

General Guidance on Secondments, Loans and Pensions

1. Some general guidance on whether you can apply to take up these roles on a secondment or loan basis is provided below, together with common questions about pensions. We apply HM Treasury policy on abatement of pay/ pension - some of the common questions re the NCA's policy are set out below. To give you the clearest answer we ask that you let us know about your retirement intentions at the point of any conditional offer being made. We recommend that you seek personal advice about your individual circumstances.

Joining on a non-permanent basis, eg through secondment

2. You can join the NCA on a secondment or loan basis:
 - If you are seconded from a police force, or loaned from a civil service department, this would need to be agreed between you, the NCA and your home force/department.
 - Secondments/loans usually last between 2 and 5 years.
 - You would continue to be paid your home force/department salary - any additional benefits would need to be agreed on a case by case basis.
 - You can join the NCA either on promotion or temporary promotion. You will need to agree with your home force/department whether they will recognise your promotion on return or if you will revert to your substantive rank/grade. Your pay and other key terms of employment will be determined by your force/home department whilst you are on secondment to the NCA.
 - If you join the NCA on secondment from a police force you will continue to be a member of the Police Pension Scheme with your home force. Your contributions and accrual of service will not be affected.

Joining on a permanent basis: Police Pension scheme members currently in a police force

Abatement

3. **If you retire before you join the NCA** your salary will not be abated, as long as you join the NCA through fair and open competition - and you retire and take your requisite break in service before you join the NCA.
4. **If you do not retire before you join the NCA:**
 - a. If you submit an irrevocable notice of retirement within 6 months of the NCA making you a conditional offer - then you should be able to access your pension benefits without abatement providing you have joined the NCA through a fair and open competition, you take your requisite break in service and then commence employment with the NCA within 12 months of your conditional offer.
 - b. If you decide to retire after 6 months of the conditional offer being made then your pay would be abated. The only exception would be if you apply

for another role in the NCA through fair and open competition and succeed in that competition– in which case your pay for the new role would not be abated.

Pension schemes

5. The NCA has the ability to designate service so that you can bring your police pension with you and remain a member of the police pension scheme while working for the NCA. These decisions will be made by the NCA on a case by case basis.
6. If you join the NCA and cease to make contributions to the Police Pension scheme you can join the civil service pension scheme as an NCA employee.

Joining on a permanent basis: Police Pension scheme members currently on secondment to the NCA who wish to join on a permanent basis

Abatement

7. **If you retire before you join the NCA as a permanent employee** your salary will not be abated as long as you join the NCA on a permanent basis through fair and open competition - and you retire and take your requisite break in service before you join the NCA on a permanent basis.
8. **If you do not retire before you join the NCA on a permanent basis:**
 - a. If you submit an irrevocable notice of retirement within 6 months of the NCA making you a conditional offer for permanent employment – then you should be able to access your pension benefits without abatement providing you have joined the NCA on a permanent basis through a fair and open competition, you take your requisite break in service and then commence your permanent employment with the NCA within 12 months of your conditional offer.
 - b. If you decide to retire after 6 months of your conditional offer for permanent employment then your pay would be abated. The only exception would be if you apply for another role in the NCA through fair and open competition and succeed in that competition for that role – in which case your pay for the new role would not be abated.

Current NCA officers

Existing members of the PPS scheme

9. If you submit an irrevocable notice of retirement within 6 months of the NCA making you a conditional offer for a new role – then you can take up your new role with no abatement providing you join through a fair and open competition, take your requisite break in service and commence your new role with the NCA within 12 months of your conditional offer being made. Your salary on re-joining will be

calculated in accordance with the re-joiners policy which may differ from the salary specified in your conditional offer.

Existing officers who are abated

10. If you are currently abated but apply for a role through fair and open competition your abatement will be lifted. If you are successful for a role on promotion your abatement would be lifted on your salary at your original grade, then a calculation applied to that salary to determine your salary on promotion.