



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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Force: **Kent Police**

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Address: **Kent Police College, Coverdale Avenue, Maidstone, Kent ME15 9DW**

1. When did your force start operating the scheme (including any pilot scheme)? **September 2003**
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?
Officers are reviewed at their annual PDR. If their performance is to an acceptable standard and the business case is still relevant we would retain them.
6. If your force is still accepting new entrants, how do officers in your force generally find out about the 30+ scheme?
Force Publicity:
There is no singular method of officers becoming aware of the scheme. A 30+ input is given to officers on their pre retirement course, Force policy is available to all on the internal force intranet, word of mouth plus individual enquiries to the HR team all assist applications.
7. What information or materials do you routinely supply to officers before they apply?
Officers are supplied with force guidance / policy on the scheme, details of the NPIA website plus application form.
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).
If an officer wishes to join the scheme they will request an application pack from the force human resources department. This includes a copy of force policy, force guidance, the national application form and a medical declaration form.
This is completed by the officer, a business case is endorsed and submitted by the local management team and returned.
The force occupational health department reviews the medical declaration and if necessary the officer attends for a medical examination. The force occupational health department will then make any recommendations concerning fitness to join the scheme, including the length of appointment to the scheme.
The papers are then returned to the force 'Head of Resourcing' and a decision is made on the application.
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	7
Retire and join police (civilian) staff (incl. redeployments)	5
Retire and join the Special Constabulary	0
Apply for 30+ scheme	5*
Stay on and reduce hours from full-time to part-time	0
Stay on as before/no change	47

* There were a further 25 applicants to the 30+ scheme during this period, however if we include them it takes the total to 89, which will not balance with the number of eligible officers in question 10 (64).

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).

Prospective 30+ Officers	Last 12 months	TOTAL
Number of eligible officers	64	491
Number of applications received	30	80
Number of applications rejected	0	0
Average age upon application	50.7	50.6
Average length of pensionable service upon application	30.1	30.2

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	27	76
... of which are in specialist/hard-to-fill roles*	19	52
... with a detailed succession plan	0	0
Average time between retirement and 30+ re-engagement	8 days	9 days
Average time of re-engagement initially requested	3.2	3.0
Applications for maximum four-year initial appointment	15	36
Appointments that were extended	0	7
... of which were initial four-year appointments	0	1
... with a detailed succession plan	0	0
Officers on restricted duties	1	1
Redeployments	0	0
Number of 30+ Officers living in police houses	1	1

* All 30+ applications and roles are carefully considered. Although some are not specialist / hard-to-fill roles per se, they have been filled by retention on 30+ to prevent other parts of the organisation being de-skilled, as staff would have to be pulled from other functions to fill these posts

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												
Black/ Black British	Other												
	Caribbean												
	African												
Mixed	Other												
	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	58	£3940	£310978

Sergeant	12	£9388	£106875
Inspector	5	£11298	£49428
Chief Inspector	1	£12032	£10014
Superintendent	n/a	£0	£0
Chief Superintendent	n/a	£0	£0
		Overall saving*:	£477295

* 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).

The officer has an annual PDR and at this time their individual performance is reviewed. Should the officers performance be to an unacceptable standard consideration would be given to dispensing with their services.

If the officer's permitted period on the scheme is being reviewed the processes, as at question 8, will be repeated. The PDR will form part of the consideration process to keep an individual on the scheme.

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	8	25
... 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.

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

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.

None

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
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Average retirement age	51.3	52.2
Average length of service upon retirement	28.6	28.6
Percentage of officers who retired upon reaching maximum pension benefits	77.2%	60.2%
Percentage of officers retained in specialist roles with more than 30 years service (including those on 30+ and not)	34.4%	32.8%

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: **65** 2009/10: **89** 2010/11: **54**

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?
or
b) in 2010?

Should the decision be made to close the scheme at either date point this will have a detrimental impact upon police officer numbers and skills.

Entrants onto the 30+ scheme are incorporated within our annual recruitment / retention target. The loss of such officers will necessitate the recruitment of more "new recruits" with associated selection and training costs. This cost does not cease at the initial training stage but continues through the officer's service as seen with officers who have completed the detective accreditation pathways.

23. What plans do you have for phasing out those accepted onto the scheme?
None at this stage as the force would seek to retain the scheme. However we would honour the length of contract for officers already within the scheme and would not accept any new applications / extensions.
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?
The Force is developing new intelligence products to better inform succession planning and identify skills shortages.
These will feed into force training and deployment plans to ensure that the loss of skills is recognised at an early stage and suitable interventions put in place.
25. Overall, how would you summarise your experience with the scheme since its introduction?
The scheme has worked well in the Force. With only one exception, the applicants have continued to add value to the work of the organisation, continuing to repay the investment made in them.
26. Any other comments?
Kent Police would support the continuation of the 30+ scheme past the 2010 deadline.

END OF QUESTIONNAIRE

Thank you very much.