Flow Chart showing the management process of ill-health retirement in the most standard cases.

1. Officer asks management for medical questions to be referred to SMP
2. Management reports to the Police Authority for consideration of referral of medical questions to SMP
3. Police Authority decides whether to refer medical questions to SMP
   - Agreed
   - Not agreed
     - Appeal to Crown Court
       - Appeal allowed
       - Appeal disallowed
4. FMA prepares report and recommendation on officer for SMP
5. SMP answers medical question(s) in report
6. Officer not permanently disabled
   - Appeal
    - Decision of medical appeal board on permanent disablement
8. Officer permanently disabled
   - SMP also considers officer’s capability
   - Management advice on posting and career
   - Officer’s comments and any supplementary evidence
9. Police Authority makes decision on medical retirement
   - Decision to retain
   - Decision not to retain
10. Continue action by officer, management and FMA on his/her health, attendance and career development
11. Medical retirement

**KEY:** FMA - Force Medical Officer, SMP - Selected Medical Practitioner