

Our Ref: 001627/15



**Freedom of Information Section**  
Nottinghamshire Police HQ  
Sherwood Lodge, Arnold  
Nottingham NG5 8PP

**Tel:** 101  
**Ext** 800 2507  
**Fax:** 0115 967 2896

7 April 2015

**Request under the Freedom of Information Act 2000 (FOIA)**

I write in connection with your request for information, which was received by Nottinghamshire Police on 06/03/2015.

Following receipt of your request searches were conducted within Nottinghamshire Police to locate the information you require.

Please find below answers to your questions:-

***Under the Freedom of Information Act 2000 I wish to ask the following questions in relation to the calculation process of Police Injury On Duty Pension banding calculations.***

***I ask this as there appears to be different ways of calculating this throughout the UK.***

***a) Is a theoretical/notional earning figure (sometimes referred to as a Police Earnings Assessment Matrix \*\*PEAM\*\*) used in the calculation of Police Injury On Duty Pensions in Nottinghamshire?***

***b) Is this figure which is normally a monetary value utilised in a formula by the Selected Medical Practitioner to calculate a banding of the injury pension.***

***c) If this PEAM figure is used, at what part of the process is it used? Is it used in the initial (first) part of the injury on duty pension assessment to use as one of the multipliers or is this used when a review of an IOD pension is taking place?***

***I ask this as I am aware some Police Services throughout the UK use this theoretical earning figure at differing parts of the process of***

**calculating IOD pension bandings, some use it during the very first part of the process at the very first IOD pension assessment and some only use it at the point of a review instigated by the IOD pensioner or by the Police Pension administrator.**

**It is clear that not using this theoretical earning figure at the very first assessment will possibly result in a higher banding with solely the SMP disablement percentage used for the banding i.e. 25% (band 1), 44% (band 2), 75% (band 3) & 90% (band 4).**

**I ask, at which point do Nottinghamshire Police IOD pension administrator use this theoretical earning figure and could an example of the formula or examples of the formulas be given. Is the theoretical figure used during the very first part of the IOD calculation or is it only used during a review process?**

**Is the use of this theoretical earning figure in such calculations lawful and what law/ legislation/ guidance is used. If it is lawful what law/legislation/guidance is followed?**

## **RESPONSE**

Under S 1 (1) (a) of the Freedom of Information Act 2000 (FOIA), I can confirm that Nottinghamshire Police does hold the information you have requested.

**a) Is a theoretical/notional earning figure (sometimes referred to as a Police Earnings Assessment Matrix **\*\*PEAM\*\***) used in the calculation of Police Injury On Duty Pensions in Nottinghamshire?**

Yes.

**b) Is this figure which is normally a monetary value utilised in a formula by the Selected Medical Practitioner to calculate a banding of the injury pension.**

It may be used according to the individual case.

**c) If this PEAM figure is used, at what part of the process is it used? Is it used in the initial (first) part of the injury on duty pension assessment to use as one of the multipliers or is this used when a review of an IOD pension is taking place?**

The actual part of the process where this is used will vary from case to case.

**I ask this as I am aware some Police Services throughout the UK use this theoretical earning figure at differing parts of the process of calculating IOD pension bandings, some use it during the very first part of the process at the very first IOD pension assessment and some only**

***use it at the point of a review instigated by the IOD pensioner or by the Police Pension administrator.***

***It is clear that not using this theoretical earning figure at the very first assessment will possibly result in a higher banding with solely the SMP disablement percentage used for the banding i.e. 25% (band 1), 44% (band 2), 75% (band 3) & 90% (band 4).***

***I ask, at which point do Nottinghamshire Police IOD pension administrator use this theoretical earning figure and could an example of the formula or examples of the formulas be given. Is the theoretical figure used during the very first part of the IOD calculation or is it only used during a review process?***

This is left to the Selected Medical Practitioner. (SMP)

***Is the use of this theoretical earning figure in such calculations lawful and what law/ legislation/ guidance is used. If it is lawful what law/legislation/guidance is followed?***

It is considered to be lawful and the PEAM guidance is used.

### **Complaints Rights**

Your attention is drawn to the enclosed review procedure, which details your right of complaint.

### **Copyright**

Nottinghamshire Police in complying with their statutory duty under Sections 1 and 11 of the Freedom of Information Act 2000 (FOIA) to release the enclosed information will not breach the Copyright, Designs and Patents Act 1988. However, the rights of the copyright owner of the enclosed information will continue to be protected by law. Applications for the copyright owner's written permission to reproduce any part of the attached information should be addressed to the Force Solicitor, Nottinghamshire Police, Force Headquarters, Sherwood Lodge, Arnold, Nottinghamshire, NG5 8PP.

I would like to take this opportunity to thank you for your interest in Nottinghamshire Police.

Should you have any further enquiries concerning this matter, please write or contact the Freedom of Information Officer on telephone number 0115 9672507 or e-mail [freedomofinformation@Nottinghamshire.pnn.police.uk](mailto:freedomofinformation@Nottinghamshire.pnn.police.uk) quoting the above reference number.

Yours sincerely

**Disclosure Officer**

## **Are you dissatisfied with your response?**

Nottinghamshire Police has a duty to implement a complaints process in relation to Freedom of Information Act requests. If you are not content with our response, you may appeal, this process is known as an 'Internal Review'

Internal reviews are intended to be a fair and impartial means of reviewing the original request process.

You can appeal about your request if you:-

- Disagree with the Forces interpretation of your request;
- Believe the Force hold more information than has been disclosed to you;
- Disagree with the application of exemptions;

### **How do I appeal?**

All appeals should be made in writing and sent to:-

Information Management  
Nottinghamshire Police  
Force Headquarters  
Sherwood Lodge  
Arnold  
Notts  
NG5 8PP

or alternatively [freedomofinformation@nottinghamshire.pnn.police.uk](mailto:freedomofinformation@nottinghamshire.pnn.police.uk)

To deal with your appeal as quickly as possible please provide the unique identification number provided with your response and the reasons for your appeal.

Once we have received your request for appeal, your FOI response will be reviewed in full to identify any problems in the disclosure.

The review will be undertaken by someone different from, and preferably senior to, the original decision maker and this should be completed within 20 working days from receipt, in exceptional circumstances it may be extended by a further 20 working days.

## **What if I'm still not satisfied?**

You can appeal to the Information Commissioner. You can contact the Information Commissioner Office at the following:-

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate)

E-mail: [casework@ico.org.uk](mailto:casework@ico.org.uk)