

HUMBERSIDE FIRE AND RESCUE AUTHORITY

NEW FIREFIGHTERS' PENSION SCHEME 2006

ELECTION TO OPT OUT OF THE NEW FIREFIGHTERS' PENSION SCHEME

If you do not wish to be a member of the New Firefighters' Pension Scheme ("NFPS"), first read the information given on pages 1 and 2 of this form. Then if you decide you do wish to opt out, complete pages 3 and 4, detach them from the rest of the form and return to:

Finance Section
Humberside Fire and Rescue Service
Service Headquarters
Summergroves Way
Kingston Upon Hull
HU4 7BB

Please consider your position carefully before rejecting the NFPS. It –

- is a final salary, occupational pension specially designed for firefighters and which offers a guaranteed level of retirement benefits to its members; contributions to the scheme attract tax relief;
- provides early payment of benefits in the event of retirement on grounds of permanent ill-health; if the ill-health prevents any further regular employment, the benefits would normally be enhanced;
- provides early payment of benefits in the event of the Humberside Fire and Rescue Authority terminating employment at age 55 or over in the interests of the management of the service;
- allows early payment of actuarially reduced benefits to a person aged 55 or over who elects for a member-initiated early retirement pension;
- provides death benefits for a surviving spouse, civil partner, nominated partner and/or children, plus a death-in-service lump sum death grant of three times pensionable pay;
- is a public service pension scheme which allows inflation-proofing of pension fully in line with the Retail Price Index;
- is a pension scheme towards which your employer pays contributions.

There are limits on re-joining if you opt out of the NFPS and then change your mind.

If you have not yet taken up your employment as a firefighter, provided this form reaches the above address in time for it to be actioned with effect from your first day, you will not be admitted to the NFPS. If it does not, you will become a member of the NFPS until the form can be acted on.

If you are currently a member of the NFPS, by completing and returning this form you are giving notice that you wish to leave the Scheme and you will cease to be a member with effect from the start of the following pay period.

This form can also be used by those who are already firefighters and NFPS members (or members of the "old" Firefighters' Pension Scheme) but who are undertaking additional, firefighting duties that they do not wish to be treated as pensionable. For example, if you are a regular firefighter who also undertakes retained duties and wish to opt out in respect of the retained duties only, you should tick the "retained firefighter" box on page 3. You would then remain in the Scheme as a regular firefighter, but not be a member in respect of the retained duties.

What happens if you were a member of the NFPS and you opt out?

Unless you opt out of the NFPS as soon as you take up your employment as a firefighter, you will have paid pension contributions and may have built up entitlement to pension rights. What will happen to them? This will normally depend upon your length of membership, and you could have a choice. Set out below are the various options. Consider which you would like and then complete page 4 of this form to let the Humberside Fire and Rescue Authority know your preference.

A. RETURN OF CONTRIBUTIONS FROM THE NFPS

Eligibility: You must –

- have been a member of the NFPS for less than 3 months;
- not have attained normal retirement age (60);
- not have had a transfer of pension rights from a personal pension scheme into the NFPS;
- not currently be a member of the NFPS in any other employment anywhere;
- not have received a previous payment from the NFPS by way of payment of benefits;
- not have deferred NFPS benefits held by any Fire and Rescue Authority; and
- not have had a transfer of previous NFPS pension rights to an overseas scheme.

Note: The refund paid would be the total of contributions you have paid in the employment, less a tax deduction in accordance with the Finance Act 2004 – normally 20%, and less any deduction required to adjust your State pension position. (As a NFPS member you are contracted out of the State Second Pension and pay the lower, contracted out rate of National Insurance contributions. If you cease to be a member, a payment has to be made to restore your position in the State Second Pension.)

B. TRANSFER OF PENSION RIGHTS TO ANOTHER PENSION ARRANGEMENT

Eligibility: You must –

- have been a member of the NFPS for at least 3 months or, if less, have had a transfer of pension rights from a personal pension scheme into the NFPS; and
- not have reached age 59.

Note: If you ask for a transfer to be investigated, a transfer value would be offered to your other pension arrangement. They should then tell you how much it would be worth in that arrangement. The Humberside Fire and Rescue Authority would only make the payment when you confirm that you wish the transfer to proceed.

C. DEFERRED BENEFITS

Eligibility: You must –

- have been a member of the NFPS for 3 months or more or, if less, have had a transfer of pension rights from a personal pension scheme into the NFPS.

Note: If you elect for deferred benefits, these could be converted at some later time to a transfer value to another pension scheme if you so wish.



DECLARATION

I HAVE READ the literature issued to me relating to membership of the New Firefighters' Pension Scheme and I have decided that I do not wish to be a member of the Scheme.

I UNDERSTAND that I am giving up my right to benefits from the New Firefighters' Pension Scheme and that having opted not to be a member I shall have only a limited right to future entry.

I FURTHER UNDERSTAND that if my decision not to be a member of the New Firefighters' Pension Scheme proves to be financially to my detriment, neither I nor my dependants will have any right to claim compensation or any form of gratuity in lieu of pension rights from the Humberside Fire and Rescue Authority.

Tick the box relevant to the employment in respect of which you are opting out of the NFPS:

- Regular firefighter
 Retained firefighter
 Volunteer firefighter

Signed **Date**

Complete in BLOCK CAPITALS:

Surname

Forename(s)

Address

.....

National Insurance number

Work location

Date of commencement of employment

Employee number *(if known)*

If you are completing this form after you have commenced the employment in which you became a member of the NFPS and in respect of which you wish to opt out, fill in page 4 overleaf to give your instructions regarding the pension rights you have accrued in the NFPS in that employment to the date of opting out.

Then return to the address given on page 1.

If you have been a member of the NFPS before your opting out election takes effect, please tick one of the boxes on this side of the form to indicate what action you would like to be taken regarding the pension rights you have accrued. The notes on page 2 of the form explain eligibility for each of the options.

A. RETURN OF CONTRIBUTIONS

- I have been a member of the NFPS for less than 3 months;
- I have not attained normal retirement age (60);
- I have not had a transfer of pension rights from a personal pension scheme into the NFPS;
- I am not currently a member of the NFPS in any other employment anywhere;
- I have not received a previous payment from the NFPS by way of payment of benefits;
- I do not have deferred NFPS benefits held by my current, or any other, Humberside Fire and Rescue Authority; and
- I have not had a transfer of previous NFPS pension rights to an overseas scheme.

I request the Humberside Fire and Rescue Authority to refund my pension contributions to me, net of the appropriate statutory deductions for National Insurance and tax.

B. TRANSFER OF PENSION RIGHTS TO ANOTHER PENSION ARRANGEMENT

- I have been a member of the NFPS for at least 3 months; or
- I have been a member of the NFPS for less than 3 months but have had a transfer of pension rights from a personal pension scheme into the FPS;
- I have not yet reached age 59.

I shall request the provider of an alternative pension arrangement to contact the Humberside Fire and Rescue Authority about a possible transfer of any accrued pension rights.

D. DEFERRED BENEFITS

- I have been a member of the NFPS for 3 months or more or, if less, have had a transfer of pension rights from a personal pension scheme into the NFPS.

I wish to have my pension rights retained by the Humberside Fire and Rescue Authority in the form of deferred benefits. The Humberside Fire and Rescue Authority will be responsible for payment of those benefits as soon as I become eligible to receive them unless, before then, I request their transfer to some other pension arrangement.

Signed Date