



HAMPSHIRE
FIRE AND
RESCUE
SERVICE



Hampshire
County Council

As part of our Duty of Care to the firefighter community we are seeking some general information regarding your decision not to currently be a member of the HFRS Pension Scheme.

This survey should take no longer than 5 minutes to complete and is anonymous. You do, however have the opportunity to seek further information about the fire pension schemes by providing your personal contact details at the end of the survey.

Q1 Gender

19 Male

0 Female

0 Prefer not to answer

Q2 What age band do you fall within?

1 18-30

3 31-40

7 41-50

5 51-60

3 over 60

0 Prefer not to answer

Q3 How many employment contracts do you hold currently with the HFRS?

14 1

5 2

0 3

0 3+

Q4 Do you have a Whole-Time contract?

12 Yes

7 No

Q5 Is this a permanent or fixed-term contract?

12 Permanent

0 Fixed Term

- Q6 In respect of your whole-time contract what is the main reason why have you chosen not to join the pension scheme?
- 1 I think it is a waste of money
 - 0 I contribute to a pension elsewhere (private, SIPP etc.)
 - 3 I consider that monthly contributions are too expensive for the benefits I will eventually receive
 - 0 Cannot afford to contribute due to other financial commitments
 - 7 Other personal reason
 - 1 I do not understand the benefits of contributing to a pension
 - 0 Prefer not to answer

Q7 Do you have an RDS contract(s)?

- 11 Yes
- 8 No

Q8 In respect of your RDS contract(s) what is the main reason why have you chosen not to join the pension scheme?

- 0 I think it is a waste of money
- 4 I contribute to a pension elsewhere (private, SIPP etc.)
- 2 I consider that monthly contributions are too expensive for the benefits I will eventually receive
- 1 Cannot afford to contribute due to other financial commitments
- 1 Other personal reason
- 3 I do not understand the benefits of a fire pension
- 0 Prefer not to answer

Q9 Would you like someone to contact you personally to discuss the HFRS pension and explain the options available to you in more detail?

- 5 Yes
- 14 No

Please complete the following information:

Name: 5

Payroll Number: 5

Contact Number: 5

Preferred email address: 5

left characters remaining

Thank you for completing this survey that will help HFRS improve their understanding of why firefighters are not currently members of the fire pension scheme. Please click submit to send your reply.



Data Protection Statement -Hampshire County Council adheres to the requirements of the UK Data Protection Act 1988. Hampshire County Council is registered on the public register of data controllers which is looked after by the Information Commissioner. All individuals' responses will be stored securely and only shared with Hampshire Fire & Rescue Service. Your data will be used to help Hampshire Fire & Rescue Service understand why individuals are not members of a Fire Pension Scheme and assist individuals in understanding their personal circumstances, where appropriate to do so. Under the data Protection Act the information you have provided in this questionnaire will not be used for any other purpose, and will be deleted or destroyed after 12 months.



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TPR data requirements

Background

For the first time in 2018, TPR are requesting that schemes measure the data they hold about their members and report this on the annual scheme return. To assist schemes in measuring their data, TPR have produced the following guide:

<http://www.thepensionsregulator.gov.uk/docs/measure-data-guide.pdf>

As you will be aware the scheme manager has responsibility for completing the scheme return and therefore for completing the data score analysis. While they may ask their administrator to perform the exercise, they should be aware that they will need to consider data that is needed but might not be programmed for within the pension software, i.e. various manual calculations or payroll information.

TPR have recently published a [checklist](#) for completing the scheme return, which is expected to be issued in September with a six-week turnaround for completion.

It is important to remember that data scoring should not be considered a test of software or administrators, rather it is a measure to ensure that data is provided accurately by employers and can be accessed appropriately when required in order to calculate members' benefits accurately.

TPR have confirmed that the first year of data-scoring will be used as a baseline to assess the current position of scheme data. It will be used to review the methodology adopted by each scheme in both selecting and measuring their scheme-specific data. Thereafter, a year-on-year improvement will be expected.

There are two different categories of data– common and scheme specific. Please see more detail below.

Common data

A list of 11 basic data items which are used to identify scheme members and should be held by all schemes. The data must be present and accurate for all members. However, data does not need to be measured where there is no further liability – for example the member has transferred out or received a refund of contributions.

	Data item	Comment
1	National Insurance number	'TN' formats should be regarded as missing data. The final character of NI numbers is not essential.
2	Surname	Check that the surname is present.
3	First name or initials	Forenames are preferable but initials are an acceptable alternative. Check that one of these is present.
4	Gender	Check that a gender indicator is present.
5	Date of birth	Check that date of birth is present and consistent (earlier than date joined scheme, retirement, date of leaving). Inconsistent dates should be classed as missing data.
6	Address	An address should be present for all members. 'Gone away', 'unknown' or similar should be treated as missing data.
7	Postcode	Check that a postcode is present if address is not identifiable as being overseas.
8	Start date of pensionable service	Check that the start date is present and later than date of birth. False dates should be classed as missing data.
9	Membership status – e.g. active, deferred, pensioner	Check that a current valid status is recorded for each member. This may be a dual status, e.g. active or deferred member with partial retirement or member with transitional benefits.
10	Last status event - date and reason membership status last changed e.g. from active to deferred.	Check that benefits taken are consistent with status, and, if status history is recorded, that the latest status is the same as the explicitly recorded current status.
11	Normal retirement date: <ul style="list-style-type: none"> • 1992 Age 55 [Rule A13]¹ • 2006 (Standard) Age 60 [Sched 1, Pt 2, Para 3] • 2006 (Special) Age 55 [Sched 1, Pt 2, Para 3 (3)] • 2015 Age 60 Rule 3² 	Need to check that it is populated, consistent with scheme rules and statutory requirements, and is later than date of birth and pensionable service date.

¹ For the 1992 scheme, you may wish to also hold earliest eligibility to pension benefits, i.e. 30 years' service

² As defined in the interpretations under 'Normal Pension Age'

Scheme-specific (conditional) data

Items which are required to run the scheme and pay accurate benefits. This will be different for each scheme, although there may be some similarities within types of scheme e.g. defined benefit, public service.

There will be variances in the data that system providers are able to extract from the pension administration system, and some data may not be held electronically at all.

Although TPR have produced some general guidance on measuring scheme-specific data, there are no particular guidelines for the Firefighters' Pension Schemes.

<http://www.thepensionsregulator.gov.uk/docs/record-keeping-guidance-conditional-data-table.pdf>

The LGA agreed that in order to achieve consistency and allow for benchmarking and best practice, a standard list of scheme-specific items for FPS should be developed. This has proven more difficult than initially imagined, particularly within the available timescales, as robust testing is needed not only of the data that the administrator holds, but also items which may not be recorded on software.

Therefore, rather than provide a definitive list of data elements, we have given some suggested items below. This is based on the GAD Universal Data Extract and TPR guidelines, subject to feedback from software suppliers and our knowledge of the Firefighters' Pension Schemes. The suggestions are split into categories for active, deferred, pensioner, and dependant members.

TPR understand that this will be a reiterative process and therefore, this project will be revisited once the results of year one are known and we can build a clearer picture of what is achievable and realistic. Scheme managers will be given opportunity to review the process following the return submission deadline.

The table below illustrates the 10 different types of member that exist within the FPS. When considering your return, bear in mind that not all of the suggested items will apply to every category of member.



10 different types of member

	Protected	Tapered	Unprotected	Transitional
1992 Scheme	√	√	X	√
2006 Scheme (Standard member)	√	√	X	√
2006 Scheme (Special member)	√	√	X	√
2015 Scheme	x	x	√	x

ACTIVE

	Data item	Comment
1	Current scheme – 1992, 2006 (Standard), 2006 (Special), 2015	Check that membership class is present, if it is required in order to define the class of membership, from which the scheme rules and benefits applicable to the member can be ascertained.
2	Protection status and transition date	Check that protection status and taper date are present and consistent with date of birth and date joined scheme. False dates should be classed as missing data.
3	Any previous FS scheme membership - 1992, 2006 (Standard), 2006 (Special)	Check whether transitional data exists and that the dates are consistent with the scheme parameters.
4	Employer	Check that employer name is present.
5	Date joined current employer	Check that date joined employing company is present and is later than date of birth. False dates should be classed as missing data.
6	FS actual pay (past 3 years – amounts and dates)	Check that a final salary pay based on actual earnings (e.g. part-time) exists for each of the last 3 years and is greater than £1.
7	FS pensionable pay (past 3 years – amounts and dates)	Check that a final salary pay based on FTE earnings or reference pay exists for each of the last 3 years and is greater than £1.
8	Reckonable service	Split as necessary to calculate benefits and reflect aggregated service. Check that total reckonable service is consistent with start date and hours.
9	Qualifying service	Check that a total amount of Q service is recorded and consistent with start date.
10	Transferred-in service	If benefits have been transferred in, check that all relevant details are recorded. This will include (as a minimum) the details of the previous scheme, the amount of the transfer value (split between protected rights and non-protected rights and, if relevant, split between the amount received in respect of member and employer contributions and AVCs), benefits secured, and (if relevant) contracting out details.
11	Purchased service (added 60ths)	Check that full details of any purchased service are present, including amount bought, and total payable, whether by lump sum or periodic contribution.
12	Part time indicator and % FTE	Both or neither should be present, check that this is consistent.

13	APB amounts (including CPD, LSI and temporary promotion)	Check that amounts paid, period dates and calculated APB amounts are present.
14	CARE pay from 01/04/2015 (or transition date)	Check that pay figures are present for each year of CARE membership from date of joining/transition.
15	Accrued CARE pension from 01/04/2015 (or transition date)	Check that accrued benefit details are present if they are updated and recorded annually.
16	Annual revaluation percentage	Check that there is a history of revaluation percentage for the accrued pension for each relevant year.
17	PSOs/ Earmarking	If a member has had a pension sharing or earmarking order, check that full details of the benefits transferred/ to be paid to the ex-spouse/ex-civil partner are recorded.
18	Scheme pays debits	Check that details of any future scheme pays debits are recorded including amount of tax charge and annual pension debit.
19	Potential entitlement to two pensions (reduction in pay)	Check that date of reduction and previous higher rate of pay is recorded if a potential entitlement to two pensions has been established.
20	Contracted-out date	Check that this is present and not earlier than 06/04/1978.

FPS 2006 SPECIAL MEMBERS		
	Data item	Comment
21	Retained option election	An indicator should be present to identify that the member elected to purchase benefits under the retained option.
22	Additional special service	A record of additional special pensionable service awarded to the member (excluding any period relating to the conversion of standard to special service).
23	Converted special service	Details of service that was converted from standard to special service.
24	Settlement format	Indication of whether by lump sum or periodic contribution.
25	Settlement amounts (lump sum/ periodic to date)	Details of settlement amounts paid to date.

DEFERRED

	Data item	Comment
1	Scheme at leaving – 1992, 2006 (Standard), 2006 (Special), 2015	Check that membership class is present, if it is required in order to define the class of membership, from which the scheme rules and benefits applicable to the member can be ascertained.
2	Any previous FS scheme membership - 1992, 2006 (Standard), 2006 (Special)	Check whether transitional data exists and that the dates are consistent with the scheme parameters.
3	Former employer	Check that name of former employer is present.
4	Reckonable service	Split as necessary to calculate benefits and reflect aggregated service. Check that total reckonable service is consistent with start/ end date and hours.
5	Qualifying service	Check that a total amount of Q service is recorded and consistent with start/ end date.
6	Transferred-in service	If benefits have been transferred in, check that all relevant details are recorded. This will include (as a minimum) the details of the previous scheme, the amount of the transfer value (split between protected rights and non-protected rights and, if relevant, split between the amount received in respect of member and employer contributions and AVCs), benefits secured, and (if relevant) contracting out details.
7	Purchased service (added 60ths)	Check that full details of any purchased service are present, including amount bought, and total payable, whether by lump sum or periodic contribution.
8	FS pay at date of leaving	Check that final pensionable salary calculated at date of exit is present.
9	Initial deferred pension (FS)	Check that total original deferred benefit is present (either derived or explicit). Split by tranches of accrued pension (e.g. APBs) including separate records of any debit and credits.
10	Current deferred pension (including PI) (FS)	Check that this is present, split by tranches of accrued pension (e.g. APBs) including separate records of any debit and credits. The sum of the individual components must equal any total pension that is recorded on the system.
11	Date payable (FS)	Check that deferred payment date is present and consistent with date of birth.
12	Initial CARE pension	Check that value at date of exit is present, including revaluation to date of exit.
13	Current CARE pension (including PI)	Check that current value is present and includes any relevant PI.

14	Date attains SPA	Should be the date the member reaches state pension age under current legislation, for payment of 2015 deferred benefit.
15	PSOs/ Earmarking	If a member has had a pension sharing or earmarking order, check that full details of the benefits transferred/ to be paid to the ex-spouse/ex-civil partner are recorded.
16	Scheme pays debits	Check that details of any future scheme pays debits are recorded including amount of tax charge and annual pension debit.
17	Contracted-out date	Check that this is present and not earlier than 06/04/1978.
18	Pre/ Post-88 GMP	Check that a member with at least one month of pre 4/88 contracted out service has a pre-88 GMP. GMP must be divisible by 52. May be derived if total GMP and post 4/88 GMP are recorded. Check that a member with at least one month of post 4/88 service contracted out on a GMP basis has a post 88 GMP. Can be derived or explicit.
19	Date GMP revalued to	Check that a revaluation rate is present for each element of GMP.

FPS 2006 SPECIAL MEMBERS		
	Data item	Comment
20	Retained option election	An indicator should be present to identify that the member elected to purchase benefits under the retained option.
21	Settlement format	Indication of whether by lump sum or periodic contribution.

PENSIONER

	Data item	Comment
1	Scheme at leaving – 1992, 2006 (Standard), 2006 (Special), 2015	Check that membership class is present, if it is required in order to define the class of membership, from which the scheme rules and benefits applicable to the member can be ascertained.
2	Any previous FS scheme membership - 1992, 2006 (Standard), 2006 (Special)	Check whether transitional data exists and that the dates are consistent with the scheme parameters.
3	Former employer	Check that name of former employer is present.
4	Marital status	Ensure marital status is recorded to determine correct calculation of dependant benefit.
5	Type of pension (e.g. normal, ill-health, pension credit)	Check that retirement type is present, in order that the benefits applicable to the member can be ascertained.
6	FS pay at date of leaving	Check that final pensionable salary calculated at date of exit is present.
7	Date pension began (FS)	Check that date pension started is present and is after date joined scheme. Systems need to take account of partial retirements.
8	Pre-commutation pension (FS)	Check that a total gross pension is present (either derived or explicit) - initial basic final salary scheme pre-commutation pension.
9	Initial pension (FS)	Check that a total pension is present (either derived or explicit) - basic final salary scheme pension at retirement after commutation. Split by tranches of accrued pension (e.g. APBs) including separate records of any debit and credits.
10	Current pension (including PI) (FS)	Check that this is present, split by tranches of accrued pension (e.g. APBs) including separate records of any debit and credits. The sum of the individual components must equal any total pension that is recorded on the system.
11	Commutation factor	Check that GAD factor used to calculate lump sum is recorded.
12	Commuted lump sum	Check that amount of lump sum paid in lieu of final salary scheme pension is present and consistent with factor/ amount commuted.
13	Injury award	Check details of any injury award in payment at the date of assessment.

14	Date CARE pension began	Check that date pension started is present and is after date joined scheme. Systems need to take account of partial retirements.
15	Pre-commutation CARE pension	Check that a total gross pension is present (either derived or explicit) - initial basic 2015 scheme pre-commutation pension.
16	Initial CARE pension	Check that value at date of exit is present, including revaluation to date of exit.
17	Current CARE pension (including PI)	Check that current value is present and includes any relevant PI.
18	Commuted lump sum	Check that amount of lump sum paid in lieu of CARE scheme pension is present and consistent with factor of 12/ amount commuted.
19	PSOs/ Earmarking	If a member has had a pension sharing or earmarking order, check that full details of the benefits transferred/ to be paid to the ex-spouse/ex-civil partner are recorded.
20	Scheme pays debits	Check that details of any scheme pays debits are recorded including amount of tax charge and annual pension debit.
21	Contracted-out date	Check that this is present and not earlier than 06/04/1978.
22	Pre/ Post-88 GMP	Check that a member with at least one month of pre 4/88 contracted out service has a pre-88 GMP. GMP must be divisible by 52. May be derived if total GMP and post 4/88 GMP are recorded. Check that a member with at least one month of post 4/88 service contracted out on a GMP basis has a post 88 GMP. Can be derived or explicit.
23	Date GMP revalued to	Check that a revaluation rate is present for each element of GMP.
24	LTA charge paid	Check that the date and amount of any lifetime allowance charge paid is present.
25	UP details	Check that full details are recorded if an unauthorised payment has been made. Details will include the nature, date and amount of the payment.

FPS 2006 SPECIAL MEMBERS		
	Data item	Comment
26	Retained option election	An indicator should be present to identify that the member elected to purchase benefits under the retained option.
27	Settlement format	Indication of whether by lump sum or periodic contribution.

DEPENDANT

	Data item	Comment
1	Deceased's scheme at leaving – 1992, 2006 (Standard), 2006 (Special), 2015	Check that membership class is present, if it is required in order to define the class of membership, from which the scheme rules and benefits applicable to the member can be ascertained.
2	Deceased's former employer	Check that name of former employer is present.
3	Deceased's NI number	'TN' formats should be regarded as missing data. The final character of NI numbers is not essential.
4	Dependant type	Check that dependant type is present, in order that the benefits applicable can be ascertained.
5	FS derived pension	Check that a value is recorded for dependant's final salary scheme pension, excluding any injury pension payable.
6	CARE derived pension	Check that a value is recorded for dependant's CARE scheme Pension at valuation date, excluding any injury pension payable.
7	Injury award	Check details of any dependant's injury award (DIS only).
8	Partner's Pre/ Post-88 GMP	Check that a member with at least one month of pre 4/88 contracted out service has a pre-88 GMP. GMP must be divisible by 52. May be derived if total GMP and post 4/88 GMP are recorded. Check that a member with at least one month of post 4/88 service contracted out on a GMP basis has a post 88 GMP. Can be derived or explicit.
9	Date GMP revalued to	Check that a revaluation rate is present for each element of GMP.

Accuracy

In order to calculate your data score, data has to be both present and accurate. Your score will be the percentage of scheme members you assess to meet these criteria for all data items, measured in each category. Testing for the presence of data is relatively straightforward, however testing for accuracy is subjective and will require some measure of judgment.

TPR guidance suggests that accuracy may be measured by the presence of sufficient processes and controls to ensure the quality of new and historical data. The below paragraphs provide some guidance on the types of processes you might expect to have in place for Fire data and provides some illustrative examples of areas that you might want to examine more fully.

- Checking you have data in all the fields you expect.

In order to test for presence and accuracy you will need to establish entitlement, for example the absence of an Additional Pension Benefit (APB) is not necessarily inaccurate for a member who is not in receipt of CPD payments or a temporary promotion.

Likewise you will need to consider the two pension rule. An administrator may not be aware entitlement exists unless they have been specifically told by the employer that a member may be entitled to a two pension award due to a drop in pay, so you may first need to consider the employer process with regards to acknowledging entitlement to benefits and informing the administrator.

You will also need to consider any data that is not held on the software, for example we are aware that some Fire Authorities / pension administrators have established manual processes to administer special members of the 2006 scheme, and the data does not necessarily sit on the administration software. You would need to consider where this data is held and what processes are in place to ensure the data is present and accurate.

Therefore you will need to consider what processes are in place to order to ascertain that where a member has entitlement to a benefit and that the information needed to calculate that benefit is present

- Consistency checks – data items must be consistent with each other, for example the date a member joined the scheme must be later than their date of birth, and prior to their expected retirement date.

You may wish to consider the processes for consistency checks for pay, for example many administrators may establish a tolerance check that checks for pay increases or decreases within a certain percentage.

- Validation checks – data items should be in a valid format, for example the two letter prefix of the national insurance number needs to match the two letter prefixes used by HMRC.

To test for accuracy you may also want to consider the frequency of validation checks, for example, administrators who have established automated monthly data reconciliation processes will have more opportunity to frequently validate the data.

You may also want to use the amount of errors returned to the employer to consider the likelihood of accuracy. For example an administrator with multiple clients may experience a higher error return rate for some clients than others.

- Specific processes, for example regular existence checks, or checking members' dates of birth, e.g. against birth certificates, at the point benefits are taken.

Your administrator should regularly report to you on the outcome of their quality controls. If any key data item is identified as absent or likely to be incorrect, it should be verified with the relevant member or employer.

This factsheet has been prepared by LGA to give some informal guidance on completion of the annual TPR scheme return for the Firefighters' Pension Scheme. It is not intended as advice or a definitive 'how to' guide.

The following sources are acknowledged in the development of this factsheet: TPR, GAD, Aquila Heywood, LGPC.

Please address any queries on the content of this factsheet to bluelight.pensions@local.gov.uk

Private & Confidential

Corporate Resources,
Hampshire County Council
The Castle, Winchester, Hampshire
SO23 8UB

Telephone 01962 841841
www.hants.gov.uk

Enquiries to

Claire Neale

My reference

FIRE/INJPEN-DWP/RVW

Direct Line

01962 845481

Your reference

Date

E-mail

Fire.pensions@hants.gov.uk

Dear

**The Firefighter's Compensation Scheme (England) Order 2006
Your injury pension**

I am writing to you in respect of the annual injury pension that is paid to you by Hampshire Fire Pensions (HFP).

The Firefighters' Compensation Scheme Order provides for injury benefits to be paid to a firefighter, where it has been deemed that they will retire on the grounds of ill health and their disability can be attributed to a qualifying injury.

A qualifying injury is defined as an injury that has been received by the individual in the exercise of their duties. The injury award comprises of 2 parts: an injury gratuity; and an annual injury pension.

The annual injury pension that is paid to you is paid as a tax free payment but is offset by the amount of any additional benefits that you are receiving in relation to the injury from the Department for Work and Pensions (DWP).

The benefits that HFP need to be kept informed about include Industrial Injuries Disablement Benefit, Incapacity Benefit, Employment Support Allowance, Reduced Earnings Allowance, Retirement Allowance and Severe Disablement Allowance.

To ensure that HFP are paying you the correct amount of injury pension we would like to carry out a review of any relevant benefits that you are receiving from DWP. Relevant benefits are only those that you are receiving as a result of the injury.

Chief Finance Officer Hampshire Fire and Rescue Authority
Rob Carr

I would therefore be grateful if you would complete the enclosed form with details of any relevant additional benefits that you are receiving. I would also be grateful if you would complete the form of consent for disclosure on the reverse to allow us to contact the DWP directly. Please include a copy of your most recent award letter from DWP in respect of the relevant benefits. If you need to provide any additional information, then please provide these on a separate sheet.

Documents and completed forms should be returned within two months of the date of this letter and preferably by email but can also be sent by post, details are below.

By email:

Attach a scanned copy or a clear photo of your completed form and relevant documents to an email and send to fire.pensions@hants.gov.uk.

By post:

For the attention of Claire Neale, Room 244 EII South, Finance Department, Corporate Resources, Hampshire County Council, The Castle, Winchester, Hampshire, SO23 8UJ.

Yours sincerely

A handwritten signature in black ink, appearing to read 'C Neale', written in a cursive style.

Claire Neale
Employer Pension Manager
Corporate Resources

Injury Pension


DWP benefits



Your information	
Full Name	
Date of birth	
National Insurance number	

Benefit	Do you receive this benefit?	Start date	End date	Amount per week £
Industrial Injuries Disablement Benefit				
Reduced Earnings				
Retirement Allowance				
Incapacity Benefit				
Employment and Support Allowance				
Severe Disablement Allowance				

Declaration and signature	
I have enclosed with this form any relevant documentation from the DWP with regard to the benefits that I may or may not be entitled to. I will keep you informed of any changes in the scale or amounts, other than the usual annual increases, of benefits paid to me.	
Your signature	
Today's date	

 Hampshire Fire Authority is a Data Controller under the General Data Protection Regulations. This means we store, hold and manage your personal data in line with statutory requirements to enable us to manage your pension rights. To enable us to carry out our statutory duty, we are required to share your information with certain bodies, but will only do so in limited circumstances. For more information about how we hold your data, who we share it with and what rights you have to request information from the FRA please visit <https://www.hantsfire.gov.uk/how-were-performing/privacy-and-cookie-policy/hampshire-fire-pensions-privacy-notice/>

Form of consent for disclosure




Authority to approach the Department of Work and Pensions

Your information	
Name	
Date of birth	
National Insurance number	
Address	
Postcode	
Email address	
Telephone number	

Department of Work and Pensions office details dealing with your claim	
Address	
Postcode	
Email address	
Telephone number	

Declaration and signature	
I hereby give my authority to the DWP to disclose to Hampshire Pension Services, administrators of the Fire Pension Scheme on behalf of Hampshire Fire and Rescue Authority (HFRA), the details of any awards made to me, both now and in the future, in respect of the injury which resulted in my medical retirement from HFRA.	
Your signature	
Today's date	

 Hampshire Fire Authority is a Data Controller under the General Data Protection Regulations. This means we store, hold and manage your personal data in line with statutory requirements to enable us to manage your pension rights. To enable us to carry out our statutory duty, we are required to share your information with certain bodies, but will only do so in limited circumstances. For more information about how we hold your data, who we share it with and what rights you have to request information from the FRA please visit <https://www.hantsfire.gov.uk/how-were-performing/privacy-and-cookie-policy/hampshire-fire-pensions-privacy-notice/>

Fire Employer Pension web pages survey

1. Have you heard of the employer pension web pages?
 - a. Yes
 - b. No

2. Have you seen that there is a Pensions button on the Fire Portal home page?
 - a. Yes
 - b. No

3. Have you visited the employer pension web pages?
 - a. Yes
 - b. No

4. If you haven't visited the employer pension web pages please give reasons why
(Please tick all that apply)
 - a. I don't pay into the pension
 - b. I know all I need to know about pensions
 - c. I'm too young to think about my pension at the moment
 - d. I don't have any issues or concerns with my pension
 - e. I found the information I needed elsewhere
 - f. I'm not interested in my pension
 - g. I just find it all too confusing
 - h. Other – please specify.....

5. If you have visited the employer pension web pages were you
 - a. Browsing to see what was there – go to Q6
 - b. Looking for something specific – go to Q7

6. If you were browsing
 - a. What was your overall opinion of the information available
 - i. Excellent
 - ii. Good
 - iii. Average
 - iv. Poor
 - v. Very poor

 - b. Did you stop and look at any particular information
 - i. No
 - ii. Yes – please specify

7. If you were looking for something specific
 - a. What was your overall opinion of the information available
 - i. Excellent
 - ii. Good
 - iii. Average
 - iv. Poor
 - v. Very poor

8. If you were looking for something specific
 - a. What were you looking for.....
 - b. Did you find what you were looking for
 - i. Yes
 - ii. No

9. Would you use the employer pension web pages again?
 - a. Yes
 - b. No – please specify why

10. What could be done to improve the employer pension web pages?
 - a. Please specify

11. What additional information would you like to see added to the employer pension web pages?
 - a. Please specify

About you:-

12. What type of employment do you have?
 - a. Operational – grey book
 - b. Non-operational – green book

13. What age range are you?
 - a. 0 – 30
 - b. 31 – 40
 - c. 41 – 50
 - d. 50 – 60
 - e. 61 - 75