
PENSIONS

Version 1.0

1. Policy statement

In order to recruit and retain officers of the appropriate calibre who are willing to accept [the hazards of the role, PFEW considers that] members of a police pension scheme should be allowed to work towards, and benefit from, a reasonable retirement benefit. They must also be secure in the knowledge that, should their career be cut short by illness or injury, they will be appropriately supported. *PNB Staff Side submission to Hutton Review, July 2010*

2. Responsibility

The INB is responsible for all PFEW policy formation. Overarching pensions' policy is led by the General Secretary. Tactical discussions regarding pensions are undertaken by the General Secretary supported by the Research and Policy Support (R&PS) department at the Police Advisory Board for England and Wales, the police pensions' Scheme Advisory Board and the UK Police Pensions Consultative Forum. Overall police pensions' policy for England & Wales is set by the Home Office.

3. Summary

PFEW seeks to safeguard pensionable pay.

PFEW considers the provision of timely, compliant and accurate benefit statements to be an important governance issue. *PFEW letter to Home Office, 14 December 2016*

We believe that the provision by the Home Office of an accurate, realistic (subject, of course, to suitable caveats) and user friendly pension Calculator is an essential element in helping scheme members make informed choices and in promoting continued membership of the new CARE scheme. *PFEW letter to Home Office, 30 November 2015*

Tapered protection was a further concession obtained as a result of the Staff Side's engagement with the Home Office in the consultation process. Tapered protection avoids the 'cliff edge' scenario whereby an officer one day younger than another would be treated in a radically different way and would have to join the new scheme immediately, whereas the officer who was one day older remained in the existing scheme until retirement. Therefore [PFEW considers that] Tapered Protection gives many existing officers a better deal than that which was originally proposed by the Government. *'The Pensions Challenge: The PFEW position' October 2015*

We do not believe that any fundamental change to the system of tax relief for pension schemes to a Taxed – Exempt – Exempt (TEE) basis would serve to increase the incentive for people to save into

pension schemes. Furthermore we are convinced that that this would act as a major disincentive for police officers by making membership of the pension schemes even less affordable. We are also concerned that such a change might lead to a reduction in pension scheme membership and ultimately result in an increased burden on the State... We believe that this could in turn affect the viability of the police pension schemes. *PFEW response to HMT consultation on pension tax relief, 25 September 2015*

We are opposed to any further lowering of the Annual Allowance (AA) or the Lifetime Allowance (LTA). The reductions in AA which have been implemented so far already disproportionately impact on members of the Police Pension Scheme 1987 due to the double accrual after twenty years. *PFEW response to HMT consultation on pension tax relief, 25 September 2015*

PFEW considers that parity needs to be achieved with the position of adult survivors in Northern Ireland in respect of adult survivor pensions in the Police Pension Scheme 1987 [i.e. all police adult survivor pensions that had been stopped as a result of remarriage or cohabitation were reinstated from 1 July 2014]. *PFEW letter to Home Office 28 August 2015*

PFEW believes that the processes and provisions currently in place for ill-health retirement remain appropriate. *PNB Staff Side submission to Winsor Review Part 2, September 2011*

We consider that pension forfeiture is inappropriate and potentially unlawful. *PFEW letter to Home Office, 18 August 2011*

4. Procedures/implementation

Through its membership of the Police Advisory Board for England & Wales (PABEW) and the UK Police Pensions Consultative Forum, PFEW will engage with the Home Office and other key stakeholders to influence police pension arrangements and ensure that members’ views are represented.

Through the PABEW police pensions’ Scheme Advisory Board PFEW will seek to: promote good governance of the police pension schemes; provide guidance to local pension boards; and disseminate examples of good practice.

PFEW will liaise with other police staff associations within England and Wales and across the UK on pension matters.

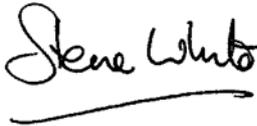
PFEW will respond, as appropriate, to wider Government consultations on pensions and related issues (such as tax) which affect public service pensions.

Responsibility for pensions is delegated to the General Secretary, supported by R&PS.

	Author	Date	Date to be reviewed	Change
Version 1.0	MC	April 2017	April 2018	

Signed by:

Chairman

Handwritten signature of Steve White in black ink, featuring a prominent horizontal stroke at the bottom.

General Secretary

Handwritten signature of A. G. L. in black ink, consisting of stylized initials and a horizontal line.