



## **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: **Senior Manager Personnel Services**

Force: **Staffordshire Police**

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

Address:

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1. When did your force start operating the scheme (including any pilot scheme)? **01/04/04**
  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?  
**Staffs Police is a Workforce Modernisation (WFM) Pilot and therefore posts are being reviewed to ensure that they meet the requirements and objectives of this project. At annual review stage, all 30+ posts are reviewed in accordance with the WFM principles. To the current date we have had 8 officers who have been subject to an annual review, 7 were retained and 1 was compulsory retired at annual review due to a poor sickness record.**
  6. If your force is still accepting new entrants, how do officers in your force generally find out about the 30+ scheme?  
**Force Intranet: We are still accepting officers onto the scheme, however the scheme is currently under review in line with WFM.**
  7. What information or materials do you routinely supply to officers before they apply?  
**All information required is published on the force intranet and included:  
Guidance for the 30+ scheme - including the WFM objectives  
the Application form  
The Resignation form  
The Agreement to Participate in the scheme form  
The Annual Review form  
Guidelines for producing a Business Case for Officers above the rank of Chief Inspector**
  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).  
See Attached documents
  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	27
Retire and join police (civilian) staff (incl. redeployments)	2
Retire and join the Special Constabulary	0
Apply for 30+ scheme	6
Stay on and reduce hours from full-time to part-time	0
Stay on as before/no change	15

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>Prospective 30+ Officers</b>	<b>Last 12 months</b>	<b>TOTAL</b>
Number of eligible officers	50	177
Number of applications received	10	42
Number of applications rejected	1	1
Average age upon application	49.11	49.56
Average length of pensionable service upon application	30.77	30.53

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	9	41
... of which are in specialist/hard-to-fill roles	7	23
... with a detailed succession plan	7	23
Average time between retirement and 30+ re-engagement	1 day	1 day
Average time of re-engagement initially requested	1 day	1day
Applications for maximum four-year initial appointment	2	8
Appointments that were extended	0	7
... of which were initial four-year appointments	0	3
... with a detailed succession plan	0	3
Officers on restricted duties – Non confrontational 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												
Other	Chinese												
	Other												
Disabled													
Age	48-55												

	55+	S. 40(2)
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	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	20	£16,612.50	£332,250
Sergeant	13	£14,542.50	£189,052.50
Inspector	5	£15,572.50	£77,862.50
Chief Inspector	1	£16,000.50	£16,000.50

Superintendent	2	£11,557.50	£23,115
Chief Superintendent	0	£N/A	£N/A
		<b>Overall saving*:</b>	<b>£1,315,308</b>

See attached - Costing Breakdown figures

\* 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).

**An officer's contract of 30+ re-engagement is subject to an annual review that should cover whether the officer is continuing to be effective, has a satisfactory disciplinary record and is committed to remaining in service. The force may decide to terminate an officers' service on the grounds of general interests of efficiency of the force as detailed in Regulation A19 of the Police Pension Regulations.**

**As part of the Annual Review process, the officer should be advised at the earliest opportunity if consideration is being given to changing/removing their posts on the grounds of efficiency of the force. All possible future options should be discussed with them at this stage.**

**See attached Guidance notes and Annual review form (Appendix 3).**

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	10	16
... 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	1
... 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.

<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		
... 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).

	<b>Last 12 months</b>	<b>2002</b>
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Average retirement age	<b>49.63</b>	<b>51.27</b>
Average length of service upon retirement	<b>29.44</b>	<b>30.47</b>
Percentage of officers who retired upon reaching maximum pension benefits	<b>59%</b>	<b>88%</b>
Percentage of officers retained in specialist roles with more than 30 years service (including those on 30+ and not)	<b>3.7%</b>	<b>figures not available</b>

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: **35**                      2009/10: **73**                      2010/11: **56**
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? **This would not have a significant impact on the force and therefore if the scheme was closed in 2008 or 2010 Staffordshire would be able to manage that process.**
23. What plans do you have for phasing out those accepted onto the scheme?  
**All 30+ posts are being reviewed in accordance with the WFM principles and the suitability of the current officers on the scheme will be reviewed at the Annual Review. Where appropriate, termination of service in accordance with Regulation A19 will be considered. Additionally officers are being advised that the scheme will be phased out from 2010 and closed to new applicants. All applicants are carefully scrutinised to ensure WFM principles are met and existing officers will not continue beyond their length of re-engagement.**
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?  
**We do not foresee any skills shortages beyond 2010.**
25. Overall, how would you summarise your experience with the scheme since its introduction?  
**Whilst the scheme has undoubtedly assisted the force in retaining the skills of experienced officers who would have otherwise left the force, consideration needs to be given to the impact on the reduced development opportunities, particularly in the more senior ranks. We is our belief that the benefits are greater for the individual officer than they are for the force.**
26. Any other comments?  
**With the implementation of the WFM pilot and Project Liberate we would not automatically replace a Police Officer with another officer and therefore the "Savings" in respect of Recruitment and Training would not always be applicable. In accordance with WFM, the competences and skills of the role are reviewed to decide if the post can be civilianised, streamlining core functions to provide the best service to our communities.**

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## END OF QUESTIONNAIRE

Thank you very much.