

Template annual benefit statement (for the [scheme year](#) 1 April 2020 to 31 March 2021) for the Firefighters Pension Scheme (FPS)

## Section 1: Personal details

Your full name and title:

Address lines 1 to 5  
Postcode

Date of birth:

National Insurance number:

[Partnership status:](#)

[See note 1]

Payroll number:

Your reference number:

[Fire and Rescue Authority at 31 March](#) 2021:

[note 2]

Date began employment:

[Firefighters' Pension Scheme 2015](#)

[start date:](#) [ note 3]

[Firefighters' Pension Scheme at 31 March](#) 2021: [note 4]

**Important:** Please note that this year's Annual Benefit Statement provides an estimate of your pension benefits built up in your current scheme membership to 31/03/2021.

On 20 December 2018, the Court of Appeal ruled in McCloud/Sargeant that the transitional arrangements introduced as part of the 2015 reforms to the Firefighters' and Judges' pension scheme were discriminatory and, therefore, unlawful. The Government subsequently accepted that this ruling applied to all the main public service pension schemes.

The Government has consulted on the changes needed to remove discrimination from the schemes and work is ongoing to make these changes. This work is complex and will take time. For further information please see the Written Ministerial Statement from 4 February 2021: <https://questions-statements.parliament.uk/written-statements/detail/2021-02-04/hcws757>

The current values of this year's statement will not be able to reflect the remedy choice between legacy and reformed benefits at this stage because the rules and systems are not yet in place to calculate benefits with discrimination removed. This means that it has not been possible to reflect the impact of the Court of Appeal ruling in this year's ABS.

Any projections on your pension entitlement are based on the assumption that your current membership will continue until your normal pension age. All currently protected members will be placed in the FPS 2015 for service after 1 April 2022 (the end of the remedy period). Due to the software changes needed to illustrate this, it will not be possible to reflect this position in projected benefits this year.

**Keep it safe!** Remember – this statement contains personal information

## Section 2: Summary of total benefits at 31 March 2021

Your benefits built up to 31 March 2021  
(Total of sections 3 and 4)

Benefits paid if you die in service  
(at 31 March 2021)

[Annual pension at 31 March](#) 2021: £  
[note 5]

[Death in service lump sum](#): £ [note  
6]

[Annual survivor's pension](#): £  
[note 7]

[Recorded beneficiaries](#): [note 8]

## Section 3: [Career average pension](#) (CARE) benefits as at 31 March 2021

[Pensionable pay for year ending 31 March](#) 2021: £  
[note 9]

Amount of pension built up in scheme year 2020/21

Please note: The benefits calculated section 3 and 4 of the statement are based on the pensionable pay figures provided by your employer. It is important that you check these and the pension 'build-up' on the line below and contact your employer by **[DATE]** if you think they may be incorrect.

2020/21: Earned pension	<a href="#">Additional pension bought</a>	<a href="#">Transfers in</a>	<a href="#">Scheme year CARE total</a>
Pensionable pay x 1/59.7 = £	£ [note 10]	£ [note 11]	Total = £ [note 12]

Total career average pension to 31 March 2021:

Opening balance at 1 April 2020 £	+	<a href="#">Increase for the cost of living</a> (added 1 April 2020) £[note 13]	+	In-year build-up (as shown above) £	=	Closing balance at 31 March 2021 £
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#### Section 4: Value of [1992/2006 standard /2006 special] pension benefits as at 31 March 2021

Final salary pensionable pay:

£ [note 14]

Annual final salary pension: £

[note 15]

Includes: LSI £ APB£ [note 16]

#### Section 5: Estimates if you continue to contribute to the scheme until your Normal Pension Age (NPA) DD/MM/YYYY [note 17]

Total pension at NPA dd/mm/yyyy: £ [note 18]

Including estimated CARE pension: £ [note 19]

and estimated final salary pension: £ [note 20]

Maximum lump sum:

£ [note 21]

Includes £final salary £CARE

Estimated survivor's yearly pension if you stay in the scheme to NPA: £ (including £XX from FPS 2015 and £XX from FPS [1992 / 2006 standard / 2006 special]) [note 22]

#### Section 6: Value of pension debits as at 31 March 2021 [note 23]

Divorce debit: £

Scheme Pays debit: £

#### Section 7: Annual allowance as at 31 March 2021 [note 24]

Pension input amount: £

#### Section 8: Lifetime allowance as at 31 March 2021 [note 25]

Value of crystallised benefits: £

## Section 9: Service history details [note 26]

### Breakdown of your service history in this employment

{Note users of this template should pick one of the following paragraphs to use}

[Insert name] Fire Authority is a data controller under the General Data Protection Regulations. This means we store, hold and manage your personal information in line with Government requirements to help us manage your pension rights. To do this, we sometimes have to share your information with certain people or organisations, but will only do so in limited circumstances. For more information about how we hold your information, who we share it with and what rights you have to request information from us, please visit [link to online privacy notice].

[Administrator name] is a data processor under the General Data Protection Regulations and we handle your information as instructed by your fire authority. This means we store, hold and manage your personal information in line with Government requirements to help us to provide fire and rescue authorities, and you as members, with pension administration services. To allow us to carry out our pension administration service, your fire authority may ask us to share your information with certain people and organisations, but we will only do so in limited circumstances. For more details about how we hold your information, who we share it with and what rights you have to request information from the Fund (or similar), please visit [link to online privacy notice].

## Notes to the statement

We have provided these notes to explain your annual benefit statement (ABS) 2021. They cannot cover every circumstance and, if there is a dispute relating to this statement, the appropriate law will apply.

The notes do not give you any rights under contract or by law.

### 1. Partnership status

Your partnership status reflects our current records. Your partner's pension will be calculated based on your partnership status at the date of your death.

Please see [Annex F](#) for more information on surviving partner pensions.

### 2. Fire and Rescue Authority at 31 March

This is the fire and rescue authority who you were employed by at the date of this statement.

### 3. Firefighters' Pension Scheme 2015 start date

This is the date you joined or will join the 2015 Scheme.

### 4. Firefighters' Pension Scheme at 31 March

This is the Firefighters Pension Scheme you are a member of at the date of this statement. If you are a [taper-protected member](#) and have not reached your taper date, you will join the Firefighters Pension Scheme 2015 on the date stated.

### 5. Annual pension at 31 March

This is the total current value of your pension benefits in this employment if you left the scheme at the date of this statement, and which would be paid at the [deferred pension age](#) that applies to the scheme you are a member of at the date of this statement, as shown in the table in [Annex A](#).

This value may be adjusted for a number of reasons. Please see [Annex G](#) for more information.

### 6. Death in service lump sum

The current value of the death in service lump sum has been based on the scheme you are a member of at the date of this benefit statement, as shown in the table in [Annex F](#).

## **7. Annual survivor's pension**

This is the current value of survivor's benefits due if you die as an active member of the scheme at the date of this statement, based on your partnership status as set out in [Annex E](#).

Death in service survivor's pensions are paid at 50% of the higher-tier ill-health pension that would have been due. Please see [Annex F](#) for more information on death benefits.

## **8. Recorded beneficiaries**

These are the recorded beneficiaries as held on your record for 2006, Special 2006 and 2015 scheme members. (A recorded beneficiary is the person you have chosen to receive a survivor's pension if you die.) Members of the 1992 scheme do not have the option to record a beneficiary, as a survivor's pension is not paid to a cohabiting partner under the 1992 scheme rules.

Please see [Annex F](#) for more information on recording beneficiaries.

## **9. Pensionable pay for year ending 31 March**

The pensionable pay should equal the amount of pay you have received and paid pension contributions on as a member of the 2015 scheme during the scheme year.

## **10. Additional pension bought**

If you have chosen to buy added pension through additional contributions, this is the value of the additional pension benefits bought for the current scheme year.

## **11. Transfers in**

This is the value of any benefits you opted to transfer into the 2015 scheme from another pension provider during the scheme year.

## **12. Scheme year CARE total**

This is the total value of 2015 pension built up in the scheme year.

## **13. Increase for the cost of living**

Your 2015 Scheme pension is increased by a [revaluation order](#) each year on 1 April. This statement reflects the adjustment applied as a result of this order to your pension as at 31 March (closing balance).

## **14. Final salary pensionable pay**

The final salary pensionable pay used to calculate your final salary benefits is the full-time equivalent (FTE) pay as supplied by your authority for the 'Scheme Year' ending at the date of the statement.

## **15. Annual final salary pension**

The current value [final salary pension](#) is the pension that is due if you left the scheme at the date of your statement and would be paid at the deferred pension age, as shown in [Annex A](#).

Please see [Annex A](#) for examples of how this has been calculated.

## **16. LSI/ APB**

Your final salary pension may include an amount relating to long service increment (LSI) and additional pension benefit (APB).

Please see [Annex B](#) for more details on LSI and APB.

## **17. Normal Pension Age (NPA)**

Your estimated pension is based on your NPA.

Please see [Annex C](#) for details on retiring from the scheme.

## **18. Total pension at NPA**

This is the total value of your estimated benefits at your [normal pension age](#), and may include both final salary and CARE pension.

This value may be adjusted for the reasons listed in [Annex G](#).

## **19. Estimated CARE pension**

The estimated value of FPS 2015 CARE pension is calculated based on the pension built up to the date of your statement, plus your estimated service from that date to normal pension age (age 60), multiplied by  $1/59.7^{\text{th}}$  of your pensionable pay for the scheme year as shown.

If, at the date of your statement, you have not yet moved into FPS 2015 but will do so by your normal retirement age, the salary used to estimate your benefits is your current actual pay.

The value of this estimate does not include any adjustment for future revaluation under Treasury Revaluation Orders.

Please see [Annex D](#) for an example of how this is calculated.

## **20. Estimated final salary pension**

This is the estimated value of your final salary pension (1992, 2006 standard or 2006 special). See [Annex E](#) for more information.

## **21. Maximum lump sum**

You can exchange part of your pension (up to 25%) for a lump sum. Due to tax regulations, members of FPS 1992 (including [protected](#), taper-protected and [unprotected](#) members) may choose to adjust the amount of lump sum that relates to their FPS 1992 pension to avoid a tax charge or limit the amount of pension they exchange to the maximum tax-free amount available.

A [commutation factor](#) is applied to the part of the pension you give up to calculate the amount of the lump sum.

## **22. Estimated survivor's yearly pension**

How the survivor's pension is calculated will depend on which pension scheme you were a member of at the date you retire.

A survivor's pension is normally paid if, when you die, you are married, have a civil partner or an eligible cohabiting partner (someone you live with who would be entitled to a survivor's pension).

See [Annex F](#) for more information.

## **23. Pension debits**

At retirement your pension will be reduced by any pension debit in place. See [Annex G](#) for more details.

## **24. Annual allowance**

This is the estimated annual amount of [pension growth](#) during the [Pension Input Period](#). For the purposes of this statement this has been calculated using your pensionable pay at 31 March.

Tax may be due if your pension growth is either more than the standard annual allowance limit of £40,000 or more than your tapered annual allowance of between £4,000 and £40,000. Please see [Annex H](#) for more details.

## **25. Lifetime allowance**

This is the total amount of pension benefits you have built up at the statement date. If this is over £1,073,100, you may have to pay tax. Please note that any tax due is only payable at retirement. See [Annex H](#) for more details.

## **26. Service history details**

It may not be possible to supply a full service history on this statement. If you have any questions about your service history, please contact the Pension Fund.

## **Financial advice**

Your fire authority and pension administrator cannot give you financial advice about the information contained in your annual benefit statement. If you need help to find an



independent financial advisor, you can use the following link.

[www.moneyadviceservice.org.uk/en/articles/choosing-a-financial-adviser](http://www.moneyadviceservice.org.uk/en/articles/choosing-a-financial-adviser)

### **Note on the regulations**

The benefits in this statement have been calculated under the Firefighters Pension Scheme Regulations as at 31 March 2021.

These notes are an informal interpretation of the Firefighters Pension Scheme Regulations, as only a court can provide a definitive interpretation of the law.

## **Explanation of terms**

### **Career average pension (CARE)**

Career average pension is the pension built up in the 2015 Scheme.

### **Commutation factors**

A commutation factor, as shown in the table below, is applied to the part of the pension you give up to calculate the amount of the lump sum.

	1992 Scheme	2006 Scheme	Special Modified 2006 Scheme	2015 Scheme
Commutation factors	Calculated by the scheme actuary and reviewed regularly	12:1	Annex ZA of 2006 regulations	12:1

[Annex ZA Firefighters' Pension Scheme (England) Order 2006 - <http://www.legislation.gov.uk/ukxi/2015/590/schedule/2/paragraph/4/made>]

### **Crystallised benefits**

This is the value of pension benefits measured against the lifetime allowance. This is calculated by multiplying the annual pension by 20.

### **Deferred pension age**

	1992 Scheme	2006 Scheme	Special Modified 2006 Scheme	2015 Scheme
Deferred pension age	60	65	60	<a href="#">State Pension age</a>

### **Final salary scheme pension**

For the purposes of these notes, final salary scheme pension is any pension built up in the 1992 Scheme, the 2006 Scheme, or the modified version of the 2006 Scheme.

## Normal pension age

1992 Scheme	2006 Scheme	Special Modified 2006 Scheme	2015 Scheme
Age 55, or 30 years' service, whichever happens first	60	55	60

## Pension input period

This is the period over which the pension growth is measured and is always 6 April to 5 April for all pension schemes. Pension input period is commonly abbreviated to PIP.

## Pension growth

For defined benefit schemes, such as the Firefighters Pension Scheme, the pension growth is the measurement of the increase in pension during the PIP multiplied by a flat factor of 16.

## Example

Annual pension at 6 April 2019 = £35,000

Annual pension at 5 April 2020 = £38,000

Pension growth = £38,000 - £35,000 = £3,000 x 16 = £48,000

## Protected member

A protected member is somebody who is currently protected by legislation to stay in the existing final salary scheme (1992, 2006 or Special Modified 2006 Scheme). Due to the removal of age discrimination from the schemes, protected members will move into the 2015 Scheme on 1 April 2022.

## Revaluation order

The revaluation order for the Firefighters Pension Scheme is based on average weekly earnings.

The revaluation order is applied to the closing balance of the career average pension on 1 April each year.

Scheme year	Revaluation order
2015/2016	2%
2016/2017	2.6%
2017/2018	3%
2018/2019	2.8%
2019/2020	4%
2020/2021	2.4%

## Scheme year

The scheme year runs from 1 April to 31 March. The current scheme year to which this statement refers is 1 April 2020 to 31 March 2021.

## State Pension age

You can calculate your State Pension age here: <https://www.gov.uk/state-pension-age>

## Taper-protected member

A taper-protected member is somebody who was not protected by legislation to stay in the final salary scheme (1992, 2006 or Special Modified 2006 Scheme), and so will move into the 2015 Scheme at some point between 24 May 2015 and 31 March 2022, depending on their age.

## Unprotected member

An unprotected member is somebody who was not protected by legislation to stay in the final salary scheme (1992, 2006 or Special Modified 2006 Scheme), and so was compulsorily moved into the 2015 Scheme on 1 April 2015.