



Dorset Fire Authority

MEETING	Dorset Fire Authority
OFFICER	Chief Fire Officer
DATE OF MEETING	24 September 2014
SUBJECT OF THE REPORT	Local Government Pension Scheme Discretions 2014
EXECUTIVE SUMMARY	<p>On 1 April 2014 the new Local Government Pension Scheme (LGPS) was introduced. As is the case with the existing Scheme, each employer is required to formulate, publish and keep under review a policy statement in relation to the exercise of a number of discretions under the LGPS.</p> <p>This paper sets out the compulsory and non-compulsory discretions that are required under the various regulations of the LGPS.</p> <p>In this policy, Members will note that some discretions were previously agreed and adopted in 2009 and will need to consider and re-affirm the Authority's position on these policy statements.</p> <p>The policy also includes a number of new discretions and Members will need to consider and adopt those policy statements.</p>
BUDGET IMPLICATIONS	There are no immediate budget implications in respect of the revised Local Government Scheme 2014. However, individual discretions may incur a cost to the Service, but these will be evaluated and considered on a case by case basis by the Chief Fire Officer (or nominated representative) as they arise.
RECOMMENDATIONS	<p>It is recommended that Members:</p> <ol style="list-style-type: none"> 1. Consider the discretions that are required to form part of the LGPS 2014 Discretions Policy. 2. Review the Service's current policy statements and adopt them. 3. Consider the recommendations against the new Regulations of the 2014 Scheme and adopt them.
BACKGROUND PAPERS	None
APPENDICES	A: Injury Award Scheme
REPORT ORIGINATOR AND CONTACT	Darran Gunter, Chief Fire Officer Tel: (01305) 252604

1. Introduction

- 1.1 The Local Government Pension Scheme (LGPS) in England and Wales was amended on 1 April 2014 so that benefits accruing for service after 31 March 2014 accrue on a Career Average Revalued Earnings (CARE) basis, rather than on a final salary basis.
- 1.2 The provisions of the CARE scheme, together with the protections for members' accrued pre-1 April 2014 final salary rights, are contained in the Local Government Pension Scheme Regulations 2013 and the Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014.
- 1.3 As a result of the changes, all Scheme employers participating in the LGPS in England or Wales have to formulate, publish and keep under review a Statement of Policy on certain discretions which they have the power to exercise in relation to members of the CARE Scheme.
- 1.4 Scheme employers are also required to (or where there is no requirement, are recommended to) formulate, publish and keep under review a Statement of Policy on certain other discretions they may exercise in relation to members of the LGPS.
- 1.5 Overall, Scheme employers participating in the LGPS in England or Wales:
 - i) are required to formulate, publish and keep under review a Statement of Policy on certain discretions in accordance with:
 - ◆ regulation 60 of the LGPS Regulations 2013
 - ◆ paragraph 2(2) of Schedule 2 to the LGPS (Transitional Provisions, Savings and Amendment) Regulations 2014
 - ◆ regulation 66 of the Local Government Pension Scheme (Administration) Regulations 2008 (in respect of leavers between 1 April 2008 and 31 March 2014), and
 - ◆ regulation 106 of the Local Government Pension Scheme Regulations 1997 (in respect of leavers between 1 April 1998 and 31 March 2008)
 - ii) are recommended to formulate, publish and keep under review a Statement of Policy on one discretion under the Local Government Pension Scheme Regulations 1995 (in respect of leavers before 1 April 1998);
 - iii) are (other than admission bodies¹) required to formulate, publish and keep under review a Statement of Policy on certain discretions in accordance with regulation 7 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006, operative from 1 October 2006;

¹Admission bodies can use the 2006 Compensation Regulations by analogy and, if they do so, they might wish to have a written policy.

- iv) are (other than admission bodies²) required to formulate, publish and keep under review a Statement of Policy on certain discretions in accordance with regulation 26 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000, operative from 1 October 2000; and
- v) are (other than admission bodies³) required to formulate, publish and keep under review a Statement of Policy on certain discretions relating to injury allowances under the Local Government (Discretionary Payments) (Injury Allowances) Regulations 2011.

2. Current Policy

- 2.1 DFRS has Discretions Policy in relation to the Local Government Pension Scheme which was agreed and adopted by the Dorset Fire Authority in December 2009 and updated in 2013. A copy of the existing policy is attached at Appendix A.
- 2.2 A number of the discretions previously agreed by the DFA in December 2009 form part of the Discretions Policy requirements for the 2014 Scheme and are included in item 3.
- 2.3 Details of the policy decisions made in December 2009 are also included in item 3 and Members are required to review those discretions and reaffirm the policy statements.
- 2.4 The 2014 Discretions Policy has two distinct parts - Part A, where formulation of a policy is compulsory, and Part B which includes non-compulsory discretions.

3. Proposed Statement of Policy

- 3.1 The following is Dorset Fire Authority's proposed Statement of Policy on the Local Government Pension Scheme 2014 Discretions effective from 1 April 2014. The policy is as follows:

"This Statement of Policy complies with the following Regulations of the Local Government Pension Scheme 2014:

- ◆ The Local Government Pension Scheme Regulations 2013 [R]
- ◆ The Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2014 [TP]
- ◆ The Local Government Pension Scheme (Administration) Regulations 2008 [A]
- ◆ The Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended) [B]
- ◆ The Local Government Pension Scheme (Transitional Provisions) Regulations 2008 [T]

² Admission bodies who made awards of Compensatory Added Years under the regulations might nevertheless wish to have a written policy.

³ Admission bodies can use the 2011 Injury Regulations by analogy and, if they do so, they might wish to have a written policy.

- ◆ The Local Government Pension Scheme Regulations 1997 (as amended) [L]
- ◆ The Local Government Pension Scheme (Miscellaneous Regulations) 2012 [E]

3.2 At a meeting on 24 September 2014, Dorset Fire Authority resolved that the following Discretions available in the Statutory Instrument should be implemented in compliance with the Local Government Scheme Regulations as set out below.

3.3 **Part A** (where formulation of a policy is compulsory)

3.3.1 **Regulation 16 [R]** - Power of employing authority to contribute to a shared cost APC scheme. Whether, how much, and in what circumstances to contribute to a shared cost APC scheme.

2009 Policy Decision - The DFA has resolved not to enter into Shared Cost Additional Voluntary Contributions.

2014 Policy Decision Recommendation - The DFA to resolve to continue not to enter into Shared Cost Additional Voluntary Contributions. Each case will be considered on its own merits by the Chief Fire officer (or nominated representative), ensuring that it can be objectively justified and that potential discrimination issues are fully considered.

(This statement does not apply in cases where the shared cost APC is to cover a period of authorised unpaid leave).

3.3.2 **NEW Regulation - Sch 2, para 2 (2) & (3) [TP]** - Power of employing authority to apply 85 Year Rule before age 60 whether to 'switch on' the 85 Year Rule for a member voluntarily drawing benefits on or after age 55 and before age 60. Whether to waive, on compassionate grounds, the actuarial reduction applied to benefits from pre-1 April 2014 membership where the employer has 'switched on' the 85 Year Rule for a member voluntarily drawing benefits on or after age 55 and before age 60.

2009 Policy Decision - Not applicable, regulation introduced in 2014.

2014 Policy Decision Recommendation - The DFA will not normally switch on the 85 Year Rule, or waive the actuarial reduction in benefits from pre-1 April 2014 membership for a member voluntarily drawing benefits on or after age 55 and before age 60 except in cases specifically agreed by the Chief Fire Officer (or nominated representative) on compassionate grounds or for business reasons.

Each case will be considered on its own merits ensuring that it can be objectively justified and that potential discrimination issues are fully considered.

3.3.3 **Regulation 30 (6) & (8) [R] and 11 (2) [TP] Flexible retirement** - Whether all or some benefits can be paid if an employee reduces their hours or grade (flexible retirement). Whether to waive, in whole or in part, actuarial reduction on benefits paid on flexible retirement.

2009 Policy Decision - (Formerly Regulation 18). The DFA has resolved to authorise the Chief Fire Officer (or nominated representative) to consider each application for flexible retirement on a case by case basis in the light of individual circumstances and the cost/benefit to the Authority.

If the payment of benefits takes effect before the members 65th birthday they will be reduced in accordance with guidance issued by the Government Actuary unless the employer agrees to waive, in full. The DFA has resolved only to waive the actuarial reduction on flexible retirement in exceptional circumstances.

2014 Policy Decision Recommendation - The DFA to resolve to continue with the 2009 Policy decision.

- 3.3.4 **NEW Regulation 30 (8) [R]** - Power of employing authority to waive actuarial reduction. Whether to waive, in whole or in part, actuarial reduction on benefits which a member voluntarily draws before normal pension age.

2009 Policy Decision - Not applicable, regulation introduced in 2014.

2014 Policy Decision - Any actuarial reduction applied due to voluntary early access to pension benefits will normally be met by the member. Any application to waiver the actuarial reduction at a cost to the Fire Authority must be considered by the Chief Fire Officer (or nominated representative) and will normally only be approved on compassionate grounds or for business reasons.

Each case will be considered on its own merits ensuring that it can be objectively justified and that potential discrimination issues are fully considered.

- 3.3.5 **Regulation 31 [R]** - Power of employing authority to grant additional pension. Whether to grant additional pension to an active member or within 6 months of ceasing to be an active member by reason of redundancy or business efficiency (by up to £6,500 pa).

2009 Policy Decision (Formerly Regulation 13) - Power of employing authority to award additional pension.

An employer may resolve to award an employee, who is a member of the LGPS, an additional pension of not more than £6,500 a year payable from the same date as his pension is payable under a provision of the LGPS Regulations. This additional pension may be paid in addition to any increase of total membership awarded under Regulation 12.

The employer has to pay the pension fund a sum calculated in accordance with guidance issued by the Government Actuary within (generally) one month of the award.

The DFA has resolved not to exercise this power to award additional pension except in exceptional circumstances, for example, on compassionate grounds or for business

reasons, with each case objectively justified on its own merits and with potential discrimination issues taken into consideration.

2014 Policy Decision Recommendation - The DFA to resolve to continue with the 2009 Policy decision.

- 3.3.6 **Regulation 12 [B]** - Power of employing authority to grant additional pension whether, for a member leaving on the grounds of redundancy or business efficiency on or before 31 March 2014, to augment membership (by up to 10 years). The resolution to do so would have to be made within six months of the date of leaving. Regulation 12 (B) is a discretion that was agreed in 2009 and is valid only until 30 September 2014. This is because it relates to a member leaving the scheme on or before 31 March 2014.

2009 Policy Decision - An employer may resolve to increase the total membership of an employee at any time whilst he/she is an active member of the LGPS with them. The maximum membership period that can be awarded and any award can only be made up to the total membership the person would have had up to age 65.

The employer has to pay the pension fund a sum calculated in accordance with guidance issued by the Government Actuary with (generally) one month of the award.

The DFA has resolved not to exercise this power to award additional pension except in exceptional circumstances, for example, on compassionate grounds or for business reasons, with each case objectively justified on its own merits and with potential discrimination issues taken into consideration.

2014 Policy Decision Recommendation - The DFA to resolve to continue with the 2009 Policy decision. Policy decision beyond 30 September 2014 not applicable.

- 3.3.7 **Regulation 30 (2) & (5) [B]** - Power of employing authority to grant early payment of deferred benefits. Regulation 30 (2) whether to grant application for early payment of deferred benefits on or after age 55 and before age 60. Regulation 30 (5) whether to waive, on compassionate grounds, the actuarial reduction applied to deferred benefits paid early under Regulation 30(2) [B].

2009 Policy Decision - If member leaves a local government employment before he is entitled to the immediate payment of retirement benefits, once he has attained the age of 55 he may choose to receive payment of them immediately. A choice by a member aged less than 60 is ineffective without the consent of his employer or former employer and the employer must pay to the Pension Fund a sum representing the capital of releasing those benefits early. The pension must be reduced by the amounts shown as appropriate in guidance issued by the Government Actuary unless the employing authority determines on compassionate grounds that the pension should not be reduced and again this would give rise to a cost to the Authority.

The DFA has resolved that early payment of pension benefits under Regulation 30, including a decision as to whether or not to waive any actuarial reduction on compassionate grounds should normally only be granted in cases approved by the DFA. Each case will be considered on its own merits with each case objectively justified and with potential discrimination issues taken into consideration.

2014 Policy Decision Recommendation - The DFA to resolve to continue with the 2009 Policy decision.

- 3.3.8 **Regulation 30A (3) & (5) [B]** - Power of employing authority to grant early payment of suspended tier 3 ill health pension. Regulation 30A (3) Whether to grant application for early payment of a suspended tier 3 ill-health pension on or after age 55 and before age 60. Regulation 30A (5) whether to waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under Regulation 30A [B].

2009 Policy Decision - The DFA has resolved not to give blanket consent to reinstate suspended ill health pensions. The Chief Fire Officer is responsible for assessing any requests, taking into account factors such as costs to the Authority and the effect on service delivery.

The DFA will only waive the actuarial reduction of payment of a deferred member's benefits in exceptional circumstances.

2014 Policy Decision - The DFA to resolve to continue with the 2009 Policy decision. Each case will be considered on its own merits with each case objectively justified and with potential discrimination issues taken into consideration.

- 3.3.9 **NEW Regulation 31 (2) & (5) [L]** - Power of employing authority to grant early payment of deferred pension Regulation 31 (2) Grant application from a post-31 March 1998/pre-1 April 2008 leaver or from a councillor for early payment of benefits on or after age 50/55 and before age 60. Regulation 31 (5) waive, on compassionate grounds, the actuarial reduction applied to benefits paid early under Regulation 31 (2).

2009 Policy Decision - Not applicable, regulation introduced in 2014.

2014 Policy Decision Recommendation - The DFA will not normally grant early payment of benefits or waive any actuarial reduction except in cases specifically agreed by the Chief Fire Officer (or nominated representative) on compassionate grounds.

Each case will be considered on its own merits with each case objectively justified and with potential discrimination issues taken into consideration.

- 3.3.10 **NEW Regulation 31 (7A) [L]** - Power of employing authority to grant additional pension. Councillor optant outs and pre-1 April 2008 employee optants outs only to get benefits paid from normal retirement date if employer agrees.

2009 Policy Decision - Not applicable, regulation introduced in 2014.

2014 Policy Decision - The DFA to resolve that additional pension will not normally be awarded except in cases specifically agreed by the Chief Fire Officer (or nominated representative). Each case will be considered on its own merits with each case objectively justified and with potential discrimination issues taken into consideration.

3.4 **Part B** (where formulation of a written policy is not compulsory)

3.4.1 **Regulation 9 (1) & (3) [R]** - Contributions payable by active members. Employers determine the contributions payable by members by attributing each member to one of the contribution bands set out in Regulation 9 (2) [R]. Employers have the capacity to re-attribute the specific payband (upwards or downwards) where there is a material change in a member's contractual terms.

2009 Policy Decision - Regulation 3 introduced tiered employee pension contribution rates dependent on salary level. The contribution rate to be applied to an active member's pensionable pay in any financial year is the rate determined by the employer to represent the assumed pensionable pay for the forthcoming year. Where there is a material change to a member's pensionable pay in the course of a financial year, the employer may re-determine the contribution rate to be applied in his case.

To review and adjust the contribution band each time there is a change to pensionable pay would lead to an increase in administration and an increase in the complexity of reporting requirements to Dorset County Council. In many cases pay changed would be within the same contribution band.

The DFA has resolved not to re-determine the contribution rate in the course of the financial year. The exception to this will be where a member requests a review of his contribution rate as a result of a material change in pensionable pay.

2014 Policy Decision Recommendation - The DFA to resolve to re-determine contribution rates during the course of the year on a monthly basis to take account of overtime payments and following any other material change which affects the member's pensionable pay.

Each case of material change will be considered by the Head of HR (or nominated representative) on its own merits, ensuring that it can be objectively justified and that potential discrimination issues are fully considered.

3.4.2 **Regulation 22 (7) (b) and (8) (b) [R]** - Facility to extend time limits for active members to not aggregate deferred periods of LGPS membership whether to extend the 12 month option period for a member to elect that deferred benefits should not be aggregated with a new employment or ongoing concurrent employment.

2009 Policy Decision - A member who is appointed from another LGPS employer, either directly or after a break, may opt to aggregate the two periods of membership provided they do so whilst still an active member in the new post. Notice has to be given within 12 months of becoming a new active member or such longer period as his new employer may allow.

The DFA has resolved that it will normally require any request to aggregate LGPS membership to be made within the 12 month time limit. Any requests outside of the 12 month limit to be referred to the Head of HR.

2014 Policy Decision Recommendation - The DFA to resolve to continue with the 2009 Policy decision.

Each case of material change will be considered by the Head of HR (or nominated representative) on its own merits, ensuring that it can be objectively justified and that potential discrimination issues are fully considered.

- 3.4.3 **Regulation 100 (6) [R]** - Facility to extend time limits for active members to request a transfer of previous pension rights into the LGPS. Where an active member requests to transfer previous pension rights into the LGPS, the member must make a request within 12 months of becoming an active member. Employers, with agreement of Administering Authority, may allow a longer period than 12 months.

JOINT DECISION WITH ADMINISTERING AUTHORITY

2009 Policy Decision - This provides that an active scheme member may elect to transfer into the LGPS relevant pension rights held elsewhere. The member must request the transfer of such rights in writing within 12 months of becoming a member of the LGPS or such longer periods as the employer may allow.

The DFA has resolved to normally allow transfer of relevant pension rights held elsewhere to be made within the 12 month period. Any request outside of the 12 month limited to be referred to the Head of HR and only agreed in exceptional circumstances.

2014 Policy Decision Recommendation - The DFA to resolve to continue with the 2009 Policy decision.

3.5 **The Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2011**

- 3.5.1 The Compensation Regulations govern the compensation that authorities can award to an employee whose contract ends on the grounds of redundancy, efficiency or upon the cessation of a joint appointment.

3.5.2 These are that the Authority will:

- ◆ Retain its policy that redundancy payments should be calculated on the basis of the actual salary.
- ◆ Exercise discretion under the Regulations to make compensatory payments to employees being made redundant based on a multiplier of 1.75 times (reviewed and amended in 2013) the number of weeks an employee would be entitled to under the statutory redundancy up to a maximum of 75 weeks' pay, subject to review.
- ◆ Approve the proposal that compensation payments should not generally be made to employees who are allowed to retire on the grounds of efficiency but that in exceptional circumstances a one-off payment may be paid where this has been approved by the Fire Authority.

2014 Policy Decision Recommendation - The DFA resolves to re-confirm the discretions approved by the Fire Authority in 2013.

3.6 **Local Government Pension Scheme (Transitional Provisions) Regulations 2008**

3.6.1 Regulation 9 - Women with membership before 6 April 1988

This Regulation provides for the employer accepting all married female scheme members have made an election to provide their husbands with a widower's pension for any relevant service (unless the employee states in writing that she does not wish such an election to be provided).

2014 Policy Decision Recommendation - The DFA accepts that all married female scheme members have made such an election with the proviso that any employee may elect otherwise.

3.7 **The Local Government (Discretionary Payments) Regulations 2011 - Injury Allowance Scheme**

3.7.1 It is a requirement of the above Regulations for employers to set up an injury award scheme for employees who sustain injuries or contracts diseases as a result of anything they were required to do in carrying out their work.

3.7.2 The scheme applies to all employees eligible to join the Local Government Pension Scheme regardless of whether they are members of the scheme or not.

3.7.3 Whilst it is a requirement to set up an injury award scheme, the level of the award is discretionary subject to prescribed limits.

2014 Policy Decision Recommendation - The DFA to resolve to adopt the injury award scheme as shown at Appendix A".

4. Summary

- 4.1 The DFA is required to formulate, publish and keep under a review a policy statement in relation to the exercise of a number of discretions under the Local Government Pension Scheme.
- 4.2 The above policy statement covers all the areas requiring discretions as stipulated under the various LGPS regulations.
- 4.3 The 2014 Scheme contains a provision that discretions policies under the Scheme must be prepared, published and copied to the Pension Fund administering authority within three months of 1 April 2014 or as soon as is reasonably practicable after that date.
- 4.4 The LGPS Discretions Policy will therefore be published following the DFA Meeting on 24 September 2014.

DARRAN GUNTER

Chief Fire Officer

17 September 2014

Appendix A**Injury Scheme****Injury Awards**

Injury allowances for employees covered by the Local Government Pension Scheme are provided for in the (Discretionary Payments) Regulations 1996 and it is a requirement of the Regulations for an employer to set up an injury award scheme.

The scheme applies to all employees covered by the Local Government Pension Scheme whether they are members of the scheme or not.

Entitlement to an award accrues where the Fire Authority Medical Adviser states, that in his opinion, an employee has sustained an injury or has contracted a disease as the result of anything they were required to do in carrying out their work.

The Chief Fire Officer, after receiving the appropriate medical opinion from the Fire Authority Medical Adviser, is authorised to approve injury awards in the following circumstances:

Loss of employment through permanent incapacity

If an employee is forced to retire because of a qualifying injury at work, they may be entitled to an annual allowance

The allowance will be calculated in accordance with the criteria laid down in the Firefighters' Compensation Scheme and will be offset by relevant income. Where there has clearly been contributory negligence on the part of the employee this will be taken into account in determining the level of the award.

Reduction in remuneration

Where, as a result of the injury or disease, a person suffers a reduction in pay (whether or not in the same employment), they will be entitled to an annual allowance. The allowance will be calculated in accordance with the criteria laid down in the Firefighters' Compensation Scheme. In these circumstances, the amount of the allowance, together with the current pay, must not exceed the pay that would have been applicable if the injury or disease had not occurred.

Where an employee is absent through a qualifying injury and no decision has been made regarding his/her ability to return to duty, consideration may be given to extending the period of full and/or half pay sickness allowance under the NJC for Local Government Services Conditions of Service.

Death Benefits

Where a person dies as a result of an injury or disease, that person's widow/widower shall be entitled to an annual allowance or a lump sum, and a dependant shall be eligible for an annual

allowance or a lump sum. Each case will be considered on its own merits in the light of the prevailing circumstances.

Allowances for Pensioners

If an employee is in receipt of an injury allowance in respect of a reduction in pay, retires and becomes entitled to a local government pension, an allowance may be paid to cover the shortfall between the pension and what it would have been if the injury allowance had been classed as pensionable pay. The level of the allowance must not exceed the shortfall.

Responsibilities of DFRS in determining an award

- ◆ Establish that the injury was sustained or the disease was contracted “in the line of duty”.
- ◆ An employee only becomes entitled to an award if they sustain an injury or contract a disease as a result of anything they were required to do in carrying out their work. In establishing that this was the case reference will be made to accident reports, witness statements, accident investigations, etc.
- ◆ Is the incapacity “likely to be permanent”.
- ◆ This will be determined by the Independent Registered Medical Practitioner.
- ◆ Decide the gross level of the award.

Awards reflect loss of employee’s general earning capacity and take account of both length of service and degree of disablement. The degree of disablement is determined by reference to the reduction in earnings capacity. In determining the award account will be taken of any contributory negligence on the part of the employee.

The figures below are the same as those in the Police and Fire Schemes.

Percentage disablement	Pension as percentage of average pensionable pay			
	Less than 5 years’ service	5 or more but less than 15 years’ service	15 or more but less than 25 years’ service	25 or more years’ service
25 or less (slight disablement)	15	30	45	60
More than 25 but not more than 50 (minor disablement)	40	50	60	70
More than 50 but not more than 75 (major disablement)	65	70	75	80
More than 75 (Severe disablement)	85	85	85	85

Relevant Income

Annual income from the following list must be deducted from the injury allowance:

- ◆ Specific social security benefits under Part 5 of the Social Security Contributions and Benefit Act 1992. These are social security benefits payable in respect of industrial injury and incapacity benefits, reduced earnings and severe disablement allowances and disablement gratuities, and include any increases relating to dependants.
- ◆ Any other statutory right to benefit or compensation.
- ◆ Any public or private sector pension scheme.
- ◆ Any damages recovered and any sum received from a contract of insurance.

Right of appeal

If an employee is refused an injury award, they may appeal to the Fire Authority who will consider the case and come to a decision. his right does not extend to the amount of the award.

Review of Injury Awards

The Chief Fire Officer will review injury awards on an annual basis to identify any changes in circumstances which could affect payment. The recipient of an injury award is expected to notify the Chief Fire Officer of any changes in their personal circumstances which could affect the payment of the award.

Payment of Injury allowances cease when the recipient reaches the normal retirement age.