



Dear Friends & colleagues,

Although it has become a cliché to say so, it has certainly been a year that none of us will forget. For me, the process of being appointed as the Chair of the Scheme Advisory Board (SAB) for England and then getting up to speed on the Fire Pensions front was a welcome distraction from the international emergencies. And there has certainly been a lot going on for Fire Pensions.

The year was dominated by the HMT consultation on remedy for the age discrimination detriment created by the transitional arrangements for the introduction of the 2015 Scheme. I would like to thank all those on the Working Group who helped to formulate the SAB response and, in particular Clair Alcock and Claire Hey who took us through the many practical issues which underpinned our response. Our 65-page response to HMT set out the practical aspects of the proposals for Firefighters and hopefully will help to shape the remedy. If, like me, you have spent the year watching far too much television whilst in lockdown, do feel free to break away from the Christmas viewing and read our response which you can find under [Consultations \(fpsboard.org\)](https://www.fpsboard.org/consultations).

We await the result of this consultation and expect that 2021 will prove to be a very busy year for us all as a result. Business as usual matters are also ever present, and the SAB has been keen to get as much information as possible from stakeholders on your expected ability to manage the schemes through remedy and beyond. We welcome all feedback which we use to inform our workplan so thank you for your continued co-operation.

The AGM this year was my first introduction to the fire community, and it was lovely to see those of you who took advantage of this great training and networking opportunity. Again, thanks are due to Clair Alcock and Claire Hey who managed the shift to a virtual environment so effectively. Whilst virtual meetings have enabled us to keep in touch with ease, I nonetheless hope that we are soon able to revert to some physical meetings and I can get to meet more of you in person before too long.

I know that, despite lockdowns and changes to our working norms, you have adapted brilliantly to the conditions, with members continuing to receive their pensions without interruption. If pandemic is the first risk that we have on our newly revised risk register, it is certainly not the highest risk for the Schemes and that is down to the way that you have all worked to manage the situation.

I'll close by wishing you all the best for the festive season. I do hope that however you choose to spend it, you are able to relax and take some well-deserved time out. And I look forward to working with you all in 2021 as we continue to focus on improved outcomes for firefighters' pensions and efficient management of the schemes.

Festive Best Wishes, Joanne Livingstone. Chair, English Firefighters' Pension Scheme Advisory Board