


Report to	North Wales Fire and Rescue Authority	
Date	21 July 2025	
Lead Officer	Helen MacArthur, Assistant Chief Officer, Finance and Resources	
Subject	Firefighters Pension Schemes Discretionary Policy Statement	

PURPOSE OF REPORT

- 1 To inform Members of the requirement for the Scheme Manager, North Wales Fire and Rescue Authority (the Authority) to produce a Firefighters Pension Discretionary Policy Statement.
- 2 To seek approval of the resolutions within the Firefighters Pension Scheme Discretionary Policy Statement including the proposal that, on behalf of the scheme manager, decisions will be delegated on a day-to-day basis to officers of the Service.

EXECUTIVE SUMMARY

- 3 The Firefighters' Pension Scheme Regulations provide the Authority with the responsibility to make decisions on certain discretionary elements of the scheme. The Authority is required to formulate and publish a discretionary policy which sets out how the Authority will discharge this responsibility. The discretionary policy was previously approved in 2020 and in accordance with good practice has been reviewed and revised.

CONSIDERATION BY THE LOCAL PENSION BOARD

- 4 The draft Discretionary Policy Statement was discussed by members of the Local Pension Board at the meeting on 15 May 2025. The members of the LPB endorsed the resolutions within the draft policy including delegation to officers of the Service.

RECOMMENDATIONS

- 5 It is recommended that Members:
 - i) **approve the resolutions within the Firefighters Pension Scheme Discretionary Policy Statement including, where appropriate, the delegation to officers of North Wales Fire and Rescue Service (the Service).**

BACKGROUND

- 6 There are currently four pension schemes in place for firefighters, the 1992 scheme (FPS), the 2007 scheme (NFPS), the 2007 RDS modified pension scheme (MPS) and the 2015 scheme. This policy sets out the discretions applicable to the schemes on which the Authority in its capacity of Scheme Manager is required to determine its desired approach.

INFORMATION

- 7 The firefighters' pension scheme regulations require every scheme manager to:
- (i) issue a written policy statement on how it will exercise the various discretions provided by the pension schemes;
 - (ii) keep it under review; and
 - (iii) revise it as necessary.
- 8 A summary of the discretionary elements within each scheme and the recommended approach is set out in the draft discretionary policy attached at Appendix A.

IMPLICATIONS

Wellbeing Objectives	The Discretionary Policy provides clarity for decision making on certain pension issues contributing to securing the Authority's financial sustainability.
Budget	Certain decisions can impact the budget in terms of increased employer superannuation payments and the impact on future actuarial valuations.
Legal	The regulations governing the administration of the Firefighters' Pension Schemes provide for a number of discretionary powers on the part of the Fire Authority.
Staffing	Potential impact on staffing levels if certain discretions impact a member's retirement decision making process. Potential impact on the acceptance of temporary promotions offered.
Equalities/Human Rights/ Welsh Language	None
Risks	Non-compliance with legislation