

## **The 30+ scheme**

30+ is open to officers with a minimum of 30 years' pensionable service, and although it is aimed primarily at officers of Constable and Sergeant rank, any officer below ACPOS level can apply. Successful applicants retire from the service for a minimum of one working day, take their tax-free lump sum and then rejoin as attested officers at the same rank and pay level as before. Upon retirement, officers cease to be active members of the Police Pension Scheme. They are also no longer eligible for additional benefits such as housing allowance; however, they will receive sufficient pension to ensure that their 30+ salary is the same as their pre-retirement salary. The rest of their pension is abated (withheld) until they leave the service permanently.

Acceptance onto the 30+ Scheme is by no means automatic. The intention is to retain outstanding officers with specialist skills, knowledge and experience. An officer's re-engagement is ultimately at the discretion of the Chief Constable. If a force wishes to retain an Inspector or Chief Inspector, a detailed business case demonstrating the effectiveness of the appointment is necessary. In the event of a force wishing to retain an officer of a rank higher than Chief Inspector, the business case must be submitted to the Home Office for consideration.

Appointments under 30+ last for up to four years; a further three years can be granted at the end of the initial term, provided the officer does not exceed compulsory retirement age limits. Appointments are subject to an annual review to ensure the continued effectiveness of the officer. Officers interested in 30+ should contact their force's human resources department for further information.

For further information on the 30+ Retention Scheme please see Police Circular No 22/2004 issued by Police Division, Scottish Executive Justice Department. Please note this guidance is currently under review.