

Identity No: Police Circular No: 2/2010

Title: Introduction of new retention scheme, 30++.

Addressed to: Chief Constables
Chief Executives
Dumfries & Galloway Council
Fife Council
Clerks to the Joint Police Boards

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Implementation Date: 1 April 2010

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Dear Colleague

Purpose of this circular: To announce the introduction of a new retention scheme, 30++ (Thirty Plus Plus), from 1 April 2010. This will replace the 30+ scheme that will close to new applicants from the 31st March 2010.

Further information

Following consideration of the 30+ Retention Scheme by the Police Advisory Board for Scotland (PABS), Scottish Ministers have agreed that the Scheme will close to new applicants from the 31st March 2010. After that date a new retention scheme, 30++ (Thirty Plus Plus) will be introduced. This decision mirrors that in England, Wales and Northern Ireland.

The content of this Circular has been agreed by Scottish Ministers and all the Police Staff Associations and its purpose is to advise:

- Officers on the 30+ Scheme;
- Officers able to retire prior to 31st March 2010 but may wish to remain in service; and
- Officers retiring after 1st April 2010 but may wish to remain in service

of the implications of this announcement and to answer a number of questions such officers may reasonably be expected to have.

Officers on the 30+ Scheme

Q. Will I have my 30+ contract terminated or be expected to transfer to the 30++ scheme on the 31st March 2010?

A. The short answer is NO. All officers on the 30+ Scheme as of the 31st March 2010 will continue on that scheme as before. This means that your continued participation will be subject to satisfactory performance and annual review as before.

Officers able to retire prior to 31st March 2010 but may wish to remain in service

Q. I am due to retire before the 31st March 2010 but would consider staying on – what are my options?

A. You have three options as follows:

1. You can simply choose not to retire and continue to work as before. In these circumstances you will not have immediate access to your pension lump sum and will simply work for your salary and allowances and have access to all your usual pension protections as before. This will mean you continue to pay pension contributions until eventual retirement. You will only access your pension benefits on retirement.

2. You can choose to apply to join the 30+ scheme. Should you do so, you will have access to your pension lump sum but will have your monthly pension abated. This means the proportion of your pension you would ordinarily receive on a monthly basis is withheld while you draw a police salary. In this event your salary will be paid without pension contribution deductions.

This scheme provides that an officer can receive earnings at their pre-retirement level. In the event of an allowance being lost because of the required break in service a participants pension will be partially abated allowing part of their pension to be paid to restore their earnings to the pre-retirement level – e.g. to cover a lost replacement allowance.

You will also continue to have access to CRTP, SPP and Bonus payments. You should note that the provision of the police pension regulations that provides for payment of a lump sum death grant will also apply. Please be aware that it is a condition of the 30+ scheme that you are retired for at least one day prior to being re-engaged as a police officer. If you are due to retire on the 31st March 2010 you will be unable to join the 30+ scheme.

3. You can choose to wait until after the 31st March 2010 and apply to join the 30++ scheme. Should you do so, you will have access to your pension lump sum but will have your monthly pension abated. This means the proportion of your pension you would ordinarily receive on a monthly basis is withheld whilst you draw a police salary. In this event your salary will be paid without pension contribution deductions.

In addition, if you are currently in receipt of a replacement allowance (more commonly referred to as a rent or housing allowance), you will no longer continue to receive this whilst serving. You will however continue to have access to CRTP, SPP and Bonus payments. You should note that the provision of the police pension regulations that provides for payment of a lump sum death grant will not apply. Please note that it is a condition of the 30++ scheme that you are retired for at least one month prior to being re-engaged as a police officer.

Officers retiring after 1st April 2010 but may wish to remain in service

Q. I am due to retire after the 31st March 2010 but would consider staying on – what are my options?

A. You have two options:

1. You can simply choose not to retire and continue to work as before. In these circumstances you will not have immediate access to your pension lump sum and will simply work for your salary and allowances and have access to all your usual pension protections as before. This will mean you continue to pay pension contributions until eventual retirement. You will only access your pension benefits on retirement.

2. You can choose to apply to join the 30++ scheme. Should you do so, you will have access to your pension lump sum but will have your monthly pension abated. This means the proportion of your pension you would ordinarily receive on a monthly basis is withheld whilst you draw a police salary. In this event your salary will be paid without pension contribution deductions. In addition and if you are currently in receipt of a replacement allowance (more commonly referred to as a rent or housing allowance) you will no longer continue to receive this whilst serving. You will however continue to have access to CRTP, SPP and Bonus payments. You should note that the provision of the police pension regulations that provides for payment of a lump sum death grant will not apply. Please note that it is a condition of the 30++ scheme that you are retired for at least one month prior to being re-engaged as a police officer.

Q. Is there anything else I need to know?

A. Although called 30+, and the new Scheme is called 30++, the actual qualifying criterion is access to maximum pensionable benefits. In many cases this is in fact on 30 years service. However, in some cases where, for example, there have been periods of unpaid leave or periods of part time working, this may be significantly after 30 years service. If you are in any doubt on this matter please contact your pensions administrator.

The Scottish Government is currently in the process of finalising guidance for the 30++ Scheme. This is being done in full consultation with the Staff Associations and will be published later this month. You should note this guidance will be specific to Scotland and should not rely on any guidance you may see from England, Wales or Northern Ireland or the National Police Improvement Agency (NPIA).

In common with the 30+ Scheme, continuation on the 30++ Scheme is subject to an ongoing business need, continued competence and annual review. Whilst it is possible to remain on the 30+ for a maximum of seven years, the 30++ is limited to a maximum of four years. You should however be aware that it is open to the Chief Constable to give consideration to utilising the provisions of regulations A18 (Compulsory retirement on grounds of age), A19 (Compulsory retirement on the grounds of efficiency) and A20 (Compulsory retirement on the grounds of disablement) of the Police Pension Regulations at any time.

In common with every serving police officer, officers on the 30+ Scheme and the 30++ scheme may retire at any time by giving one months notice to the Chief Constable.

Officers on the 30+ or 30++ scheme should be aware that their police pension is calculated on its value PRIOR to appointment on the scheme(s). In short this means that even if their subsequent pay increases, this will not result in the pension being calculated on the higher salary. If applicable any public sector annual pension increase will be added to the pension when it becomes payable on the officer retiring or leaving the scheme.

This document has been prepared as a guide only. Should you have any questions surrounding your pension and access to your lump sum through a retention scheme you are advised to contact your pensions administrator or seek independent financial advice.

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