

THE NEW POLICE PENSION SCHEME FROM 2015 SUMMARY

The Government is reforming pensions across the public service. While the Staff Side of the Police Negotiating Board (of which PFEW is a constituent part) made the strongest possible representations in relation to all aspects of the proposals for police pension reform during the consultation process, there was no realistic prospect of that reform, including the introduction of a career average scheme, not applying to police pensions.

The choice for Staff Side was therefore to allow the Home Secretary to impose her preferred scheme, as per her letter to the PNB of 27 March (see link below), or to negotiate in an attempt to secure as many improvements as possible.

[http://www.polfed.org/Letter HS to John Randall Pensions 270312.pdf](http://www.polfed.org/Letter_HS_to_John_Randall_Pensions_270312.pdf)

The key priorities identified by Staff Side were:

- to avoid the position (included in the Home Secretary's preferred scheme) where any member who did not serve until 60 would not receive his or her career average pension until State Pension Age (which it is currently intended will increase to 67 and subsequently to 68);
- to reduce member contributions from the proposed average rate of 13.7%; and
- to achieve the best possible transitional arrangements outside the cost of the new scheme.

Unfortunately we were unable to obtain any movement from the Government on the contribution rate. However, by engaging in the consultation process and accepting the proposed changes we have been able to secure the following:

- any member who serves until at least 55 will be able from that point:
 - to retire and take that pension immediately, actuarially reduced from 60 (rather than from State Pension Age).
- improved transitional arrangements, outside the cost of the new scheme, in particular:
 - an extension of full protection to members of the 1987 Police Pension Scheme and aged 38 or over and 10 years or less away from being able to retire with a maximum 30 year pension; and
 - an extension of the tapering protection to those within four years of full protection.

If we had not engaged in the consultation process, then under the Home Secretary's preferred scheme, any member who left service before 60 would have had to wait until State Pension Age before accessing his or her career average pension (or to have an actuarial reduction calculated from State Pension Age). In addition, fewer officers would have been afforded protection by the transitional arrangements.

We will continue to engage with the Home Office to attempt to secure the best possible arrangements for our members.

Ian Rennie
General Secretary