

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

AUDIT AND RISK COMMITTEE

18 JULY 2022

1. **CONFIRMATION OF AUTO-ENROLMENT DATE**

Report of the Chief Fire Officer.

2. **PURPOSE OF REPORT**

- 2.1 This report is submitted to request that the Committee in their role as Scheme Manager note the action being taken to ensure compliance with the rules of the Firefighters' Pension Scheme and the Workplace Pensions Regulations.

3. **RECOMMENDATION**

- 3.1 That the Audit and Risk Committee note that West Midlands Fire Service will undertake Auto-Re-enrolment on 1st August 2022.

4. **BACKGROUND**

- 4.1 Under the Pensions Act 2008 all UK employers are required to put qualifying staff into a workplace pension. This process is known as Auto-Enrolment.
- 4.2 West Midlands Fire Service initially Auto-Enrolled staff on 1st August 2013.
- 4.3 Whilst employees must be able to opt out of their pension scheme, the legislation requires that the employer re-enrols them every three years within three months of the anniversary of the original enrolment.
- 4.4 West Midlands Fire Service last re-enrolled staff on 1st June 2019, and as such can choose to re-enrol from any date between 1st March and 31st August 2022.

- 4.5 The scheme administrator will undertake re-enrolment 1st August 2022.

5. **ACTION REQUIRED**

- 5.1 The Committee note the recommendation of the Scheme Administrator.

6. **EQUALITY IMPACT ASSESSMENT**

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

7. **LEGAL IMPLICATIONS**

- 7.1 The Service has a legal obligation to comply with the legislation.

8. **FINANCIAL IMPLICATIONS**

- 8.1 Employer's pension contributions will increase as a result of enrolling more employees into the Scheme.

BACKGROUND PAPERS

Pensions Act 2008

The contact name for this report is Gary Taylor, telephone number 0121 380 6006.

PHIL LOACH
CHIEF FIRE OFFICER