

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

AUDIT COMMITTEE

13 NOVEMBER 2017

1. PENSION TREATMENT OF TEMPORARY ALLOWANCE – FLEXIBILITY ALLOWANCE (FALLS RESPONSE)

Report of the Chief Fire Officer.

RECOMMENDED

THAT the Audit Committee in its role as Scheme Manager confirm that the Flexibility Allowance being paid to employees undertaking work under Business Continuity arrangements for Falls Response is pensionable.

2. PURPOSE OF REPORT

This report is submitted to request the Audit Committee in its role as Scheme Manager confirm that the Flexibility Allowance being paid to employees undertaking work under Business Continuity arrangements for Falls Response is pensionable.

3. BACKGROUND

- 3.1 The treatment of the Flexibility Allowance differs depending on the rules of the various Pension schemes. For members of the Local Government Pension scheme the payment is fully pensionable. For members of the 2015 the payment is not pensionable. Under the rules of the 1992 and 2006 Firefighters' Pension schemes, the payment may be pensionable at the discretion of the Scheme Manager.
- 3.2 To enable West Midlands Fire Service to continue to respond to Falls Response incidents, following the decision of the Fire Brigades' Union to withdraw their support for the service, a team of volunteers has been seconded to deliver the work.
- 3.3 The seconded employees will be paid the higher of their own salary or that of a firefighter, plus a 25% flexibility allowance.

- 3.4 As the Secondment is a temporary arrangement the additional 25% flexibility allowance is only pensionable for members of the 1992 and 2006 Firefighters' Pension schemes at the discretion of the Scheme Manager.
- 3.5 To encourage staff to apply to work on the Falls Response service West Midlands Fire Service wishes to use its discretion to make the allowance pensionable.

4. **EQUALITY IMPACT ASSESSMENT**

In preparing this report an initial Equality Impact Assessment is not required and has not been carried out.

5. **LEGAL IMPLICATIONS**

The course of action recommended in this report does not raise issues which should be drawn to the attention of the Authority's Monitoring Officer.

6. **FINANCIAL IMPLICATIONS**

There are 7 firefighters who are in the 1992 Firefighters' Pension scheme currently undertaking work under Business Continuity arrangements for Falls Response. Making the allowance pensionable for these staff would incur costs of approximately £1,400 per month.

7. **ENVIRONMENTAL IMPLICATIONS**

There are no environmental implications arising from this report.

BACKGROUND PAPERS

2006 Firefighters' Pension Scheme Order as amended
1992 Firefighters' Pension Scheme Order as amended

The contact name for this report is Phil Hales, Deputy Chief Fire Officer, telephone number 0121 380 6907.

PHIL LOACH
CHIEF FIRE OFFICER