

Presentation for 30+ to Pensions Sub Group

The genesis of the 30+ Scheme was the Police Negotiating Board (PNB) Agreement of May 2002.

The PNB defined the objectives of these arrangements as follows:

- To help ease possible recruitment shortfalls and help police numbers to rise to, and be sustained at, a higher level;
- To smooth out recruitment bulges and, by the same token, help to avoid corresponding retirement bulges in future;
- To help retain much needed skills and experience in the service.

The review conducted by the NPIA was outlined in the original PNB agreement and was not a response to the administration of the scheme moving to the NPIA or the recent high court test cases.

Methodology

The survey questionnaire was geared at establishing the current condition of the scheme and determining its effectiveness in line with the original PNB objectives as described.

All forces in England, Wales and Scotland were sent the questionnaire attached as an annex of the review.

The surveys were sent to the designated 30+ administrator which had been identified by each force as the single point of contact which was nominated by forces.

Forces were also sent a cost template with which to assess costs associated with 30+ posts. This form was not specifically devised for the review. It was the form agreed in PNB for the earlier phase of the scheme when applications were required to be approved by the Home Office.

Validation of data

It should be noted that it was impossible to verify the quality of the information to the standards employed by RDS. Where data submitted displayed inconsistencies efforts were made to seek reassurances from the force concerned.

Decisions on Recommendations

The option to blanket terminate all 30+ posts was quickly discounted due to the inherent illegality which was highlighted by the recent test case.

The option to close the scheme to new entrants in 2009 was similarly discounted due to the short time scale and potential impact on forces ability to cope. It was also felt that short notice terminations may have led forces to rush the process and leave them vulnerable to further legal challenges.

In recommendation to close the scheme in 2010 was based upon the following reasons:

- In light of the increasing level of legal challenges and ongoing bureaucratic and administrative problems surrounding the scheme it becomes apparent that the scheme in its current format, although a useful tool to address retention issues in 2002, is not best suited to address these problems beyond 2010.
- The introduction of the New Police Pension Scheme in 2006 had little impact on the 30+ scheme as almost all officers eligible for 30+ opted to remain in the Police Pension Scheme 1987. However, other factors, including changes to workforce modernisation, compulsory retirement ages and police pension commutation rates have brought into question the need for the 30+ scheme.
- Retaining officers on 30+ is potentially the career progression of younger officers and changing the diversity of the workforce.

Post Review Completion

Prior to tabling the Review at the PNB the review was circulated to Home Office and Treasury officials.

An abridged version (reduced to 3 pages) of the review was tabled at ACPO Cabinet. The abridgement was made at the request of ACPO. No formal response to the paper was provided from ACPO Cabinet. However feedback from secretariat suggested that there was a mixed response to the paper.