

## **DRAFT RESPONSE TO APA / HOME OFFICE CONSULTATION PAPER**

Thank you for the opportunity to respond to the Home Office consultation paper on 'The police pension scheme – retention after 30 years' and for extending the period of consultation.

This issue was discussed at the full Authority meeting on 19 April and the consultation paper was discussed at the Human Resources Committee on 17 May. A further paper is due to be presented to the full Authority on 14 June containing proposals for a pilot scheme.

The Members of the Human Resources Committee suggested that:

- Any additional incentives should only be offered to operational police officers or those police roles where there is a skills shortage (i.e. not officers performing roles which do not require police knowledge or powers)
- The option should normally only be available to officers in the Federated ranks where there are likely to be the largest number of retirements and vacancies (subject to the need to retain specialist skills)
- There should be a fixed term for police officers remaining after 30 years' service, which takes them to the normal retirement age of 55. Extensions beyond 55 years of age should be the subject of annual health checks.
- That there should be a £5,000 pensionable increase in salary at 30 years' service rather than the payment of the commuted lump sum

- That BOCU or OCU commanders will decide if a police officer is able to exercise this option; where it is decided that a police officer will not be able to exercise this option the additional financial incentive will not be paid.

The MPA would wish to take a lead role in this development given the recruitment and retention problems in the MPS. The MPA would wish to introduce a pilot scheme in the MPS at the earliest opportunity. Clearly further work will need to be carried out on the financial implications before committing to any specific proposal.