



FULL COUNCIL REPORT

Date Written	12 th January 2016
Report Author	Neil Zeraschi
Service Area	Human Resources
Exempt/Non Exempt	Non Exempt
Committee Date	27 th January 2016

To: Mayor, Ladies and Gentlemen

Injury Allowances Policy

1.0 SUMMARY OF THE REPORT

- 1.1 To seek approval from Council to implement an Injury Allowances Policy which is required by law (i.e. Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011).
- 1.2 The purpose of the Policy is to set out how the Council will manage claims involving an employee who has sustained an injury (or contracted a disease) as a result of a contractual duty they were required to perform to carry out their work; which has permanently reduced their capacity to earn.

2.0 RECOMMENDATION(S) that

- 2.1 The Injury Allowances policy be approved; with immediate effect.

3.0 INTRODUCTION AND BACKGROUND

- 3.1 The Council does not currently have an injury allowances policy in place, but government legislation does require it. This policy will ensure that we meet the requirement of that legislation to have an appropriate policy in place.
- 3.2 The legislation that has set this requirement out is Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011.

- 3.3 The purpose of the policy is to give a mechanism to consider any claims where an employee sustains an injury or contracts a disease as a result of any duty they were required to perform in carrying out their work, and their ability to earn is permanently reduced.
- 3.4 The policy has included consultation with Human Resources, Payroll and the Trades Unions.

4.0 FINANCIAL IMPLICATION(S)

- 4.1 There are no financial implications in adopting this policy; however, whilst the policy sets an award to a zero amount Cabinet can choose, when deciding to grant an award, to pay a higher amount, the financial implications of which will be decided in that Cabinet meeting.

5.0 SINGLE INTEGRATED PLAN AND SUSTAINABILITY IMPACT SUMMARY

- 5.1 There are no identified issues.

6.0 EQUALITY IMPACT ASSESSMENT

- 6.1 An Equality Impact Assessment (EqIA) form has been prepared for the purpose of this report. It has been found that a full assessment is not required at this time. The form can be accessed on the Council's website/intranet via the 'Equality Impact Assessment' link.

GARETH CHAPMAN
CHIEF EXECUTIVE

COUNCILLOR PHIL WILLIAMS
CABINET MEMBER FOR GOVERNANCE
AND CORPORATE SERVICES

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
<i>Injury Allowances Policy</i>	<i>January 2016</i>	<i>O: Drive, Payroll & Pensions</i>
Does the report contain any issue that may impact the Council's Constitution?		<i>No</i>

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.