

COSLA
The Chief Executives, Fife Council and Dumfries and Galloway Council
Clerks to the Joint Fire and Rescue Boards
Chief Officers

1 May 2008

Dear Sir or Madam

SCOTTISH FIRE AND RESCUE SERVICE CIRCULAR 6/2008

FIREFIGHTERS' PENSION SCHEME (FPS)

This circular covers:

1. Advice on the assessment of Ill health Retirement (IHR) in Scotland.

This circular should be brought to the attention of your fire and rescue authority, pension managers, medical officers/occupational health managers, Human Resources and active members of the FPS

1.1 This circular repeals the amendment to Scottish Fire Service Circular (SFSC) 10/2004 set out in (SFSC) 10/2006 paragraph 3.

1.2 The earlier guidance contained in SFSC 10/2004 Annex B is reinstated namely:-

“(a) Amendment to the definition of “regular firefighter” (Schedule 1, Part 1) Eligibility for full membership of the FPS is limited to regular firefighters only. The definition of “regular firefighter” includes a requirement to engage in firefighting. This remains a term of eligibility for joining the FPS. However, the definition has been amended to allow a firefighter who subsequently becomes permanently disabled for firefighting while remaining fit for other related duties to continue as a member of the FPS. This is on condition that there has been no break in service. Consequently if a FRA is of the view that the retention of a firefighter would be of value to the service, redeployment to other duties, as appropriate to the role of a firefighter should be considered and would be allowable under the FPS rules. If the FRA cannot offer other employment, fitness to perform other duties would be not be relevant and the person may be retired with an ill-health award.”

1.3. An FRA will be expected to demonstrate that reasonable steps have been taken to redeploy a firefighter assessed by the Independent Qualified Medical Practitioner (IQMP) as being permanently disabled for firefighting but capable of undertaking other related duties. However, in the event that a FRA is unable to identify duties which a disabled firefighter could undertake, the FRA may offer IHR.

1.4. The Guidance for IQMPs has been revised to take account of this circular.

1.5. COSLA will facilitate the issue of best practice HR guidance to local authorities to ensure consistency of approach throughout the Fire and Rescue Services.

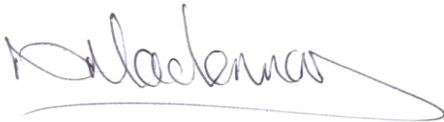
1.6. The terms of this circular have been agreed with COSLA, the Chief Fire Officer's Association Scotland and relevant representative bodies.

2. Contact Details

If you have any queries regarding the content of this circular please contact:

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Yours faithfully



Neil MacLennan