

**Amendments to The Police Pensions Regulations 2015 (S.I. 2015/445)**

Proposed updates to member contribution structure

Consultation questions

This consultation begins on 20 November 2024

This consultation ends on 29 January 2025

**About you**

Please use this section to tell us about yourself.

These questions are optional.

**Q1. In what capacity are you responding to this consultation?**

[delete as applicable]

Individual member   
Member representative  
Employer  
Employer representative  
Other

If ‘other’ please let us know more details

[Please type your response here]

**Q.2 If you are a representative of a group or force, please tell us the name of the group (for example NPCC)**

Please also indicate if you agree for your response to be made public and associated with the group or if you would like to remain anonymous.

[Please type your response here]

**Consultation questions**

To ensure compliance with data protection legislation, we request that you do not provide any personally identifiable information (for example, names, dates, and locations) in your answers to the following questions:

**Q1. What is your preferred tiering option to determine a members contribution tier?**

[delete as applicable]

**Option 1:** Increase tiers by known pay increases.

**Option 2:** Add an additional tier and modify the gap between tiers.

**Option 3:** Marginal system.

**If necessary, please concisely explain your answer.**

[Please type your response here]

**Q2. What is your preferred option to determine a members contribution threshold?**

[delete as applicable]

**Option 1:** FTE to determine which contribution rate a member will **pay**

**Option 2:** Use the previous year’s pay to determine which contribution rate**,** without any adjustment at the end of each scheme year.

**Option 3:** Use the previous year’s pay to determine which initial contribution rate as in option 2, then adjust for actual pay at the end of the scheme year.

**If necessary, please concisely explain your answer.**

[Please type your response here]

**Q3. What is your preferred futureproofing option to avoid future misalignment?**

[delete as applicable]

**Option 1:** Manually uplifting thresholds in line with the pay awards.

**Option 2:** Automatically increase thresholds in line with the consumer price index (CPI).

**If necessary, please concisely explain your answer.**

[Please type your response here]

**Q4. Do you believe that your preferred contribution structure option, which you indicated in Q1, is administratively sustainable?**

[delete as applicable]

**Yes**

**No**

**Don’t know**

**If necessary, please concisely explain your answer.**

[Please type your response here]

**Q5. Are there any other proposals for achieving the target yield through contribution structures that you would like to be considered which have not been considered or proposed in this consultation?**

[delete as applicable]

**Yes**

**No**

**Don’t know**

**If yes, please outline the proposal(s).**

[Please type your response here]

**Q6. Do you anticipate any equality issues arising from the implementation of these proposals?**

[delete as applicable]

**Yes**

**No**

**Don’t know**

**If yes, please explain the issue(s) and cause(s).**

[Please type your response here]

**How to respond**

Please respond by 29 January2025.

You can email your response to:

[**policepensionspublicservicepensionsremedy@homeoffice.gov.uk**](mailto:policepensionspublicservicepensionsremedy@homeoffice.gov.uk)

Or you can post your response to:

Police Member Contribution Consultation Structure  
Police Workforce and Professionalism Unit  
Home Office  
6th Floor, Fry Building  
2 Marsham Street  
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