

## **30+ Scheme Questionnaire to Forces**

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The 30+ scheme gives police forces the opportunity to retain personnel with valuable skills and experience which would otherwise be lost to retirement 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. The scheme arose from the Police Negotiating Board Agreement of May 2002 and was given approval by Her Majesty's Treasury to run until 2010 subject to a satisfactory review in 2008. However, in view of the expanding use of 30+ it could be helpful to take stock now of its use by forces. This survey will form the basis of a report to the PNB.

We have produced this questionnaire and ask that you complete it in full in order to allow us to evaluate the scheme policies currently in place using up-to-date figures. We appreciate that some of the information may not be readily available and completing this form if you have any queries about any of the questions, please do not hesitate to call or email us.

Deleted: may be an addition to an already large workload but the information required is vital to the success of the scheme and any future policy decisions we may make. I

### **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+ Survey 2009, <insert force name>' (e.g. 30+ Survey 2009, Met) and email it to me at S. 40(2) @npia.pnn.police.uk
- print it out and post it to me at the address below:

S. 40(2)  
NPIA 22 Upper Ground  
London  
SE1 9QY,

(telephone S. 40(2) )

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office.gsi.gov.uk

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Section, PHRU . . ¶  
Home Office¶  
6th Floor, Fry Building¶  
2 Marsham Street¶  
London SW1P 4DF¶

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**PLEASE RETURN THE COMPLETED QUESTIONNAIRE BY  
FRIDAY 16 FEBRUARY 2009**

### **Force Contact Details**

Name:

Job Title:

Force:

Email:

Contact no.:

Address:

1. Please complete the table below with the information regarding 30+ applications for the period February 2006 – present and in total (i.e. since your force has been operating the scheme, including Feb '06 to present numbers).

<b><u>Prospective 30+ Officers</u></b>	<b>Feb '06 – present</b>	<b>TOTAL</b>
Number of eligible officers		
Number of applications received		
Number of applications rejected		
Average age upon application		

Average length of pensionable service upon application	
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2. How many officers in your force are likely to become eligible to retire with maximum pension benefits during the next three years?

2008/09:

2009/10:

Deleted: 2007/08:

3. How do officers in your force tend to get information on the 30+ scheme? **please select**

4. What number of officers, who reached 30 years pensionable service since February 2006, did the following?

Retire
Join police (civilian) staff
Apply for 30+ scheme
Reduce hours from full-time to part-time
Do nothing/carry on as before

5. Please complete the table below with the **information for officers** who were accepted onto the scheme since February 2006 and for all officers currently on the scheme.

<u>Current 30+ Officers</u>	<u>Feb '08 – present</u>	<u>TOTAL</u>
Average time between retirement and 30+ re-engagement		
Average time of re-engagement initially requested		
Applications for maximum four-year initial appointment		
Appointments that are extended		
... of which were initial four-year appointments		
Officers on restricted duties		
Redeployments		
Officers on 30+ living in police houses		
<u>30+ appointments terminated early</u>		
through officer's resignation		
at annual review		
on grounds of efficiency (A19 or efficiency regulations)		
on grounds of (mis)conduct		
on grounds of ill-health		
Officers who qualified for injury awards whilst serving on 30+		
Officer disciplined (conduct regulations) whilst serving on 30+		

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6. Does your force currently retain information on the types of the roles of 30+ officers (e.g. CID, specialist, frontline)? **please select**  
If so, please provide information on the types/categories of roles and the numbers of officers in them.

7. Please give a diversity breakdown by rank and gender of officers who joined 30+ since February 2008.

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**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
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	Irish Other		
Asian/ Asian/ British	Indian Pakistani Bangla- deshi Other		
Black/ Black British	Caribbean African Other		
Mixed	White & Blk Carib White & Blk Afr White & Asian Other		
Other	Chinese Other		
Disabled			
Age	41-55 55+		
Sex	Hetero Homo Bi		
Faith	Buddhist		
	Christian		
	Hindu		
	Jewish		
	Muslim		
	Sikh		
	None		
	Other		

8. Please give a diversity breakdown by rank and gender **for ALL officers currently retained on 30+**.

All current 30+ Officers		Constable		Sergeant		Inspector		Ch Inspector		Superintend't		Ch Supt	
		M	F	M	F	M	F	M	F	M	F	M	F
White	British												
	Irish												
	Other												
Asian/ Asian British	Indian												
	Pakistani												
	Bangla- deshi												
	Other												
Black/ Black British	Caribbean												
	African												
	Other												
Mixed	White & Blk Carib												
	White & Blk Afr												
	White & Asian												
	Other												
Other	Chinese												
	Other												
Disabled													
Age	41-55												
	55+												
Sex	Hetero												
	Homo												
	Bi												
Faith	Buddhist												
	Christian												
	Hindu												
	Jewish												
	Muslim												
	Sikh												
	None												
Other													

**END OF QUESTIONNAIRE**

Thank you very much.






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**Deleted:** To which extent do you agree with the following statements? Please tick a box on the right according to one of the five options:¶

- ¶  
☐ Strongly agree ¶  
☐ Agree¶  
☐ Neither agree nor disagree ¶  
☐ Disagree¶  
☐ Strongly disagree ¶  
 ¶ ... [1]

To which extent do you agree with the following statements? Please tick a box on the right according to one of the five options:

- ☒ Strongly agree  
☐ Agree  
☐ Neither agree nor disagree  
☐ Disagree  
☒ Strongly disagree

					
The 30+ scheme helps retain skilled officers who would have otherwise left the service.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The 30+ scheme has been successful as a 'management tool'.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Many officers have the impression they have an automatic right to joining the scheme.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More centrally produced publicity and information material for the scheme would be welcome.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Morale among younger officers has been affected as they feel disadvantaged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Skills retention is always the highest priority when considering a 30+ application.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Since financial changes in April 2006 our force has considered discontinuing the scheme because of the increased operational cost to the force.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We are confident in our day-to-day administration of the scheme and can improvise on even the most difficult 30+ scenarios.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The scheme has helped us with recruitment targets and overall force numbers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The information on procedure in the case of officer injury or misconduct while on the 30+ scheme is adequate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We rely on Home Office guidance more than we do on our locally produced information.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Any other comments?