

Firefighters' Compensation Scheme Review Consultation Outcome



Project – Review of Scheme

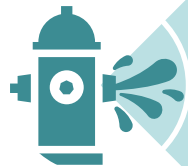
Conduct a comprehensive review of the Firefighters' Compensation Scheme (England) 2006 (FCS) to ensure it remains fair, effective and sustainable. The review will assess the scheme's current provisions, administrative processes and outcomes for firefighters, their families and Fire and Rescue Authorities (FRAs).

The project aims to recommend potential reforms to the scheme to address any identified issues to the Ministry of Housing, Communities and Local Government

Why has the scheme been reviewed?



The scheme had not been comprehensively reviewed for decades



Operational reality has changed



Growing evidence of inconsistency and areas of potential challenge



Experience of the scheme

Themes

Are funding arrangements affordable and sustainable? Are there any alternative funding mechanisms?

Areas of ambiguity or inconsistency in scheme regulations or administration.

Whether benefits remain fit for purpose considering current and emerging risks and the role of a modern firefighter

Opportunities to improve consistency, governance, or alignment with other public-sector frameworks.

Any modernisation required to ensure the scheme remains fair, transparent, and robust.

Recommendations

Over 90 recommendations

1. The changing role of a modern firefighter and emerging risks
2. Modernisation of the scheme
3. Calculation methodology for awards
4. Governance and decision making
5. Funding arrangements

Project Phases

Nov - Feb

- Working groups – discovery phase
- Consultation
- Analysis of discovery

March

- [Informal consultation launch](#) **6th March 2026**
- SAB engagement
- Union engagement
- NFCC engagement

April

- [Informal consultation](#) closes **14th April 2026**
- Collate responses
- Analyse feedback

May

- Prepare final recommendations report
- Final recommendations with MHCLG by **8th May 2026**

Areas of Consensus

Question	Responses
To what extent does the current FCS reflect the full range of modern operational duties (e.g., medical response, flooding, RTCs, hazardous materials, community prevention, and resilience work?)	Fully – 3% Partially – 81% Not at all – 16%
Do you support clarifying and updating the definitions such as ‘injury’ ‘own default’ and ‘in the exercise of duties’ to ensure consistent interpretation across FRAs?	Yes – 90% No – 0% Maybe – 10%
Should firefighters on temporary contracts be eligible for FCS benefits?	Yes – 87% No – 7% Maybe – 6%
Do you consider that the FCS provides adequate protection for emerging risks such as mental health conditions (e.g., PTSD) and occupational illnesses?	Fully – 0% Partially – 68% Not at all – 32%
Do you agree that scheme terminology and eligibility rules (e.g., dependants, survivor benefits, outdated language) should be updated to reflect modern family structures and current policy standards?	Yes – 96% No – 0% Maybe – 4%

Areas of Consensus

Question	Responses
Should a formal review mechanism be introduced to ensure the scheme remains up-to-date?	Yes – 87% No – 0% Maybe – 13%
Should the current calculation method — based heavily on historic pension concepts — be replaced with a modernised approach that better reflects loss of earnings, severity of injury, and contemporary pay structures?	Yes – 87% No – 0% Maybe – 13%
Do you support addressing the inequity currently experienced by retained firefighters compared to part-time and wholetime colleagues?	Yes – 84% No – 0% Maybe – 16%
Would introducing more granular disablement bands or a lower band for a negligible degree of disablement improve fairness?	Yes – 77% No – 0% Maybe – 23%
Do you agree that the scheme should have a statutory governance framework to ensure consistency, oversight and transparency?	Yes – 87% No – 3% Maybe – 10%
Do you agree with the recommendations proposed for reviews and appeals?	Yes – 81% No – 0% Maybe – 19%

Wider views

Question	Responses
For firefighters who hold concurrent retained and wholetime contracts, should awards reflect the potential loss of income from both roles where a qualifying injury ends their operational capability in both roles?	Yes – 71% No – 3% Maybe – 26%
Should the FCS recognise financial losses linked to primary (non-FRA) employment for retained firefighters injured while undertaking FRA duties?	Yes – 29% No – 10% Maybe – 61%
Do you feel these proposals are fair for the firefighter whilst also being affordable and sustainable for the taxpayer?	Yes – 32% No – 0% Maybe – 68%
Do you agree with the proposal to remove the £950 compensation payment for non-dependent survivor and replace it with a provision to compensate for funeral and estate-closure costs instead?	Yes – 65% No – 3% Maybe – 32%
Should FRAs be able to formally delegate decision-making abilities under the FCS?	Yes – 68% No – 3% Maybe – 29%

Wider views

Question	Responses
Does the current local funding model presents sustainability affordability or equity risks for FRAs?	Yes – 39% No – 13% Maybe – 48%
Would you support exploring alternative funding models (e.g., pooled, hybrid or indemnity-style arrangements?)	Yes – 55% No – 0% Maybe – 45%
Do you have any other suggestions for how the funding arrangements for the scheme could work?	Yes – 32% No – 68%
Do you foresee any unintended consequences (operational, financial or legal) arising from the recommendations outlined?	Yes – 65% No – 35%
Do you identify any equality issues that should be taken into account as part of this review?	Yes – 52% No – 16% Maybe – 32%



Next Steps - MHCLG

Formal statutory consultation

- Any policy change will require formal consultation

Scope and order of works

- Some recommendations are likely to have legislative, operational and fiscal implications therefore time will be needed to assess feasibility and affordability
- The number of recommendations is substantial. Therefore, discussions may be needed to understand which may be deliverable in the short to medium term versus those that may need wider structural reform

Interaction with other ongoing policy work

- Ongoing pensions and workforce reform activity
- Judicial review – TPO jurisdiction over compensation scheme disputes

Any questions



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Thank you for listening!

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