



## **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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Address: **Police Headquarters, Winfrith, Dorchester DT2 8DZ**

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1. When did your force start operating the scheme (including any pilot scheme)? **April 2005**
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 have been extended beyond their annual reviews – ie if there is a requirement to retain their skills.**
6. If your force is still accepting new entrants, how do officers in your force generally find out about the 30+ scheme?  
**Force Intranet:**
7. What information or materials do you routinely supply to officers before they apply?  
**NPIA Guidance is on Force intranet, as is a list of FAQs, and an 'introduction to the 30+ scheme'. They also receive a retirement pack with forms etc in relation to pensions payments.**
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 obtain application form from the Force Intranet. They complete part one which includes evidence to support application. This is forwarded to their line manager to endorse, including a 'business case' (*\*see below*) for retention. The divisional support manager/head of department will then recommend/not recommend acceptance onto the scheme, followed by the Divisional Commander. The form is then forwarded to the Learning & Development unit for endorsement by Head of Learning & Development/L&D Inspector. It is then forwarded to the HR Admin Assistant to process, including occupational health appointment and (recently) financial business case. Once all the processing is complete, entry onto the scheme is authorised by the Head of Personnel Services, and the HR Admin Assistant sends a memo to the line manager, copying in the individual and finance department who will arrange for payment of the pension. *\*This is only on more recent applications since the revised form was implemented, the original form simply required the officer to state their intention to join to the scheme.*

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	29
Retire and join police (civilian) staff (incl. redeployments)	0
Retire and join the Special Constabulary	0
Apply for 30+ scheme	8
Stay on and reduce hours from full-time to part-time	0
Stay on as before/no change	7

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).

<b>Prospective 30+ Officers</b>	<b>Last 12 months</b>	<b>TOTAL</b>
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Number of eligible officers	98	212
Number of applications received	15	36
Number of applications rejected	0	1
Average age upon application	50.86 yrs	50.37 yrs
Average length of pensionable service upon application	30.25 yrs	30.37 yrs

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 (nclusive) and for all officers who ever joined the scheme (including any pilot period and last year's numbers).

<b>Current 30+ Officers</b>	<b>Last 12 months</b>	<b>TOTAL</b>
Number of officers who joined the scheme	18	35
... of which are in specialist/hard-to-fill roles	4	12
... with a detailed succession plan	N/K	N/K
Average time between retirement and 30+ re-engagement	N/K	N/K
Average time of re-engagement initially requested	3.2 yrs	3.3 yrs
Applications for maximum four-year initial appointment	8	17
Appointments that were extended	0	0
... of which were initial four-year appointments	N/A	N/A
... with a detailed succession plan	N/A	N/A
Officers on restricted duties	0	1
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
	Other

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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	
		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												
	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	22	£17,000	£374,000
Sergeant	8	£14,000	£112,000
Inspector	1	£26,000	£26,000
Chief Inspector		£	£
Superintendent		£	£

Chief Superintendent		£	£
		<b>Overall saving*:</b>	<b>£512,000</b>

\* 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).

**We set a diary reminder for three months prior to the anniversary of their appointment. We then send the line manager the annual review pro-forma which they have to complete to say that the business case still exists, or where no business case was originally in place that one can be made for the officer's retention.**

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.

<b>30+ appointments terminated early...</b>	<b>Last 12 months</b>	<b>TOTAL</b>
... through officer's resignation	1	2
... on grounds of ill-health	0	0
... on grounds of efficiency (A19 or efficiency regulations)	1	0
... on grounds of (mis)conduct	0	0
... at annual review	0	0
... mid-year (i.e. business case becoming invalid unexpectedly)	0	0
Officers who qualified for injury awards whilst serving on 30+	0	0
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.

<b>Number of appeals against decision to terminate contract...</b>	<b>Last 12 months</b>	<b>TOTAL</b>
... at end of initially granted appointment	0	0
... of which were successful	0	0
... at annual review	0	0
... of which were successful	0	0
... mid-year	0	0
... of which were successful	0	0

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.

**n/a**

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). *(comparable data not available)*

	<b>Last 12 months</b>	<b>2002</b>
Average retirement age	52	n/k
Average length of service upon retirement	n/k	n/k
Percentage of officers who retired upon reaching maximum pension benefits	n/k	n/k

Percentage of officers retained in specialist roles with more than 30 years service (including those on 30+ and not)	n/k	n/k
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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: **45**                      2009/10: **49**                      2010/11: **39**
21. Are you planning to keep the scheme open to new entrants until 2010? **yes**  
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? **There will be occasions when a specialist officer would be lost due to retirement, and without succession plans in place would leave the Force in a difficult position**  
or  
b) in 2010? **If the scheme were to close in 2010, that at least provides the Force with the opportunity to review existing officers in specialist roles, and those nearing retirement in order to put succession plans in place.**
23. What plans do you have for phasing out those accepted onto the scheme?  
**None at present**
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?  
**No plans in place at present**
25. Overall, how would you summarise your experience with the scheme since its introduction?  
**The 'goal posts' seem to have changed. When the scheme was introduced there didn't seem to be the same emphasis on the requirement for a business case. This has lead to difficulties in now trying to retrieve the situation following NPIA guidance in 2007.**
26. Any other comments?

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## END OF QUESTIONNAIRE

Thank you very much.