

Matthews

- Policy positions agreed with the Home Office
- Next steps for FRAs

Policy positions - Areas for consideration

1. Assumptions
2. Calculator
3. Data sharing

Assumptions

Equity is needed between the first options exercise (2014) and the second options exercise (2023)

Assumptions

Service

- The start date must be evidenced in some way by the FRA i.e. payroll or HR records would be needed.
- A member can challenge this should they be able to provide robust evidence i.e. pay slip, P60 or contract of employment
- No evidence, either from the perspective of the FRA or member = no entitlement.

Service rules for first options exercise

Part 11 Rule 5A(8):

Where an authority are not able to determine the period of the person's service during the limited period from their records, the person may provide the authority with documents to assist them to determine the person's period of service during the limited period and the authority shall determine the period of the person's service from those documents.

Assumptions

Pay

- For equity, FRAs are to use the same data as per the first exercise for pay from 1 July 2000 – 5 April 2006
 - This is unless the pay data was completely wrong, in which case, it should be substituted with the correct data.
- For cases with service pre-1 July 2000, FRAs are to use the data that they have on record (providing that they are confident that it is reliable – FRAs to justify why it isn't)
- In the absence of any data for pre-1 July 2000 membership FRAs can use the central assumptions – Yet to be determined.

Pay rules for first options exercise

[Part 11 Rule 5A\(9\), \(10\), \(11\):](#)

If the FRA does not hold pay records for the limited period, they can take account of documents provided by the person. If these are not available, the FRA can determine pay on the basis of recent pay data for retained firefighters at the same station or stations as that at which the person was based for the relevant period.

Assumptions

Rank

- In the absence of data, FRAs are to assume that the individual was a FF.
- The member will not be disadvantaged by this as it is a FS scheme, and any calculation will be based on total service and pay at leaving. However, it could mean that the HO receives less contributions than expected/warranted.

Calculator

Interest

- The original exercise quoted interest only once, which was in the total amount. It did not take account of the additional interest owed in the case of periodic contributions.
- It was confirmed that HO and GAD were in discussions about this, and they will ensure that interest is split out for periodic contributions.

Calculator

Bulk calculator

- FRAs would benefit from having a bulk spreadsheet for in-scope individuals, rather than having to use a spreadsheet per case.
- It was confirmed that HO and GAD were in discussions about this, and this is something that they believe can be facilitated.

Calculator

Financial benefit output document

- This would be useful for members to understand have and have full clarity on what their entitlement would be should they elect to join under Matthews.
- Previously, FRAs had to instruct administrators to provide this information which was time consuming and open to error.
- HO confirmed that this isn't something that they would be able to support within the calculator as it elevates the level of risk and encroaches on FRA responsibilities.
- **ACTION: The LGA to explore possibilities further with the SAB.**

Calculator

Changes in interest rates

- The first options exercise resulted in regular updates to the calculator due to fluctuating interest. Feedback received confirmed that this was sometimes confusing as well as delaying cases.
- It was confirmed that HO and GAD were in discussions about this, and changes will be made to ensure that this process becomes less cumbersome.

Data sharing agreements

- The fire technical working group have raised concerns about data sharing across FRAs
- It was discussed that, for cases whereby an individual has transferred from one FRA to another and is in scope for Matthews across both FRAs, the current (latest FRA) would need data from the previous FRA so that the calculation can be done – Due to GDPR it is possible that a data sharing agreement is needed for these cases.
- HO confirmed that this isn't something that they would be provided by them and suggested that the LGA raise with the SAB.
- **ACTION: The LGA to explore possibilities further with the SAB.**

Next steps for FRAs

1. Identify individuals in scope

- Consider provisional enrolment – Did your FRA comply?

2. Send out [warm up comms](#)

3. Identify gaps in data

- How far does your payroll data go back?
- How far does your employment data go back? i.e. to the individuals start date?
- Do you have all the pay you need for service post July 2000?

-
- If not, follow the guidance on slide 7

4. Identify individuals who may be subject to both remedies (Sargeant and Matthews)

- a) Those who joined as part of the 2014 Options exercise and have already purchased their post 31 March 2015 service as active special firefighter members i.e. FRAs would have provisionally enrolled these individuals to the modified scheme on 1 April 2015 under provision Part 11, Rule 6C;
- b) Those who didn't join as part of the 2014 Options exercise; didn't join the 2006 Scheme (as a standard member) on or after 6 April 2006; and didn't join the 2015 Scheme.
- c) Those who didn't join as part of the 2014 Options exercise; joined the 2006 Scheme (as a standard member) on or after 6 April 2006 and transitioned into the 2015 Scheme between 1 April 2015 and 31 March 2022 in accordance with the 2015 Scheme's transitional protections.
- d) Those who didn't join as part of the 2014 Options exercise; didn't join the 2006 Scheme (as a standard member) on or after 6 April 2006; and joined the 2015 Scheme on or after 1 April 2015.

Any questions



Disclaimer

- The information contained in these slides are the authors interpretation of the current regulations.
- Readers should take their own legal advice on the interpretation of any particular piece of legislation.
- No responsibility whatsoever will be assumed by LGA or their partners for any direct or consequential loss, financial or otherwise, damage or inconvenience, or any other obligation or liability incurred by readers relying on information contained in these slides.

Thank you for listening!

claire.hey@local.gov.uk

claire.johnson@local.gov.uk

elena.johnson@local.gov.uk