



NSW Police Force
www.police.nsw.gov.au

MEDICAL RETIREMENT

FREQUENTLY ASKED QUESTIONS AND ANSWERS

What part will my Injury Management Advisor (IMA) play? / What happens to my referral once it has been sent to the Transition Officer?

1. Your IMA or Command will notify you once your referral has been completed and accepted by the Transition Officer (Deployment and Transition Unit).
2. The Transition Officer prepares and collates medical information into a medical retirement submission report for review and recommendation by a delegate of the Commissioner of Police.
3. The submission report is reviewed by the internal chain of command to the Commander, Workforce Safety.
4. Files recommended for a medical retirement are referred fortnightly to a delegate of the Commissioner of Police.
5. Your IMA will keep you updated on the progress of your file throughout this process.
6. Once a decision in relation to your medical retirement has been made, you will be notified in writing by the IMA.

How long can the process take?

- The medical retirement review submissions (MRRS) are reviewed on a fortnightly basis. It can take between 1 – 3 months approximately for this process to be completed and for the delegate of the Commissioner of Police to make a recommendation regarding your medical retirement.
- If you are medically retired, you will be given a nominated last day of service. The last date of service is usually 2 weeks post the medical retirement recommendation.

Under what section of the Police Act, 1990, am I being considered for a medical retirement?

Section 94B of the Police Act 1990 states;

"94B RETIREMENT ON MEDICAL GROUNDS

The Commissioner may retire a member of the NSW Police Force if:

- (a) the person is found on medical grounds to be unfit to perform or incapable of discharging the duties of the person's position, and*
- (b) the person's unfitness or incapacity:*
 - (i) appears likely to be of a permanent nature, and*
 - (ii) has not arisen from actual misconduct on the part of the person, or from causes within the person's control."*

Important to note

- You may extend your last day of service by utilising any available annual/recreation leave you may have. If you elect to take your leave prior to your retirement, you must notify your respective Command directly to advise them of this decision.
- You can refer to your fortnightly pay slip to ascertain your current leave balance. As per Section 17.15.2 of the *Crown Employees (Police Officer's 2017) Award*, you may elect to take some or all leave prior to retirement.
- You should also be aware of the following: extended leave cannot be used to extend your last day of service and if you are employed on a fixed term contract.
- You cannot use outstanding leave entitlements to extend your last day of service beyond your contract date. If you elect to take any of your leave entitlement prior to retirement, you must submit an application for leave directly to your Commander.

How do I find out more about support through my career transition with NSW Police?

If you are fit for work outside of the NSW Police Force and your workers compensation claim has been accepted, your IMA will liaise with EML and coordinate a referral to an external provider tailored to your needs. Support services include; wellness programs, career transition support, recognition of prior learning and career development.

Do I have Income Protection?

For Sworn officers, Income Protection (IP) is available for accepted on duty and off duty claims and is provided by the insurer, TAL Life Limited (TAL). Under IP, officers will be entitled to receive up to 75% of their salary (salary is defined as base salary plus 17% loading for non-commissioned officers). Commissioned officers are entitled to up to 75% of award salary. IP will be paid up to a maximum of 7 years for on duty claims and for a maximum of 2 years for off duty claims. For further information, please contact the Income Protection Team.

Financial

- Payroll enquiries
NSW Police Shared Services
P. 8835 8400
- Income Protection Team
NSW Police Shared Services
P. 8835 8411
- TAL Life Limited
P. 1300 209 088
W: www.tal.com.au

How can I claim a Total and Permanent Disability (TPD) benefit?

Please contact your super fund for information and assistance to initiate a claim, as this is a separate process not managed by the NSW Police Force.

Police Blue Ribbon Insurance
First State Superannuation Customer Service
Ph. 1300 650 873
W: www.firststatesuper.com.au

Additional Assistance

Employee Assistance Program (EAP)
1300 667 197

NSW Police Principal Chaplain
0411 028 754

NSW Police Association

- Staff members at the NSW Police Association are available to assist you with basic information on the medical retirement process, and Income Protection payments, although they are not able to provide professional advice.
- Your Association can be contacted on 9265 6777
Email: info.centre@pansw.org.au
Website: www.pansw.org.au.
- Any information obtained should not be regarded as an alternative to independent legal and/or financial advice. Should you wish to obtain legal advice you should contact a solicitor of your choice or one from the NSW Police Association's list of panel solicitors.
- Please note that the costs associated with legal and/or financial advice would be your responsibility.

NSW Police Legacy

- Offer support to Officers transitioning to civilian life through welfare assistance, counselling, holistic health and wellbeing workshops, family support, BACKUP for Life Mentors, career incentives and career development workshops.
- Ph: 9264 4531
Email: backup@policelegacynsw.org.au
Web: www.policelegacynsw.org.au