

## NHS Injury Benefits Scheme - Temporary Injury Allowance calculation form

To help you complete this form you may wish to read the information on our website.

**Allowance payable** is the balance left after taking the total at 'B' below away from the figure at 'A' below. If 'B' is equal to, or greater than 'A', then no allowance can be paid.

**A** Employee's average pay on the day before pay was reduced (at key date)  $\times \frac{85}{100}$  (85%) = £                      pa **A**

Please note: if the employee was, or could have been, subject to the provisions of the 2008 Section or 2015 NHS Pension Scheme Regulations, please contact the NHS Injury Benefits team for further pay guidance.

**B Add together** the annual rates of the following as applicable:  
**If TIA spans April** (uprating month) **do not include amount of uprating.**

### Department for Work and Pensions (DWP) Benefits

1. Industrial Disablement Benefit (KIV - not payable for first 90 days from date of accident or onset of disease) and if applicable: £                      pa
- (a) Reduced Earnings Allowance £                      pa
2. Incapacity Benefit **include** increases for dependants and additional component (if any) **exclude** Incapacity Age Addition £                      pa
3. Employment Support Allowance (ESA) assessment phase £                      pa  
 Employment Support Allowance (ESA) main phase £                      pa
4. Severe Disablement Allowance **include** increases for dependants **exclude** Age Addition £                      pa

### Other payments

1. Pay actually in payments **include** statutory sick pay £                      pa
  2. Any relevant superannuation scheme pension **exclude** any pensions increase added after pay was reduced £                      pa
- Total** = £                      pa **B**

**BALANCE** Take the total at 'B' away from the figure at 'A' **A** £                      pa

**B** £                      pa

**Annual rate of any TIA to be put into payment** = £                      pa

Period payable from   /   /     to   /   /

**Temporary Injury Allowance calculation:** Annual rate of TIA £                      pa

Daily rate of TIA £                      pa

Remember to tell the employee that **you** are paying them TIA and why, and that they should notify **you** of any changes in their benefits Monthly rate of TIA £                      pa

Amount this period £                      pa