

**Hampshire Fire and Rescue Authority**

**Standards and Governance Committee**

**23 March 2017**

**New policy – Retired Firefighters Re-employment, Re-engagement and Pensions Abatement Policy**

**Report of the Chief Financial Officer**

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**1 Summary**

- 1.1 HFRA do not currently have a policy on the re-employment or re-engagement of Firefighters following retirement (and any impact on their tax and pension). It has been identified as a need to clarify the local position, particularly in light of some high-profile national cases involving tax and public perception, particularly in relation to senior staff.

The Home Office has recently released the consultation document **Re-engagement of Senior Fire Officers Post-retirement**. Consultation ends 4<sup>th</sup> April 2017. The attached Policy reflects key recommendations within the consultation document.

**2 Recommendations**

- 2.1 That HFRA's **Retired Firefighters Re-employment, Re-engagement and Pensions Abatement 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 and considered approach is applied when considering the re-employment or re-engagement of retirees who are accessing their Firefighter's pension.

**5.0 Consultation**

- 5.1 Heads of service, directors and local unions have been consulted.

**6.0 Attached Papers**

- 6.1 HFRA - **Retired Firefighters Re-employment, Re-engagement and Pensions Abatement Policy**