

# Police Pension Scheme 1987



The Police Pension Scheme (PPS) 1987 is a Final Salary pension scheme which is guaranteed and backed by law. The Scheme closed to new entrants from 6 April 2006. Officers who joined after April 2006 would have been able to join the Police Pension Scheme 2006 (NPPS) or the Police Pension Scheme 2015. This guide applies only to members of the PPS. There is a separate guide for those who are members of the NPPS or 2015 CARE.

## Key features and benefits

- Cost Effective – the Scheme is a cost effective way to build up benefits towards your retirement in an arrangement which is sponsored by and underwritten by the Government
- A Secure Pension – a pension calculated as a proportion of your highest average pensionable pay for each year of pensionable service
- Tax Efficient – pension contributions are deducted from your salary before you are taxed so you receive tax relief on what you pay plus you have the option to exchange part of your pension for tax-free cash on retirement
- Employer Contribution - your employer pays contributions towards providing your benefits under the Scheme. These are only payable into the Police Pension Scheme; your employer will not contribute towards a personal pension taken out independently
- Flexibility to pay more – you can purchase additional years if you are unable to build up 30 years' pensionable service
- Protection for your loved ones – your spouse or civil partner will receive a pension if you die; additionally, a lump sum is provided for your surviving dependants whilst you are an active member
- As an Active Member you will be able to access your benefits at an earlier age than would be the case if you opted out and became a deferred member
- Ill-Health Pension – if you become permanently medically unfit and have to retire from the force earlier than planned, the scheme provides benefits to support you (see further information overleaf)
- Inflation protection – your pension will go up in line with inflation, giving protection against price increases

## What will it cost

The current contribution rates are:

Pensionable Pay	Member contribution rate	Employer contribution rate
£27,000 or less	14.25%	31%
£27,000 to £60,000	14.25%	31%
£60,000 or more	15.05%	31%

Please note that members who are not eligible for ill health benefits have a reduced contribution rate.

The part time pay is used in respect of a part-time officer.

## Increasing your pension

You may opt to increase your pension provision, particularly if you are unable to build up 30 years' pensionable service before your intended retirement age. You have the option to purchase increased benefits in PPS through 'added years'. For more information please contact Equiniti.

## Opting out

Opting out of the scheme could mean losing valuable retirement benefits, therefore you should think very carefully before deciding whether or not to be a member. If you are thinking of opting out, you are strongly recommended to take independent financial advice before you make a decision.

## Pension on Retirement

The earliest date that a pension can generally be paid is 50, depending on length of service. If you have 30 years' pensionable service, you may retire with an immediate pension before age 50 or from age 50 with 25 years' service. If you have less than 25 years' service you can retire at age 55. An ill health pension is payable immediately.

Each year of pensionable service for the first 20 years gives entitlement to a pension of 1/60th of final average pensionable pay and each year for the final 10 years gives 2/60th, up to a limit of 40/60ths. Final average pensionable pay is in effect the highest pensionable pay for the three years before retirement. If you work part time, final pensionable pay is always taken as the full time equivalent and part time working is pensionable service on a pro rata basis.

## Benefits on Ill Health

If the police authority decide to retire you, you will be entitled to an immediate ill-health pension and lump sum:

- if you have at least two years' pensionable service and your retirement is on the grounds of permanent disablement, or
- after any length of service if your retirement is on the grounds of permanent disablement resulting from an injury on duty

An ill-health pension is calculated in a similar way to an ordinary pension and is then normally enhanced to compensate for the lost opportunity of serving until normal retirement. The maximum ill health pension is 40/60ths.

## Death in Service

If you die as an active member of the PPS, a lump sum death grant of twice annual pensionable pay is payable. In addition the following benefits will normally be payable:

**Pension for Surviving Spouse/Civil Partner** - adult survivor benefits are payable to your Widow/Widower or Civil Partner but not cohabitees who are not married or in a civil partnership. Your survivor will generally be entitled to pension of half your pension entitlement. If your surviving spouse or civil partner later remarries, forms a new civil partnership or cohabits, the pension will stop.

**Child's Pension** – if you die with a pension entitlement in the PPS, children's pensions will be payable to a child who is your legitimate or adopted child. Whether your children meet the conditions for an award also depends on their age.

## Leaving the Scheme

You will become a deferred member of the PPS if you leave or opt-out and have at least 2 years of qualifying service. Your deferred pension will be payable from age 60, or if on the grounds of ill-health it can be paid at any age.

## Further information

You can find copies of the scheme guides here: <https://www.gov.uk/government/collections/police-pension-schemes>

Any issues or complaints regarding the scheme should be raised with the pension administrator, Equiniti, in the first instance. In the event of any further dispute, the Scheme has set out an Internal Dispute Resolution Procedure (IDRP) which can be made available on request.

More information about the scheme is available from:

Equiniti  
PO Box 1307  
Crawley RN10 0PA  
Tel: 0333 207 5967  
Email: [sussexpolice@equiniti.com](mailto:sussexpolice@equiniti.com)  
Member Web Portal: <https://mysussexpolicepension.equiniti.com/>