

**Hampshire Fire and Rescue Authority**

**Standards and Governance Committee**

**23 March 2017**

**New policy – Firefighters 2015 Pension Discretions Policy**

**Report of the Chief Financial Officer**

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**1 Summary**

1.1 In law, employers are able to make a number of local decisions, called `discretions`, around the pension schemes they operate. There is a legal requirement for employers to:

- have a Pensions Discretions Policy for each of the Schemes it offers
- publish the policy and keep it under review

In addition, the published policy must be sent to the Pension Fund administering authority (Hampshire Pension Services). Any future amendments to the policy must be sent to Hampshire Pension Services within one month.

1.2 The attached paper is HFRA`s draft Pensions Discretions Policy for the 2015, 2006 and 1992 Firefighter Scheme.

1.3 Consultation has been undertaken with heads of service, directors and local unions.

1.4 Each discretion is divided into 3 boxes

Box 1 – discretion reference

Box 2 = what the discretion is

Box 3 = HFRA`s recommended position on the discretion. (Where the box states `agreed` this means that HFRA agree to follow the discretion, as outlined in box 2).

**2 Recommendations**

2.1 That HFRA`s 2015 Pensions Discretion Policy is agreed

**3.0 Financial implications of any changes**

3.1 No particular financial implications to note.

**4.0 People Impact Assessment**

4.1 Drawing up the policy ensures a consistent approach is applied.

**5.0 Consultation**

5.1 Local Firefighter unions and professional associations have been consulted over the contents of this Paper.

**6.0 Attached Papers**

6.1 HFRA - 2015 Firefighters Pensions Discretions Policy (with 2006 and 1992 attachments)