

## **Employee Information Leaflet**

# **The Retained Firefighters' Pension Settlement**

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**Introduction of the new modified pension  
arrangements**

**APRIL 2014**

This information leaflet sets out the pension benefits on offer to any individual who was employed as a retained firefighter in England during the period 1 July 2000 to 5 April 2006 inclusive. It also provides additional guidance on the options available to individuals who wish to join the new modified pension arrangements. Please note that this leaflet is an informal guide and should not be considered a substitute for the regulations.

## **Contents**

**Section 1** - Introduction

**Section 2** - What benefits does the modified scheme provide?

**Section 3** – Who will be eligible to join the modified scheme?

**Section 4** - What more do I need to think about as someone who joins as a special firefighter member?

**Section 5** - What more do I need to think about as someone who joins as a special deferred member?

**Section 6** – What more do I need to think about as someone who joins as a special pensioner member?

**Section 7** - What more do I need to think about as someone who left employment due to poor health between 1 July 2000 and 5 April 2006 inclusive?

**Section 8** – What benefits are available to the surviving spouse, or child, of someone who could have joined but died in service prior to 6 April 2006?

**Section 9** – Explanations of expressions

# Retained Firefighters' Pension Settlement - Employee Information leaflet

## Section 1 - Introduction

1. If you were employed as a retained firefighter by an English Fire and Rescue Authority during the period 1 July 2000 and 5 April 2006 inclusive, you were not given the opportunity to join the membership of the Firefighters' Pension Scheme 1992 (the "*1992 Scheme*") in respect of that employment. The Government has now introduced the terms of the Retained Firefighters' Pension Settlement that will offer pension entitlement for all employees who were employed as retained firefighters between 1 July 2000 and 5 April 2006 inclusive.
2. The pension benefits are incorporated within the Firefighters' Pension Scheme 2006 (the "*2006 Scheme*"). It does not constitute a scheme on its own but rather a new modified section of the 2006 Scheme with different benefits. However, for the purposes of this information leaflet we will refer to it as the "*modified scheme*".

## **Section 2 - What benefits does the modified scheme provide?**

### ***Scheme Benefits***

3. The benefits on offer in the modified scheme will be comparable, albeit different, to those provided under the terms of the 1992 Scheme. The main terms of the modified scheme are as follows:
- a uniform accrual rate of 1/45<sup>th</sup>
  - a normal pension age of 55
  - a deferred pension age of 60
  - fixed commutation factors which reflect those in the 1992 Scheme as at 1 April 2014
  - contribution rates to be set in accordance with the 1992 Scheme i.e. 11% for service accrued prior to 1 April 2012 and tiered contributions for service accrued on or after 1 April 2012
  - an in-service death grant of 2 times pensionable pay
  - a time limited retrospective death grant of 2.5 x pensionable pay for those retained firefighters who would have been eligible to be members but died before 6 April 2006
  - the option to purchase additional 1/45<sup>ths</sup> of pensionable service
  - the option to convert 2006 Scheme service to service in the modified scheme
  - the option of transferring-in external pension benefits
  - ill-health retirement benefits in accordance with the 2006 Scheme
  - the payment of a retrospective ill-health pension for those retained firefighters who left service due to ill-health during the period 1 July 2000 and 5 April 2006 inclusive – this will be subject to certification from an Independent Qualified Medical Practitioner
  - the abatement of pensions on re-employment following retirement

Important Note: The modified scheme will be subject to the reforms that apply to all public service schemes. Members of the modified scheme who are not protected will transfer to the 2015 Firefighters' Pension Scheme on 1 April 2015, or later if they are taper-protected. Further information on the 2015 Scheme can be found at:

<https://www.gov.uk/government/publications/firefighters-pension-scheme-proposed-final-agreement>

### *Commutation*

4. As a member of the modified scheme you will have an option to commute part of your annual special pension for a lump sum on retirement. The amount of lump sum that you will receive will be determined by applying commutation factors provided by the Scheme Actuary.

Important note: The amount that a member can commute will be limited to the HM Revenue and Custom's Pension Commencement Lump Sum Limit.

### *Ill-health pensions*

5. If you join the modified scheme as a special firefighter member and subsequently become permanently disabled for undertaking your role as a firefighter, you will be eligible to retire on the ill-health terms of the 2006 scheme.

### *Injury Awards*

6. The protected right for those firefighters with unbroken retained employment from before 6 April 2006, who suffer a Qualifying Injury, to be treated as whole time regular firefighters **will be removed** on 1 April 2014.
7. This is because as retained firefighters have the right to be treated as part-time firefighters for the purpose of the pension scheme, they will also be treated on the same terms as part-time regular firefighters where any injury and/or ill-health awards are prorated according to the member's service.
8. The removal of this protected right will not affect those former retained firefighters currently in receipt of injury and ill-health

pensions or for those cases where the Qualifying Injury occurred prior to the date that the protected right is removed i.e. 1 April 2014.

### *Abatement*

9. Abatement is the process whereby a member's pension is withdrawn, in full or in part, if they become re-employed by a fire authority after retirement. The rules for abating any pension paid under the terms of the modified scheme will reflect the corresponding provision of the 2006 scheme. Any application of the abatement rules would only apply for those who are re-employed on or after 1 April 2014.

### *Opting out of modified scheme*

10. If you join the modified scheme and subsequently opt-out prior to becoming entitled to an immediate payment of pension you will become entitled to a special deferred pension, payable from age 60. You will not be permitted to rejoin the modified scheme at a later date.

### *Death Grant*

11. If you were to die whilst being a special firefighter member, the modified scheme will pay a death grant equal to two times your pensionable at the time of your death to your spouse, civil partner or nominated partner.

### *Purchasing additional service in the modified scheme*

12. If you join the modified scheme as a special firefighter member you may be entitled to purchase additional 1/45ths by means of regular contributions payment or by lump sum payment. Your eligibility will be subject to satisfying the scheme rules. The cost associated with purchasing each additional 1/45ths will be determined by tables and guidance provided by the Scheme Actuary.

Important note: The option to purchase additional service in the modified scheme will not extend to special deferred or special pensioner members.

## *Taxation*

13. If you join the modified scheme you may be entitled to receive certain tax relief on the historic contributions in respect of your past service accrued since 1 July 2000. You may also be entitled to a rebate in your National Insurance Contributions for any time during this period where you were contracted into the State Second Pension. The Department for Communities and Local Government is currently producing guidance that will set out how you may be able to claim back this entitlement using existing HM Revenue and Customs processes. When complete, the guidance will be issued to fire authorities for further circulation.

Important note: If you have a personal pension that spans the period of proposed retrospective entry to the modified scheme then your benefits under your personal pension will be reduced accordingly. Either your personal pension that you are currently receiving will be reduced or, if you are not yet in receipt of your personal pension, the pension fund to be paid to your personal pension provider by HM Revenue and Customs will be reduced.

It is recommended that you contact your personal pension provider or consult an Independent Financial Advisor to see what affect this will have on your personal pension before making a final decision.

### Section 3 – Who will be eligible to join the modified scheme?

14. You will be eligible to join the modified scheme if you were employed as a retained firefighter with a fire authority in England at any point during the period 1 July 2000 and 5 April 2006 inclusive.
15. If you were employed as a retained firefighter by any fire authority during the period 1 July 2000 to 5 April 2006 inclusive then you will be able to join the modified scheme as a 'special member'.
16. There are three distinct types of special members which will depend on your own personal circumstances at the point of joining.
17. You will join as a **special firefighter member** if you:
  - (i) took up employment as a retained firefighter before 6 April 2006;
  - (ii) have continued in that or subsequent employment as a retained firefighter<sup>1</sup>; and
  - (iii) elect to join the modified scheme and pay the contributions.
18. You will join as a **special deferred member** if you:
  - (i) were employed as a retained firefighter for all or part of the period between 1 July 2000 and 5 April 2006 inclusive, and before age 55 left<sup>2</sup> that employment on a date prior to joining the modified scheme;
  - (ii) join the modified scheme as a special firefighter member and subsequently leave your employment (or opt out of the modified scheme) before age 55; or
  - (iii) are already a member of the standard 2006 Scheme for your retained employment and subsequently join the modified scheme as a special firefighter, in respect of the same employment, and decide not to convert your standard service to

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<sup>1</sup> You will also be entitled to join as special firefighter member if you satisfy points (i) and (iii) above, but ceased to be a retained firefighter on or after 6 April 2006 and immediately after, without a break in service, became a regular firefighter and continued as such until the date of your election.

<sup>2</sup> This will not apply if you left due to ill-health and are assessed as being entitled to a retrospective ill-health pension by an IQMP.

modified service i.e. you decide to continue with your 2006 Scheme membership.

19. You will join as a ***special pensioner member*** if you:

- were employed as a retained firefighter for all or part of the period between 1 July 2000 and 5 April 2006 inclusive, and had left that employment on a date prior to making an election to join the modified scheme; **and** you meet one of the following conditions;
  - (a) you had attained age 55 when you left your employment; **or**
  - (b) you have attained age 60; **or**
  - (c) you were medically discharged or left due to ill-health prior to 6 April 2006 and are certified by an Independent Qualified Medical Practitioner that you were permanently disabled for undertaking the role of a firefighter at the date of your discharge and that your permanent disablement has continued to the date of the medical assessment.

Important note: Anyone who joins as a special pensioner member will be entitled to receive backdated payment of their pension from the date they would have first been entitled to receive it.

## **Section 4 – What more do I need to think about as someone who joins as a special firefighter member?**

### *Buying back your service in the modified scheme*

20. If you join the modified scheme as a special firefighter member you will have the option of paying the historic contributions by means of a lump sum payment or periodical contributions. If you elect to pay by lump sum you will have 6 months from the date of electing to join the modified scheme to pay the lump sum. If the lump sum has not been received by the fire authority before the expiration of this period, your election to join the modified scheme will be treated as not having been made.
21. Alternatively, you will have the option of purchasing your past service rights by means of making periodic contributions over a spreading period of 10 years (which will include interest), or up to the point where you attain age 55, whichever comes earlier. Upon attaining age 55, any outstanding balance should be paid within 3 months of becoming entitled to receive payment of your pension. You will have the option of paying this from your commuted lump sum, or from another source.

Important note: The total level of commuted lump sum, for tax purposes, will be the amount of lump sum, prior to the payment of your historic contributions, not the residual lump sum after contributions have been deducted.

22. If you decide to opt out of the modified scheme, cease paying the periodic contributions or decline to pay any outstanding balance of historic contributions on retirement then you will receive a prorated service credit for the service that you have purchased. You will also become entitled to a special deferred pension. There will be no option for you to resume the periodical payment of contributions at a later date.
23. If you were to die whilst making periodical contributions in respect of your past service, your special pensionable service in the modified scheme will be credited with the full amount of special service that you had elected to purchase. This will be used to determine any survivor benefits that may be payable in respect of your pension.

24. If you were to become entitled to an ill-health pension whilst making periodical contributions in respect of your past service, you will have the option to pay any outstanding balance by lump sum, including from a commuted lump sum. If you choose not to pay an outstanding balance then the past service credit will be prorated to reflect the past service contributions actually paid.

*Transferring external pension benefits into the modified scheme*

25. If you join the modified scheme as a special firefighter member, you may have the option to transfer pension benefits from other external pension schemes into your special membership. Further details on this can be obtained from the fire authority.

*Transferring accrued 1992 Scheme service into the modified scheme*

26. If you join as a special firefighter member and have existing service in the 1992 scheme (in the form of active membership or a deferred pension) you may be eligible to transfer this service into the modified scheme. Your election to transfer this service must be made to the relevant fire authority within one year of them notifying you of the details of the costs of purchasing your past service pension rights.

Important note: The modified scheme has a pensionable service cap of 30 years. This cap will still apply even if the total of your special pensionable service exceeds 30 years at the point of your retirement.

*Transferring deferred 1992 scheme service which is continuous from pre- 6 April 2006 retained service to the modified scheme*

27. If you are eligible to join the modified scheme as a special firefighter member and have an existing deferred pension in the 1992 scheme and you did not have a break in service before becoming employed as a retained firefighter, then you will have the option to transfer this 1992 Scheme service into your membership of the modified scheme.
28. Under this option you will receive a 1/45<sup>th</sup> of special pensionable service for each full year of service that you accrued in the 1992 scheme. If you choose this option you will be required to elect to start your special membership in the modified scheme from the date that you were first employed as a retained firefighter. If you are

interested in considering this option, you must make the request to transfer your 1992 Scheme at the same time as you make your election to join the modified scheme.

Important note: The modified scheme has a pensionable service cap of 30 years; this will still apply even if the total of your special pensionable service exceeded 30 years at the point of your retirement

#### *Converting service in the modified scheme to 2006 Scheme membership*

29. If you are a current member of the 2006 scheme you will be able to convert any special service accrued before 6 April 2006 to your 2006 Scheme membership. The conversion of any service would be calculated in accordance with the preferential transfer terms that were on offer to 1992 scheme members who transferred to the standard 2006 scheme in 2007.
30. To qualify for this option there has to be no break in service between your membership of the modified scheme and the 2006 Scheme. Therefore, if you did not chose to join the 2006 scheme from 6 April 2006, then you will also be required to pay the contributions in the 2006 Scheme for any service accrued on or after 6 April 2006 up to the date you joined the 2006 scheme. This additional service would then be credited to your standard service as 1/60th for each full year accrued. If you do not fully pay the historic contributions then any service credit to your 2006 Scheme membership will be prorated accordingly.
31. If you are interested in considering this option, you must request the associated service credit quote from the fire authority at the same time as declaring your interest in joining the modified scheme.

#### *Converting 2006 scheme membership to the modified scheme*

32. If you are a current member of the 2006 scheme in respect of service which is linked and continuous to your pre-6 April 2006 retained service you will have the option to convert your 2006 Scheme membership to the modified scheme. This will be conditional on you paying the difference in the employee contribution rates between the modified scheme and the 2006 Scheme, including interest. On full payment of the top up contributions, the service in the 2006 Scheme would be credited to

your special service in the modified scheme at a rate of 1/45<sup>th</sup> for every full year accrued.

33. If you were to default in the payment of these increased contributions, your election to convert will be revoked as there will not be continuity of service between your membership of both schemes.
34. If you are interested in considering this option, you must make the request to convert at the same time as you elect to join the modified scheme.

## **Section 5 - What more do I need to think about as someone who joins as a special deferred member?**

### *Buying back your service in the modified scheme*

35. If you join the modified scheme as a special deferred pensioner member you will have the option to pay the cost of your historic contributions by means of lump sum.
36. If you elect to pay by lump sum you will have 6 months from the date of electing to join the modified scheme to pay the lump sum, otherwise your election to join the modified scheme will be treated as not having been made.
37. Alternatively, you will have the option of purchasing your past service rights by means of making periodic contributions over a period of 10 years (which will include interest), or up to the point where you become entitled to receive payment of your deferred pension, whichever comes earlier. Upon becoming entitled to receive payment of your deferred pension, any outstanding balance could be paid at that time from your commuted lump sum, or from another source.
38. If the value of your commuted lump sum is not sufficient to pay the full balance of your past service costs, you will be required to pay any outstanding balance within 3 months of becoming entitled to receive payment of your pension.

Important note: The total level of commuted lump sum, for tax purposes, will be the amount of lump sum, prior to the payment of your historic contributions, not the residual lump sum after contributions have been

39. If you decide to cease paying the periodic contributions or decline to pay any outstanding balance of historic contributions on retirement then you will receive a prorated service credit for the service that you have purchased. There will be no option for you to restart the periodical payment of contributions at a later date.
40. If you were to die whilst making periodical contributions in respect of your past service, your special pensionable service in the modified scheme will be credited with the full amount of special service that

you had elected to purchase. This will be used to determine any survivor benefits that may be payable in respect of your pension.

41. Under the terms of the negotiated Settlement, if you join as a special deferred member you will not have an entitlement to transfer any other pension benefits (be that from the 1992 Scheme, 2006 Scheme or any other external pension arrangements) into the modified scheme; or to convert service between the 2006 Scheme and the modified scheme.

## **Section 6 - What more do I need to think about as someone who joins as a special pensioner member?**

### *Buying back your service in the modified scheme*

42. If you join the modified scheme as a special pensioner member you will have to pay the cost of your historic contributions by means of lump sum only. You will have to pay the lump sum to the relevant fire authority within 6 months of electing to join the modified scheme. You will not receive any pension payments until the lump sum has been paid.
43. However, you will have the option of paying your lump sum from any commuted lump sum. Where this option is made, the fire authority responsible for implementing your pension entitlement will deduct the total cost of your historic lump sum payment from your commutation lump sum prior to it being paid to you. If the value of your commuted lump sum is not sufficient to pay the full balance of your past service costs, you will be required to pay any outstanding balance within 3 months of becoming entitled to receive payment of your pension.

Important note: The total level of commuted lump sum, for tax purposes, will be the amount of lump sum, prior to the payment of your historic contributions, not the residual lump sum after contributions have been paid.

44. If you elect to purchase your past service from some other source, other than your commuted lump sum, the full amount must be paid to the fire authority before the expiration of the 6 month period after you elect to join the modified pension arrangements; otherwise your election to join will be treated as not having been made.

### *Converting 2006 scheme membership to modified already in receipt of an ordinary/ill-health pension under the 2006 Scheme*

45. If you joined the 2006 Scheme in respect of your retained service and have since retired and are receiving payment of the pension, you can continue to receive payment of your 2006 Scheme pension but will be able to convert an equivalent amount of service into special service in the modified scheme. There will be an offsetting mechanism to deduct the value of your 2006 Scheme pension from

the pension that will be paid under the modified scheme. Essentially, you will end up receiving two pensions (one from the 2006 Scheme and one from the modified scheme) with a combined value equal to what you would have received from the modified scheme had you converted all your 2006 Scheme service to the modified scheme.

46. Under the terms of the negotiated Settlement, if you join as a special pensioner member you will not have an entitlement to transfer any other pension entitlement (be that from the 1992 Scheme, 2006 Scheme or any other external pension arrangements) into the modified scheme. You will also not have an option to convert service between the 2006 Scheme and the modified scheme, unless you have already retired and are in receipt of a pension in respect of your 2006 Scheme membership (*see paragraph 45 above*).

## **Section 7 - What do I need to think about as someone who left employment due to poor health between 1 July 2000 and 5 April 2006 inclusive?**

47. If you are a former retained firefighter who has an entitlement to join the modified scheme and were medically discharged or left employment due to ill-health between 1 July 2000 and 5 April 2006 inclusive, you may be entitled to receive the payment of a retrospective ill-health pension. Your entitlement will be subject to certification by an Independent Qualified Medical Practitioner that you were permanently disabled for undertaking the role of a firefighter at the date of your discharge and that your permanent disablement has continued to the date of the medical assessment.
  
48. Where your entitlement to a retrospective ill-health pension has been confirmed, the payment of the ill-health pension will take effect from the date of your dismissal and will be conditional on the payment of all historic contributions, including interest. The fire authority will also pay you a lump sum for any backdated ill-health pension payments, to include interest.

## **Section 8 – What benefits are available to the surviving spouse, or child, of someone who could have joined but died in service prior to 6 April 2006?**

49. If you are the surviving spouse or civil partner of any person who was employed as a retained firefighter on or after the 1 July 2000 and continued in that employment until they died on or before the 5 April 2006, then you will be entitled to receive the payment of a death grant equal to 2.5 times the pensionable pay that the deceased earned in their last year of service, as determined by the fire authority. This entitlement will be subject to the submission of an application to the deceased member's last employing fire authority before the 1 April 2015.
  
50. Where there is no surviving spouse or civil partner, an eligible child of the deceased member, to be determined as on the date of the deceased's death, may make the application to the fire authority for the death grant before the 1 April 2015. Where the child is still a minor, the legal guardian of the child can make the application on behalf of the child.

## Section 9 – Explanation of Expressions

Expression	Explanation
Accrual rate	The proportion of a member's final salary that is built up for each full year of service
Abatement	The process of withdrawing all or part of a member's pension on re-employment following retirement
Commutation	The conversion of part of a member's annual pension to provide a lump sum payment
Contribution rate	The % of a member's pay that is payable to build up benefits under the scheme
Death grant	A lump sum payable on the death of an active scheme member.
Deferred pension	A member who opts out of modified scheme prior to becoming entitled to immediate payment of their pension will become entitled to a deferred pension
Deferred Pension Age	The age at which a deferred pension becomes payable i.e. this is age 60 in the modified scheme
Ill-health pension	A pension will become entitled to an ill-health pension if medically dismissed as a consequence of becoming permanently disabled for continuing in their role as a firefighter
Normal Pension Age	The age at which pension benefits would be payable immediately on retirement i.e. this is age 55 in the modified scheme.
Time- limited death grant	A lump sum that will be available for the surviving spouse/civil partner (or child) of any person who would have been entitled to join the modified scheme but had died in service on or before 5 April 2006

**If you have any questions about membership of the RDS Scheme or would like any further information about this options exercise please contact (XXXXXX FRA).**