

Hampshire Fire and Rescue Authority

HFRA Pension Board

Item 8

22 July 2016

Discretionary Policies

Outcome of Finance & General Purposes Committee

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1 Summary

- 1.1 At the F&GP Committee Meeting on 10 May 2016 a paper on Discretionary Policies was considered and several recommendations were tabled and approved. A copy of the paper is attached at Annex A.

These recommendations were subsequently shared with the Heads of Service (HOST). Where applicable, draft policy proposals will be put to the HOST for discussion and agreement in the coming months, before being put to the Standards and Governance Committee in December 16 for final approval.

1.2 Recommendations approved by the F&GP Committee

1. A draft Firefighters Pension Scheme Discretionary Policy be produced with reference to the Scheme Managers Discretions document as published by the Local Government Association (LGA) and be submitted to the F&GP Committee for approval.
2. CPD payments to continue as pensionable payments.
3. A HFRA FPS ill health retirement policy to be developed and brought back to a future meeting of the Committee for approval.
4. 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 and should include any tax implications as a result of Protected Pension Age (PPA).
5. That pension payments are abated in the exceptional situation that an individual is re-employed where they are a member of the 1992/2006 FPS.
6. Not to have a discretionary injury benefit scheme under the Local Government (Discretionary Payment) (Injury Allowances) Regulations 2011 at this time and to publish a written statement to this effect. This policy is to be reviewed periodically.
7. To conduct injury award reviews for the Firefighters Pension Scheme Compensation (England) Order 2006, in conjunction with ill health retirement reviews, at the appropriate interval determined by the policy once established.

