

HFRS - Pensions Issues Log

Issue No.	Pension issue	Description / Impact	Progress	Project Manager	Target Completion Date	Status
1	RDS Less Favourable Treatment – purchase of retrospective membership	RDS members given option to purchase retrospective membership of a modified pension scheme. The past service employer costs will be reflected in increases in future employer contribution rates.	Retirement cases are now being processed and Pensions are on track to make payments at the end of July, as stated in letters we sent to pensioners at the end of March. A process is now in place to deal with active RDS members that leave before completion of their 10 years of monthly DDs. There are 32 that could leave before completion. There are 3 potential complaint cases arising from this work and individual affected have been written to with details of their calculations.	Claire Neale	Sept 2016	AMBER
3	Employment tribunal claims regarding transitional protections	Fire Brigades Union have started the process of a legal challenge on the transitional protections in the 2015 pension scheme regulations, in respect of potential discrimination.	Some national issues about the way in which the ET cases are going to be dealt with, which seems to have now settled down. Data return provided to Bevan Brittan for HFRS. Initial hearings have now been held and Bevan Brittan may need to seek further submissions from HFRS'.	Rob Carr	TBC	GREEN
4	Change to pensionable status of training allowance and Additional Responsibility Allowances (ARAs).	Assessment and implementation of allowances becoming pensionable (Related to Norman case). Provision allowed for in accounts.	Work has been undertaken to identify current practice and the position taken in other Authorities. An LGA workshop in July will focus upon this issue and HFRS will be represented. After the workshop recommendations will be formed, tested internally and then taken to the December 2016 Standards and Governance Committee for approval before implementation	Sandy Gregory	Sept 2016	GREEN

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5	Impact on pension tax liability of temporary promotions	<p>Assessment of alternatives methods (Additional Pension Benefits (APB)) to limit or remove tax liability when moving into temporary promotions.</p> <p>Regulations changed in July 2015 – policy development required.</p>	<p>In February 2016 the HFRA Finance and General Purposes Committee agreed that any temporary promotions that existed on (or had been granted from 1 July 2013) will be treated as pensionable Additional Pension Benefits (APBs) up until 1 April 2015 when the new scheme provisions apply and temporary promotions are non-pensionable. Implementation of this is a detailed piece of work and work is ongoing. A letter has been drafted to inform affected staff of the process and its potential implications. Data extraction to inform the calculations was delayed by year end activity and it now transpires can only be produced manually which will make completion by the TPR deadline very tight, hence the Red status.</p>	Rob Carr	Oct 2016	RED
6	GMP Reconciliation exercise	<p>April 2016 – State pension provision moving from two tiers to single tier. All schemes will need to do a GMP reconciliation – not a legal requirement (no secondary legislation issued yet) but an ‘expectation’ from Pensions Regulator and HMRC.</p>	<p>HMRC data has been received by Pension Services and initial queries raised with them in terms of variances in the data. Most of these have been resolved, but some secondary queries are being followed up.</p>	Nick Weaver	In line with Govt timescales	GREEN
7	Re-engagement Policy	<p>Review of re-engagement policy</p>	<p>A new re-engagement policy to be developed, which maintains the current position that staff, will not be re-engaged following retirement, except in exceptional circumstances driven by business need. The policy is to comply with the set draft policy parameters as outlined in Appendix B (report), and should include any tax implications as a result of Protected Pension Age (PPA). The draft policy will be brought back to a future meeting of the S&G Committee for approval</p>	Sandy Gregory	Sept 2016	GREEN

Appendix 1

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9	Contributions for those who joined aged 18-20 with over 30 years service	<p>Government decision announced details concerning contributions for firefighters who joined the Service between the ages 18 - 20 and who reach 30 years' service before they reach the age of 50</p> <p>Some Firefighters who joined the Service before the age of 20 and have served for over 30 years may be entitled to a 'contributions holiday' in respect of their pensions</p>	Fire Pensions are maintaining a list of Fire Personnel who believe that they are affected by the change of policy. DCLG are currently working on how the policy change will be implemented.	Rob Carr	TBC	GREEN
10	Communications to non-members	Target communications to non-members of the pension scheme as part of a wider communication strategy.	All members and non-members have the opportunity to attend a Pensions workshop in September/October 2016. Consideration will be given to separately targetting non-FPS members to attend.	Rob Carr	TBC	GREEN
17	Communication to members	All FRAs should have a re-employment policy in place and ensure that the re-employment conditions are met on re-employment of an officer who has retired under the age of 55, including those who have a concurrent retained employment.	A new re-engagement policy is being developed and work is in-hand to identify how best to communicate this to members, potentially linked to HFRS Leaver actions and notifications.	Sandy Gregory	Sept 2016	AMBER
18	FPS Briefing Sessions to Members	Requirement to arrange 3 FPS Briefing sessions in September/October 2016.	Briefing session arranged on 14th Sept. 2016 at Eastleigh. Proposal to hold separate sessions at Southsea (22nd Sept. 16) and Rushmoor (6th Oct. 2016) fire stations. This will major on the issue of Annual Benefit Statements and the intention is to produce a video to go alongside these briefings.	Jonathan Hurford-Potter	Oct 2016	GREEN