

Historical Timeline for McCloud/Sargeant

Date	Detail
December 2019	Final Court judgement that the treatment of pension scheme members was age discriminatory
Spring 2020	Home Office publish the scope and timetable for remedying members records by October 2023
August 2020	Home Office publish informal guidance for the treatment of cases who were under immediate detriment of age discrimination
June 2021	On 10th June, the Home Office issues updated guidance Local Government Association following consultation with the Fire Brigades Union issue an Immediate Detriment Framework and Memorandum of Understanding to assist Fire Services to process all cases effected to ID.
July 2021	Paper Presented to Policy & Resource Panel where it was agreed that ESFRS should implement Immediate Detriment for those in scope. At this stage the scope for cases covered some retirees that were considered to be "simple" and excluded those who had already retired and some members who may be affected by temporary promotions and refunds of pension contributions, for example.
October 2021	On 8 October 2021 the Local Government Association (LGA) and the Fire Brigades Union (FBU) issued a joint 'Memorandum of Understanding & Framework for Managing Immediate Detriment Issues'
November 2021	On 29th November 2021, the Home Office withdraws it's informal guidance without notice and with immediate effect.
17th December 2021	Scheme Advisory Board writes a letter to HM Treasury requesting more information on the risks and uncertainties arising from the removal of the HO guidance.
December 2021	Paper presented to Fire Authority which updated the meeting on the withdrawal of the HO guidance and the Services recommendation to pause our plans for ID until the position becomes clearer. A commitment was made that an updated recommendation be presented to the P&R Panel in January.
January 2022	As promised at the FA meeting a paper was Presented to Policy & Resource Panel where it was agreed that ESFRS should return to it's approach agreed in July 2021 pending further guidance from HO and/or LGA. A further commitment was made to return to P&R in May 2022 with a Service update.
March 2022	Information supplied by NFCC and LGA in relation (particularly to Police pensions) to the risk to FA's around tax liability of additional pension lump sums and the treatment of moving employee contributions between pension schemes suggesting that services would be best advised to suspend all cases of ID.