



30+ Retention Scheme: **Comprehensive Scheme Review 2008**

The 30+ scheme arose from the Police Negotiating Board Agreement of May 2002 and gives police forces the opportunity to retain personnel with valuable skills and experience which would otherwise be lost to retirement. It does so by offering police officers the opportunity to take advantage of an early tax-free lump sum payment while continuing to serve as an attested officer at the same rank and pay level as before. This measure was introduced in order to reduce mass retirement, avoid recruitment bulges and address potential skills shortages that would have resulted from this.

The scheme was given approval by Ministers and HM Treasury to run until 31 March 2010, when it is due to be closed to new entrants. However, an increasing number of late joiners to the police service, the higher compulsory retirement ages (CRAs) introduced in October 2006 and the growing cohort of members of the New Police Pension Scheme (2006) that must now accrue 35 years service before receiving a maximum pension have all been factors that have potentially reduced the operational need for this scheme in recent years. These factors, amongst others, may mean that we need to consider closing the scheme before 2010 subject to the outcome of this review.

In order to evaluate the continued effectiveness of the scheme we have produced this questionnaire to assess the way in which the scheme has been operated since its pilot in 2002. We kindly ask that you complete it in full. We appreciate that some of the information may not be readily available but the information required is vital to helping us make the correct decision regarding the continuation of this scheme. If you have any queries about any of the questions, please do not hesitate to call or email us.

Notes on completing the form

This is an electronic form. You complete each section by clicking on the grey box next to or underneath each question. You can then write as much as you like. When you have finished, either click on the next box, or press the 'TAB' key to jump to the next box. Where the grey box says "Please select", click on it to display the options for answering. Then click on your choice.

When you have completed the form, please:

- save it as '30+ Review <insert force name>' (e.g. 30+ Review Dorset) and email it to me at [S.40\(2\)@npia.pnn.police.uk](mailto:S.40(2)@npia.pnn.police.uk), or
- print it out and post it to me at the address below:

S.40(2)

(telephone S.40(2))

Workforce Strategy Unit

NPIA

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PLEASE RETURN THE COMPLETED QUESTIONNAIRE BY
FRIDAY 11 APRIL 2008

Force Contact Details

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1. When did your force start operating the scheme (including any pilot scheme)? **June 2004**
2. Does your force have any officers on the 30+ scheme? **Yes**
3. Are you still accepting new entrants onto the scheme? **Yes** *If yes, skip to question 5*
4. If you have closed the scheme to new entrants, when did you do so and what were your reasons?
5. What is your policy regarding those already on the scheme, i.e. have you retained them beyond their annual reviews, and if so, why?
Some are extended – usually in hard to fill posts, in order to retain expertise.
6. If your force is still accepting new entrants, how do officers in your force generally find out about the 30+ scheme?
please select: Force Intranet
7. What information or materials do you routinely supply to officers before they apply?
Officers are directed to Intranet site.
8. Please outline details of the process by which officers apply for the 30+ scheme, and by which your force assesses applications and makes decisions. Please give as much information as possible (including any process maps or flow charts where appropriate). **Officers are required to complete a standard application form, which is on the Intranet. This is submitted to their Line Manager, then onto the Divisional Commander and HR Manager. The form is then considered by the Strategic Redeployment Group, in terms of impact on the Front-Line Policing Measure. The final decision is made by the Head of HR.**
9. What number of officers who reached 30 years pensionable service in the year from 1 March 2007 to 29 February 2008 (inclusive) did the following?

| | |
|---|----|
| Retire and leave the police service | 36 |
| Retire and join police (civilian) staff (incl. redeployments) | 8 |
| Retire and join the Special Constabulary | 0 |
| Apply for 30+ scheme | 13 |
| Stay on and reduce hours from full-time to part-time | 0 |
| Stay on as before/no change | 25 |

10. Please complete the table below with the information regarding 30+ applications in the year from 1 March 2007 to 29 February 2008 (inclusive) and in total (i.e. since your force has been operating the scheme, including any pilot period and last year's numbers).

| <u>Prospective 30+ Officers</u> | Last 12 months | TOTAL |
|--|-----------------------|--------------|
| Number of eligible officers | 61 | 276 |
| Number of applications received | 19 | 81 |
| Number of applications rejected | 0 | 10 |
| Average age upon application | 52.3 | 50.5 |
| Average length of pensionable service upon application | | |

11. Please complete the table below with the **information for officers** who were accepted onto the scheme in the year from 1 March 2007 to 29 February 2008 (inclusive) and for all officers who ever joined the scheme (including any pilot period and last year's numbers).

| Current 30+ Officers | Last 12 months | TOTAL |
|--|-----------------------|--------------|
| Number of officers who joined the scheme | 13 | 63 |
| ... of which are in specialist/hard-to-fill roles | 9 | 51 |
| ... with a detailed succession plan | | |
| Average time between retirement and 30+ re-engagement | 4.8 days | 4.5 days |
| Average time of re-engagement initially requested | | |
| Applications for maximum four-year initial appointment | 0 | 0 |
| Appointments that were extended | 0 | 0 |
| ... of which were initial four-year appointments | 0 | 0 |
| ... with a detailed succession plan | 0 | 0 |
| Officers on restricted duties | 1 | 3 |
| Redeployments | 0 | 0 |
| Number of 30+ Officers living in police houses | 0 | 0 |

12. Please give a diversity breakdown by rank and gender of officers who joined 30+ in the year from 1 **March 2007 to 29 February 2008** (inclusive).

| 30+ Officers Feb 2006 to present | | Constable | | Sergeant | | Inspector | | Ch Inspector | | Superintend't | | Ch Supt | |
|-------------------------------------|----------------------|-----------|---|----------|---|-----------|---|--------------|---|---------------|---|---------|---|
| | | M | F | M | F | M | F | M | F | M | F | M | F |
| White | British | S. 40(2) | | | | | | | | | | | |
| | Irish | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Asian/ Asian/ British | Indian | | | | | | | | | | | | |
| | Pakistani | | | | | | | | | | | | |
| | Bangladeshi | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Black/ Black British | Caribbean | | | | | | | | | | | | |
| | African | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Mixed | White & Blk Carib | | | | | | | | | | | | |
| | White & Blk Afr | | | | | | | | | | | | |
| | White & Asian | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Other | Chinese | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Disabled | | | | | | | | | | | | | |
| Age | 48-55 | | | | | | | | | | | | |
| | 55+ | | | | | | | | | | | | |
| Sex | Hetero | | | | | | | | | | | | |
| | Homo | | | | | | | | | | | | |
| | Bi | | | | | | | | | | | | |
| | Not specified | | | | | | | | | | | | |
| Faith | Buddhist | | | | | | | | | | | | |
| | Christian | | | | | | | | | | | | |
| | Hindu | | | | | | | | | | | | |
| | Jewish | | | | | | | | | | | | |
| | Muslim | | | | | | | | | | | | |
| | Sikh | | | | | | | | | | | | |
| | None | | | | | | | | | | | | |

| | | |
|--|-------|----------|
| | | S. 40(2) |
| | Other | |

13. Please give a diversity breakdown by rank and gender for ALL officers currently retained on 30+.

| All current30+ Officers | | Constable | Sergeant | Inspector | Ch Inspector | Superintend't | Ch Supt |
|----------------------------|-------------------|-----------|----------|-----------|--------------|---------------|---------|
| White | British | S. 40(2) | | | | | |
| | Irish | | | | | | |
| | Other | | | | | | |
| Asian/ Asian British | Indian | | | | | | |
| | Pakistani | | | | | | |
| | Bangladeshi | | | | | | |
| | Other | | | | | | |
| Black/ Black British | Caribbean | | | | | | |
| | African | | | | | | |
| | Other | | | | | | |
| Mixed | White & Blk Carib | | | | | | |
| | White & Blk Afr | | | | | | |
| | White & Asian | | | | | | |
| | Other | | | | | | |
| Other | Chinese | | | | | | |
| | Other | | | | | | |
| Disabled | | | | | | | |
| Age | 48-55 | | | | | | |
| | 55+ | | | | | | |
| Sex | Hetero | | | | | | |
| | Homo | | | | | | |
| | Bi | | | | | | |
| | Not specified | | | | | | |
| Faith | Buddhist | | | | | | |
| | Christian | | | | | | |
| | Hindu | | | | | | |
| | Jewish | | | | | | |
| | Muslim | | | | | | |
| | Sikh | | | | | | |
| | None | | | | | | |
| | Other | | | | | | |

14. Please outline the savings made or costs incurred through 30+ retentions, broken down by rank and averaged per year, using generic costings where specific numbers are not available (please refer to costings template for guidance on calculating these figures)

| Rank | Number of these on 30+ | Average Saving* per year of retention | TOTAL Saving* |
|----------------------|------------------------|---------------------------------------|---------------|
| Constable | 45 | £10,952 | £492,840 |
| Sergeant | 11 | £8,394 | £92,334 |
| Inspector | 5 | £8,122 | £40,610 |
| Chief Inspector | 1 | £7,711 | £7,711 |
| Superintendent | 0 | £ | £ |
| Chief Superintendent | 0 | £ | £ |
| Overall saving*: | | | £633,495 |

* where a cost was incurred, please mark this as a negative saving, e.g. -£1,234.

15. Please outline details of the process by which an officer's continuing participation is kept under review whilst on the scheme. Please give as much information as possible (including any process maps, annual review report templates or flow charts where appropriate).

Line Manager is given responsibility to manage and report any performance issues which are dealt with in line with the PDR process.

16. Please complete the table below with information on the circumstances surrounding any 30+ appointments that were terminated early, i.e. before the date forecast by the business case for retention.

| 30+ appointments terminated early... | Last 12 months | TOTAL |
|---|-----------------------|--------------|
| ... through officer's resignation | 5 | 61 |
| ... on grounds of ill-health | | |
| ... on grounds of efficiency (A19 or efficiency regulations) | | |
| ... on grounds of (mis)conduct | | |
| ... at annual review | | |
| ... mid-year (i.e. business case becoming invalid unexpectedly) | | |
| Officers who qualified for injury awards whilst serving on 30+ | | |
| Officer disciplined (conduct regulations) whilst serving on 30+ | 0 | 0 |

17. Please complete the table below with information on appeals against any decisions you made to terminate an officer's 30+ appointment.

| Number of appeals against decision to terminate contract... | Last 12 months | TOTAL |
|--|-----------------------|--------------|
| ... at end of initially granted appointment | | |
| ... of which were successful | | |
| ... at annual review | | |
| ... of which were successful | | |
| ... mid-year | | |
| ... of which were successful | | |

18. Please give details of **any** appeals (including any internal appeals, informal challenges, employment tribunals etc) involving 30+, including copies of any relevant paperwork where appropriate.

Nil

19. How have retirement patterns changed since the introduction of the scheme? Please complete the table below with the information relating to the period before the scheme was piloted in 2002 and the last 12 months (1 March 2007 to 29 February 2008 inclusive).

| | Last 12 months | 2002 |
|--|-----------------------|-------------|
| Average retirement age | 50.4 | 51.5 |
| Average length of service upon retirement | 30.4 | 30.2 |
| Percentage of officers who retired upon reaching maximum pension benefits | 53.5% | 54% |
| Percentage of officers retained in specialist roles with more than 30 years service (including those on 30+ and not) | 5.2% | 0.3% |

20. How many officers in your force are likely to become eligible to retire with maximum pension benefits over the next three years?

2008/09: **53**

2009/10: **82**

2010/11: **49**

21. Are you planning to keep the scheme open to new entrants until 2010? **Yes please select**
If not, please give your reasoning behind this decision, and state when you anticipate this to take effect:

22. If your force intends to keep operating the scheme, what effect would it have on your force if the scheme was to be centrally closed to new entrants...

a) now? **Significant improvement on resilience due to identifying recruitment and training figures to Regular Force Officers.**

or

b) in 2010? **We can plan more effectively to help with recruitment processes and succession planning.**

23. What plans do you have for phasing out those accepted onto the scheme?

Natural wastage.

24. Beyond 2010, do you foresee a shortage of skilled and experienced officers, and if so, what plans do you have to deal with your operational needs for retaining valuable skills and experience?

Workforce modernisation

25. Overall, how would you summarise your experience with the scheme since its introduction?

Our recruitment pool of qualified candidates has been restricted due to our geography, competing local markets and the socio-economic position, which encourages many talented people to move away from the area. As a consequence 30+ has significantly helped us to retain vital skills in the short term. However, due to the continuous changing face of policing and the latest big push for 'Regional Teams', we are finding longer term planning extremely challenging and difficult. We need a position of stability rather than new teams constantly being sought. We would be advocating retaining 30+ until 2010 to enable us to effect a longer term planning strategy. That said, there are cultural issues about retaining the same staff.

26. Any other comments?

We are not certain that the incentive for 30+ is there for many officers, with the impact it has on them financially, together with the market drive for agencies that specialise in making available former Police Officers as 'agency staff' (at a higher rate of remuneration.

From a diversity point of view unsure how the scheme can be retained given that the Compulsory Retirement Age for Officers has now been raised to 65 and this ought to be consistently applied across all ranks.

END OF QUESTIONNAIRE

Thank you very much.