

## DISCRETIONS WITHIN THE FIREFIGHTERS PENSION SCHEME 2015

Under the Scheme rules the fire authority has discretion in relation to the following:

### **1. *Regulation 19 Active membership***

A person who is on unpaid authorised absence can count the period as active membership if the scheme manager permits them to be treated as an active member during that period.

#### **Employer's Policy**

**A period of unpaid authorised leave will be treated as active membership providing both the employee and employer contributions are paid. Refer to discretion for Regulation 111 regarding payment of employer pension contributions.**

### **2. *Regulation 17 Pensionable pay***

The scheme manager has discretion to determine if continual professional development payments are to be treated as pensionable pay.

#### **Employer's Policy**

**Continual professional development payments are to be treated as pensionable pay.**

### **3. *Regulation 111 Contributions during absence from work due to illness, injury, trade dispute or authorised absence***

Where an active member is absent from scheme employment because of illness or injury and not entitled to receive pensionable pay, or because of trade dispute or authorised unpaid absence, they may pay member contributions; if they do, the scheme employer may require that they should also pay employer contributions.

#### **Employer's Policy**

**The employer pension contributions will be paid by the Service where an employee has a period of unpaid authorised leave due to illness or injury that has arisen out of authorised duty.**

**The employee will be required to pay both the employee and employer pension contributions for a period of unpaid authorised absence in relation to a trade dispute.**

**Discretion is delegated to the CFO for decision on payment of employer pension contributions where an employee has a period of unpaid authorised leave not detailed above. The CFO will consider the relevant circumstances and any decision will be made in the best interests of the fire authority. The CFO will be advised by the Treasurer, Monitoring Officer and the HR Manager.**