

## Abatement

### What is abatement?

Abatement is the ability of the Authority to reduce or stop a member's pension if that member is re-employed by any Fire and Rescue Authority in any capacity after retiring. This is known as 'in-service abatement'.

Additionally, Authorities have the discretion to apply abatement in cases where retired members are re-employed to any employing public sector organisation without going through an open competition. This form of abatement is called 'inter-service abatement'.

The general abatement rule is that any re-employment salary cannot be more than the sum of salary at retirement (plus inflation) and pension in payment (plus inflation). If there is an excess then the pension in payment will be reduced to bring the level back in line with the salary at retirement.

There is no age limit on abatement, and this continues for the full period of re-employment by an FRA in any capacity. When the re-employment ends, the pension will be reinstated to the full amount.

### Why does abatement apply?

Government policy requires public sector pensions to be abated in certain circumstances when a public servant is re-employed following retirement. The purpose of abatement is to protect public funds.

If an Authority decide not to apply abatement, they are responsible for paying an amount equivalent to the amount that would be abated into the pension fund until the member's new employment ends.

Each Fire and Rescue Authority should have a policy on abatement and how they will apply this to their employees.

### What do I need to do?

A member who retires with a firefighters' pension and is re-employed by a Fire and Rescue Authority or sponsoring employer will need to declare their new employment with to their former Authority or pension provider if this is different.

Overpayments will be recovered so it is in the member's interests to declare employment as soon as possible to avoid having to repay amounts to the pension scheme.

## Sponsoring Employer

A sponsoring employer in relation to an occupational pension scheme is any employer who participates in that scheme, i.e. they employ members of the scheme. There can be more than one sponsoring employer in relation to an occupational pension scheme. Therefore, **any FRA or other employer such as a Local Authority council that pays active members of the Firefighters' Pension Scheme 1992 is a sponsoring employer.**

The following sources are acknowledged in the development of this factsheet: Eversheds Sutherland LLP and Local Pensions Partnership.

[FPSC circular 10/2009](#) Please note that this circular previously issued by DCLG is no longer endorsed by Home Office, LGA or SAB. Nevertheless, it provides useful historic background.

If you have any queries or concerns regarding your personal position or anything mentioned in this fact sheet please contact your Fire and Rescue Authority's pension department. This information is for general guidance only and everyone's personal circumstances will vary.