

30+PLUS Frequently Asked Questions (FAQ)

Following the release of guidance on the 30+PLUS scheme, the NPIA have received a number of queries from both individual police officers and force HR professionals seeking clarification on certain aspects of the scheme.

The following questions and answers address the most common issues relating to the new scheme.

Do police officers automatically have the right to be appointed on the 30+PLUS?

No. The 30+PLUS scheme is a management tool to be used at the discretion of forces and is aimed at retaining officers who genuinely wish to retire and whose skills and experience can continue to be used to operational benefit.

Officers should give careful consideration to joining the scheme as appointments under 30+PLUS has implications on their terms and conditions.

Do forces have to offer the 30+PLUS to their workforce?

No. The 30+PLUS scheme is a management tool to be used at the discretion of forces.

I am a police officer already serving on the old 30+ scheme - do I need to change onto 30+PLUS on 1st April 2010?

For officers on the 30+ scheme it is expected that their service will not be affected by the new arrangements. Their existing appointment does not have to be terminated or amended because of the introduction of the new scheme and should therefore continue under the terms and conditions of the 30+ scheme.

I am on the 30+ scheme and applying for an extension. Is this possible?

The decision whether to extend 30+ appointments will be based upon the specifics of the business case. Where it is identified that the business case still applies, an officer should be retained on their existing terms and conditions (under the 30+ scheme).

My 30+ appointment is due to come to an end after 1st April 2010. Can I apply for other posts under 30+PLUS?

An officer can only be engaged under 30 + PLUS within 12 months of retirement. Although it is possible in theory to have been appointed and subsequently finish a 30+ appointment within a year of retirement, in practice this is highly unlikely to happen. It will therefore not normally be possible to be appointed to the under 30 + PLUS scheme having previously been retained on the 30+ scheme.

Do 30+ appointments need to re-apply?

No. As long as the business case still applies officers on the 30+ scheme can constitute to serve beyond 1st April 2010.

Can the force choose not to adopt the new 30+PLUS scheme on 1 April 2010 but elect to adopt it at a later date?

It is up to the force to decide whether to adopt 30+PLUS and when. Forces are however advised to clearly communicate their policy on the scheme so to avoid any confusion amongst their officers.

Can the force adopt the new 30+PLUS scheme but subsequently suspend its use?

It is up to the force to decide whether to adopt 30+PLUS and when to apply it within the force. Forces are however advised to clearly communicate their policy on the scheme so to avoid any confusion amongst their officers.

If someone is appointed on the 30+PLUS scheme and wishes to apply for another role of the same rank or on promotion, should they be required to reapply for the scheme?

No. The officer does not need to re-apply but the force does need to ensure that a robust business need exists for each appointment.

What are the benefits and differences between the 30+ scheme and the new 30+PLUS arrangements (the differences are highlighted in bold)?

- Receipt of the tax-free retirement lump sum under the police pension commutation provisions **whereas under the 30+PLUS scheme monthly pension payments are abated.**
- Re-engagement at former rank and pay level.
- **The police pension is subject to full abatement (as apposed to partial abatement under the 30+ scheme) but the officer is entitled to the same allowances as any other re-joiner.**
- Salary paid without 11% reduction for Police Pension Scheme contributions.
- An option to build up additional pension benefits by contributing to a personal pension scheme.
- **No lump sum death grant in the event of death in service** – as would be the case for any other re-joiner who has already retired with a maximum police pension.
- Continued injury benefit cover (as an officer with 30 years of service) for self and family if permanently disabled or killed in the line of duty.

How is 30+PLUS different in terms of administration?

Forces looking to engage an officer under the new arrangements are expected to ensure that a genuine business case exists to justify retaining these officers.

Forces should ensure that they conduct an equality impact assessment when implementing the scheme and this assessment should be referred to when considering all applications and business cases. Where a 30+PLUS appointment is justified forces should ensure that robust succession planning is conducted to enable forces to manage this process when the 30+PLUS appointment comes to an end.

Forces are also required to submit quarterly returns to the NPIA to enable them to monitor the national picture.

NPIA
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