



**Decision Report: PCC 2016 – 023**

**Title: Ex Gratia Payment**

**Executive Summary:**

This report requests that an ex-gratia payment be made to the widower of an officer who died in service. The officer, aged 48, was going through the process of obtaining an ill health pension (IHP), and was literally one day away from receiving his IHP when unfortunately he passed away.

The ill health retirement was fast tracked but it still took the medical consultant a month to produce the necessary report; the consultant's report was received the same day the officer passed away. Due to the length of service this officer had, his widow would be financially better off with an ill health retirement rather than a death in service. The ex-gratia payment would address the financial shortfall the widow has experienced.

Appendix A provides full details

**Recommendation:**

The PCC is asked to approve the ex-gratia payment as outline in Appendix A.

**Police and Crime Commissioner**

I hereby approve the recommendation above.

**Signature**

**Date**

31.5.16.

## **PART 1 – NON-CONFIDENTIAL**

### **1 Introduction and background**

- 1.1 This report requests an ex-gratia payment be made to the widower of an officer who died in service.

### **2 Issues for consideration**

- 2.1 The decision to grant the officer, aged 48, an ill health retirement had already been taken. Unfortunately he passed away just one day before all the paperwork was processed and his ill-health retirement was confirmed.

### **3 Financial comments**

- 3.2 The ex-gratia payment reflects the cash differential between ill-health retirement and the death in service benefits payable to his widow. In total this amounts £65,932.
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- 3.3 The payment will be funded from the annual revenue budget

### **4 Legal comments**

- 4.1 The Corporate Governance Framework enables the Director of People to retire police officers on ill health grounds.
- 4.2 The Framework allows the PCC to approve ex-gratia payments.

### **5 Equality comments**

- 5.1 No specific implications arising from this report

### **6 Background papers**

**Public access to information**

Information in this form is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. Part 1 of this form will be made available on the website within 1 working day of approval. Any facts and advice that should not be automatically available on request should not be included in Part 1 but instead on a separate Part 2 form. Deferment of publication is only applicable where release before that date would compromise the implementation of the decision being approved.

**Is there a Part 2 form? Yes**

<b>Name &amp; Role</b>	<b>Officer</b>
<b>Head of Department</b> The decision to award ill-health retirement had already been taken. This ex-gratia payment simply provides the officers' with the same financial package that she would have received had the paperwork been processed fully before the officer died in service	Director of Finance
<b>Legal Advice</b> The Framework of Corporate Governance allows the PCC to approve ex-gratia payments	Chief Executive
<b>Financial Advice</b> This ex-gratia payment can be afforded from within existing budgetary provisions	PCC Chief Finance Officer
<b>Equalities &amp; Diversity</b> No specific implications arising from this report	Chief Executive

**STATUTORY CHIEF OFFICERS' APPROVAL**

We have been consulted about the proposal and confirm that financial and legal advice have been taken into account in the preparation of this report.

We are satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.



Chief Executive

Date: 26/5/2016

*I. Thompson*

26/5/16

Chief Finance Officer

Date:

