



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

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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)? **2005**
2. Does your force have any officers on the 30+ scheme? **21 as at 29 February 2008.**
3. Are you still accepting new entrants onto the scheme? **No, at present the scheme is on hold.**
4. If you have closed the scheme to new entrants, when did you do so and what were your reasons?
The scheme has been put on hold due to ongoing work with Crime Fighting Fund /Civilianisation.
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?
Each officer on the scheme continues to be reviewed on an annual basis at the time of the review the current situation with civilianisation is taken into consideration along with other factors such as the specialist nature of the role and a decision whether to extend the individual for a further year is made.
6. If your force is still accepting new entrants, how do officers in your force generally find out about the 30+ scheme?
The Force at present is not accepting new entrants however officers generally find out about the scheme via word of mouth from other colleagues or from their manager or Area HR officer.
7. What information or materials do you routinely supply to officers before they apply?
The 30 Plus Scheme guidance document is available on the HR website for all officers to access.
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).
Please see attached 30 Plus guidance document outlining the application 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	21
Retire and join police (civilian) staff (incl. redeployments)	3
Retire and join the Special Constabulary	0
Apply for 30+ scheme	N/a
Stay on and reduce hours from full-time to part-time	0
Stay on as before/no change	14

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).

DNR = Do not record this information

<u>Prospective 30+ Officers</u>	Last 12 months	TOTAL
Number of eligible officers		
Number of applications received	n/a	DNR
Number of applications rejected	n/a	DNR

Average age upon application	n/a	52
Average length of pensionable service upon application	n/a	30

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
... of which are in specialist/hard-to-fill roles		21
... with a detailed succession plan		DNR
Average time between retirement and 30+ re-engagement		DNR although norm is usually less than 1 week
Average time of re-engagement initially requested		Please see scheme and below comments
Applications for maximum four-year initial appointment		"
Appointments that were extended		24 (3 not yet due)
... of which were initial four-year appointments		Please see scheme-appointments are extended on a 1-year basis.
... with a detailed succession plan		DNR
Officers on restricted duties		3*
Redeployments		0
Number of 30+ Officers living in police houses		0

*We have also had 1 other officer who had restricted duties for a period of their 30 plus scheme service but is no longer restricted.

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).- **N/A refer to earlier comments**

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	S. 40(2)
	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	
		M	E	M	E	M	E	M	E	M	E	M	E
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). Figures are correct as at 29 February 2008. (Please see attached figures spreadsheet for costings)

Rank	Number of these on 30+	Average Saving* per year of retention	TOTAL Saving*
Constable	14	£15,449	£216,286
Sergeant	4	£9,292	£37,168
Inspector	3	£3,846	£11,538

Chief Inspector	0	£	£
Superintendent	0	£	£
Chief Superintendent	0	£	£
Overall saving*:			£264,992

* 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).

Please refer to attached scheme guidance and annual review guidance. Performance, conduct and attendance of officers on the scheme are monitored and managed through Force wide policies including the Managing Attendance Policy and Unsatisfactory performance procedures and also through Performance Development Reviews (PDRs).

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.

I am not aware of any 30 plus officers being terminated early.

<u>30+ appointments terminated early...</u>	Last 12 months	TOTAL
... through officer's resignation		
... on grounds of ill-health		
... on grounds of efficiency (A19 or efficiency regulations)		
... on grounds of (mis)conduct		
... at annual review		0(Some are currently up for annual review at present)
... 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+		

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

<u>Number of appeals against decision to terminate contract...</u>	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.

This has already been forwarded to your team

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). We are unable to supply information pre-2004 as it is not stored in Nspis discoverer.

20.

	Last 12 months	2002
Average retirement age	50	
Average length of service upon retirement	24 years	
Percentage of officers who retired upon reaching maximum pension benefits	70%	
Percentage of officers retained in specialist roles with more than 30 years service (including those on 30+ and not)	25%	

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

2008/09: **37**

2009/10: **49**

2010/11: **33**

22. Are you planning to keep the scheme open to new entrants until 2010?

If not, please give your reasoning behind this decision, and state when you anticipate this to take effect:

The scheme is currently on hold and is being reviewed.

23. 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? The scheme is currently closed to new entrants within Force and there has been minor disruption or

b) in 2010? Provided that succession plans are in place for specialist posts there should be minor disruption caused.

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

Individual officer reviews take place at annual review times, during which business cases are submitted and the wider context of 30 plus within the Force and operational needs are considered. Phasing out would most likely occur through non-renewal at annual review times.

25. 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?

Unable to comment at present as the scheme is being reviewed in Force

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

Unable to comment at present as the scheme is being reviewed in Force

27. Any other comments?

END OF QUESTIONNAIRE

Thank you very much.