

# **MOPAC POLICE PENSION FORFEITURE POLICY**

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Note to reader	MOPAC welcomes comments and suggestions from the public and staff about the contents and implementation of this policy and procedure. Please e-mail: <a href="mailto:professionalstandards@mopac.london.gov.uk">professionalstandards@mopac.london.gov.uk</a>
Glossary of Abbreviations and Acronyms used within this policy	<p>Police and Crime Commissioner: PCC</p> <p>The Deputy Mayor for Policing and Crime: DMPC</p> <p>The Mayor's Office for Policing and Crime: MOPAC</p> <p>The MPS's Directorate of Professional Standards: DPS</p> <p>The Metropolitan Police Service: MPS</p> <p>The DMPC or the Chief Executive of MOPAC where functions have been delegated: The decision-maker</p> <p>Home Office Police Pension Forfeiture Guidance (2021): The Guidance</p> <p>An officer or police staff member convicted of an offence deemed to be in connection with their service: pension scheme member</p>
Annex items	Pension Forfeiture Quick Guide

## 1. Introduction and Scope

- 1.1. This document sets out the policy and procedure to be followed for the forfeiture of pensions for all Metropolitan Police Service (MPS) Officers and Staff including former Police Officers and Police Staff. The processes for Police Staff are set out in paragraph 12.
- 1.2. The legislative basis for police pension forfeiture is found in regulation [K5 of the Police Pensions Regulations 1987](#), [regulation 55 of the Police Pension Regulations 2006](#) and [Chapter 5 of Part 13 of the Police Pension Regulations 2015](#). [Each of these regulations contain provisions which allow a Pension Supervising Authority \(PSA\) to determine forfeiture in cases as specified in paragraph 2.1 below.](#)
- 1.3. Guidance in respect of forfeiture of police pensions is contained in the [Home Office Pension Forfeiture Guidance \(February 2021\)](#).
- 1.4. In the case of the MPS, the PSA is [the Mayor's Office for Policing and Crime \(MOPAC\)](#). [The Police Reform and Social Responsibility Act 2011](#) established a Police and Crime Commissioner (PCC) for each police force area across England and Wales. In London, this is the [elected Mayor of London](#). The Mayor appoints a [Deputy Mayor for Policing and Crime \(DMPC\)](#) to oversee this work.
- 1.5. MOPAC's Scheme of Delegation sets out that the DMPC makes decisions on whether to forfeit police pensions under the Police Pensions Act 1976, including the level and extent of each forfeiture. For the purposes of this policy, the DMPC shall be referred to as the 'decision-maker' in pension forfeiture related decisions.

## 2. Police Officer Pension Forfeiture

- 2.1. MOPAC may determine forfeiture, and the extent of forfeiture where a pension scheme member (whether they are eligible for an immediate or deferred pension) has been convicted of either:
  - An offence of treason, or of offences under the Official Secrets Acts 1911 and 1939 and has been sentenced to a term (or terms) of imprisonment of at least ten years; or
  - An offence committed in connection with his or her service as a member of a police force, which is certified by the Home Secretary either to have been gravely injurious to the interests of the State, or to be liable to lead to a serious loss of confidence in the public service.
- 2.2. This policy sets out the procedures to be followed by MOPAC upon the conviction of a police officer.
- 2.3. Forfeiture is an additional penalty to the penalty of a court and the baseline position in principle is that pension rights, once earned, will only be forfeited in serious circumstances. A person's rights to a police pension are part of the remuneration package to which their service has entitled them, and a conviction will not automatically result in a certificate being issued. Forfeiture will not be appropriate in every case where a pension scheme member has committed a criminal offence, but should be considered where there is, or might be, public concern about the pension

scheme member's abuse of their position of trust as a member of the MPS. In order to be eligible for a forfeiture certificate, the offence(s) must have been committed in connection with their service as a member of a police force.

#### 2.4 The Pension Forfeiture process has 3 stages:

- a) The first stage is for MOPAC to identify a case where a convicted officer has committed an offence in connection with his or her service as a member of the MPS and to make a decision to apply to the Home Secretary for a Certificate of Forfeiture.
- b) If an application is made, the second stage is for the Home Secretary to determine whether the officer's offence was either gravely injurious to the interests of the State or liable to lead to serious loss of confidence in the public service and, if so, to issue a certificate to this effect.
- c) The third stage follows the issue of the certificate and is the decision by MOPAC as to whether or not the pension should be forfeited and to determine the extent of the forfeiture.

### 3. Appeals against Conviction/Sentence

- 3.1. If there is an appeal against conviction/sentence (either by the pension scheme member or by the Attorney General) and the pension scheme member requests that pension forfeiture procedures be stayed pending conclusion of the appeal, then this should ordinarily be granted.
- 3.2. If the pension scheme member does not request a stay of pension forfeiture pending any appeal, then MOPAC should consider staying pension forfeiture procedures until the appeal has been heard. This decision shall be made by the Head of MPS Oversight – Workforce and Professionalism. The pension scheme member should be informed of this in writing. This is because an appeal could potentially impact upon the pursual of any pension forfeiture.
- 3.3. This provision does not apply where leave to appeal is initially refused, and the pension scheme member seeks leave to appeal to a higher court. In those circumstances, MOPAC will proceed until any leave to appeal is granted.
- 3.4. Clear reasons should be provided to the officer in circumstances where an application to stay the pension forfeiture process is declined.

### 4. Stage 1 – Identification of a case and decision whether to apply for a forfeiture certificate

- 4.1. Within 15 working days following the outcome of the Accelerated Misconduct Hearing at which the pension scheme member's case regarding their conviction is heard, the Department for Professional Standards (DPS) at the MPS shall notify MOPAC that there may be a case for pension forfeiture. The DPS will provide a summary of the circumstances around the pension scheme member's conviction including an indication of whether there is a link between the conviction and the pension scheme member's service with the MPS as taken from any comments made by the judge. This is in order for MOPAC to assess whether a full submission is required.
- 4.2. Upon receipt of the summary from the DPS, as soon as practicably possible, MOPAC shall identify whether the information received amounts to a potential forfeiture case and will request from the DPS a full submission comprising of the following:

- Related media extracts;
- Certificate of Conviction;
- Judge's sentencing remarks;
- If the matter was dealt with at a Magistrates Court, the DPS should endeavour to send a briefing note of the sentencing;
- a pension forfeiture report;
- the published version of the written notice of outcome of misconduct hearing (if available).

4.3. The pension forfeiture report should contain as much relevant information as possible, to enable MOPAC to consider whether to apply to the Home Secretary for a certificate, to allow the Home Secretary to consider whether to grant a certificate, and for MOPAC to subsequently determine whether a pension should be forfeited, and if so, to what extent.

4.4. At a minimum, this report should contain:

- The name, date of birth, warrant number and rank of the officer convicted;
- Last known address of the pension scheme member;
- A summary of the nature of the offence(s) for which they were convicted;
- Date of conviction;
- Details of any sentence imposed;
- Date of misconduct hearing and outcome – if known;
- Date the pension scheme member joined and left (whether this has resulted from dismissal, resignation, or retirement) the MPS;
- A view on whether the criminal offence has been committed in connection with a pension scheme member's service as a member of the MPS;
- A view on whether the criminal offence was gravely injurious to the interests of the State or liable to lead to serious loss of confidence in the public service (although that is ultimately a decision for the Home Secretary).

4.5. Further, MOPAC shall also seek from the MPS Pensions Department:

- A pension statement outlining all schemes the pension scheme member is a member of, pensionable years of service<sup>1</sup>, and the amount of the officer's gross annual pension.

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<sup>1</sup> The Police Pension Scheme Rules stipulate that if an officer leaves the police force with less than two years' Qualifying Service and without entitlement to any other benefit, they may be entitled to have their pension

- Notification, as soon as possible, if a pension becomes payable immediately and, in any event, notification of the date the pension becomes payable.
- Notification of and to be consulted on any requests or account changes that may be relevant or impact upon forfeiture e.g., transfer of service, refund of contributions.

4.6. All information provided to MOPAC by the DPS and the MPS Pensions Department shall be provided in electronic form. Original documents are not to be sent to MOPAC unless specifically requested.

4.7. MOPAC aims to notify the pension scheme member that consideration is being given to forfeiture and offer them the opportunity to make written representations as soon as practicably possible upon receipt of the supporting information from the DPS and the MPS Pensions Department at 4.2 – 4.4 above. The pension scheme member will be given 20 working days to submit written representations from the date of the letter. These are referred to as ‘stage one representations’. MOPAC shall invite the pension scheme member to make written submissions in respect of the following:

- Whether or not MOPAC should make an application for a certificate of forfeiture to the Home Secretary;
- Whether the offence for which they were convicted was committed in connection with their service as a member of the police force; and
- Whether the criminal offence was gravely injurious to the interests of the State and/or was liable to lead to a serious loss of confidence in the public service.

4.8. It is reasonable for MOPAC to write to the pension scheme member’s last known address (as provided by the DPS). In the event of a failure to respond where the pension scheme member has made no contact, MOPAC should make reasonable attempts to obtain an alternative address. Correspondence will be sent by recorded or special delivery only. Correspondence may be sent via email only if requested by the pension scheme member. If a pension scheme member is unable to submit representations within the 20-working day timeframe, they should normally be granted one extension of time in which to submit their written representations if so requested, provided that the request is reasonable in the circumstances of the case.

4.9. Where the pension scheme member is currently serving a prison sentence, there may be a need to grant more than one extension, and each case will be considered on its merits.

4.10 The pension scheme member will be provided with copies of the information received by MOPAC from the DPS (set out at 4.2 to 4.4 above) unless there is an overriding interest in specific papers being withheld, for example where a document is protected from disclosure for reasons of public interest immunity.

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contributions returned, less deduction of tax. Alternatively, a pension scheme member may be able to have their scheme benefits to be transferred to another pension scheme. If a pension scheme member’s total Qualifying Service amounts to three months or more but is less than two years, they are entitled to a transfer out of the police pension scheme benefits to another pension scheme, or a refund of contributions. If a pension scheme member’s total Qualifying Service amounts to less than two years and a refund of contributions is sought, this would preclude MOPAC from proceeding with any pension forfeiture application.

4.11 Therefore, any document included in the report which the DPS do not want to be disclosed to the pension scheme member should be clearly identified and drawn to MOPAC's attention and reasons provided as to why they should not be disclosed. The DPS must consider the impact of the General Data Protection Regulation and the Data Protection Act 2018 in providing reasons for non-disclosure. MOPAC will make an assessment as to whether the document should be disclosed taking into consideration the information contained in the document and the individual circumstances of the case. MOPAC will inform the DPS immediately if they intend to disclose information which DPS requested to be kept confidential.

4.12 Alongside the documents provided to MOPAC by the DPS, a copy of the Home Office Guidance and MOPAC's Police Pension Forfeiture Policy i.e., this document, will also be provided to the pension scheme member at the point Stage 1 representations are requested.

4.13 Within the first letter relating to potential pension forfeiture to the pension scheme member, MOPAC will include the following information:

- That they are advised to seek independent legal advice in respect of pension forfeiture, given the seriousness of the matter and the potential impact upon a pension scheme member and their family.
- That they may apply to MOPAC for an extension of time for the submission of representations. Any such request will be considered by MOPAC.
- That in the event of a certificate of forfeiture being issued by the Home Secretary and MOPAC decides to forfeit the pension scheme member's pension in whole or in part, consideration will be given whether to publish the pension scheme member's name, a summary of the crime(s) they were convicted of, and the amount of forfeiture applied.
- That the documents listed at 4.2 - 4.4 above will be relied upon in the course of the pension forfeiture process. If the pension scheme member considers they are inaccurate or do not represent the true position, they are advised to inform MOPAC as soon as possible and in any event by the deadline for submitting stage one representations.
- That once the 20 working days deadline has passed, whether or not the officer has submitted representations, and after reasonable attempts to contact the pension scheme member, a stage one recommendation report will be drafted for the DMPC to approve that an application for a certificate of forfeiture should be made to the Home Secretary.

4.14 As noted above, once the 20 working days deadline has passed, whether or not the pension scheme member has submitted representations, MOPAC will draft a stage one pension forfeiture report recommending an application should be made to the Home Secretary for a certificate of forfeiture.

## **5 Decision on whether the offences were committed in connection with his or her service, and that an application for a certificate of forfeiture should be made to the Home Secretary**

5.1 Once the report has gone through internal scrutiny and sign off, the stage one report will be submitted to the DMPC, as the decision-maker, for approval.

- 5.2 The decision-maker will determine whether the pension scheme member has been convicted of a criminal offence committed in connection with their service as a member of a police force and whether an application for a certificate of forfeiture should be made to the Home Secretary.
- 5.3 At this stage, the decision-maker will *not* determine whether the pension should be forfeited. The decision-maker is not required to give any indication as to any amount or proportion or duration of any forfeiture that they might be considering in order to apply for a certificate from the Home Secretary.
- 5.4 In making the decision, the decision-maker will have before them the stage one recommendation report from MOPAC, supporting documents received from the DPS, any representations made by the pension scheme member, the Home Office Guidance, MOPAC's Police Pension Forfeiture Policy, the deferred pension statement from the MPS Pensions Department, and any other relevant information.
- 5.5 This decision will be made as soon as practicable.
- 5.6 MOPAC will notify the pension scheme member of the outcome of the stage one decision and will provide them with a copy of the endorsed report (redacted if necessary) which went to the decision maker as soon as practicably possible.

## 6 Stage 2: Application to the Home Secretary following the DMPC's decision

- 6.1 If the decision-maker determines that an application for a certificate of forfeiture should be made to the Home Secretary, MOPAC will make an application to the Home Secretary. The Guidance recommends including the following information as set out in paragraph 3.4 and 4.3-4.14 (there is some overlap between these different sections):

### *Paragraph 3.4 of the Guidance*

- Details and background of the offence(s) and any sentence imposed;
- The Judge's sentencing remarks (if any);
- Reasons why the PSA believes that the offence was committed in connection with the pension scheme member's service as a police officer and why in their view it was either gravely injurious to the interests of the State, or liable to lead to serious loss of confidence in the public service;
- Evidence to support the PSA's view that the offence was committed in connection with the pension scheme member's service as a member of the police force and their view that the offence was either gravely injurious to the interests of the State or was liable to lead to a serious loss of confidence in the public service. Some of the factors that the Home Secretary will take into account in coming to a view include:
  - o The seriousness with which the Court viewed the offence(s) (as demonstrated by the punishment imposed and the sentencing remarks);
  - o The circumstances surrounding the offence and investigation;
  - o The seniority of the officer (pension scheme member) or former office (the more senior, the greater the loss of credibility and confidence);
  - o The extent of publicity and media coverage; and
  - o Whether the offence involved:



- An organised conspiracy amongst a number of officers;
- Active support for criminals;
- The perversion of the course of public justice;
- The betrayal of an important position of trust for personal gain; and/or
- The corruption or attempted corruption of junior officers.

*Paragraphs 4.3-4.14 of the Guidance*

In addition, the application should include:

- A statement that, in MOPAC's view, the offence in question was committed in connection with the pension scheme member's service as a member of the police force and is liable to lead to a serious loss of confidence in the public service and/or is gravely injurious to the interests of the State and the reason or reasons for this view;
- Details of which pension scheme(s) the relevant pension scheme member has accrued benefits in. This can be the 1987, 2006 or 2015 Scheme, or multiples thereof. This is essential, as it impacts which regulations the certificate(s) is issued under;
- Full details of the offence(s) and the connection with police service;
- The date, or dates, of conviction and the details of the conviction;
- When the pension scheme member is convicted of more than one offence, MOPAC should highlight which specific offences were committed in connection with the pension scheme member's service and ensure that correct dates are provided. These are essential for processing an application, and the dates will appear on any forfeiture certificate, if issued. Often, when multiple convictions are present, not all will be relevant to a forfeiture application as it may be the case that not every offence of which a pension scheme member is convicted falls within scope of the forfeiture provisions. Where issued, a certificate will specify the offences and dates of conviction for which it is issued, so it is important that these are correct.
- Details of the circumstances surrounding the offence and investigation. Whether the offence involved:
  - Organised conspiracy amongst several officers (pension scheme members)
  - Active support for criminals
  - Perversion of the administration of justice
  - Betrayal of an important position of trust for personal gain, and/or
  - Corruption or attempted corruption of junior officers.
- Any relevant information on the overall behaviour of the pension scheme member during trial and investigation, including plea, co-operation etc.
- Details of the sentence imposed by the court (length of sentence etc,) and the Judge's sentencing remarks (if known).
- Details of publicity and media coverage.

- The details of any misconduct proceedings for the pension scheme member, the outcome (and the outcome of an appeal if there was one) and if the pension scheme member has been included on the Barred and Advisory List.
  - Brief details of the pension scheme member's service such as their length of service and seniority.
  - The financial implications of any potential forfeiture, including pension details, on widowers or any dependents such as children or family members.
- 6.2 MOPAC will ensure all documentation is complete and will submit the application to the Home Secretary for a decision as soon as practicably possible upon receipt of the DMPC's decision.
- 6.3 Applications in respect of MPS police officer pensions will be submitted electronically by MOPAC to:
- [Pension.Forfeiture@homeoffice.gov.uk](mailto:Pension.Forfeiture@homeoffice.gov.uk)
  - Hard copies of applications will be sent, if necessary, via recorded delivery to the address below:
  - Pension Forfeiture  
Police Integrity Unit  
Crime Policing and Fire Group  
6th Floor Fry Building,  
2 Marsham Street  
London  
SW1P 4DF
- 6.4 MOPAC will aim to notify the DPS and the pension scheme member and/or their representative that an application has been made to the Home Secretary as soon as is practicable of the application being submitted. The pension scheme member shall be informed that they will have an opportunity to make representations on the question of whether their pension should be forfeited or not if the Home Secretary issues a certificate of forfeiture.
- 6.5 Once the application has been received, it is for the Home Secretary to consider whether the pension scheme member's offence was either gravely injurious to the interests of the State or liable to lead to serious loss of confidence in the public service.
- 6.6 MOPAC will be notified of the Home Secretary's decision and the reasons for the decision. A copy of the certificate, if issued, will also be sent. There is no current set timeframe for the processing of an application of a certificate of forfeiture by the Home Office. The issuance of a certificate does not oblige MOPAC to proceed with forfeiture. Forfeiture is entirely a matter for MOPAC, as the PSA.
- 6.7 The issue of certificates is solely at the discretion of the Home Secretary and if a certificate is refused, forfeiture cannot proceed. The Home Secretary's decision can be challenged by Judicial Review.

## 7 Stage 3 – Consideration of forfeiture

- 7.1 In cases where the Home Secretary has granted a certificate, then following receipt, it is for MOPAC to consider whether to proceed with forfeiture and, if so, to what extent the pension should be forfeited and for what duration. These decisions should be made on a case-by-case basis and will depend on the specifics of each case, but case law sets a maximum forfeiture deduction of 65% of the pension value.
- 7.2 Upon receiving the certificate from the Home Office, MOPAC will send a copy of the certificate and enclosed covering letter to the pension scheme member and/or their representative, as soon as practicably possible.
- 7.3 Enclosed with this, a letter will be sent to the pension scheme member and/or their representative, inviting representations on whether forfeiture should be applied to their pension, and if so, the extent of any forfeiture. All documents MOPAC intends to rely on when determining whether to forfeit a pension and if so, to what extent will also be enclosed.
- 7.4 The pension scheme member will be invited to refer to the factors listed at paragraphs 3.4 and 3.15 of the Guidance. Representations shall also be sought on whether MOPAC should publish the pension scheme member's name, a summary of the crime(s) they were convicted of, and the amount of forfeiture applied, if any. Correspondence will be sent by recorded or special delivery only, unless the pension scheme member requests otherwise, such as for it to be sent electronically.
- 7.5 The pension scheme member will be given 20 working days to submit written representations from the date of the stage three letter from MOPAC inviting representations. A pension scheme member should normally be granted one extension of time in which to submit their written representations if so requested, provided that the request is reasonable in the circumstances of the case.
- 7.6 Where the pension scheme member is currently serving a prison sentence, there may be a need to grant more than one extension, and each case will be considered on its merits.
- 7.7 Where a matter concerning a pension scheme member is particularly complex or should the pension scheme member request to make oral representations, MOPAC will endeavour to accommodate the needs of the pension scheme member as appropriate.
- 7.8 In the event of a failure to respond where the pension scheme member has made no contact, MOPAC should make reasonable attempts to obtain an alternative address.
- 7.9 Where a pension scheme member fails to submit written representations, MOPAC will write to them again, giving them a further opportunity to do so within 20 working days. They should also be informed that a failure to respond will result in the matter being considered without any further notice to them.
- 7.10 Once the second 20 working day deadline has passed, whether or not the pension scheme member has submitted representations, an Advisory Panel constituting members of MOPAC's Professional Standards team shall meet in private to discuss and finalise a view on whether a pension scheme member's pension should be forfeited and the extent of this forfeiture.

7.11 In making the decision as to the level of forfeiture, paragraph 3.15 of the Guidance sets out the factors which may influence the extent of forfeiture that MOPAC decides could apply which include:

- those listed at paragraph 3.4 of the Guidance;
- mitigating circumstances;
- disability in the family;
- illness at the time of the offence;
- assistance or information given to the police during the investigation or following conviction.

MOPAC will also have regard to any representations made by the pension scheme member.

7.12 MOPAC must consider the whole range of forfeiture options as outlined in the Guidance. The courts have ruled that a police officer's pension may be forfeited by no more than 65%, the remainder reflecting an officer's own contributions which cannot be forfeited.

7.13 The relevant legislation provides that forfeiture may be applied permanently or temporarily. While temporary forfeiture could be considered in certain limited cases, its application is rare and permanent forfeiture is the usual practice.

## **8 Decision on whether to forfeit the Officer's pension**

- 8.1 A stage three pension forfeiture report presenting the Advisory Panel's recommendation will be drafted by MOPAC.
- 8.2 The decision-maker will be invited to endorse MOPAC's recommendation to forfeit the pension scheme member's pension in whole or in part, permanently or temporarily.
- 8.3 In addition, the decision-maker will be invited to endorse any recommendation made by MOPAC to publish the pension scheme member's name, a summary of the offence(s) for which they were convicted, and the amount of forfeiture applied. Any recommendation to publish a summary of the pension forfeiture outcome on MOPAC's website will be considered on a case-by-case basis with regard given to any representations made by the officer, although any information that is exempt from publication will be withheld. See para 9.6 regarding timeframes for publication.
- 8.4 In making the decision, the decision-maker will have before them the stage three recommendation report from MOPAC, the Decision Form and supporting documents for stage one, the certificate of forfeiture and covering letter from the Home Office, the deferred pension statement from the MPS Pensions Department and any stage three representations submitted by the pension scheme member.
- 8.5 The decision-maker will make the final decision as soon as practicable upon receipt of the stage three report and supporting documents.
- 8.6 MOPAC will notify the Home Office, the pension scheme member, the DPS, and the MPS Pensions Department as soon as practicable whether the pension has been forfeited and, if so, the extent of forfeiture, providing full reasons for the decision.

## **9 Appeals**

- 9.1 Pension scheme members have a right of appeal to the Crown Court, against a decision made by MOPAC to forfeit their pension as outlined in the Police Pension Schemes.
- 9.2 A pension scheme member may appeal against MOPAC's decision that the case fell within scope of the relevant regulations and/or against the extent of the forfeiture.
- 9.3 The right of appeal lies after the forfeiture has occurred, even if the cause for aggrievement is whether the offence was committed in connection with his or her service.
- 9.4 Under the rules of the Crown Court, a notice of appeal should be submitted to the Court and any other party to the appeal within 21 days of the day the pension scheme member was notified of the decision. The Court has discretion however, to accept an appeal out of time.
- 9.5 As a matter of good practice, the DPS, the MPS Pensions Department and the Home Office should be informed within 14 working days where a pension scheme member appeals any aspect of the forfeiture, and the subsequent outcome of any such appeal within 14 working days of the decision being made.
- 9.6 MOPAC will allow the 21-day appeal period after a forfeiture decision to lapse before publication of any details regarding the pension scheme member's forfeiture. Where a pension scheme member appeals any aspect of the forfeiture, MOPAC shall await the subsequent outcome of any such appeal and may re-consider its position before publication.

## **10 Other post-decision actions**

- 10.1 MOPAC shall keep a database and case file of information of pension forfeiture decisions in accordance with our data retention policy.
- 10.2 Where the pension scheme member's conviction has attracted media attention and is considered to be high-profile, MOPAC's Press office will be notified in case press lines need to be prepared.

## **11 Costs**

- 11.1 There are no costs provisions within the relevant legislation and therefore MOPAC has no statutory obligation to pay a pension scheme member's legal cost.

## **12 Pension Forfeiture for Police Staff**

- 12.1 Applications for pension forfeiture in respect of MPS Police Staff members will be made under The Principal Civil Service Pension Scheme (PCSPS) Rules or [The Public Service \(Civil Servants and Others\) Pensions Regulations \(CSOPS\)](#). Applications will be submitted by MOPAC to [pensionstechnical@cabinetoffice.gov.uk](mailto:pensionstechnical@cabinetoffice.gov.uk).
- 12.2 There is reference to staff pensions in the Home Office Guidance and MOPAC will progress any forfeiture applications for police staff in accordance with that guidance and guidance from relevant pension providers.