

Fire pension pay terms

1. Actual pensionable pay, FS actual pensionable pay and pensionable pay

- The permanent pay members pay pension contributions on as a member of one of the final salary schemes (1992 or 2006)

Both terms mean the same thing.

- Always include this on your monthly return under column AE
- Excludes continuous professional development (**CPD**) and any pay deemed temporary which is pensionable via an FRA discretion as an Additional Pension Benefit (APB)
- Included any **permanent** pensionable elements, on which pension contributions are deducted, such as Flexi Duty
- Also needed for **on call** members of the 2006 Scheme to calculate their pensionable service for a given year

2. Average pensionable pay, and final pensionable pay

- The permanent pay members pay contributions on in the 365 days up to a specified date that's usually the date of leaving.

These terms all mean the same thing.

- Use to calculate **final salary** scheme pensions
- Excludes continuous professional development (**CPD**) and any pay deemed temporary which is pensionable via an FRA discretion as an Additional Pension Benefit (APB)
- Included any **permanent** pensionable elements, on which pension contributions are deducted, such as Flexi Duty
- Always include **average pensionable pay** on your monthly return because it's used to calculate final salary benefits for annual pension statements.
- Always include this on your monthly return under column AM

See over for example calculation

Example

Average pensionable pay in the 365 days up to a leaving date of 27 October 2019 for a Firefighter Competent who was permanently promoted to Crew Manager on 1 September 2019.

28 October 2018 to 30 June 2019	$246 \div 365 \times £30,533$	£20,578.41
1 July 2019 to 31 August 2019	$62 \div 365 \times £31,144$	£5,290.21
1 September 2019 to 27 October 2019	$57 \div 365 \times £34,528$	£5,392.04
	Total	£31,260.66

3. Rate of pay, annual rate of pay, or annual rate of pensionable pay

- **A member's annual salary at a specific date for pension purposes – usually from the pay scales plus any permanent pensionable elements.**

These terms all mean the same thing.

Example

Rate of pay at 1 November 2019 for a Firefighter Competent with 15% Day Crew

$£31,144 \times 15\%$ (£4,671.60) = **£35,815.60**

£31,144 is taken from the 1st July 2019 pay scales

- Always include this on your monthly return under column AL
- For retained/On Call Firefighters this is their Reference Pay which is the whole time equivalent rate of pay for a firefighter of the same rank
- For part time members this is also the whole time equivalent rate of pay

4. CARE pensionable pay, CPP, or pensionable pay 2015 CARE scheme

- **The permanent pay a member of the 2015 scheme pays pension contributions on.**

These terms all mean the same thing.

- Include continuous professional development (**CPD**)
- Excludes temporary pay
- Used to calculate the CARE pension each year 2015 scheme members
- Always include this on your monthly return under column AF