



Corporate Personnel Policy and Guidance  
People and Development Team

# Managing Attendance at Work

## Policy and Guidance for all Employees



## 9. No Return to Work - Managing Health Review

- **Permanent Ill Health Retirement (For employees in the Pension Scheme)**

If the Chief Operating Officer determines, with advice from the Council's Occupational Health Consultant, that an employee might meet the criteria set out in Pension Regulations for ill health retirement, a referral will be made to the Independent Medical Officer. The Independent Medical Officer will review each case and determine whether the employee is permanently incapable of discharging efficiently the duties of their current employment and has a reduced likelihood of obtaining any gainful employment before normal retirement age.

If both these criteria are met then a decision on which tier of ill-health benefits is to be paid will be made by the **Council (to be amended)**, based on the advice of the Independent Medical Practitioner. If an ill health certificate is issued and is authorised by the **Council (to be amended)** and the employment is to be terminated, the employee will be advised...