

Hampshire Fire and Rescue Authority

Fire Pension Board

Item 7

30 September 2015

Fire Fighters Pension Scheme - Statistics

Report of the Head of Finance

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1 Summary

- 1.1 In developing the work of the Pension Board it was agreed at the last meeting that it might be useful for Board members to understand the profile of membership that relate to the Fire Fighters Pension Schemes (FFPS) in Hampshire.
- 1.2 This report sets out some of those key statistics and asks the Board to consider whether there is further information that they might find useful or whether there is any action that the Board may wish to take in terms of future membership numbers.

2 Recommendations

- 2.1 The Board considers any action it might like to take in terms of targeting non members of the FFPS in the future.
- 2.2 That the Board considers whether or not to write to those Scheme members who have recently opted out of the Pension Scheme to determine their reasons for doing so.
- 2.3 That the Board considers whether or not there is further information they would like to see at a future meeting.

3 Key Statistics

- 3.1 Board Members will be well aware that the new '2015' Scheme was introduced in April this year. As part of the transitional arrangements for the new scheme, each existing member of the FFPS was either :
 - Transferred straight into the new Scheme on 1 April 2015

- Given a taper date at which point they would transfer to the new scheme, but they would be protected in their old Scheme up to that date.
- Fully protected in their old Scheme until they retire.

3.2 Details of deferred and pensioner membership as at 31 March 2015 is shown in the following table :

Scheme	Deferred	Pensioner
1992 Scheme	75	893
2006 Scheme	320	19
	395	912

- 3.3 The status of these members will of course not change as a result of the new scheme and the benefits will have already been defined in line with the scheme rules.
- 3.4 At 31 March 2015 there were 1,247 active members of pension schemes employed by HFRS. This compares against a total number of Fire Fighters who were eligible (Grey Book staff) to be in the scheme of 1,561 (headcount rather than FTE) highlighting that there is a high proportion (80%) of active members in the Pension Scheme. Despite this, the Board may wish to consider whether it wishes to take further action to provide targeted information to those Fire Fighters who are not currently members.
- 3.5 Following the introduction of the new Scheme on 1 April 2015 the 1,247 Grey Book staff identified as being active members of the Pension Scheme were analysed and their status was amended on the system during the Summer 2015 (in order to allow the correct changes to contribution rates to be properly implemented). The breakdown of the 1,247 was as follows :
- 797 individuals did not have any protection and were moved into the 2015 Scheme with effect from 01 April 2015.
 - 198 individuals have full protection and will never move in to the new Scheme
 - 197 individuals will taper in to the new Scheme at various times depending on their age at 1 April 2012.
 - 10 individuals have opted out of the FFPS since the 1st April 2015
 - 45 individuals have left HFRS employment between the 1st April 2015 and the end of August.

- 3.6 Any new Grey Book staff who have joined HFRS since 1 April will of course automatically join the 2015 Scheme unless they decide to opt out. The numbers above show that only a relatively small proportion of individuals retain full protection (around 16%) and less than 1% have opted out of the Scheme since 1 April 2015.
- 3.7 It is also worth remembering that we are currently going through a process that allows RDS members to buy into the pension scheme following a previous court decision that ruled they had been treated unfairly. The results of this process will be known over the next month or so including the fact that members can join the modified pension scheme that has now come into being.
- 3.8 Board Members had previously requested information on those eligible members that had decided to opt out to determine whether or not this was an issue that might need addressing in the future.
- 3.9 Unfortunately in the absence of historic data it is not possible to determine whether or not 10 members dropping out of the Scheme is representative, however the Board may consider it appropriate (following legal advice) to write to those members that have opted out to explore their reasons for doing so.
- 3.10 This can be done in a non-intrusive way by asking them to choose from a list of reasons without potentially prying into their personal financial affairs. It could also include questions about help, advice and information that was available to them in making their decision. The results of the exercise could then be considered by the Board in recommending future action to try to address some of the issues raised.

4 Future Reporting

- 4.1 Future reporting around Scheme membership will be built into regular reports that will be developed for the Board and will be considered at the next meeting. In the meantime, if there are any other specific information requirements that the Board has, it would be helpful to explore these, so that they can be built into future monitoring information.

Section 100 D – Local Government Act 1972 – background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report :

NB the list excludes published works and documents which disclose exempt or confidential information as defined in the Act.