

A19 GUIDANCE

30+ REVIEW

Annual reviews should be undertaken in respect of each officer retained under the terms and conditions of the 30+ Retention Scheme. In reviewing an officer's retention on the scheme, the original justification/business case, and whether or not this is still valid, should be considered. In some situations, the original reasons surrounding the retention of the officer may have elapsed, however these may have been replaced by other, equally important and justifiable, reasons.

Regulation A19

The power not to renew a 30+ appointment was agreed by the PNB to be derived from Regulation A19 of the Police Pensions Regulations ("Compulsory retirement on grounds of efficiency of the force"). Paragraph 2 of this regulation states that "[i]f a police authority determine[s] that the retention in the force of a regular police officer...would not be in the general interests of efficiency, [they] may be required to retire on such date as the police authority determine". Officers applying for the scheme sign a declaration explicitly accepting that this regulation may be used to discontinue their 30+ appointment.

A19 will normally be the most appropriate way of cutting short a 30+ placement where the reasons (or business case) for retaining the officer have ceased to apply.

Due to the annual review system, A19 should not normally be used to terminate a 30+ appointment on a date prior to the annual review date. If A19 is used outside of the annual review process, the reasons given should include a specific justification for terminating the placement at that point, for example a restructuring exercise. Officers should be given one month's notice of such a decision.

Review Procedure

It is advisable to begin consideration for the annual review approximately two months prior to the review date. It is anticipated that this period will allow sufficient time for the review to take place. In the event that a review recommends termination, a report should be submitted to ACO Human Resources, with the details that give rise to the recommendation.

A review pro forma (Form 0003B) is available on the Force Forms intranet site.