

30+ ANNUAL SURVEY REPORT 2007

Background

1.1 The Police Negotiating Board (PNB) Agreement of May 2002 included outline provisions for arrangements to give managers in the police service the scope to retain officers who are entitled to retire with maximum pension benefits where they wish to do so. 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.

1.2 Following the May Agreement the PNB worked up a retention scheme – the 30+ Scheme – which was launched in December 2002. The scheme was piloted in an increasing number of selected forces between December 2002 and March 2004, and has been available to all forces in England and Wales since April 2004. Currently it is envisaged that the scheme will run until 2010 depending on the outcome of a review in 2008.

Introduction

2.1 A survey of the scheme is conducted on an annual basis to establish a continuous database of key figures. This year's survey aims at establishing the current standard of local administration and adherence to centrally produced guidance as well as to estimate confidence in the scheme. It especially aims at ensuring that any major problems in administration were identified and raised in preparation for the review in 2008.

2.2 The questionnaire was sent out to forces in February 2007, twelve months after the last annual survey was performed. All figures are as of February 2007. A copy of this questionnaire is attached at **Annex A**.

2.3 This reports sets out the results of a questionnaire completed for forces in England and Wales by their 30+ contact. The purpose of this report is two-fold: to present the findings of the 2007 survey and to address any issues identified or encountered by and in conducting it.

2.4 The questionnaire was returned by 41 forces but submitted only with incomplete information by about half of them due to a lack of local scheme monitoring mechanisms. In a small number of instances it was possible to compensate using statistical consistency methods. Hence, though the results are not precise they can be considered sufficient to be representative of overall tendencies.

Current Position

4.1 Of the approximately 7,000 officers currently eligible to join the scheme a quarter completed thirty years service within the last year. Nearly 1,200 officers are retained on the 30+ scheme, half of which joined the scheme within the last year. Last year the number of officers applying to the scheme fell from a quarter to a fifth, whilst the number of applications rejected has increased from seven to nine percent, meaning that proportionally fewer officers are being admitted to the scheme.

4.2 Though the average officer applies for 30+ retention at the point when they complete thirty years pensionable service, the vast majority, namely half of them, retire at this stage. Over a quarter of officers carry on serving as before.

4.3 More than half of applications are made for the maximum retention period of four years, the average retention time being 2.7 years. This figure is explained by the fact that two-thirds of forces design every retention to meet the individual application's requirements, which may not always demand four

years in service. However, many forces still take generic approaches and apply blanket policies equally to all applications. For every force that grants four years by default there is one force that practices a one-year default policy, whereby 30+ appointments are only granted for a year and extended annually according to requirement.

4.4 Just over half of forces collect information on the type of roles their 30+ officers are engaged in. Despite administrators' confidence that skills retention is generally the highest priority when considering officers for the scheme, only half of 30+ officers are actually retained in specialist roles that require unique training, experience or skills. With a negligibly low number of redeployments, however, officers are at least seem to not be retained for their transferable skills alone. Some forces are considering changing their admission policy to the scheme to allow for more specialist roles to be favoured. However, it is still clear that officers are being retained on 30+ where it may not be necessary.

Extending 30+ appointments

5.1 Most 30+ appointments are terminated when the initial appointment comes to an end. Not only were early resignations below average last year at one in twenty compared to one in ten officers but appointment extensions were also rising. This may be mostly due to a higher number of officers coming to the end of their initial appointment than in previous years and not necessarily indicative of a move towards more or shorter 30+ retentions. With more officers completing their initial period of up to four years in the coming months and years, forces will face an increasing number of 30+ appointment extensions and must prepare policies regarding 30+ extensions, if they do not already have a local strategy in place.

5.1.1 There is the danger of extensions being granted which could be counterproductive to the scheme's purpose of retaining officers only where the force requires their specific set of skills and experience. Officer's misconception of service on 30+ simply being a continuation of their previous service is further fuelled by the fact that the average time between retirement and re-engagement on the scheme is two to three days. This may indicate that most officers do not recognise their 30+ appointment as a break in service and the implications it entails.

5.2 The focus when considering 30+ service extensions must remain on the force's needs and workforce planning: extending a 30+ appointment should be perceived as no less than failure in succession planning and hence detrimental to the benefits of the scheme. The fact that there have only been a total of four cases where an appointment was terminated at annual review further supports this concern as it demonstrates a potential lack of initiative of forces to terminate appointments where the officer is no longer required. This is especially important in the light of the fact that most administrators believe that their officers have the impression they have an automatic right to join and remain on the scheme.

Diversity and Equality

6.1 A number of forces do not collect all or in fact even any of the necessary equality and diversity information on their officers on 30+. In some cases this is due to force policy to not collect certain data, such as sexual orientation. In other forces, however, this information is simply viewed as irrelevant. It should be remembered that forces have been required to provide this information on an annual basis since the scheme has been in operation. It is requested not merely to demonstrate the need to monitor equal opportunities on the scheme but also to remind forces of the impact the scheme may have on equality among officers.

6.2 From the figures provided by the majority of forces, though these are by no means complete, the average officer profile emerges as being male white-British Christian heterosexual Constable aged between 41 and 55 years. 61% of officers on 30+ fall into this category. This figure is down from 63% overall, which is due to a rise of Sergeants retained on the scheme up from an over all 19% to 21% last year. The overwhelming majority, 96% of officers, is male white-British Christian heterosexual. This figure has stayed constant over the last year, though this can be accounted to the fact that the diversity make-up of the officers eligible for the scheme has not changed either. Hence, membership on the scheme is not indicated to be discriminatory towards any specific group of officers.

Future of the 30+ scheme

7.1 The number of officers who will become eligible to join the scheme is predicted to further increase over the coming years. In 2007/8, there will be an additional 2785 officers eligible, in 2008/9 3586 and in 2009/10 a predicted 4110. This shows that even though operational need for the scheme may decrease, demand for it may rise. This will make it even more important to concentrate on the force's requirements for skill retention as opposed to potential popularity of the scheme, should the scheme be kept open to new joiners after 2010.

Conclusion

8.1 Scheme administrators within the forces are convinced that the scheme still fulfils its purpose of retaining skilled officers who would have otherwise left. The figures appear to support this at present, though this is at risk with the rising number of officers requesting 30+ extensions. There is a need for clearer guidance on many issues at all stages of the 30+ process. Some of these problems have since been addressed in updated centrally produced guidance, which has been published since the sample was taken. However, local monitoring at force-level must increase at the same time if forces intend the scheme to work in their benefit and not the officers'.

August 2007
Workforce Strategy Unit
National Policing Improvement Agency



Home Office

30+ Scheme Questionnaire to Forces

The 30+ scheme gives police forces the opportunity to retain personnel with valuable skills and experience which would otherwise be lost to retirement by offering police officers the opportunity to take advantage of an early tax-free lump sum payment while continuing to serve as an attested officer at the same rank and pay level as before. The scheme arose from the Police Negotiating Board Agreement of May 2002 and was given approval by Her Majesty's Treasury to run until 2010 subject to a satisfactory review in 2008. However, in view of the expanding use of 30+ it could be helpful to take stock now of its use by forces. This survey will form the basis of a report to the PNB.

We have produced this questionnaire and ask that you complete it in full in order to allow us to evaluate the scheme policies currently in place using up-to-date figures. We appreciate that some of the information may not be readily available and completing this form may be an addition to an already large workload but the information required is vital to the success of the scheme and any future policy decisions we may make. If you have any queries about any of the questions, please do not hesitate to call or email us.

Notes on completing the form

This is an electronic form. You complete each section by clicking on the grey box next to or underneath each question. You can then write as much as you like. When you have finished, either click on the next box, or press the 'TAB' key to jump to the next box. Where the grey box says "Please select", click on it to display the options for answering. Then click on your choice.

When you have completed the form, please:

- save it as '30+ Survey 2007 <insert force name>' (e.g. 30+ Survey 2007 Met) and email it to me at anne.jones78@homeoffice.gsi.gov.uk, or
- print it out and post it to me at the address below:

Anne Jones
Police Pensions Section, PHRU
Home Office
6th Floor, Fry Building
2 Marsham Street
London SW1P 4DF

(telephone 020 7035 1893)

PLEASE RETURN THE COMPLETED QUESTIONNAIRE BY
FRIDAY 16 FEBRUARY 2007

Force Contact Details

Name: _____ Job Title: _____
Force: _____
Email: _____ Contact no.: _____
Address: _____

1. Please complete the table below with the information regarding 30+ applications for the period February 2006 – present and in total (i.e. since your force has been operating the scheme, including Feb '06 to present numbers).

| <u>Prospective 30+ Officers</u> | Feb '06 – present | TOTAL |
|--|--------------------------|--------------|
| Number of eligible officers | | |
| Number of applications received | | |
| Number of applications rejected | | |
| Average age upon application | | |
| Average length of pensionable service upon application | | |

2. How many officers in your force are likely to become eligible to retire with maximum pension benefits during the next three years?

2007/08:

2008/09:

2009/10:

3. How do officers in your force tend to get information on the 30+ scheme? **please select**
4. What number of officers, who reached 30 years pensionable service since February 2006, did the following?

| |
|--|
| Retire |
| Join police (civilian) staff |
| Apply for 30+ scheme |
| Reduce hours from full-time to part-time |
| Do nothing/carry on as before |

5. Please complete the table below with the **information for officers** who were accepted onto the scheme since February 2006 and for all officers currently on the scheme.

| <u>Current 30+ Officers</u> | Feb '06 – present | TOTAL |
|---|--------------------------|--------------|
| Average time between retirement and 30+ re-engagement | | |
| Average time of re-engagement initially requested | | |
| Applications for maximum four-year initial appointment | | |
| Appointments that are extended | | |
| ... of which were initial four-year appointments | | |
| Officers on restricted duties | | |
| Redeployments | | |
| Officers on 30+ living in police houses | | |
| <u>30+ appointments terminated early</u> | | |
| through officer's resignation | | |
| at annual review | | |
| on grounds of efficiency (A19 or efficiency regulations) | | |
| on grounds of (mis)conduct | | |
| on grounds of ill-health | | |
| Officers who qualified for injury awards whilst serving on 30+ | | |
| Officer disciplined (conduct regulations) whilst serving on 30+ | | |

6. Does your force currently retain information on the types of the roles of 30+ officers (e.g. CID, specialist, frontline)? **please select**
 If so, please provide information on the types/categories of roles and the numbers of officers in them.

7. Please give a diversity breakdown by rank and gender of officers who joined 30+ **since February 2006**.

| 30+ Officers Feb 2006 to present | | Constable | | Sergeant | | Inspector | | Ch Inspector | | Superintend't | | Ch Supt | |
|--|----------------------|-----------|---|----------|---|-----------|---|--------------|---|---------------|---|---------|---|
| | | M | F | M | F | M | F | M | F | M | F | M | F |
| White | British | | | | | | | | | | | | |
| | Irish | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Asian/ Asian British | Indian | | | | | | | | | | | | |
| | Pakistani | | | | | | | | | | | | |
| | Bangla- deshi | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Black/ Black British | Caribbean | | | | | | | | | | | | |
| | African | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Mixed | White & Blk Carib | | | | | | | | | | | | |
| | White & Blk Afr | | | | | | | | | | | | |
| | White & Asian | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Other | Chinese | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Disabled | | | | | | | | | | | | | |
| Age | 41-55 | | | | | | | | | | | | |
| | 55+ | | | | | | | | | | | | |
| Sex | Hetero | | | | | | | | | | | | |
| | Homo | | | | | | | | | | | | |
| | Bi | | | | | | | | | | | | |
| Faith | Buddhist | | | | | | | | | | | | |
| | Christian | | | | | | | | | | | | |
| | Hindu | | | | | | | | | | | | |
| | Jewish | | | | | | | | | | | | |
| | Muslim | | | | | | | | | | | | |
| | Sikh | | | | | | | | | | | | |
| | None | | | | | | | | | | | | |
| Other | | | | | | | | | | | | | |

8. Please give a diversity breakdown by rank and gender for ALL officers currently retained on 30+.

| All current 30+ Officers | | Constable | | Sergeant | | Inspector | | Ch Inspector | | Superintend't | | Ch Supt | |
|-----------------------------|----------------------|-----------|---|----------|---|-----------|---|--------------|---|---------------|---|---------|---|
| | | M | F | M | F | M | F | M | F | M | F | M | F |
| White | British | | | | | | | | | | | | |
| | Irish | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Asian/ Asian British | Indian | | | | | | | | | | | | |
| | Pakistani | | | | | | | | | | | | |
| | Bangla- deshi | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Black/ Black British | Caribbean | | | | | | | | | | | | |
| | African | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Mixed | White & Blk Carib | | | | | | | | | | | | |
| | White & Blk Afr | | | | | | | | | | | | |
| | White & Asian | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Other | Chinese | | | | | | | | | | | | |
| | Other | | | | | | | | | | | | |
| Disabled | | | | | | | | | | | | | |
| Age | 41-55 | | | | | | | | | | | | |
| | 55+ | | | | | | | | | | | | |
| Sex | Hetero | | | | | | | | | | | | |
| | Homo | | | | | | | | | | | | |
| | Bi | | | | | | | | | | | | |
| Faith | Buddhist | | | | | | | | | | | | |
| | Christian | | | | | | | | | | | | |
| | Hindu | | | | | | | | | | | | |
| | Jewish | | | | | | | | | | | | |
| | Muslim | | | | | | | | | | | | |
| | Sikh | | | | | | | | | | | | |
| | None | | | | | | | | | | | | |
| Other | | | | | | | | | | | | | |

9. To which extent do you agree with the following statements? Please tick a box on the right according to one of the five options:

- Strongly agree**
- Agree**
- Neither agree nor disagree**
- Disagree**
- Strongly disagree**

| | ☺ | | ☹ | | ☹ |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| The 30+ scheme helps retain skilled officers who would have otherwise left the service. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| The 30+ scheme has been successful as a 'management tool'. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Many officers have the impression they have an automatic right to joining the scheme. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| More centrally produced publicity and information material for the scheme would be welcome. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Morale among younger officers has been affected as they feel disadvantaged. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Skills retention is always the highest priority when considering a 30+ application. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Since financial changes in April 2006 our force has considered discontinuing the scheme because of the increased operational cost to the force. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| We are confident in our day-to-day administration of the scheme and can improvise on even the most difficult 30+ scenarios. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| The scheme has helped us with recruitment targets and overall force numbers. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| The information on procedure in the case of officer injury or misconduct while on the 30+ scheme is adequate. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| We rely on Home Office guidance more than we do on our locally produced information. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

10. Any other comments?

END OF QUESTIONNAIRE

Thank you very much.