

Police Consultees

7 Tweedside Park  
Tweedbank  
GALASHIELS  
TD1 3TE

[www.sppa.gov.uk](http://www.sppa.gov.uk)

Tel: 01896 892471  
Fax: 01896 893214  
policepensionsreform@scotland.gsi.gov.uk

Your ref:  
Our ref:

22 December 2011

Dear Colleague

## **Police Pension Scheme (PPS) and New Police Pension Scheme (NPPS) Consultation – Employee contribution increases – draft amendment regulations**

The Scottish Government recently published a consultation on proposals for potential increases in the level of contributions scheme members will be required to make to the Police Pension Scheme (PPS) and the New Police Pension Scheme (NPPS) in Scotland from 1 April 2012, which ran from 7 October 2011 to 17 November 2011.

Responses from that consultation have been reviewed and considered and the attached regulations outline the proposed rates for 2012/13. An analysis of the responses received will be available on the SPPA website shortly. The rates contained in these draft regulations mirror the rates we expect the UK Government to introduce for the schemes in England and Wales. The Home Office are currently awaiting the outcome of arbitration on part 1 of the Winsor Review, which we expect to be concluded in early January. A decision on their final rates won't be made until then. Consequently please be aware that any change to the proposed Home Office contribution rates will have to be considered in Scotland in order to retain parity with the rest of the UK.

Currently pension contribution paid by those members who purchase added years under the Police Pensions (Purchase of Increased Benefits) Regulations 1987 are limited to 15%. As a consequence of member contributions increasing we are currently considering what changes are necessary to ensure added year contracts can continue without any detriment. Similar changes are being considered by the Home Office and we will include any necessary changes to cover this particular point in the final amendment regulations.

The Scottish Government continues to face a very tight timetable to achieve effective legislation to introduce employee contribution increases by 1 April 2012. However, it is offering this further consultation on the draft regulations until 3 February 2012. During that time, the Scottish Government will continue to monitor the UK Government's plans to identify and consider any further changes the UK Government may make.



If you ask for your response not to be published we will regard it as confidential and we will treat it accordingly. All respondents should however be aware that the SPPA is subject to the provisions of the Freedom of Information (Scotland) Act 2002 and would therefore have to consider any request made to the Agency under the Act for information relating to responses made to this consultation exercise.

The Scottish Government expects affected employers to prepare for the introduction of employee increases on the basis of these draft regulations. Given the commitment above to monitor UK Government plans, any change to these rates that the Scottish Government determines may be necessary, will be communicated to affected employers and other stakeholders as timeously as possible.

Further consultations will take place in 2012 with regard to the employee contribution rates for 2013-14 and 2014-15.

Any responses to these regulations should be sent by email to: [policepensionsreform@scotland.gsi.gov.uk](mailto:policepensionsreform@scotland.gsi.gov.uk) or by mail to the following address no later than 3 February 2012:

Police Pension Reform  
Policy Branch  
SPPA  
7 Tweedside Park  
Tweedbank  
Galashiels  
TD1 3TE

A copy of the consultation documentation will also be available on the Agency's website at [www.sppa.gov.uk/police/consultations](http://www.sppa.gov.uk/police/consultations).

Yours faithfully



Chad Dawtry  
Director of Policy  
SPPA

