

**FORM**  
**ASSESSMENT OF DEGREE OF DISABLEMENT**  
**Notes on completion**

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This form can be used to assess the degree of disablement of a firefighter (or former firefighter) with a qualifying injury who is awarded an injury pension. The amount of pension payable depends upon the degree of disablement.

This form would be used if the independent qualified medical practitioner completes Medical Certificate B, D or H to indicate that in his/her opinion the disablement has been occasioned by an injury received without the firefighter's own default in the execution of his/her duties as a regular firefighter (or in the exercise of his/her duties as a retained or volunteer firefighter). If, taking note of this opinion, the fire and rescue authority determine that the injury is a qualifying injury, they must consider the non-medical issues of degree of disablement. Similarly, this form should also be completed when an injury award is reviewed (Medical Certificate F).

The fire and rescue authority can decide who should complete the form. For example, it could be completed by the independent qualified medical practitioner, or by the authority's medical adviser, or by HR staff, or by an external provider of this type of service.

**Page 1: Personal details**

This section should be completed by the fire and rescue authority.

For a serving firefighter "Date of leaving Fire and Rescue Service" will be the proposed date of termination of employment.

The reference to "Current whole-time earnings for a regular firefighter of above role/post" applies equally in the case of a retained or volunteer firefighter. The Firefighters' Compensation Scheme (England) 2006 requires that for injury award purposes a retained or volunteer firefighter should be treated as a regular firefighter of equivalent rank, etc.

The earnings used should be current at the date of retirement for a serving firefighter. For "after-appearing" injury or in the case of review, the earnings should be current at the date of assessment. In the case of a part-time firefighter, the whole-time pay should be given.

**Page 1: Details of qualifying injury**

Note that the injury/injuries referred to in the Medical Certificate are here referred to as a "qualifying injury". Before the fire and rescue authority complete this Assessment Form they should have made such a determination.

The details given in this section should be the same injury/injuries as specified in the medical opinion.

**Page 1: Medical opinion containing assessment of disablement**

The medical opinion should be attached to the Assessment Form because the assessment should take account of the medical opinion.



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### Notes on completion (continued)

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#### **Page 2: Educational/vocational qualifications held**

The fire and rescue authority should set out details in this section.

#### **Page 2: Training with Fire and Rescue Service**

The fire and rescue authority should set out details in this section.

#### **Page 2: Other courses/training**

The fire and rescue authority should set out details in this section.

#### **Page 3: Employment(s) before joining the Fire and Rescue Service**

The fire and rescue authority should set out details in this section.

#### **Page 3: Other employments (during and after Fire and Rescue service where appropriate)**

The fire and rescue authority should set out details in this section. This would include approved secondary employment of regular firefighters, "main" employment of retained and volunteer firefighters, and post-retirement employments if applicable.

#### **Page 3: Occupations within capability based on qualifications, experience and training listed above and taking account of assessment of disability contained in medical opinion**

This is the section in which a decision must be made in the context of the medical opinion and the information set out on pages 2 and 3 of the Assessment Form, what type of employment the person could reasonably be expected to undertake after retiring from employment as a firefighter. It should be within the person's physical and mental capabilities and have regard to the skills, qualifications and training that the person has.

Next a rate of pay for the suggested employments must be decided. A reference source such as the "Annual Survey of Hours and Earnings" as published by the Office for National Statistics can provide this information. The whole-time pay must be quoted.

#### **Page 4: Assessment of degree of disablement**

The mathematical calculation required for assessment of degree of disablement is made in this section of the form. It sets out the mathematical formula including, where appropriate, an adjustment for apportionment. In the case of a part-time employee, whole-time pay must be used in (A) and in (B).

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**Page 4: Assessment of degree of disablement (continued)**

If the opinion of the independent qualified medical practitioner is that the person, for medical reasons, is not capable of working whole-time, B should be the potential level of earnings for the hours that can be worked.

If the form has been prepared by the independent qualified medical practitioner it should be signed and dated by him/her and returned to the fire and rescue authority. If the assessment has been prepared by a person other than the independent qualified medical practitioner, on completion it should be passed to the independent qualified medical practitioner for his/her confirmation that the occupations selected are within the medical capability of the person. Such a check ensures that the selected occupations do not overestimate the person's capability for further employment.

**After completion of the Assessment Form**

After the degree of disablement has been assessed the fire and rescue authority can give details of the award to the firefighter (former firefighter in the case of review).

The (former) firefighter can request a copy of the medical opinion within 14 days of being notified of the fire and rescue authority's decision. If an injury award is to be made, and a degree of disablement has been calculated, a copy of the Assessment Form should be issued to the (former) firefighter together with the medical opinion. Then, if the firefighter is dissatisfied with the award, he/she can judge where his/her grievance lies, i.e. in the medical opinion or in the fire and rescue authority's assessment.

If the (former) firefighter is dissatisfied with the award and believes the problem lies in the medical opinion he/she can appeal against the opinion under paragraph 2 of Part 6 of the Firefighters' Compensation Scheme (England) 2006.

If the (former) firefighter is dissatisfied with the award and believes the problem does not lie in the medical opinion but in non-medical aspects of the fire and rescue authority's decision, he/she can appeal under paragraph 3 of Part 6 of the Firefighters' Compensation Scheme (England) 2006.