

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

AUDIT COMMITTEE

7 SEPTEMBER 2015

1. **REQUEST FOR DECISIONS TO BE MADE UNDER THE FIREFIGHTERS' PENSION SCHEMES**

Report of the Treasurer

RECOMMENDED

THAT the Audit Committee in their role as Scheme Manager make decisions as required under the rules of the Firefighters' Pension Scheme on the two issues raised.

2. **PURPOSE OF REPORT**

To request the Audit Committee in their role as Scheme Manager for the Firefighters Pension Scheme to make decisions on the following two issues;

- (1) What date should be used for automatic re-enrolment under the Work Place Pension Regulations?
- (2) Should eligible job holders, who have opted out of a qualifying scheme within a period of twelve months prior to the automatic re-enrolment date, be excluded from eligibility for automatic re-enrolment?

3. **BACKGROUND**

- 3.1 The rules of the Firefighters' Pension Scheme provide various discretions to, or require decisions to be made by, the Scheme Manager .
- 3.2 The role of Scheme Manager has been delegated by the Fire Authority to the Audit Committee.
- 3.3 To enable the efficient administration of the scheme the Payroll and Pensions manager is requesting decisions on the following two issues both of which relate to automatic re-enrolment.

3.4 Automatic Re-enrolment Date

3.4.1 Under the Work Place Pension Regulations (Auto-Enrolment) the employer is obliged to re-enrol into a qualifying scheme all eligible employees every three years following their original staging or deferment date. Unlike automatic enrolment the employer may choose to undertake automatic re-enrolment on any date as long as it is within three months of the third anniversary of their original staging date. West Midlands Fire Service's original staging date was 1st August 2013 and it is proposed that automatic re-enrolment takes place on 1st August 2016.

3.4.2 The Scheme Manager is asked to consider this proposal and to confirm their decision on this matter.

3.5 Discretion Not to Automatically Re-Enrol Certain Employees

3.5.1 Whilst the automatic enrolment regulations applied to all staff satisfying eligibility criteria, the employer can exempt certain staff from automatic re-enrolment.

3.5.2 It is proposed that eligible job holders who have opted out of a qualifying pension scheme within a period of twelve months prior to the automatic re-enrolment date be excluded from eligibility for automatic re-enrolment.

3.5.3 The proposal is made to reduce the administrative burden of complying with the legislation and to avoid charging members pension contributions which then need to be refunded to them in the following or subsequent months.

3.5.4 The Scheme Manager is asked to consider this proposal and to confirm their decision on this matter.

4. **EQUALITY IMPACT ASSESSMENT**

In preparing this report an initial Equality Impact Assessment is not required and has not been carried out. The matters contained in this report will not lead to and/or do not relate to a change in policy.

5. **LEGAL IMPLICATIONS**

There is a statutory requirement for public bodies to comply with the Public Services Pension Act 2013.

6. **FINANCIAL IMPLICATIONS**

There are no financial implications from this report.

7. **BACKGROUND PAPERS**

Work Place Pension Regulations (Auto-Enrolment)

The contact name for this report is Paul Gwynn, Payroll & Pensions Manager 0121 380 6928

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TREASURER