



The 30+ Scheme Guidance

The 30+ Scheme provides the police service with an opportunity of retaining officers who are entitled to retire with maximum pension benefits

Specifically it is aimed at providing experienced officers (who have completed 30 years pensionable service and would otherwise have retired in order to receive their commutation), the opportunity to choose to stay on in the service with a tax-free retirement lump sum and partially abated police pension.

General Principles

The scheme is open to officers below the rank ACPO who have recently (in the last 12 months) reached 30 years pensionable service, or are soon to do so. Officers are able to take a tax-free retirement lump sum on attaining 30 years pensionable service under the Police Pension Scheme. After a minimum of one day in retirement, officers will be re-engaged at their former rank and pay level but will no longer be entitled to housing/rent allowance. The officers will receive a partially abated pension to compensate for lost housing/rent allowance (if previously in receipt of either).

Following the introduction of Project Liberate, all applications from officers to join the 30+ scheme will be considered in accordance with the principles of this project. Therefore, the post of the applying officer should be in the areas of protective services, neighbourhood policing or front line policing and they should be performing a role which requires designated police powers. Additionally, the officers' skills and experience should be considered in accordance with the Business Case criteria detailed at **APPENDIX 4 and APPENDIX 5.**

Officers will have access to Competency Related Threshold Payments and Special Priority Payments on the same basis as other colleagues.

Participants will not be able to re-join the Police Pension Scheme. However, if an officer wishes to purchase further pension rights, he/she may do so outside the Police Scheme. There are a variety of options available through personal pension providers. Details are available from independent financial advisors.

Although not active members of the Police Pension Scheme, the provisions of the Injury Benefit Regulations relating to an injury whilst on duty still apply to officers engaged under the 30+ Scheme.

Cover for death in service (other than as a result of an injury received whilst on duty) would of course not be provided under the Police Pension Scheme. However, the force will pay a lump-sum death in service grant outside the scope of the Police Pension Scheme to the spouse or estate of a participant in the event of death during the currency of their employment.

Officers considering the 30+ Scheme will be required to complete an application form (**APPENDIX 1**), and an agreement to participate in the 30+ Scheme form (**APPENDIX 2**).

It is expected that officers will normally make a written application about three to four months before they reach the 30 year point with a view to a decision being taken at least one month before that point. Although it will be for the officer to apply for selection, management will make the final choice on their suitability for the scheme.

Applying officers will be assessed to ensure that they are fully competent, have a satisfactory disciplinary record, are in satisfactory health for the purpose of the proposed appointment and are committed to further service.

For ranks up to Chief Inspector the final decision for an officer to rejoin Staffordshire Police under the 30+ Scheme will rest with the Director of Resources and will take into account the views and recommendations of their Divisional Commander / Head of Department. (See Appendix 4 for business case).

For officers in the rank of Superintendent the final decision will rest with the NPIA linked to the submission of a business case (see **APPENDIX 5**).

As serving police officers, 30+ officers will continue to be subject to the normal conditions of service and Police Regulations. Officers will have the right to give one month's notice to terminate their contract. Any outstanding leave/entitlements should be taken prior to retiring for the minimum of one

day. Upon re-engagement annual leave/entitlements will be equivalent to officer's rank and service on re-joining.

Annual Review

The re-engagement will initially be for a term of up to four years, subject to an Annual Review (**SEE APPENDIX 3**) covering an officer's continuing effectiveness, satisfactory disciplinary record and commitment to remaining in service.

Additionally, the force may decide not to renew a 30+ appointment on the grounds of general interests of efficiency of the force as detailed in Regulation A19 of the Police Pension Regulations. Regulation A19 should not be used as a substitute for the Police (Efficiency) Regulations (to manage performance and attendance issues) or Police (Conduct) 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 post on the grounds of efficiency of the force. All possible future options should be discussed with them at this stage including:

1. Other suitable police posts available that meet the Project Liberate criteria
2. Other opportunities such as Police Staff vacancies (Post may be subject to civilianisation).

If following this period of consultation there are no suitable alternative opportunities, then at the Annual Review stage recommendation of termination of service in accordance with Regulation A19 will be progressed. In these circumstances the following process must be followed:

1. The case for termination of service pursuant to Regulation A19 of the Police Pension Regulations must be put to the officer in writing.
2. The officer must be given the opportunity to respond.
3. The decision to terminate service will be taken by the Director of Resources (or nominated person if previously involved in the management of the case).

The officer will be given 28 days written notice of termination of service.

Officers wishing to resign should seek advice from their Human Resources Manager and complete the Resignation 1 form at **APPENDIX 6**.

Further information on the Scheme can be obtained in the first instance from your Divisional Human Resources Manager.

30+ SCHEME: FREQUENTLY ASKED QUESTIONS

(Supplied by the Home Office)

What is the 30+ scheme?

The 30+ scheme is designed to assist forces with the retention of valuable skills and experience. The scheme arose from the Police Negotiating Board Agreement of May 2002 which included outline provisions for arrangements to give managers in the police service the scope to retain officers who are entitled to retire with maximum pension benefits where they wish to do so.

The scheme has been piloted in a selection of forces since December 2002 and it is now available in all forces in England and Wales on a further year-long pilot until 31 March 2005.

Under 30+ the officer retires from service and then receives their lump sum commutation. They are then re-engaged by the force after a break in service of at least one day and paid at the rank point that they were previously receiving.

Upon retirement an officer ceases to be eligible to receive replacement allowances (i.e. housing allowance). However sufficient pension would be paid in order to restore salary to its pre-retirement level. The key is that an officer should receive the same salary as before they were on the 30+ scheme.

The scheme allows the continuation of service as an attested officer with access to an early lump sum. However, it is not suitable for every officer, as participants would cease to be active members of the Police Pension Scheme.

Who can apply?

The 30+ scheme is open to officers who have completed 30 years service. Officers who have retired with less than 30 years service will not be able to apply. Officers are eligible to apply up to one year after their retirement.

Primarily 30+ is aimed at retaining officers of Sergeant and Constable rank in posts which support the principles of Project Liberate and meet force needs. However, the scheme is open to ranks below ACPO level where a business case can be made for it. If a force wishes to retain an officer who holds a rank higher than Chief Inspector then they need to supply a detailed business case to the NPJA for consideration.

Will officers receive their pension?

Officers re-engaged under 30+ scheme will receive a tax-free retirement lump sum, under Police Pensions Scheme commutation provisions but will not

receive their full police pension nor will they be eligible to re-join the Police Pension Scheme. They will be eligible for partial lifting of their pension abatement, in order that the allowances they lost on retiring can be made good so they are re-engaged with the equivalent pay and conditions they received pre-retirement. Although they will not be able to re-join the PPS, they will be able to purchase additional benefits by taking out a personal pension.

How does an officer apply?

In the first instance an officer must apply to their force in writing. In order to retain those officers who have the necessary skills and experience to be of future benefit to the force, the officer will need to be assessed as fully competent, in satisfactory health (as assessed by the Force Medical Advisor) and committed to further service.

Would an officer need to be attested again?

Yes, they would need to be re-attested upon their return from retirement.

An officer is interested in the 30+ scheme but the force does not wish to re-engage them. What should they do?

In such cases an officer should contact their Human Resources department to register interest in the scheme. However, it is the decision of the force as to who they are prepared to retain under the scheme.

How can officers find out the financial implications of re-engagement?

Officers are strongly advised to seek independent professional financial advice prior to being re-engaged on the 30+ scheme. There are many factors involved and each case needs to be considered individually. All of these factors need to be assessed before an officer makes their decision.

Are officers re-engaged under 30+ eligible to receive Special Priority Payments and Competency Related Threshold Payments?

Officers re-engaged under 30+ will be eligible to receive both Special Priority Payments (SPPs) and Competency Related Threshold Payments (CRTPs) in the same way as before their retirement. However, as these officers will have ceased to be members of the Police Pension Scheme upon retirement, then these payments will not be pensionable.

If an officer is in receipt of a CRTP they will, providing they continue to meet the standards required, receive this payment. Officers should be aware that their pension is based on basic pay plus CRTP over the previous 12 months. An officer will need to have received a CRTP for at least 12 months if they wish the full £1,002 to be considered as part of their overall pension calculation.

Can officers come back part-time?

Yes. The pensions arrangements work so that the officer working half-time under 30+ would receive the part-timers salary and enough pension to make good the pro-rata amount of allowances he has lost on retirement. The Home Office is considering further the issue of pension abatement for part-timers. Proposals for a sliding scale are under discussion in order to make the scheme more attractive for working officers wanting to come back part-time.

Officers returning at a lower grade?

If an officer wished to remain in service under 30+ but the force had no requirement for officers at their rank then consideration should be given in allowing such an officer to retire and be re-engaged at a lower level. Whether these would be attractive to officers is debatable but such a facility should be made available.

Can an Inspector return as a Sergeant?

As for whether an Inspector can return as a Sergeant, there is nothing in the guidance to prevent such a situation, but the emphasis has been on a person keeping their former rank. Such an option should be considered very carefully and only after examining the business case for retention as an Inspector. The officer might also like to consider the pensions implications for retiring now.

Where there is not a sufficient case for retention as an Inspector consideration should be given to allow retention as a Sergeant as opposed to losing the officer altogether if the post supports the principles of Project Liberate.

How does pay work in this case?

The presumption is that his/her pay and the lifted abatement of his Inspector's pension will make good his/her pre-retirement replacement allowance and would equate to that of a recently retired Sergeant. We suggest at the top of the Sergeant's scale (if the combined service as Sergeant and Inspector so allows), and not that of an Inspector (otherwise you might as well keep him/her on as an Inspector). Similarly, his/her overtime would be as if he/she were a Sergeant.

What kinds of charges would make the officer unsuitable for 30+?

It would not be feasible to provide a fully comprehensive list of the situations that could constitute a bar to the applications of officers. Although this may leave open the possibility of differing interpretations being taken, it is the intention that forces apply common sense when considering the applications from officers to remain on 30+. Above all, the scheme is intended as a management tool and therefore management need only offer participation to officers in front line policing posts who remain fit for service, present a positive image and will serve responsibly.

However, it is important to bear in mind the wording of the guidance in introducing the passage:

If the scheme is to be effective, it will also be important that it applies only to those who are not liable to sanctions, which would disrupt or undermine further service.

What is covered by disciplinary sanctions on file?

The phrase includes “current”. It should be taken to constitute any action currently being taken against an officer in accordance with Section 31 of The Police (Conduct) Regulations 1999 (and which has not been overturned on review) for a serious breach.

What is a serious breach as there is no such definition in Police Regulations or in the Code of Conduct?

No, there is no definition but the regulations do make some distinction between less and more serious breaches in that they provide for legal representation at a hearing for some breaches – namely, those which could result in dismissal, requirement to resign and reduction in rank. Such breaches are serious and the sanctions involved would seriously compromise the purpose of 30+, which is to retain good officers. Other breaches – especially if they are out of character – should not be regarded as fatal to a 30+ application. If they are in character, then there must be real doubt why management is bothering to retain the officer.

What happens in the situation where an officer who has previously had a finding of guilt for misconduct, which has been expunged due to time?

That is why we use the words “on file”. If an officer has been demoted and the record of his or her punishment is now expunged then he or she is not debarred from applying. However, the decision as to whether an officer is selected will ultimately rest with force management. The force will study each individual case in light of all the relevant evidence and make their decision based on these factors.

Can officers be re-engaged in a different role than the one they held prior to retirement?

Yes, the force has the discretion to use the officer in areas where their skills and experience will bring the most added value to the force.

What happens to an officer’s annual leave when they retire?

This is a two-fold question, concerning the leave that an officer has amassed prior to retirement. As a matter of good practice officers should clear all their outstanding annual leave before re-engagement.

The second aspect concerns the amount of leave that an officer is entitled to upon being re-engaged on 30+. The officer should receive the same amount

of annual leave each year as they had been entitled to receive prior to retirement.

What is an officer required to sign as a contract prior to re-engagement?

The officer will need to sign the Agreement to Participate in the 30+ Scheme under Police Pension Regulation G4 (this is contained at Appendix 2 of the 30+ guidance document).

Does an officer need to be medically examined prior to re-engagement?

Yes. All officers applying should be aware that if they are selected to participate in the scheme, they will be required to undergo an examination by the Force Medical Advisor. This examination will be to ensure that they remain in satisfactory health for the purpose of the appointment. In considering this the FMA would need to know the range of duties the officer would be expected to be available for and for up to how many years the appointment could last.

Is 30+ available to a restricted duties applicant?

Yes. The 30+ scheme requires you to be fit for the role you are currently performing. This does not necessarily equate to being declared fit to undertake all operational duties, however, the aims of Project Liberate should be considered when making this decision. The key is that further service should be operationally useful, support the force aims and objectives and should not expose an officer's disablement or health to undue risk of deterioration.