



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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London SE1 9QY

PLEASE RETURN THE COMPLETED QUESTIONNAIRE BY
FRIDAY 11 APRIL 2008

Force Contact Details

Name: S. 40(2) Job Title: **Resourcing Officer**
Force: **Thames Valley Police**
Email: S. 40(2)@thamesvalley.pnn.police.uk Contact no.: S. 40(2)
Address: **Headquarters, Oxford Road, Kidlington, Oxon OX5 2NX**

1. When did your force start operating the scheme (including any pilot scheme)? **July 2003**
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?
n/a
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?
As long as the business case is still relevant and the officer has satisfactory performance we will retain them.
6. If your force is still accepting new entrants, how do officers in your force generally find out about the 30+ scheme?
please select: Direct enquiry
7. What information or materials do you routinely supply to officers before they apply?
Frequently asked questions, application form, diversity form, draft policy
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).

Officer contacts HQ Resourcing for information about the scheme. Application pack sent to officer for completion. Application needs to be supported by line manager, BCU commander and HR manager and returned to Resourcing Officer with last two PDRs. An additional business case has to be made for any rank above sergeant. Officer has to be re-vetted and have a medical. If officer passes vetting and medical and application is supported then s/he is accepted on 30+ scheme in respect of his / her current role only. If the officer wants to change roles than a new application with a new business case would have to be submitted.

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	47
Retire and join police (civilian) staff (incl. redeployments)	17
Retire and join the Special Constabulary	0
Apply for 30+ scheme	10
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).

Prospective 30+ Officers	Last 12 months	TOTAL
Number of eligible officers	89	487
Number of applications received	13	44
Number of applications rejected	0	1*

Average age upon application	52	51
Average length of pensionable service upon application	30	30

*Individual resigned prior to decision being made on 30+ application. However, application would have been rejected.

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).

<u>Current 30+ Officers</u>	Last 12 months	TOTAL
Number of officers who joined the scheme	13	43
... of which are in specialist/hard-to-fill roles	7	17
... with a detailed succession plan		
Average time between retirement and 30+ re-engagement	24 hours	
Average time of re-engagement initially requested	4 years	
Applications for maximum four-year initial appointment	5	
Appointments that were extended		
... of which were initial four-year appointments		
... with a detailed succession plan		
Officers on restricted duties	3	
Redeployments	0	
Number of 30+ Officers living in police houses	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). **The diversity monitoring form has changed during the last year so data had not all been captured previously**

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	Chinese												
	Other												
Disabled													
Age	48-55												
	55+												
Sex	Hetero												
	Homo												
	Ri												

	Not specified	S. 40(2)
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+.

Complete diversity information is not available for all officers 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+ <i>Since the start of the scheme/ currently employed</i>	Total number of equivalent officer years employed on 30+ scheme	Average Cash Savings per year based on Salary & Pension Differential	Average non cash saving/ delay per year due to training & abstraction costs	Average combined cash & non cash Saving* per year of retention	Total Cash Saving – Based on real salary & Pension costs	Total non Cash Saving – based on training and abstraction costs	TOTAL Saving*
Constable	34/25	47.31	2,699	19,516	£22,215	£127,716	£923,360	£1,051,077

Sergeant	7/3	7.01	-108	22,404	£22,296	-£759	£157,133	£156,373
Inspector	3/1	3.24	-1,603	27,436	£25,832	-£5201	£88,997	£83,796
Chief Inspector					£			£
Superintendent					£			£
Chief Superintendent					£			£
				Totals	£22,429	121,756	£1,169,490	£1,291,246

* 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).

Annual Review using PDR system

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	12
... on grounds of ill-health	0	
... on grounds of efficiency (A19 or efficiency regulations)	0	1
... on grounds of (mis)conduct	0	
... at annual review	0	
... mid-year (i.e. business case becoming invalid unexpectedly)	0	
Officers who qualified for injury awards whilst serving on 30+	0	
Officer disciplined (conduct regulations) whilst serving on 30+	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		
... of which were successful		
... at annual review		1
... of which were successful		0
... 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.

Due to the confidential nature of the case we cannot forward the paperwork. However for any further information, please contact [REDACTED] Section 40(2)

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	51.01	51.34
Average length of service upon retirement	27.38	29.21
Percentage of officers who retired upon reaching maximum pension benefits (does not include officers with more than 30 years service)	79%	70%
Percentage of officers retained in specialist roles with more than 30 years service (including those on 30+ and not)	N/K	N/K

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: **62** 2009/10: **117** 2010/11: **160**

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 have an impact on maintaining establishment levels through a period of expected peak retirements following the recruitment drives post [REDACTED] Payment Changes**

Section 40(2)

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

No active plans – If a role is no longer required and the business case is no longer relevant then we would use Reg A19, otherwise officers would retire through normal retirement processes when ready.

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?

Main concern is losses to other Forces. We are currently trying to improve South East allowance and get a collective approach to managing inter-Force transfers.

Anticipated increase in retirements - Workforce modernisation – identifying where roles can be civilianised through workforce modernisation to employ Police Staff rather than officers.

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

With the introduction of the Employment Legislation on age discrimination, the scheme is no longer as beneficial as it had previously been as officers are now able to remain in service for longer.

26. Any other comments?

END OF QUESTIONNAIRE

Thank you very much.