Although it is likely that an injury allowance would be suspended or discontinued if an individual secures paid employment for not less than 30 hours per week.*

**Regulation 6(1)**

Whether to grant an injury allowance following cessation of employment with entitlement to immediate LGPS pension where a regulation 3 payment was being made at date of cessation of employment but regulation 4 does not apply.

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 6(1)**

Determine amount of any injury allowance to be paid under regulation 6(1)

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 6(2)**

Determine whether and when to cease payment of an injury allowance payable under regulation 6(1)

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 7(1)**

Whether to grant an injury allowance to the spouse, civil partner, nominated co-habiting partner or dependent of an employee who dies as a result of sustaining an injury or contracting a disease in the course of carrying out duties of the job.

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis however it is unlikely that an injury allowance would be granted.*

**Regulation 7(2) and 8**

Determine amount of any injury allowance to be paid under regulation 7(1)

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*

**Regulation 7(3)**

Determine whether and when to cease payment of an injury allowance payable under regulation 7(1)

**Employer's Statement of Policy**

*Hereford & Worcester Fire Authority will consider each case on an individual basis.*