



## **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**

Name: **S. 40(2)** Job Title: **Personnel Manager**

Force: **Gwent Police**

Email: **S. 40(2)@gwent.pnn.police.uk** Contact no.: **S. 40(2)**

Address: **Caerleon House, Mamhilad Park Estate NP4 0XX**

1. When did your force start operating the scheme (including any pilot scheme)? **Nov 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?  
**We have retained some officers beyond their original period requested – this is at their request and it met operational need.**
6. If your force is still accepting new entrants, how do officers in your force generally find out about the 30+ scheme?  
**please select: Intranet**
7. What information or materials do you routinely supply to officers before they apply?  
**The information supplied by NPIA, ie 30+ police retention best practice guidelines, application form, also force information outlining that decisions are made based on organisational need or risk**
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).  
**We follow the stages in the application form process.**
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	23
Retire and join police (civilian) staff (incl. redeployments)	8
Retire and join the Special Constabulary	0
Apply for 30+ scheme	3
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><u>Prospective 30+ Officers</u></b>	<b>Last 12 months</b>	<b>TOTAL</b>
Number of eligible officers	38	96
Number of applications received	4	47
Number of applications rejected	0	9
Average age upon application	53.0	50.3
Average length of pensionable service upon application	30.9	30.3

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	3	33
... of which are in specialist/hard-to-fill roles	10	19
... with a detailed succession plan	0	4
Average time between retirement and 30+ re-engagement	1 Day	1 Day
Average time of re-engagement initially requested	1.5 years	2.75 years
Applications for maximum four-year initial appointment	0	10
Appointments that were extended	0	4
... of which were initial four-year appointments	0	0
... with a detailed succession plan	2	4
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												

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	23	£26,587	£611,501
Sergeant	4	£23,995	£95,980
Inspector	5	£25,661	£128,305
Chief Inspector	1	£25,137	£25,137
Superintendent		£	£
Chief Superintendent		£	£
Overall saving*:			£860,923

\* 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).

**Prior to the officer's annual review date, the Central HR Department send a form to his/her line manager for completion. This information is then forwarded to the Central HR Department who make a**

**recommendation regarding continuation on 30+. The recommendation is considered by the Assistant Chief Constable and the Central HR Department writes to the officer regarding his decision.**

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	8	18
... on grounds of ill-health	0	0
... on grounds of efficiency (A19 or efficiency regulations)	0	0
... on grounds of (mis)conduct	0	0
... at annual review	0	0
... mid-year (i.e. business case becoming invalid unexpectedly)	4	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.

**Not applicable**

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).

	<b>Last 12 months</b>	<b>2002</b>
Average retirement age	51	52
Average length of service upon retirement	30.3	29.3
Percentage of officers who retired upon reaching maximum pension benefits	1.7%	1.0%
Percentage of officers retained in specialist roles with more than 30 years service (including those on 30+ and not)	0.9%	0.8%

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: **66\***

2009/10: **22**

2010/11: **22**

**\* includes all officers who have > 30 years service**

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? **If it was closed to applicants now, we might lose experienced officers whose skills we would wish to retain, eg detective constables.**
- or
- b) in 2010? **By 2010 it is expected that many of our trainee investigators will have achieved their accredited detective status,, so it would have less impact. However, the 30+ scheme has been useful to retain the skills of officers who might otherwise have been lost through normal retirement.**
23. What plans do you have for phasing out those accepted onto the scheme?  
**None**
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**
25. Overall, how would you summarise your experience with the scheme since its introduction?  
**Since 2006, applications have been looked at more closely to identify whether there is an organisational risk/need for retaining an officer who has applied for 30+. The 30+ scheme has been very useful in retaining skills needed which would otherwise have been lost.**
26. Any other comments?

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## **END OF QUESTIONNAIRE**

Thank you very much.