To assess the consistency of outcome advice by pension signatories in the Principal Civil Service Pension Scheme (PCSPS) ill health retirement applications according to a two tiered approach

Dr Claire Piper, 2010

ABSTRACT

Aim: Determine if a two tiered PCSPS ill health retirement scheme leads to reduced level of agreement in outcome advice when compared to a single tiered scheme.

Method: (1) Observational data randomly and retrospectively collected from 200 cases accepted for ill health retirement from private two tiered schemes. (2) Questionnaire survey of 30 ill health retirement simulated cases submitted to eight PCSPS medical advisers to make an outcome decision: upper tier; lower tier; reject; obtain further information.

Results: (1) Statistically significant association between health condition and tier ($p$ value of 0.0) and between health condition and length of sickness absence ($p$ value of 0.0) demonstrated. (2) Multi rater kappa coefficient 0.30 (95% CI of 0.26-0.34) for level of agreement between eight medical advisers (fair agreement). Statistically significant association between length of experience of medical advisers in the PCSPS and consistency of advice with $k=0.5$ (95% CI of 0.39-0.6) for the more experienced group A when compared with the less experienced group B with $k=0.26$ (95% CI of 0.17 -0.35).

Conclusion: No evidence that a two tiered scheme is associated with a reduced level of agreement between medical advisors.

Keywords: Ill health retirement; two tiered; level of agreement