

## Frequently Asked Questions

### 1. What is the MPS Return Scheme?

In the current climate we have extended the remit of our returners scheme, to include those officers who retired up to five years ago. The MPS Return Scheme is designed to assist the Met in the return of police officers with valuable skills and experience whom:

- would otherwise retire;
- have retired from the MPS since 31 March 2015.

The scheme allows a police officer to retire from the Met but to then return as an attested officer, a temporary change by the Home Office in the current circumstances mean a break in service isn't required.

### 2. Who can apply for the MPS Return scheme?

Police officers that:

- a. Have retired since 31 March 2015 and held Retired the rank of Constable to Chief Superintendent.
- b. Are working in the Met and have or will reach 30 years' pensionable service and could therefore retire.

### 3. Can I apply if I have worked for the Met for 30 years but not completed 30 years' pensionable service?

No but you can still apply to re-join the Met as a police officer. You can also apply to become a Special Constable or volunteer. The returner scheme is only open to those who have 30 or more year's pensionable service and hence be entitled to retire with maximum pension benefits (40/60ths) in order to be eligible for the Scheme.

Please see attached link to the re-joiners process.

<https://www.met.police.uk/car/careers/met/police-officer-roles/experienced-police-officer-return-scheme/overview/>

### 4. Can I apply if I left the Met before reaching 30 years pensionable service?

If you resigned from the Met in the last five years, before reaching 30 years pensionable service you can still apply to re-join the Met as a police officer. You can also apply to become a Special Constable or volunteer.

Please see attached link to the re-joiners or special constable process.

<https://www.met.police.uk/car/careers/met/police-officer-roles/experienced-police-officer-return-scheme/overview/>

### 5. Are all ranks eligible to apply?

If you retired as a Constable/Detective Constable or Sergeant you will be able to return at that rank. If you retired as a Detective Sergeant you will not be able to return to the rank as we are full of those positions, however you can return as a Police Sergeant.

The scheme is mostly aimed at officers at the ranks of constable and sergeant, in order not to reduce career development choices for other officers. However, by exception, where we have particular gaps in skills or experience, we will consider applications from more senior officers from the ranks of Inspector up to and including Chief Superintendent. The Met will assess applications from senior officers based on where we have particular gaps in skills or experience.

For those that are still in the Met and due to retire, if you are Constable or Sergeant you will be able to return at that rank. If you are an Inspector or above you will need additional authority from your Business Group Assistant Commissioner and the Director of HR.

## **6. What is the application process for the MPS Return Scheme?**

- a. On-line form (including support by an MPS Sponsor).

<https://policecareers.tal.net/vx/appcentre-External/candidate/post/4216/en-GB>

- b. Eligibility Check
- c. Central Panel.
- d. Medical Assessment.

## **7. What is the selection process for the MPS Return Scheme?**

A key part of the selection process will be a review of your police career history and self-supporting statement to ensure that you meet the eligibility criteria for re-engagement in the MPS.

We will also seeking evidence from your Sponsor that demonstrates that you have the skills, knowledge and experience which would support your return to the MPS. Your Sponsor must be an existing Supervisor within the Met.

## **8. Is there an appeals process built into the selection process?**

Yes. There are two appeals built into the process.

- a. If your application is not supported by your MPS Sponsor.
- b. If your application is not supported by the Central Panel.

Full details are provided in the selection criteria.

## **9. What will the medical assessment process involve?**

You will need to complete a health declaration form, which will be assessed by Optima Health. You may then be required to undergo a fast track medical assessment by Optima Health, which may involve a medical examination, prior to being able to join the Scheme.

This fast track assessment will be to ensure that you are fit and remain in satisfactory health for the role of a police officer.

**10. Will I need to complete mandatory training in order to be re-engaged on the MPS Return Scheme?**

Police officers will continue to be covered by all Policies and Standard Operating Procedures relating to health and safety and training etc. Therefore, if you are in an operational role you must undergo the relevant mandatory training.

If your training is still in date when you are re-engaged, there is no need to complete training until the expiry date unless this is a specification of the medical advice.

If you need to complete training, this will be arranged as soon as possible, however, this will not delay your return to the MPS and you will be offered a start date.

**11. Will I need to complete the Job Related Fitness Test (JRFT)?**

As part of re-joining the MPS on the return scheme you are required to successfully complete the JRFT to level 5.4 on the bleep test. This will be completed on your first day as part of your Officer Safety Training (OST).

If you do not pass the JRFT you will not be allowed to continue with the OST training and will therefore be deployed into a non-operational role, for example MetCC or Telephone/Digital Investigation. However there is an expectation you will pass the fitness test to be fully deployable.

Those that fail will be issued with an action plan and will be expected to successfully complete the JRFT within their first 3 months. Failure to do so will result in being exited from the scheme.

**12. Will I need to do the JRFT if I have restrictions or a medical condition?**

Your application will likely take longer, as an assessment will need to be undertaken by the Chief Medical Officer as to your capability and potential posting. If a non-operational posting is agreed, the requirement to undertake the JRFT and OST will be assessed against that medical advice.

**13. Will I need to complete vetting in order to be re-engaged on the MPS Return Scheme?**

If you have left the MPS within 12 months and had a valid clearance at the time that you left, you will not need to complete a vetting form. The MPS will complete a PNC and DPS check to assess your eligibility.

If you left over 12 months ago, your CTC clearance will have expired. Therefore, you will need to complete a vetting form and submit it within 24 hours. However, to prevent any delay on your return, you will be provided with a temporary exemption once a PNC and DPS check has been completed and you will be offered a start date.

**14. When can I apply for the MPS Return scheme?**

You can apply immediately. Temporary changes announced by the Home Office mean officers who retire between 1<sup>st</sup> March 2020 and 1<sup>st</sup> June 2020 will no longer be required to have a month break in service. Such individuals will only be required to have a 1 day break before returning and will return to their previous role.

**15. Will I still be a warranted police officer if I return under the MPS Return Scheme?**

Yes. You will retain all of your existing powers when you return to work.

**16. Will I retain my old warrant number?**

No. You will be treated as a new engagement and provided with a new warrant number.

**17. Can I return to my old role in the MPS?**

You will be posted to a vacancy in line with our current workforce deployment practices to a BCU. Consideration will be given if you have a BCU posting preference.

If you are posted to your preference, you will remain in the post for a period of up to 2 years. At the end of 2 years, you will be asked to give three preferences for vacancies and will be posted with the normal workforce deployment practices applied.

**18. Is there an end date for applications for the MPS Return Scheme?**

Not at this time.

**19. Is there a tenure period with the MPS Return Scheme?**

You will be expected to complete a minimum 6 month tenure. There is no maximum tenure although officers will normally leave the Met at their Compulsory Retirement Age, unless you successfully apply for an extension of service beyond this age.

**20. Can I apply for an Extension of Service beyond Compulsory Retirement Age to remain on the MPS Return Scheme?**

Yes. Applications will be considered in line with the normal rules regarding an Extension of Service.

**21. How much notice period do I have to provide if I want to retire from the Met at a later date?**

You would need to provide three months' notice to terminate your appointment on the MPS Return Scheme.

**22. I would like to work part-time; can I apply for the MPS Return Scheme?**

Yes. Applications will be accepted from those who want to work part time.

**23. I was previously on adjusted duties; can I apply for the MPS Return Scheme?**

Yes. In line with business commitments, postings will be to MET CC or TDIU unless an officer has a specialist skills or knowledge, which would support an alternative posting in the Met.

**24. What is my annual leave entitlement on my return to the Met?**

Your entitlement remain the same as it was immediately prior to your retirement.

**25. I received rent allowance prior to my retirement; will I receive this on my return to the Met?**

No. You are no longer able to receive rent allowance but you will receive London Allowance 2 in return. As London Allowance 2 will be less than the rent allowance that you received, we will

allow you to partially abate your pension to ensure that overall you receive the same remuneration package. Please see the examples at Appendix A, which shows pay before retirement and post re-engagement.

**26. I received housing allowance prior to my retirement; will I receive this on my return to the Met?**

No. You are no longer able to receive housing allowance but you will receive London Allowance 2 in return. As London Allowance 2 will be less than your housing allowance that you received, we will allow you to partially abate your pension to ensure that overall you receive the same remuneration package. Please see the examples at Appendix B, which shows pay before retirement and post re-engagement.

**27. Do I have to meet the MPS residency criteria?**

No. Due to the demographics of the police officers that the MPS will look to attract into the return scheme, the organisation will not apply the London Residency Criteria into the selection process for retired officers.

**28. Will I still have access to an Oyster Travel Card on my return to the Met?**

Yes. You will get an Oyster Travel Card.

**29. Will I still have access to the rail travel scheme on my return to the Met?**

Yes. You can re-join the scheme that you had access to prior to your retirement.

**30. Pensions – update:**

The Home Secretary has announced the Government's commitment to interim changes to tax and pension rules for those officers nearing retirement or who have recently retired so as not to deter those from continuing or returning to serve.

We know that for a time limited period those officers retiring from the Met and rejoining will no longer require a one month break in service. Other changes are still being worked through.

**31. I've got other questions I need to ask?**

At this time our SSCL team are really busy supporting the men and women of the Met, please read through our FAQ and see if it answers your question. If your question relates to the temporary changes to tax and pension rules at this stage we are still in the process of confirming details. You can ask your question through our web chat - use the links below, or call if still necessary on 01633 63250.

<https://www.met.police.uk/car/careers/met/police-officer-roles/experienced-police-officer-return-scheme/overview/>

**32. Will the Met make a lump sum payment in the event of death in service?**

There is no lump sum payment made if you died in service unless you decide to remain in the 2006 Police Pension Scheme.

**33. What options are available to me to source death in service cover if I don't want to remain in the 2006 Police Pension Scheme?**

We would recommend that you take advice from a financial advisor and then seek independent life insurance cover.

**34. Will the Met make a lump sum payment in the event of my death on duty if it is attributable to me carrying out my duties as an officer?**

Yes, a payment will be made from the *Police Injury Benefits Scheme*, whether or not you are currently contributing to a police pension scheme. The amount of the payment is the lesser of;

- five times the officer's pensionable pay or
- four times total remuneration during the 12 months ending with their last day of service and the amount of the officer's aggregate pension contributions during that period.

N.B. This death gratuity includes any other pension scheme and injury-benefit lump sums or payments received.

**35. I am a retired officer who is currently working in the MPS as a member of police staff. Am I eligible to apply for the return scheme?**

Yes, you can apply for the scheme but all of the rules detailed above will apply to you.

## Appendix A

### Example 1A:

#### Police Constable – Pay Point 7 (with Rent Allowance and Compensatory Grant)

Pay Type	Payments (Annual)
Basic Pay	£40,123
Rent Allowance	£5,863.68
Housing Allowance	£0
Compensatory Grant	£3,908.32
London Weighting	£2,505
London Allowance 1	£1,011
London Allowance 2	£0
Pension Abatement	£0
Total	£53,411

### Example 1B:

**Police Constable – Pay Point 7 following retirement and re-engagement. Formerly in receipt of rent allowance and compensatory grant worth £9,772.**

Pay Type	Payments (Annual)
Basic Pay	£40,123
Rent Allowance	£0
Housing Allowance	£0
Compensatory Grant	£0
London Weighting	£2,505
London Allowance 1	£1,011
London Allowance 2	£3,327
Pension Abatement	£6,445  Calculation:  Rent Allowance & Compensatory Grant (£9,772) – London Allowance 2 (£3,327)
Total	£53,411

## Appendix B

### Example 1:

#### Police Constable – Pay Point 7 (with Housing Allowance)

Pay Type	Payments (Annual)
Basic Pay	£40,123
Rent Allowance	£0
Housing Allowance	£5,126.70
Compensatory Grant	£0
London Weighting	£2,505
London Allowance 1	£1,011
London Allowance 2	£0
Pension Abatement	£0
Total	£48,765.70

### Example 2:

**Police Constable – Pay Point 7, following retirement and re-engagement. Formerly in receipt of housing allowance worth £5,126.70 per annum**

Pay Type	Payments (Annual)
Basic Pay	£40,123
Rent Allowance	£0
Housing Allowance	£0
Compensatory Grant	£0
London Weighting	£2,505
London Allowance 1	£1,011
London Allowance 2	£3,327
Pension Abatement	£1,799.70  Calculation:  Housing Allowance (£5,126.70) – London Allowance 2 (£3,327)
Total	£48,765.70



