



## **AGENDA ITEM: 14**

### **NORTH WALES FIRE AND RESCUE AUTHORITY**

**20 June 2016**

#### **FIREFIGHTERS' PENSION SCHEMES – BUY BACK OF MEMBERSHIP FOLLOWING INDUSTRIAL ACTION**

**Report by: Interim Treasurer, Chief Fire Officer and Clerk to the Authority**

##### **Purpose of Report**

- 1 A decision is required by the Fire and Rescue Authority regarding the payment of employer superannuation contributions during the periods of strike action taken by operational employees.

##### **Background**

- 2 Following proposed pension reforms, firefighters across England and Wales took strike action over a period of twelve months, ranging from 25<sup>th</sup> September 2013 to 16<sup>th</sup> August 2014.

##### **Information**

- 3 Under the Firefighters' Pension Scheme any absence on strike will not count as pensionable service. A pension scheme member may, by giving written notice to the Authority within six months, 'buy back' the strike days, in order that they count as pensionable service.
- 4 Where an active member is absent from scheme employment because of trade dispute, the scheme manager may require that the members should also pay the employer's contributions in addition to their own contribution.

- 5 The Authority has the discretion, under rule F2 (5) of the FPS 1992 firefighters' pension scheme and under regulation 111 of the NFPS and 2015 firefighters' pension scheme, to elect to pay the employer's contributions in place of the member, should it wish to do so.
- 6 This discretion is usually applied once the trade dispute has been finalised, however, as the Fire Brigade Union continues to contest the changes, the scheme manager has decided to complete the necessary action to ensure that scheme membership records are correct and up to date.

### **Recommendation**

- 7 That Members:
  - (i) note the information in the report;
  - (ii) decide whether or not employees will be required to pay back both employee and employer superannuation contributions for the periods in question.