

FIREFIGHTERS' PENSION SCHEME: ELECTION TO REPAY PENSION CONTRIBUTIONS FOLLOWING A PERIOD OF ABSENCE WITHOUT PAY



Treatment of contributions during absences

The Firefighters' Pension Scheme is one of the best ways to plan for retirement, with an excellent range of benefits which all members can enjoy. As the benefits are based on your pay, certain unpaid absences from work can have an impact on your benefits.

If you are absent from work, for any of the following reasons, your lost pay will not be included for pension purposes, resulting in a lower pension value being calculated for the year(s) that the period occurred:

- Absence due to illness or injury, with no entitlement to pensionable pay (including statutory pay)
- Absence following a trade dispute
- Authorised leave of absence (of up to 5 years)

You can, however, elect to repay the contributions due on the pay you would have received, had it not been for the absence. This notional pay is known as '**assumed pensionable pay**'. You will have 6 months **from your return to work following the absence** to repay your contributions and benefit from the inclusion of 'assumed pensionable pay'. You will pay the same percentage rate that you were paying before the absence.

Please note, your employer may require you to pay their contributions that would have been paid during the absence as well as your own.

Child-related absences that relate to additional maternity leave, additional adoption leave, parental or shared parental leave, where the member is not entitled to pay (including statutory pay), can also elect to repay the contributions due on 'assumed pensionable pay'. For this scenario, you will have 30 days **from your return to work following the absence** to repay your contributions and benefit from the inclusion of 'assumed pensionable pay'. You will pay the same percentage rate that you were paying before the absence.

What happens to my benefits if I don't repay the contributions due?

If you don't repay the contributions due on '**assumed pensionable pay**', your pensionable pay will be reduced, meaning that your pension will be directly affected.

Not all absences require you to make this election

- Absence due to illness or injury where some / all pensionable pay (including statutory pay) is received requires the member to continue paying their normal rate contributions on the actual pay received
- Absence due to reserve forces service leave requires the member to continue paying their normal rate contributions on the lesser of '**assumed pensionable pay**' and actual pay received and any additional payment made by your Fire & Rescue Authority
- Child-related absences that relate to ordinary maternity leave, paternity leave or ordinary adoption leave, where the member is not entitled to pay (including statutory pay) during the period of absence, is treated as having paid their contributions due
- Child-related absences that relate to ordinary maternity leave, paternity leave or ordinary adoption leave where some / all pensionable pay (including statutory pay) is received requires the member to continue paying their normal rate contributions on the actual pay received

Privacy Notice under the Data Protection Act 2018 (General Data Protection Regulations)

East Sussex Fire & Rescue Service collects Personal Identifiable Information to enable it to process your employment/pension and to monitor against statutory requirements. Information is processed under GDPR 2018 -Article 6 (1)b) and GDPR 2018- Article 9 (2)b).For further details on ESFRS privacy arrangements please view ESFRS website [Privacy Notice](#) and GDPR Site on the Portal [GDPR Site](#).

Firefighters' Pension Scheme



ELECTION TO REPAY PENSION CONTRIBUTIONS AFTER A PERIOD OF UNPAID ABSENCE

IDENTIFICATION DETAILS

Surname: _____ First Name(s): _____

Title: _____ NI Number: _____ Date of Birth: ____/____/____

Address: _____

_____ Postcode: _____

UNPAID ABSENCE DETAILS: *To be completed by your Payroll department*

From: ____/____/____ To: ____/____/____

Assumed Pensionable Pay for the absence period: £ _____

Member's contributions due for the Absence period: £ _____

Fire & Rescue Authority's contributions due for the absence period: £ _____

Total contribution payable by the member: £ _____

(only include the Authority's contributions if the member is required to pay these in addition to their own)

I confirm these details are correct and that the member has been informed of the 30 day / 6 month time limit to repay the contributions due.

Signed: _____

Date: ____/____/____

MEMBER'S DECLARATION

I have read the information overleaf and hereby elect:

please tick 1 only

To repay the contributions due so that my pension benefits are restored in full for the period of unpaid absence

Not to repay the contributions due so that **no** pension benefits build up in respect of the period of unpaid absence

Signed: _____

Date: ____/____/____

Please complete and return this form to your Payroll department