

Wales Fire and Rescue Service

Circular



Llywodraeth Cymru
Welsh Government

Circular number:	W-FRSC(2025)06	Date issued:	20 March 2025
------------------	----------------	--------------	---------------

Status:	For Action
---------	------------

Title:	<p>Firefighters' Pension Schemes (Wales) – Factor Guidance Notes</p> <ul style="list-style-type: none">• 2007 - Early retirement in normal health• 2015 - Age additions and assumed age additions• 2015 - Early payment reductions
--------	---

Issued by:
Steffan Herdman Fire Services Branch

Addressed to:	Please forward to:
Chief Fire Officers	Treasurers Pensions Officers Pension Scheme Administrators

Summary

This circular provides a link to guidance notes to accompany actuarial factors previously issued to FRAs following a factor review for the Firefighters' Pension Schemes (Wales) as undertaken by the Government Actuary's Department.

For further information contact:

Fire Services Branch Welsh Government Rhydycar Merthyr Tydfil CF48 1UZ	Direct Line: 0300 0628487 E-mail: fire@gov.wales Website: Fire and rescue
--	---

INTRODUCTION

1. HM Treasury reduced the SCAPE discount rate from 2.4% to 1.7%pa above CPI from 30 March 2023. As a result of the change, the Government Actuary's Department (GAD) undertook a factor review for the Firefighters' Pension Schemes (Wales). The revised factors were provided to FRAs, under cover of a series of circulars in 2019, with a consolidated workbook of factors provided under [W-FRSC\(2024\)02](#).
2. GAD has now published guidance notes on their webpage to reflect the revised factors in respect of early retirement in normal health, age additions and assumed age additions and early payment reductions. The guidance has been approved by the Welsh Government.

FACTOR GUIDANCE

3. The Factor Guidance can be located on the GAD Factor Guidance Hub via the links below.
 - [Early retirement in normal health – 2007 Scheme](#)
 - [Age additions and assumed age additions – 2015 Scheme](#)
 - [Early payment reductions – 2015 Scheme](#)

**Steffan Herdman
Fire Services Branch
Welsh Government**