

Understanding the pension reforms: for taper protected members of the 1987 scheme

How do I know if I am taper protected?

You will be taper protected if you are a member of the 1987 Police Pension Scheme and, an active member of the 1987 scheme on 31 March 2012 and on 31 March 2015 and meet one of the following conditions:

On the 1st April 2012:

- You were aged between 41 and 45 years.
- You were aged between 34 and 38 years and 10 years or less from being able to retire with a maximum, unreduced pension.
- You were aged 38 years or over (up to age 45) and are between 14 years and 10 years from being able to retire on a maximum, unreduced pension
- You were aged less than 38 and are more than 10 years from being able to retire on a maximum, unreduced pension, there your age minus the years from being able to retire on a maximum, unreduced pension, is between 24 and 28 years.

Eg. Age 36 with 12 years from being able to retire = 24 years, or
age 37 with 11 years from being able to retire = 26 years

What does that mean for me?

You will have a taper protection date which is personal to you. At the taper date, you will move across to the Police Pension Scheme 2015 (PPS 2015). Your existing 1987 scheme pension rights will not transfer with you, and they will remain fully protected in the 1987 scheme. If your taper protection date falls after you choose to retire, you will not move across to the 2015 scheme.

When can I access my pension?

Unless you retire before transferring across to the 2015 scheme, you will have pension rights in both the 1987 and 2015 schemes. This means that you will have a 'two part' pension.

Part 1 – The first part of your pension remains fully protected in the 1987 scheme and can be taken, on completion of 30 years service or from age 50 if you have completed 25 or more years service. Your service in the 2015 scheme will also count towards your 25/30 year total. Your 1987 scheme pension will still be calculated on your 'final salary' at retirement and you will continue to have access to the same commutation rights for your 1987 scheme pension.

Part 2 – The second part of your pension is in the 2015 scheme. If you remain an active member, this can be taken; from age 55 with a reduction, at age 60 without any reduction, or after age 60 with a pension enhancement. If you have left service before being entitled to take your 2015 scheme pension, it will come into payment in full at your state pension age.

I will lose out on double accrual in the 1987 scheme

There will be an enhancement to your protected 1987 scheme pension to proportionally reflect the double accrual on the 1987 scheme service you have already built up.

Why will my 2015 scheme pension be reduced?

The Public Service Pensions Act 2013 requires the Normal Pension Age to be age 60 and pensions taken before that to be reduced.

What pension will I get at retirement?

There is no cap on the amount of pension that can be earned in the 2015 scheme. Police Officers who transfer from the 1987 scheme to the 2015 scheme will be able to receive a bigger pension than had the reforms not taken place.

What contributions will I be paying?

Until your taper date, your contributions will continue to be paid into the 1987 scheme, details of the current contribution rates are as follows:

1987 Scheme 2014/15 Pensionable Pay	Member contributions rate
More than £27,000 but less than £60,000	14.25%
£60,000 or more	15.05%.

After your taper date, you will join the PPS 2015, details of the current contribution rates are as follows:

For each scheme year falling in period beginning 1st April 2015 and ending 31st March 2019	Member contributions rate
Annualised rate of pensionable earnings	
£27,000 or less	12.44%
More than £27,000 but less than £60,000	13.44%
£60,000 or more	13.78%.