

From: [REDACTED]
Sent: 13 July 2009 12:07
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: 30+ scheme - risk closure

Dear Matt,

In response to your query, I am in agreement with your comments and view taken on this issue.

As stated in the scheme guidance that you attached, under preparing a 30+ scheme application 'Joining the 30+ scheme is by application only. It is not an automatic 'right' for officers approaching 30 years' pensionable service. Appointment is entirely at the **force's discretion**'. My only concern would have been if admittance onto the 30+ scheme was 'promised' upon application to the job, or included in any terms and conditions of employment. This is obviously not the case, and I would therefore suggest that as it is clear that admittance onto the scheme is discretionary, the potential for discrimination against those who reach eligibility after the scheme closes does not appear to be a real and genuine risk.

Kind Regards

[REDACTED]

From: [REDACTED]
Sent: Monday, July 13, 2009 11:25 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: 30+ scheme - risk closure
Importance: High

[REDACTED]

Please can you have a look at this query from [REDACTED] and advise.

Many Thanks

[REDACTED]

From: [REDACTED]
Sent: Monday, July 13, 2009 11:20 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: 30+ scheme - risk closure
Importance: High

Dear [REDACTED]

I have been asked to obtain the advice of legal service on the below. Are you able to assist?

The NPIA are currently administering the 30+ scheme and as part of this have incorporated the following into our risk register:

WFS5: Perceived discrimination for officers who reach eligibility for the 30+ scheme after 2010, when the scheme is due to close.

After reviewing this risk are inclined to delete it as we do not consider there to be a genuine risk. Our rationale for this is that the 30+ scheme is not statutory and is ultimately a management tool to enable forces to entice officers who are intending to retire back to the force. The availability of the scheme to individual officers is at the discretion of the force. As such we have been unable to think of any scenario where an officer could have a genuine discrimination grievance. However it seemed prudent to run this past legal services first.

I have included further information on the 30+ scheme in the attached for your information.

Regards

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<< File: HHS104-0000-2007 08 08 30+ scheme guidance.pdf >>

From: [REDACTED]
Sent: Friday, July 10, 2009 4:21 PM
To: [REDACTED]
Subject: Risk Closure: WFS5
Importance: High

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As discussed, please can we pass this by our legal services to get a view on the following risk re the 30+:

WFS5: Perceived discrimination for officers who reach eligibility for the 30+ scheme after 2010, when the scheme is due to close.

Obviously this is not an issue re the 6 diversity strands, but is there an issue otherwise? Before we recommend that this risk be deleted, we need t be sure of the reason why it is no longer one.

Many thanks - and have a good week.

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