 

 Information

The Firefighters’ Pension Scheme 2015 (FPS2015)

A defined-benefit career-average revalued earnings (CARE) occupational pension scheme registered under the Finance Act 2004

Why have I been enrolled in FPS2015?

Your employer has to enrol you in FPS2015 when you take up a new contract as a firefighter, or after three years if you previously opted out.\*

How much do I pay?

Contributions vary from 10% to 14.5% of your pay depending on your rate of pay.

|  |  |  |
| --- | --- | --- |
| **Annualised rate of pensionable earnings** | **Member contribution rates 2018/19** | **Employer contribution rates 2018/2019** |
| **Up to £27,818** | 11.0% | 14.3% |
| **£27,819 to £51,515** | 12.9% | 14.3% |
| **£51,516 to £142,500** | 13.5% | 14.3% |
| **£142,501 or more** | 14.5% | 14.3% |

What does FPS2015 offer?

* A secure pension with benefits set out in law
* A pension of 1/59.7th of your pay every year, added to your pension account and protected against inflation
* The option to convert part of your pension into a tax-free lump sum when you retire
* Immediate payment of pension benefits if you
	+ retire at your normal pension age (60)
	+ retire early from age 55 (but with an early payment reduction)
	+ have to retire because of permanent ill health or injury at any age
	+ take partial retirement, at or after the age of 55 without leaving employment
* A lump sum of three years’ final pay if you die in service
* Family and dependant benefits
* A substantial employer contribution towards the cost of your benefits
* The opportunity to transfer previous benefits into the scheme in the first 12 months of membership
* The choice of deferring payment of your pension benefits until State Pension Age if you leave the scheme early, or transferring them to another pension arrangement (unless you were a member for less than three months when you would get a refund of contributions instead).

Can I opt out?

Yes. You can opt out any time, even if you’ve opted out before.

If you’ve been a member for less than three months when you opt out, your fire authority will refund your contributions.

But think carefully before you do it and consider taking independent advice. FPS2015 is a very good pension scheme – read all the benefits above.

|  |
| --- |
| Help and disputesIf you, or a dependant, are not satisfied with a decision made by your fire and rescue authority, please contact us first (contact details at the bottom of the page) to see if we can resolve the matter. If you are still not satisfied you have the right to appeal.Internal Dispute Resolution Procedure (IDRP)If you are not satisfied with any decision affecting you made in relation to the scheme, you have the right to ask for it to be looked at again under the formal complaint procedure. You also have the right to use the procedure if a decision should have been made by your employer or administering authority, but it hasn’t been. The complaint procedure’s official name is the **Internal Dispute Resolution Procedure** (IDRP).If you need to make a formal complaint, you should make it:* in writing, using the application form, and
* normally within six months of the day when you were told of the decision you want to complain about.

Your complaint will be considered carefully by a person nominated by the body that took the decision against which you wish to complain. This guide calls and legislation refers to them as the ‘Nominated Person’. That person is required to give you their decision in writing. |
|  |
| Other organisations who can help**The Pensions Ombudsman –** If you have a complaint or dispute concerning your workplace or personal pension arrangements you should contact The Pensions Ombudsman on 0800 917 4487 or via [www.pensions-ombudsman.org.uk](http://www.pensions-ombudsman.org.uk/)**The Pensions Advisory Service –** If you have general requests for information or guidance concerning your pension arrangements contactThe Pensions Advisory Service on 0300 123 1047 or via [www.pensionsadvisoryservice.org.uk](http://www.pensionsadvisoryservice.org.uk/)**The Pensions Regulator –** The Pensions Regulator (TPR) may intervene in the running of schemes where trustees, managers, employers or professional advisers have failed in their duties. Contact TPR on 0345 600 5666 or via [www.thepensionsregulator.gov.uk](http://www.thepensionsregulator.gov.uk/) |

More information

* See www.insertyourwebsitehere for more information about the pension scheme.
* Phone us on insertyourphonenumberhere
* Email us at insertyouremail@addresshere

*\*If you were a firefighter serving before 1 April 2015 and a member of FPS 1992 or FPS2006, you may be able to continue paying into your existing scheme. Please contact your fire authority.*