

Freedom of Information Request

Request:

Information regarding TIA and PIA, who should be sat on employers panels to make these decisions, should the applicant be invited to the meeting

Status: Complete

Response Date: 02/03/2010

There are two separate benefits; Temporary Injury Allowance (TIA) and Permanent Injury Benefits (PIB). TIA is paid when an employee is on leave of absence and suffers a reduction in earnings as a result of a condition that is wholly or mainly attributable to the duties of their NHS employment. It is primarily assessed and paid by employers but NHS Pensions is available to help in difficult cases or where the applicant wishes to appeal the employer's decision to decline their application.

Entitlement to TIA is determined by a person's NHS Employer and not by NHS Pensions in Fleetwood. As decisions on entitlement to TIA rest with the Employer we are not privy to their practices or procedures although it is expected that arrangements would be in place to record accidents at work, identify potential claimants and to consider entitlement in a structured way. Applications for TIA should be made by the employee to their line manager or to the Human Resources Department.

PIB is administered by NHS Pensions on behalf of the Secretary of State and is paid when an employee terminates their employment or moves to lower paid employment because of a condition that is wholly or mainly attributable to the duties of their NHS employment. Payment is authorised by NHS Pensions and made by our paying agent, Xafinity Paymaster. Applications for PIB are considered by NHS Pensions on

the merits of the evidence and information supplied with the application, with advice on medical matters being taken from the Scheme's medical advisors.

There is general information on the Injury Benefit website at www.nhsbsa.nhs.uk/injury about TIA that may be helpful. I have copied an extract below for your reference.

"Temporary Injury Allowance is paid by employers to staff on authorised absence with reduced pay or no pay because of an injury or disease wholly or mainly attributable to their employment. TIA tops up the employee's income to 85% of the average they were getting before their pay was reduced as a result of the injury or disease. It is not payable if the employee's income is more than 85% of their average pay, and it stops when they return to work or leave employment. TIA is subject to income tax deductions but not National Insurance or pension contribution deductions."