

Firefighters' Pension Scheme Comparison Chart

| Feature | FPS 1992 | FPS 2006 | FPS 2006 Special | FPS 2015 |
|--|--|--|---|--|
| Basis of pension | Final salary | Final salary | Final salary | Career Average Revalued Earnings (CARE) |
| Accrual rate | 1/60 th (2/60 th after 20 years) | 1/60 th | 1/45 th | 1/59.7 th |
| Benefit/ Membership cap | 40/60 th | 45 years | 30 years | None |
| Revaluation rate | n/a | n/a | n/a | Average Weekly Earnings |
| Contribution rate | Tiered: 11% - 17% | Tiered: 8.5 - 12.5% | Tiered: 11% - 17% | Tiered: 10.5% - 14.5% |
| Normal pension age (NPA) | 55 | 60 | 55 | 60 |
| Deferred retirement age | 60 | 65 | 60 | Linked to state pension age |
| Lump sum option | Age-related commutation factors | Commute £1 of pension for £12 lump sum | Age-related commutation factors | Commute £1 of pension for £12 lump sum |
| Ill-health provision | Banded on the length of service | <i>Lower tier:</i> 1/60 th accrued membership <i>Higher tier:</i> Basic plus enhancement | <i>Lower tier:</i> 1/60 th accrued membership <i>Higher tier:</i> Basic plus enhancement | <i>Lower tier:</i> 1/59.7 th accrued membership <i>Higher tier:</i> Basic plus enhancement |
| Indexation of pension in payment | Consumer Price Index (CPI) | CPI | CPI | CPI |
| Cohabiting partner pension | No | Yes | Yes | Yes |
| Death in Service Death Grant | 2 x pensionable pay | 3 x pensionable pay | 2 x pensionable pay | 3 x pensionable pay |
| Death Grant where member dies within 5 years of retirement | No | Yes | Yes | Yes |
| Widow(er)s pension ceases on remarriage | Yes | No | No | No |