



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\(2\)\)](tel:S.40(2)) (telephone [\(S.40\(2\)\)](tel:S.40(2)))
Workforce Strategy Unit
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10th Floor, New King's Beam House
22 Upper Ground
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PLEASE RETURN THE COMPLETED QUESTIONNAIRE BY
FRIDAY 11 APRIL 2008

Force Contact Details

Name: S. 40(2) Job Title: HR Officer
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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? **yes**
3. Are you still accepting new entrants onto the scheme? **no** *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?
Scheme closed to new applicants with effect from 18th December 2007

The reasons for this decision include:

- We believe the scheme has been in place for long enough to resolve any immediate succession planning issues that we had
- Less than 5% of eligible officers were applying for the scheme and only 50% of these were successful in their application
- To pre-empt the probably closure of the scheme overall by the Home Office in 2010.
- The time spent by line managers, area commanders, departmental heads and HR staff with administration time and effort – both currently and in the future- is not commensurate to the amount of interest shown in the scheme.

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 now made the decision to retain officers on the scheme pending the outcome of the

Section 40(2)

6. If your force is still accepting new entrants, how do officers in your force generally find out about the 30+ scheme?
please select: N/A
7. What information or materials do you routinely supply to officers before they apply?
N/A
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).
 - **Application form completed (copy attached)**
 - **Approval sought from line manager and department head**
 - **Application taken to Staff Deployment Group to consider force wide implications (e.g. is there any other officers with specific skill ready to take over role)?**
 - **If application granted officer will have a 1 year engagement with yearly reviews prior to extension.**
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	26
Retire and join police (civilian) staff (incl. redeployments)	9
Retire and join the Special Constabulary	0

Apply for 30+ scheme	0
Stay on and reduce hours from full-time to part-time	0
Stay on as before/no change	18

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	18	#
Number of applications received	Info not available	25
Number of applications rejected	Info not available	4
Average age upon application	#	#
Average length of pensionable service upon application	#	#

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	1	11
... of which are in specialist/hard-to-fill roles	1	10
... with a detailed succession plan		
Average time between retirement and 30+ re-engagement	2 days	4.7 days
Average time of re-engagement initially requested	1 year	1.8 years
Applications for maximum four-year initial appointment	0	3
Appointments that were extended	1	4
... of which were initial four-year appointments	0	0
... with a detailed succession plan		
Officers on restricted duties	0	0
Redeployments	0	2
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/	Caribbean												

Black	African
British	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
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	10	£19358	£193,580
Sergeant	N/A	£	£
Inspector	N/A	£	£
Chief Inspector	N/A	£	£
Superintendent	N/A	£	£
Chief Superintendent	N/A	£	£
Overall saving*:			£

- where a cost was incurred, please mark this as a negative saving, e.g. -£1,234.

Please note these figures are based on the cost to replace a non 30+ officer with a new recruit, per officer and based on a four year engagement. Please see attached information for further calculations

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).

30+ Officers will be subject to the usual Performance Development Review Procedure, this is an electronic performance appraisals that is completed by the line manager 3 times per year.

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. **Not applicable**

<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		
... 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. **Not applicable**

<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.

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).

	Last 12 months	2002
Average retirement age	50.72	51.07
Average length of service upon retirement	29.59	28.60
Percentage of officers who retired upon reaching maximum pension benefits	79%	29%
Percentage of officers retained in specialist roles with more than 30 years service (including those on 30+ and not)	21%	71%

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: **67**

2009/10: **35**

2010/11: **29**

21. Are you planning to keep the scheme open to new entrants until 2010? **no**

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

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? **Closed to new applicants**
or
b) in 2010? **N/A**
23. What plans do you have for phasing out those accepted onto the scheme?
Plans on hold pending outcome of the [REDACTED] case
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?
N/A as do not foresee a shortage
25. Overall, how would you summarise your experience with the scheme since its introduction?
The introduction of the scheme allowed the Force to overcome short term succession planning problems. The force is now in a position where it does not require continued use of the scheme however there is a large amount of uncertainty around how officer's engagement under the scheme can be terminated. This is causing some difficulties in terms of allocating roles to officers on the 30+ scheme and allowing for those we have trained to fill their specialist roles.
26. Any other comments?

END OF QUESTIONNAIRE

Thank you very much.