

## POLICE STAFF HANDBOOK

### HEALTH & SAFETY

#### **10.3 Death or Permanent Disablement Arising from Assault**

The Chief Constable (Police & Crime Commissioner's Chief Executive in the case of staff employed by the Police & Crime Commissioner) will indemnify an employee, or, in the case of death, his/her dependants, against financial loss caused by violent or criminal assault suffered in the course of, or as a consequence of, employment. The power to agree such payments is delegated to the Director of People in conjunction with the Director of Finance (PCC Chief Finance Officer in the case of staff employed by the Police & Crime Commissioner) with authority to sub delegate.

The amounts payable are as follows:

- In the event of death within twelve months from the date of the assault and, in the opinion of Thames Valley Police, by reason thereof, where the employee has one or more dependants, a one-off lump sum payment the equivalent of five years gross remuneration at the rate applying at the date of the assault or £35,000, whichever is the greater. Where the employee has left no dependants, the sum of £950 shall be payable.
- In the event of permanent total or partial disablement as a result of the assault a one-off lump sum payment the equivalent of the percentage specified in the scale set out in the paragraph 10.3.1 below of five times gross remuneration applying at the date of the assault or of £35,000, whichever is the greater; provided that such payments shall, at the discretion of the Director of People in conjunction with the Director of Finance, be reduced by the amount of any damages or compensation recoverable in respect of the particular injuries.

This agreement is not intended to prevent payment of amounts exceeding those specified if it is considered reasonable to do so.

##### **10.3.1 Scale of compensation**

- Death, total and irrecoverable loss of all sight in one or both eyes, total loss by physical severance or complete loss of use of one or both hands or feet at or above wrist or ankle, occurring within twelve months from the date of the assault: **100%**
- Permanent total or absolute disablement (other than as stated in the above paragraph) from engaging in or giving attention to a profession or occupation of any kind: **100%**
- Permanent partial disablement (not otherwise provided for above). The percentage of the capital sum set against the degree of disablement in the following table:

a) Total loss of hearing in both ears		<b>40%</b>
b) Total loss of hearing in one ear		<b>10%</b>
c) Complete loss of use of hip, knee or ankle		<b>20%</b>
d) Removal of the lower jaw by surgical operation		<b>30%</b>
e) Fractured leg or foot with established non-union		<b>25%</b>
f) Fractured kneecap with established non-union		<b>20%</b>
g) Shortening of a leg by at least three centimetres		<b>15%</b>
h) Loss by amputation or complete loss of:		
	Right	Left (to be reversed if left-handed)
One thumb	<b>20%</b>	<b>17.5%</b>
One index finger	<b>15%</b>	<b>12.5%</b>
Any other finger	<b>10%</b>	<b>7.5%</b>
One big toe	<b>10%</b>	<b>10%</b>
Any other toe	<b>3%</b>	<b>3%</b>
Complete loss of use of shoulder or elbow	<b>25%</b>	<b>20%</b>
Complete loss of use of wrist	<b>20%</b>	<b>15%</b>