

Report of the Director of Finance

7. Firefighters' Pension Scheme 2015 Discretions

Purpose of report

1. To inform the Committee of the discretionary powers of the Fire Authority under the Firefighters' Pension Scheme (England) Order 2014 in relation to the Firefighters Pension Scheme 2015 (2015 Scheme). It recommends decisions on the required discretions and statement of policy.
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Recommendations

It is recommended that:

- (i) approval be granted for the discretions detailed in the Statement of Policy (attached at Appendix 1) for:*
 - a. active membership*
 - b. pensionable pay*
 - c. contributions during absence from work due to illness, injury, trade dispute or authorised absence*
- (ii) the Chief Fire Officer be delegated the discretions detailed in Appendix 2*

Introduction and Background

2. The Firefighters' Pension Scheme 2014 (the order) sets out a number of discretionary powers, which the Fire Authority may wish to exercise, having regard to the circumstances of an individual case in respect of the pension rights of its firefighters and firefighters' dependents.
3. The Policy & Resources Committee has responsibility for exercising the discretionary elements of the the Firefighters Pension Schemes for staff employed by HWFRS. In June 2014 the Policy & Resources Committee agreed delegations and policies in relation to the Firefighters' Pension Scheme Orders 1992 and 2006. It is proposed that similar delegations and policies are now established in relation to the 2014 Order.

Discretions

4. The policy statement in relation to the discretions proposed for the 2015 Scheme are detailed in Appendix 1 for:

- a. active membership
 - b. pensionable pay
 - c. contributions during absence from work due to illness, injury, trade dispute or authorised absence
- 5. Appendix 2 lists the additional discretionary powers that can be exercised. In the interests of efficient administration and to ensure the minimum of delay it is suggested that these discretions are delegated to the Chief Fire Officer (CFO). The CFO will be advised by the Treasurer, Monitoring Officer and the HR Manager.

Conclusion/Summary

- 6. This paper provides a proposed statement of policy for the discretions and recommends delegation of decision making for other discretions in relation to the 2015 Scheme.

Corporate Considerations

Resource Implications (identify any financial, legal, property or human resources issues).	Delegations of authority, such as those set out in this report and appendices, are necessary to enable officers to administer the schemes effectively into the future
Strategic Policy Links (identify how proposals link in with current priorities and policy framework and if they do not, identify any potential implications).	None.
Risk Management/Health & Safety (identify any risks, the proposed control measures and risk evaluation scores.	None
Consultation (identify any public or other consultation that has been carried out on this matter).	Local Pensions Board and Representative Bodies
Equalities (has an Equalities Impact Assessment been completed? If not, why not?	No, the discretions provide for delegated authority to CFO to make a determination on a case by case basis.

Supporting Information

Appendix 1 – Discretions within the 2015 Scheme

Appendix 2 – Discretionary powers delegated by the Fire Authority to the CFO

Contact Officer

Jackie Conway, HR Strategy Manager

(01905 368339)

Email: jconway@hwfire.org.uk