

LOCAL PENSION BOARD

Report of the Chief Fire Officer

20 October 2025

Pension Update

Status: To note

Purpose of the Report

- 1.1 The purpose of the report is to provide an update on:
 - Sargeant/McCloud remedy for firefighters
 - Matthews 2 remedy
 - readiness update on pension dashboards.
 - pensionable pay review
- 1.2 Both Sargeant/McCloud and Matthews 2 remedies address historic pension entitlement issues affecting whole-time and retained firefighters respectively and require coordinated action between North Yorkshire Fire and Rescue Service (NYFRS), the scheme administrator (West Yorkshire Pension Fund - WYPF), and affected members.
- 1.3 Note that on 1 April 2025, all fire functions transferred from the Home Office to the Ministry of Housing, Communities and Local Government (MHCLG); MHCLG is now referenced throughout this document.

Recommendations

- 2.1 That the North Yorkshire Local Pension Board notes the updates:

- **Sargeant/McCloud Remedy – Paragraphs 3 to 9**

Since late June 2025, WYPF administrators have been issuing 2024 Annual Benefit Statements – Remediable Service Statements (ABS-RSS) to active firefighters. As at 1 October 2025, 198 out of 234 have been issued (85%) with 36 still outstanding. Regarding 2025(ABS-RSS), due to a communication error between WYPF and NYFRS, requests for amendments to 2025 year-end data from WYPF were not received by NYFRS. As a result, WYPF were unable to issue 2025 ABS-RSS on schedule by the 31 August 2025 deadline. A breach has subsequently been reported to the Pensions Regulator (tPR). WYPF were able to begin issuing 2025 ABS-RSS to active firefighters in early September 2025. 193 out of 232 (83%) were issued by 4 September 2025 with 39 still outstanding. WYPF still need to deliver ABS-RSS's to in-scope deferred and pensioner members. This is estimated to be completed before the end of 2025.

Once an RSS has been issued for a Firefighters' Pension Scheme (FPS) 1992 / Special FPS 2006, a member who wishes to settle their outstanding contribution adjustment within their 12-week window can do so with no additional interest added as this has been deemed uneconomical.

It is recommended that Local Pension Board (LPB) reconfirms this policy for 2025 ABS-RSS:

“No interest will be added to the outstanding contribution settlement amount, as it is uneconomical for NYFRS to do so, for 12 weeks following a member receiving their ABS-RSS; each members ABS-RSS will be considered individually.”

- **Pensionable Pay Review – Paragraph 10**

Following a review by the NYFRS Payroll and Pensions Team, it is now believed that Bear Scotland and Public Holiday calculations (which have previously been pensionable) should have been non-pensionable from July 2019. Calculations are currently underway so this amendment can be accounted for going forwards in future payroll runs.

- **Retained Firefighters Remedy – Matthews 2 (The second options exercise) - paragraph 12**

Considerable progress has been made on both Matthews 2 and Sargeant/McCloud remedies, despite the ongoing challenges. Member engagement remains a priority to ensure timely completion. WYPF team continues to work closely with NYFRS and MHCLG to resolve outstanding issues and deliver compliant remedy outcomes.

- **Pensions dashboards – paragraph 13**

Pension Dashboards will help individuals view their pensions information online, securely and all in one place. Accurate and reliable data is the bedrock of these dashboards. WYPF have confirmed that despite the late delivery of 2025 ABS-RSS to members, the delivery of Pension Dashboards for the connection date of 31 October remains on track.

- **Other updates:**

- New Workplace Pension Re-Enrolment Date – **paragraph 14**
- Internal Dispute Resolution Procedure (IDRP) – **paragraph 15**
- Employment Tribunal - Aggregation Claims Update – **paragraph 16**
- The Future of the LGA Firefighters’ Pensions Team provision and consultation – **paragraph 17**
- Pension Administrator – WYPF – Monthly Report Actions for NYFRS – **paragraph 18**
- Other Board Matters – **paragraph 19**

Sargeant/McCloud Remedy Update

2024 Annual Benefit Statement – Remediable Service Statement (ABS-RSS)

- 3.1 The McCloud/Sargeant remedy addresses age discrimination by providing members the option to choose between legacy and reformed scheme benefits for the remedy period (1 April 2015 to 31 March 2022). This information is provided within the Annual Benefit Statements (ABS) and Remediable Service Statements (RSS) with information provided by NYFRS and the Pension Administrator West Yorkshire Pension Fund (WYPF).
- 3.2 The statutory deadline for the 2024 ABS-RSS to be produced was 31 March 2025. As previously reported, 2024 ABS-RSS were not produced by the deadline and this breach was reported to the Pensions Regulator (tPR) in April 2025. A revised target of 30 June 2025 was set (missing target would still fall under the original breach reported, so no further 2024 breaches need to be reported).
- 3.3 In late June 2025, WYPF administrators began issuing 2024 ABS-RSS to active firefighters. As at 1 October 2025, 198 out of 234 have been issued (85%) with 36 still outstanding. Outstanding statements fall into the below categories, which are still under development at WYPF.
 - a. Outstanding transfer in or inter-brigade cases
 - b. Members with Pension Sharing Orders or Divorce Debits
 - c. Annual Allowance Scheme Pays Deductions
 - d. Members with Additional Pension Contributions
 - e. Modified Scheme members
 - f. Outstanding Matthews 2 cases.

- 3.4 WYPF still need to deliver ABS-RSS's to in-scope deferred and pensioner members. This is estimated to be completed before the end of 2025. WYPF have kept TPR updated with progress towards production, which they are fine with given current issues within Public Sector Pension Schemes.

WYPF will confirm the number of outstanding deferred and pensioner member ABS-RSS at the Local Pension Board meeting.

- 3.5 Completed ABS-RSS have been uploaded to Member Portals. Members who have opted out of digital communications will receive a hard copy.
- 3.6 As scheme managers, NYFRS has been checking and calculating interest at the point when the member is being issued with their first RSS as part of the contribution adjustment. It is not within a scheme manager's discretion to waive this interest. The only exception where waiving of interest would apply, would be when an RSS has been issued to an FPS 1992 member and they wish to pay those contributions, but it would be uneconomical to recalculate additional interest between the date of RSS issuance and the date of payment, so long this is less than the 3-month payment window.

2025 Annual Benefit Statement – Remediable Service Statement

- 4.1 The statutory deadline for the 2025 ABS-RSS to be produced was 31 August 2025. Due to a communication error between WYPF and NYFRS, requests for amendments to 2025 year-end data from WYPF were not received by NYFRS. As a result, WYPF were unable to issue 2025 ABS-RSS on schedule by the 31 August 2025 deadline.
- 4.2 A breach has subsequently been reported to the Pensions Regulator (tPR) by WYPF on 9 September 2025 and by NYFRS on 12 September 2025.
- 4.3 WYPF were able to begin issuing 2025 ABS-RSS to active firefighters in early September 2025. 193 out of 232 (83%) have been issued by 4 September 2025 with 39 still outstanding. Outstanding statements fall into the same categories as 3.3 above, which are still under development at WYPF.
- 4.4 WYPF still need to deliver ABS-RSS's to in-scope deferred and pensioner members. This is estimated to be completed before the end of 2025. WYPF will confirm the number of outstanding deferred and pensioner member ABS-RSS at the Local Pension Board meeting.
- 4.5 Local Government Association (LGA) advised that it is important that 2025 statements are issued on time for the pension dashboards project. WYPF have confirmed that the late delivery of 2025 ABS-RSS will not impact the delivery of Pensions Dashboards overall (see 13.8).

Reporting pension breaches to the Pension Regulator

- 5.1 Both WYPF and NYFRS have previously communicated to the the Pensions Regulator (tPR) in April 2025 around the failure to issue 2024 ABS-RSS to members by the statutory deadline of 31 March 2025. WYPF previously explained to tPR that "... our ability to provide Remediable Service Statements (RSS) is down to Civica update deliveries and their accuracy" where Civica is WYPF software provider.
- 5.2 Of the 567 members where 2024 ABS-RSS was not issued by the statutory deadline, 562 were in breach. Of the 5 not in breach, 1 was awaiting an ill health reassessment and 4 were on hold due to a pension sharing order. Both such scenarios allow a Scheme Manager to set a revised date to issue those statements, under section 29 (10b).
- 5.3 The statutory deadline for the 2025 ABS-RSS to be produced was 31 August 2025. Due to a communication error between WYPF and NYFRS, requests for amendments to 2025 year-end data from WYPF were not received by NYFRS. As a result, WYPF were unable to issue 2025 ABS-RSS on schedule by the 31 August 2025 deadline.
- 5.4 This breach has also been reported to the Pensions Regulator (tPR) by WYPF on 9 September 2025 and by NYFRS on 12 September 2025.

Contribution Adjustment – FPS 1992/Special FPS 2006

- 6.1 Every member impacted by remedy will be rolled back to their legacy scheme for their membership during the remedy period (1 April 2015 to 31 March 2022). Due to the differences

in contribution rates within the Firefighters' Pension Schemes, this will trigger a contribution adjustment.

- 6.2 An individual who was previously a member of FPS 1992 or Special FPS 2006 and was transitioned into FPS 2015 during the remedy period will be automatically rolled back into FPS 1992 or Special FPS 2006.
- 6.3 The contribution rate of FPS 1992 / Special FPS 2006 is greater than the contribution rate of the FPS 2015. FPS 1992/Special FPS 2006 members will have additional contributions that will need to be paid back to the scheme. Fully protected members will not pay any extra contributions for the remedy period.
- 6.4 Active members may elect to settle this within the 12-week window after receiving the RSS. No additional interest is currently calculated after the issuance of RSS statements as this is uneconomical to recalculate and reissue. LPB to reconfirm this policy – see paragraph 2.1.
- 6.5 The contribution adjustment shown on the 2024 ABS-RSS will be overstated (this has been corrected for 2025 ABS-RSS). The 2024 ABS-RSS does not include the tax relief amount that reduces the contribution adjustment amount due; a revised 2024 ABS-RSS contribution adjustment reduced by tax relief, is provided by NYFRS Payroll and Pension team for members wishing to settle their contribution adjustment.
- 6.6 Members can choose to settle their contribution adjustment before or at retirement. The buy back window will reopen every year around the ABS-RSS issue date and continue right up until retirement.
- 6.7 Payment must be paid in full and from the same payment source. In addition, this can be deducted from pension benefits at retirement instead. There is no facility for the contribution adjustment to be paid by periodical payments.

Contribution Adjustment – FPS 2006

- 7.1 Every member impacted by remedy will be rolled back to their legacy scheme for their membership during the remedy period (1 April 2015 to 31 March 2022). Due to the differences in contribution rates within the Firefighters' Pension Schemes, this will trigger a contribution adjustment.
- 7.2 An individual who was previously a member of FPS 2006 and was transitioned into FPS 2015 during the remedy period will be automatically rolled back into FPS 2006.
- 7.3 The contribution rate of FPS 2006 is lower than the contribution rate of FPS 2015. Standard FPS 2006 members have the option to reclaim any contribution payments following receipt of their RSS or defer receiving payment.
- 7.4 There is no time limit for the FPS 2006 refund.
- 7.5 Interest due will be calculated in all cases. This will be calculated as 8% simple interest up until 28 days after the first RSS is issued, and NS&I compound interest from day 29 onwards.
- 7.6 If members choose to receive the contribution adjustment before they retire to revert to the 2006 scheme but then at retirement choose to revert to the 2015 reformed scheme, their contributions will need to be adjusted again meaning that they would then owe monies to the scheme plus the additional interest calculated to date of retirement – this would be deducted from their pension benefits.

Compensation

- 8.1 A compensation claim will be for a specific financial loss which is clearly identifiable, incurred by a member because of the discrimination and putting a member in the same pension position that they would have been in if the discrimination had not occurred.
- 8.2 Compensation payments will fall into either automatic or non-automatic compensation claims. Automatic claims can be paid at the earliest opportunity when all the relevant information is available and must be paid to fulfil the requirements of legislation.
- 8.3 Automatic claims will include FPS 2015 Added Pension compensation refunds, FPS 2006 Standard refunds (contribution adjustment), FPS 1992 legacy scheme members who choose

FPS 2015 benefits at retirement, legacy scheme added years contributions paid during the remedy period and tax relief for non-active members.

- 8.4 Non-automatic claims include (but not limited to) accountancy services to deal with tax charges and returns, independent financial advice where members need to make a decision (general remedy advice will not be sufficient for reimbursement), legal services, direct financial loss, etc.
- 8.5 Each claim will be assessed by its own merit to ensure fairness and accuracy in the assessment process.

Contingent Decisions

- 9.1 A Contingent Decision (CD) is a decision taken by a member, relating to their membership of the Firefighters' Pension Scheme (FPS), that would have been different had it not been for the discrimination identified by the courts.
- 9.2 There are two categories of CD in the FPS: opt-outs and additional service.
- 9.3 Opt-Out includes members who would not have opted-out if they had been allowed to remain in the Legacy Scheme (FPS 1992 / FPS 2006 / Special FPS 2006) beyond their transition date or if protected members had been allowed to join the 2015 Reformed Scheme from 1 April 2015. Depending on dates when the member opted out, these contingent decisions may remain on hold while MHCLG considers these in more detail.
- 9.4 Additional Service is where members could argue they would have purchased (more) additional service if they were in the Legacy Scheme.
- 9.5 Where a member makes a CD, there will have to be an adjustment to benefits, which may involve the member paying extra contributions. The member must make a claim using the specific CD claim form. In all cases, the member will be required to provide a few sentences, in their own words, that describe the reasons why they took the action they did and how this relates to the introduction of the reformed scheme.
- 9.6 Updated Scheme Manager guidance has been released during September 2025, this can be found at:

<https://www.fpsregs.org/images/Age-discrimination/Age-discrimination-remedy-Contingent-Decisions-guidance-v1.8-2.pdf>

Updated member guidance will follow in due course.

- 9.7 LGA has been gathering data from FRAs in relation to contingent decision – optants outs. NYFRS have supplied information as part of this.

Pensionable Pay Review

- 10.1 As part of receiving the 2025 year-end data in early September, WYPF queried which pay elements NYFRS are including as Pensionable Pay.
- 10.2 Following a review by the NYFRS Payroll and Pensions Team and applying the 5 key principles of the Blackburne ruling, it is now believed that Bear Scotland, Public Holiday and Gold Command (which have previously been pensionable) should have been non-pensionable from July 2019.
- 10.3 The below table shows a summary up to September 2025 if this change was to be enacted from July 2019. This would result in a reduction in employers' contributions, a rebate to members of employee contributions, and a tax adjustment. It would only relate to current active wholetime employees.

Years	Gold Command	Public Holiday	Bear Scotland	Total Pensionable Pay	Employers % Rate	Employers Contributions
2025-26	£ 34,472.88	£ 55,237.93	£ 15,613.29	£ 105,324.10	37.60	£ 39,601.86
2024-25	£ 62,153.48	£ 107,648.05	£ 251,474.12	£ 421,275.65	37.60	£ 158,399.64
2023-24	£ 56,506.29	£ 109,166.32	£ -	£ 165,672.61	28.80	£ 47,713.71
2022-23	£ 18,022.63	£ 110,787.86	£ -	£ 128,810.49	28.80	£ 37,097.42
2021-22	£ 9,027.41	£ 69,467.77	£ -	£ 78,495.18	28.80	£ 22,606.61
2020-21	£ 9,126.94	£ 80,824.19	£ -	£ 89,951.13	28.80	£ 25,905.93
2019-20	£ -	£ 37,072.81	£ -	£ 37,072.81	28.80	£ 10,676.97
Totals	£ 189,309.63	£ 570,204.93	£ 267,087.41	£ 1,026,601.97		£ 342,002.15

- 10.4 Final calculations are currently underway so this amendment can be accounted for going forwards in future payroll runs.

Retained Firefighters Remedy – Matthews 2 (The second options exercise)

- 12.1 A legal settlement under the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000 allowed certain **retained firefighters** with service between 1 July 2000 and 5 April 2006 to become members of the Firefighters Pension Scheme.
- 12.2 The Matthews 2 remedy involves the correction of eligible on-call firefighters’ pension records impacted by the Matthews judgment, ensuring scheme members receive the correct benefits. This remains a complex exercise involving historical data inconsistencies, manual case reviews, and member communications.
- 12.3 MHCLG has consulted on changes to the Firefighters’ Pension Scheme (England) Order 2006. This consultation closed on 17 February 2025. The response, which is yet to be published, will address number of issues: Conversion options for deferred members, additional Death Grant, etc. The consultation looked at a range of proposed changes to the pension scheme, including extending the 2023 Options exercise deadline to 31 March 2026. The pensions team is awaiting the consultation response from MHCLG to finalise approach on certain benefit calculations.

12.4

<u>Matthews 2 Cases (as of 24 September 2025)</u>	
All potentially eligible retained firefighters identified	610
Cases processed to date (quotes issued to members)	353
Remaining cases	214
Other (see below)	43
<i>Expression of no interest forms or emails received</i>	12
<i>Deceased cases identified</i>	24
<i>Ill-health manual calculations for GAD referral</i>	6
<i>Periodical payment stopped for M1* needs manual calc for GAD referral</i>	1

* M1 = "Month 1" i.e. Emergency Tax

- 12.5 The Matthews 2 remedy is progressing at a slower pace than anticipated. Matthews remedy processing for retired firefighters is well underway, with special pensioner payments being issued, as per Scheme Advisory Board (SAB) priority cohort order. Matthews remedy remains a high priority which requires continued focus and resources to ensure full compliance and member satisfaction. Manual calculations are needed for death, ill-health pensioner with Pension Sharing Order or Earmarking Order and Tax Charge Debits (Scheme Pays). Deferred members are awaiting MHCLG confirmation to allow them to convert the 2006 Standard membership into the Modified 2006 scheme. A new GAD Calculator is expected to be released later this quarter to allow this.
- 12.6 WYPF Matthews team is continuing to process Matthews cases as a steady work area daily. There have been various staff movements at WYPF. WYPF administrators have begun a recruitment exercise for a new Matthews Team. A new Team Manager/Member Services Manager is expected to start on 27 October 2025. There are timing issues due to short time limit between the change to the GAD calculator and the closure of payrolls and the length of time the individual calculations take. NYFRS and WYPF teams are working tirelessly to process the Matthews cases.

As at October 2025, WYPF have processed a total of 181 claim forms – please note this is across all FRAs (not just NYFRS). As at September 2025, WYPF reported a backlog of 143 cases where claim forms have been received and are awaiting payment. These cases are a mixture of those who have never been in receipt of pension and those receiving additional payments having already been in the scheme and in receipt of pension. WYPF continue to

compile special pensioner data into a master spreadsheet; this is taking longer to process due to volume and resource at present. WYPF are also actively seeking to increase the resource working on the Matthews project and looking to establish a team dedicated to this to improve service delivery.

- 12.7 NYFRS has set an internal deadline of 31 October 2025 to maximise the number of quotes issued to potentially eligible members. This would still allow those members up to 5 months to make their elections and submit them prior to the current statutory Options exercise deadline of 31 March 2026 (note this date is subject to a potential extension – see 12.3 above).

The NYFRS Payroll and Pensions team are trying to issue as many quotes as possible by the statutory deadline and proactively trying to locate past colleagues by searching for their addresses where not currently available – using online sources like companies' house and social media as well as asking other former colleagues employed at the same stations as them at around the same time.

- 12.8 The Government Actuary's Department (GAD) has requested full project management data on the Matthews remedy by 22 October 2025. NYFRS is on target to provide data to GAD for this request.
- 12.9 We are in discussions with LGA to show NYFRS Matthews progress vs other FRAs, and this will be reported in due course.

Pension Dashboards

- 13.1 A pensions dashboard is an online tool for people to access information about their pensions. In the UK, these dashboards will show information about pensions from different providers and the State Pension in one place.
- 13.2 Pensions Dashboards Programme (PDP) "Pensions dashboards will enable individuals to access their pensions information online, securely, and all in one place, thereby supporting better planning for retirement".
- 13.3 The Pension Schemes Act 2021 introduced the legal framework for Pensions Dashboards, making it mandatory for schemes to connect. This is so all savers can see their pension information online. The connection deadline for NYFRS is 31 October 2025.
- 13.4 NYFRS has nominated WYPF, and their Integrated Service Provider (ISP), Bravura, as NYFRS preferred choice to join with the Pension Dashboard ecosystem. The fire schemes received the registration codes to join the ecosystem, passed on to WYPF on 3 June 2025.
- 13.5 The key factor for pension dashboards is accurate and complete data of each pension member.
- 13.6 WYPF matching criteria policy sets out 3 matching pieces of data, such as: Surname, National Insurance number, and Date of Birth. If all three criteria match the member will have access to their data, which initially, will only be the pension values shown on their last Annual Benefit Statement (ABS). Scheme manager questionnaire covers the process of WYPF administrators will match and what criteria they will use. The scheme manager will send the completed questionnaire to WYPF agreeing to WYPF matching policy.
- 13.7 If they do not match, further criteria such as address, marital status, first name etc. to be used. If there is only a partial match, one or two matching criteria, WYPF intend to provide WYPF's contact details for resolving main scheme benefit partial match queries.
- 13.8 Please note WYPF have confirmed that the late delivery of 2025 ABS-RSS will not impact the delivery of Pensions Dashboards overall. Some individual members will have records on the dashboard that may not have full information available. This has been anticipated within the regulations as "incomplete transactions" – it's an issue that will impact all pension schemes as there will always be some scenarios that prevent individual pension statements from being completed, and is an ongoing discussion point between TPR and WYPF.

- 13.9 Pension dashboards are scheduled to become available for pension members in late 2026. The Department for Work and Pensions (DWP) will provide six months' notice before the go-live date.

New Workplace Pension Re-Enrolment Date

- 14.1 David Skaith was elected the first Mayor for York and North Yorkshire Combined Authority (YNYCA) from 7th May 2024. Jo Coles was nominated by David Skaith, to be appointed Deputy Mayor for Policing, Fire and Crime. The Policing, Fire and Crime Function within YNYCA supports the Deputy Mayor in undertaking the previous Policing, Fire, Crime and Commissioning (OPFCC) roles and responsibilities. All OPFCC staff transferred to the new YNYCA in May 2024; NYFRS officers and staff also transferred.
- 14.2 Following the transition to the Combined Authority, pension re-enrolment changed from 1 October 2025 to 1 November 2026 (latest re-enrolment date is 30 April 2027).
- 14.3 The Pension Regulator (TPR) confirmed the YNYCA transition and the change from OPFCC to the new name.

Internal Dispute and Resolution Procedure (IDRP)

- 15.1 The Internal Dispute and Resolution Procedure (IDRP) is a process where an individual is not satisfied with a decision made regarding their pension.
- 15.2 In 2025, there have been 6 IDRP application received: 4 x RSS and 1 x Matthews, 1 x Injury on Duty.
- For the Matthews case, an IDRP Stage 1 Decision Letter has been sent, and the member is now included in the second Matthews option exercise.
 - For the 4 RSS cases, 2 cases have had IDRP Stage 1 Decision Letters issued, and the corresponding RSS are now sent. For the remaining cases, one IDRP Stage 1 is underway (due to be resolved by 5 December 2025) and one IDRP Stage 2 is underway (due to be resolved by 3 November 2025).
 - For the Injury on Duty case, an IDRP Stage 1 is underway (due to be resolved by 10 November 2025).

Employment Tribunal - Aggregation Claims Update

- 16.1 The aggregation issue mainly concerns those who transferred from retained (RDS) to wholtime employment before 7 April 2000 and 5 April 2006.
- 16.2 The stay in the Original Claims and the New (aggregation) Claims in England and Wales has been extended until 14 May 2025. The Employment Tribunal has listed the claims for a case management hearing on 11 July.
- 16.3 At the Preliminary Hearing on 11 July (the most recent available update), the Judge made directions that:
1. A 3-day preliminary hearing is to be listed in 2026 (dates to be confirmed) to consider the issue of those claimants who transferred from RDS to wholtime service before 7 April 2000. As the respondents have now effectively conceded this issue in their Position Statements, this hearing will be to consider only those cases where there is a dispute between the parties about whether or not there was a disqualifying break in service. The parties are required to work together to identify any claimants in this category and to agree on suitable test cases. If the parties are able to resolve this issue through discussion, then this hearing will not go ahead.
 2. The respondents argued that the preliminary hearing in 2026 should also be used to consider whether some claims have been lodged outside the statutory time limits but we were able to persuade the judge that this would not be appropriate. (The respondents contend that time limit of 3 months less 1 day runs from, at the latest, the end of a claimant's service as a retained firefighter or on the claimant's retirement. Our position is that the time limit runs from the date of retirement and that the employment tribunal has a discretion to extend time where it is just and equitable to do so.)

3. Another case management hearing will be listed in 2026 to review the position which the parties have reached through ongoing discussion about the outstanding issues and to make further directions.
4. A substantive hearing, with a time estimate of 10 days, is to be listed in 2027 or early 2028 (dates to be confirmed) to consider any remaining issues which remain unresolved.
5. The respondents raised the point that none of the employment tribunal claims have yet been withdrawn. We argued that it would not be appropriate to withdraw claims at this stage and the judge agreed, although he also indicated that this issue would be revisited at the next case management hearing.

The Future of the LGA Firefighters' Pensions Team provision and consultation

- 17.1 At recent National Fire Chiefs Council (NFCC) the LGA team has been asked to support both Chief Fire Officers (CFO) and scheme managers to help with their role to effectively manager and administer the pension schemes.
- 17.2 LGA advisers have therefore reviewed the services they provide and commenced training sessions for the fire sector.
- 17.3 LGA set out a case for change and potential opportunities that are available to FRAs.
- 17.4 A consultation questionnaire has been requested to be completed from all scheme managers and CFO's within the fire sector. This is currently being completed by NYFRS.
- 17.5 A further update will be provided once the consultation response findings have been published.
- 17.6 At the request of the SAB (Scheme Advisory Board), LGA has been tasked with reviewing the compensation and injury scheme.

Pension Administrator – WYPF – Monthly report Actions for NYFRS

- 18.1 WYPF provide monthly report updates where the latest three – July 2025, August 2025, September 2025 – are reported at this Local Pension Board.
- 18.2 The WYPF monthly reports provide actions to be addressed by NYFRS Scheme Manager. The Action Points form the monthly reports are attached at Appendix A.
- 18.3 Recently NYFRS has been experiencing delays around processing Retirements from WYPF. A turnaround time Service Level Agreement would help to manage member expectations better.
- 18.4 WYPF have experienced difficulties with email performance – secure emails (via GalaxKey) being unable to be viewed by NYFRS – hampering communication on urgent issues (see 4.1). More regular face-to-face follow-up between WYPF and NYFRS may help improve communication.

18.5 In addition, at the WYPF FRA Client meeting on 15 October 2025, it was confirmed that emails from and to gov.uk email accounts (which includes wyfp.org.uk addresses) are already secure emails and do not need to be sent using GalaxKey.

Other Board Matters

- 19.1 Terms of Reference – The Chief Fire Officer and the Director of Finance are reviewing the Terms of Reference of Local Pension Board and aim to report back on this in January 2026.
- 19.2 Please note that while all decisions are made by the Chief Fire Officer, the Director of Finance can make delegated decisions on all matters and will liaise with the Chief Fire Officer to ensure they are fully informed of all such delegated decisions.

Louise Branford-White

Director of Finance and S151 Officer to Chief Constable

Action Points from monthly reports

July 2025.

NO ACTIONS

August 2025

ACTION: Scheme managers are asked to provide the number of CD claims that they have received for opted out members by Friday 15 August 2025

RESPONSE: Data was sent to LGA and GAD on 8 September 2025.

ACTION: Scheme managers, Local Pensions Board members, Administrators and all others involved in Firefighter's Pensions are encouraged to attend the Firefighters' AGM.

RESPONSE: Senior Pension Adviser attended on 17th & 18th September 2025 to represent NYFRS.

September 2025

ACTION: Scheme managers should ensure that the most up to date version of the calculator is being used and that if local versions are being made they check that no updates have been made at the point of calculations.

RESPONSE: GAD Calculator updated to version 3 and circulated within NYFRS on 5th August 2025.

ACTION: Training sessions - Local Pension Boards are encouraged to book onto the relevant session for them.

RESPONSE: Virtual training available on 22nd January 2026; refresher virtual training available on 8th December 2025.