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SCHEDULE

Regulations 7, 9 and 10

BENEFITS PAYABLE

PART I

ADDED YEARS AND PAYMENT IN LIEU

1. This paragraph shall apply in the case of a member who is not ACPO rank and is aged 45 or over on the date of leaving.

(1)

(a) A member aged 50 years or over on date of leaving shall be entitled to pensionable service enhancements of up to 5 years, subject to a maximum of:

(i) total pensionable service not exceeding 30 years;

(ii) that which the member would be entitled to if he had served until his compulsory retirement age,

whichever is the lesser.

(b) Those members aged 50 years or over on date of leaving who are not entitled to immediate pension after calculation of pensionable service enhancements as outlined in paragraph 1(1)(a) shall be entitled to a payment in lieu of pension, (taking into account such pensionable service enhancements), until pension age is reached.

(2) A member who has attained the age of 45 years and is below the age of 50 years on date of leaving shall be entitled to a pensionable service enhancement, calculated on a daily basis, equal to the period of pensionable service attained from 45 years of age to date of leaving subject to total pensionable service not exceeding 30 years.

2. A member who is of ACPO rank on date of leaving shall be entitled to a pensionable service enhancement of up to 5 years equal to the period left until the expiry of his Fixed Term Agreement, subject to a maximum of 30 years pensionable service.

PART II

SEVERANCE LUMP SUMS

1.—(1) A member who is not of ACPO rank and is aged 50 years or over on date of leaving, shall be entitled to a lump sum calculated by multiplying his annual pensionable pay at the date of leaving by the appropriate lump sum factor as outlined in the following tables:

(a) Compulsory Retirement age of 55

Age	50			51			52			53			54			55 or over		
Months	3-5	6-8	9-11	2-3	5-6	8-9	10-11	2-3	5-6	8-9	10-11	2-3	5-6	8-9	10-11	2-3	5-6	8-11
Lump sum Factor	2 1/2	2 3/8	2 1/4	2 1/8	1 7/8	1 3/4	1 5/8	1 1/2	1 1/2	1 1/2	1 1/2	1 1/2	1 1/2	1 1/2	1 1/2	1 1/2	1 1/2	1 1/2*

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Years left until expiry of FTA ("X")	6	5	4	3	2	1	Officer on 1 year extension
Months	25	22	20	18	16	14	12
Lump sum	2	2	2	2	2	2	2
Factor	2	2	2	2	2	2	2*
	7/83	45/81	21/21	21/21	21/21	21/21	21/21*
	3/41	10/46	16/27	16/15	16/43	16/16	7/86
	11/16	15/16	15/16	13/16	16/16	16/16	7/86
	8/81	8/81	23/82	81/81	8/8		

(2) In the table in sub-paragraph (1), the lump sum factor marked with an asterisk (*) is available only for the first two years of the scheme, from the date of coming into operation of these Regulations.

5. Any member of the Force leaving under the terms of the scheme shall also be entitled to an additional lump sum equivalent to one twelfth of his annual pensionable pay at the date of leaving. Regulation 9

PART III

CAPPING MECHANISM FORMULA

1. Benefits of severance will not exceed the amount calculated as potential earnings, where this occurs the difference will be deducted from the member’s severance lump sums.

2. In paragraph 1:

“benefits of severance” means the member’s severance lump sum, by virtue of the Schedule Part II paragraphs 1-4, in addition to his gross pension entitlement before commutation, payable between the date of leaving and compulsory retirement age or the expiry of his existing period of extension of service;

“potential earnings” means the member’s basic salary plus any standing allowances he would have earned by remaining as a member between the date of leaving until compulsory retirement age or the end of the existing extension of service.