

What Worked, What's Next: Fire Sector Training 2025 → 2026





Agenda



2025 Training



Reflection



Training Strategy



What we asked



What you said



LGA team priorities



Sector input

2025 Training



Implemented a training working group



Induction for new pension practitioners



Ill Health retirement processes and case handling



Internal Dispute Resolution Procedure



Local Pension Board Training continued full and introduced refresher training



Offer **Award in Pensions Essentials qualification** in partnership with Barnett Waddingham



Reflection

Reduce	Induction training reduced to half a day and offer specific more in depth topic areas i.e. ill health
Continue	to provide training on: • Ill Health retirement • Internal Dispute Resolution Procedure • Local Pension Board to offer Award in Pension Essentials Qualification
Reintroduce	Scheme Manager training
Introduce	Discretions training

Training Strategy

Objectives
and goals

Audience
Analysis

Training
Needs
Analysis

Content
Development

Delivery
methods

Resources
and Tool

Timeline and
Milestones

Evaluation
and
Feedback

Continuous
improvement

We asked if there.....



were any topics of training, you would like to see



is any type of format of training, you would like to see



were any areas of complexity you would benefit additional training or guidance in

You said.....

If **virtual sessions**, they should be kept shorter.

More **face-to-face** training would be welcomed

Make **ill health** section in induction training more high level

Introduce **Scheme manager** training

Introduce how to understand **ABS-RSS** training

Introduce how to understand **remedy**

You said continued.....

Retain

- **Induction** training for pension practitioners
- **Pension Board** member training
- **Scheme manager** training
- **Ill Health retirement** process and case handling
- **IDRP**

Look into:

- **Firefighters' pension practitioner qualification**
- **E-module** learning

Sector suggested topics for training



Pensionable pay



Remediation of historic errors, including Limitation Act 1981 context



HMRC standalone calculator



Contingent decisions and compensation payments



Matthews impacted by post 31 March 2015 service



Discretions



Administrator training

LGA Team priorities



Training strategy



Continued engagement with sector



Continued areas of training:

Induction
Ill Health
IDRP
LPB



New areas of training:

Scheme manager
Discretions
Pensions Tax

Sector input



TRAINING
SURVEY



TRAINING
WORKING GROUP



FEEDBACK FROM
SESSIONS

Any questions



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Thank you for listening!

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