Police Staff – Training and Benefits

As a valued member of our team, you can expect 24 days annual leave increasing to 33 depending on your grade and length of service. But we don't stop there.

We also offer flexible working hours in some roles, and, if you have young children, our childcare voucher scheme will enable you to make big savings.

LOCAL GOVERNMENT PENSION SCHEME

The Local Government Pension Scheme (LGPS) exists for the benefit of local government employees which includes Police Staff and provides a range of benefits which include:

- A monthly pension at retirement and an option to exchange some of your annual pension for a lump sum amount.
- Benefits in the event of retirement due to ill health.
- A lump sum if you die before retirement.
- Widows’, widowers’, civil partners’ nominated cohabiting partners’ and children’s pensions.

If you are a new employee and have a contract for more than 3 months’ duration, you will automatically become a member of the Local Government Pension Scheme. If you are employed on a casual basis or if you have a contract of less than 3 months’ duration then you will not be eligible to join the scheme.

Who can join?

- Local Government employees up to age 75 and with a contract of more than 3 month’s duration.
- There is no lower age limit required to be a member.

The pension

- An annual pension based on your final pay and length of membership, plus options to exchange some annual pension for a lump sum amount.

Ill health retirement pension

- A system where the level of benefits paid is dependent on the nature of the ill health and whether the member is likely to return to employment at some point before retirement age.

Lump sum on death before retirement

- Three years’ pensionable pay.
Dependents’ benefit on death before retirement

A widow, widower or nominated cohabiting partner or civil partner will receive a pension. There is also protection for dependent children.

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Dependents’ benefit on death after retirement

- A pension continues for a widow, widower, civil partner or nominated cohabiting partner, with protection for your children.

Protection against inflation

- Pension increases linked to retail price index.

What does Bedfordshire Police pay?

- A sum sufficient to maintain the pension fund at a level to meet all benefits plus the cost of pensions increases and guarantee that it will always be paid.

The cost

- Between 5.5% and 7.5% of your pensionable pay. The percentage you pay is decided by your full time equivalent pensionable pay. The higher your full time equivalent pensionable pay, the higher your contribution rate will be. Tax payers will benefit by paying less tax.

WELFARE

The Welfare Department of Bedfordshire Police provides a professional, confidential and impartial service to all team members (Police Officers, Police Staff and Special Constables), their immediate families and, where practical, police pensioners.

They provide support, counseling, information and guidance to individuals in many areas including:

- Stress management
- Relationship issues
- Post-traumatic stress (PTS)
- Work-related issues
- Debt
- Bereavement

The Welfare Officers also advise and assist managers in exercising their responsibility for the appropriate handling of welfare issues relating to their staff. They provide support and assistance to managers and staff in relation to sickness, absence and suspension, working to a professional Code of Practice and Ethics.
LONG SERVICE AWARD SCHEME

The Authority operates a long service award scheme for employees who complete 22 years’ continuous service as a police staff member with Bedfordshire Police, other Police Authorities or Bedfordshire County Council.

The scheme extends to include employees who leave the Authority to raise a family, or for another exceptional reason, and who subsequently return. The two periods of continuous employment may be aggregated, provided no paid employment has intervened.

The amount of the award is regularly reviewed and is calculated on a pro-rata basis for part-time employees.

SPORTS AND SOCIAL CLUB

All members of the police staff are eligible for membership of the above club.

Each member is entitled to use the social, recreational and sporting facilities available at police stations in the county and may, in addition, invite guests in accordance with club rules. Most of these facilities and much of the equipment has been provided by the Sports and Social Club, and therefore their use has to be restricted to members and their guests.

The club subscription is minimal and this amount will be advised to you when you commence employment. Should you decide to join the club, this will be deducted direct from your salary.

If you are a married person or in a civil partnership, then your spouse or partner is also eligible for membership although he/she is not allowed to introduce guests.

FORCE LOTTERY

Bedfordshire Police Federation administers the force lottery, which is drawn four times a year. There are six prizes in each draw, with the first three being in excess of £1,000.00.

The cost is 50p per number each month, with a maximum of ten per person, and participation is open to all Bedfordshire Police Staff.

The proceeds of the lottery are dedicated 50% to local charities and 50% to prizes.