



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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1. When did your force start operating the scheme (including any pilot scheme)? **2003**

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?

We are currently in the process of implementing a change programme up to 2012. This is a wholesale review of Police Staff and Officers in the force. We are initially looking to mitigate the risk of redundancy for Police Staff and redeploy officers in the most effective way possible which does not at this moment in time include retaining officers on 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?

Initially officers were taken on for the full four years. However, the annual review will be subject to the same assessment being applied to all vacancies currently within the force. Since the freeze has been in place we have not had anyone reach their annual review.

6. If your force is still accepting new entrants, how do officers in your force generally find out about the 30+ scheme?

N/A

7. What information or materials do you routinely supply to officers before they apply?

We have information published on our People Portal (HR intranet) where the procedure, application, FAQ and guidance are published.

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).

Our application procedure allows for the Line Manager to make a recommendation based on the submission of the officer and the guidance published on the People Portal. Following that, the Area HR Manager will complete a section on the form relating to the absence and disciplinary record of the officer and, quality assuring their length of service. Information relating to current disciplinary sanctions are an essential part of the process. They then also make a recommendation as to whether the officer should be retained. The Area Commander/Head of Department will then make a recommendation (with Business Case if appropriate). This is then forwarded to the Assistant Chief Officer (People) who makes a determination as to whether the officer will be retained (subject to occupational health clearance) considering the above.

Once this process has been followed, a further question is asked relating officers who are currently residing in police accommodation.

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)	5
Retire and join the Special Constabulary	0
Apply for 30+ scheme	1
Stay on and reduce hours from full-time to part-time	0

Stay on as before/no change	4
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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	36	110
Number of applications received	1	5
Number of applications rejected	0	0
Average age upon application	48	50
Average length of pensionable service upon application	30	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	1	5
... of which are in specialist/hard-to-fill roles	1	3
... with a detailed succession plan	0	3
Average time between retirement and 30+ re-engagement	1 day	1 day
Average time of re-engagement initially requested	4 years	4 years
Applications for maximum four-year initial appointment	1	5
Appointments that were extended	0	0
... of which were initial four-year appointments	0	0
... with a detailed succession plan	0	0
Officers on restricted duties	0	0
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												
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	3	£	£
Sergeant	2	£	£

Inspector		£	£
Chief Inspector		£	£
Superintendent		£	£
Chief Superintendent		£	£
		Overall saving*:	£

** 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).

In the application process, a line manager will make a recommendation. This will then be forwarded to the Area/Department HR Manager who will make comment on the individuals sickness and disciplinary record. They will then make a recommendation as to whether the officer should be retained. This will then be forwarded to the Area Commander/Head of Department who will make a recommendation and where appropriate provide a business case. This is then forwarded to the Assistant Chief Officer (People) who will make a determination considering the above as to whether the officer will be retained (subject to occupational health clearance).

A supplementary question is then asked in relation to officers residing in Police Accommodation at the time.

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	0	0
... 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)	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	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.

N/A

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	49.7	52.4
Average length of service upon retirement	29.7	30.1
Percentage of officers who retired upon reaching maximum pension benefits	86%	61%
Percentage of officers retained in specialist roles with more than 30 years service (including those on 30+ and not)	20%	60%

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: **39** 2009/10: **48** 2010/11: **37**

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:

Please see the response to question 4.

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? **Minimal in view of low take up.**

or

b) in 2010? **As above.**

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

They will be subject to annual review and assessed accordingly.

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?

This has been factored into the business planning process towards 2012. This will include (but is not limited to) the further development of career pathways, implementation of PIP and revising our assignment processes.

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

Limited take up but has been beneficial in some hard to recruit to roles.

26. Any other comments?

END OF QUESTIONNAIRE

Thank you very much.