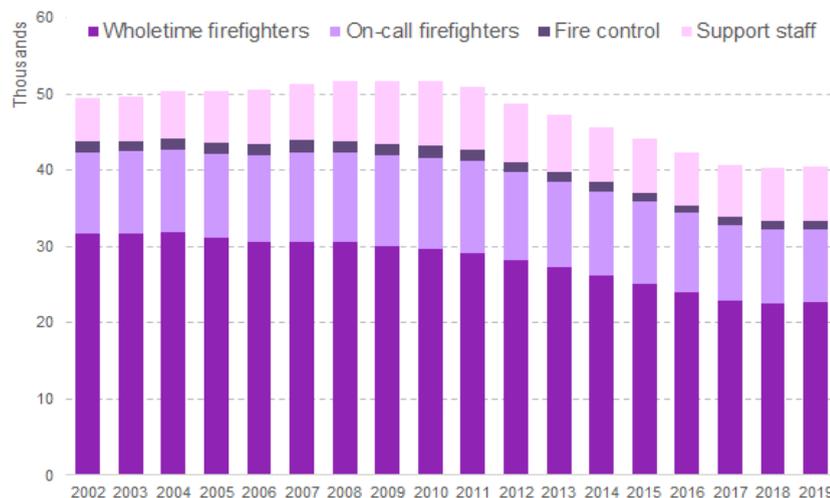




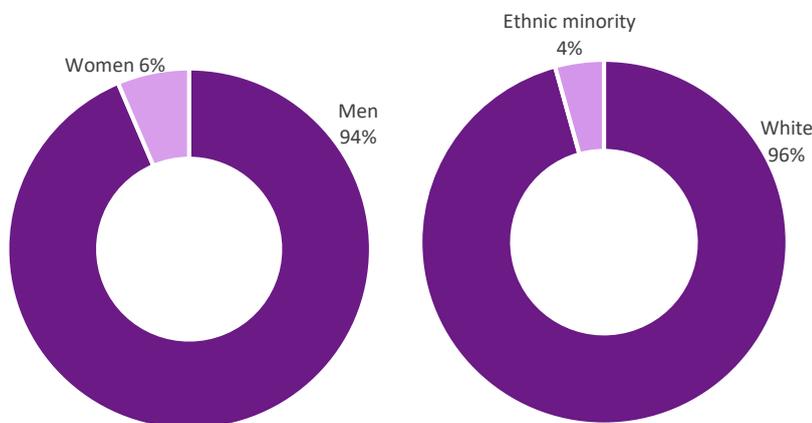
## Fire and rescue workforce and pensions statistics, England, April 2018 to March 2019 second edition

This release presents statistics for two time periods, as at 31 March 2019 and the 2018/19 financial year (1 April 2018 to 31 March 2019) for fire and rescue services (FRSs) in England.

**32,233 staff (FTE) were employed as firefighters** on 31 March 2019. This was virtually unchanged compared with the previous year (32,245 in 2018). Since 2009 the number of firefighters has decreased by 23 per cent.



On 31 March 2019, the majority of firefighters were men with 6.4 per cent (2,231) being women. Additionally, the majority of firefighters were white with 4.3 per cent (1,368) from an ethnic minority.



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# 1 Total workforce, leavers and joiners

## Key results

As at 31 March 2019:

- **40,427 staff (FTE) were employed by FRAs.** This was virtually unchanged compared with 2018 (40,320), an 11 per cent decrease compared with five years ago (45,577 in 2014) and a 22 per cent decrease compared with ten years ago (51,719 in 2009).
- **32,233 staff (FTE) were employed by FRAs as firefighters.** This was virtually unchanged compared with the previous year (32,245 in 2018), a 13 per cent decrease compared with five years ago (37,170 in 2014) and a 23 per cent decrease compared with ten years ago (41,953 in 2009).
- **1,064 staff (FTE) were employed by FRAs as fire control.** This was virtually unchanged compared with 2018 (1,061), a 14 per cent decrease compared with five years ago (1,232 in 2014) and a 31 per cent decrease compared with ten years ago (1,543 in 2009).
- **7,130 staff (FTE) were employed by FRAs as support staff.** This was a two per cent increase compared with 2018 (7,014), a one per cent decrease compared with five years ago (7,175 in 2014) and a 13 per cent decrease compared with ten years ago (8,224 in 2009).
- **During 2018/19, 4,294 staff left FRAs and 4,255 joined (around 10% of headcount).**

## Staff in post employed by fire and rescue authorities by role

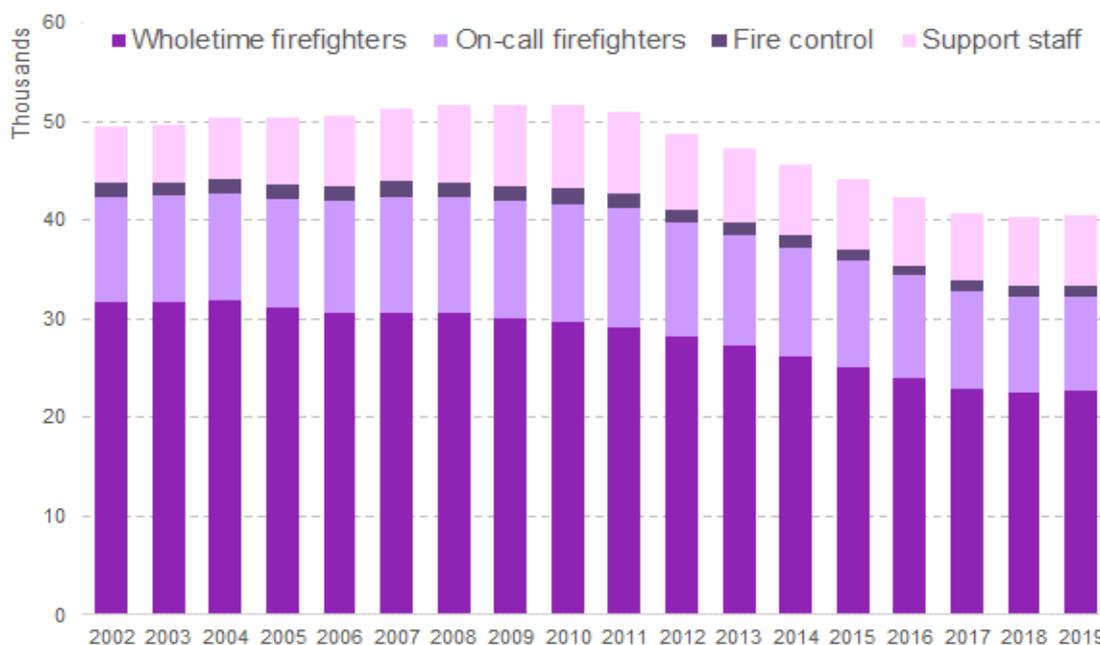
- Fire control – a uniformed member of staff working in a fire and rescue service control centres to answer emergency calls and deal with mobilising, communications and related activities, regardless of rank.
- Support staff – a member of staff employed by the FRA who is not a firefighter or in fire control. It includes, for example, administrative roles, clerical support, analytical support, finance, vehicle maintenance, property management etc.
- Wholetime firefighter – a full-time firefighter, regardless of rank.
- On-call firefighter – a firefighter responding when required during their 'on-call' hours, sometimes called Retained Duty System.

## Total workforce

Chart 1 (below) shows that the total full-time equivalent (FTE) workforce gradually increased from around 49,400 in 2002 to a peak of around 51,700 in 2009. This was an average increase of less than one per cent per year (0.7%). Over this time the number of total firefighters (FTE) was broadly

stable (decreasing by around 400), while fire control and support staff (FTE) increased by around 2,700.

**Chart 1: Total staff employed (FTE) by FRAs in England, 2002 to 2019**



Source: FIRE1101

Since 2009 the total workforce (FTE) has decreased, from around 51,700 to around 40,400 in 2019 (22% lower). This shows an average decrease of more than two per cent per year over this period (2.2%). There were around 9,700 fewer firefighters, whether wholetime or on-call, (23% lower) compared with 2009.

### Workforce leavers and joiners

Information on leavers and joiners is collected on a headcount (i.e. an individual rather than FTE) basis.

The list of reasons individuals left the authority in table FIRE1111 is not exhaustive, but includes more categories for 2018/19 than previous years to provide a more complete picture of reasons for leaving.

Since data became available in 2010/11, the proportion of FRS staff that left the FRS increased slowly from seven per cent to ten per cent in 2018/19. This is partly caused by increases in the rate of staff retiring through either “normal retirement” or “early retirement”.

The proportion of FRS staff that were new joiners has increased each year from when data became available in 2016/17 from five per cent to ten per cent in 2018/19.

The change in the number of firefighters (FTE) this year compared with the previous year is virtually zero (see chart 2 below) compared with 516 fewer firefighters in 2018 compared with the previous year.

**Chart 2: Change in number of firefighters (FTE) compared with the previous year in England, 2010 to 2019**



Source: FIRE1101

Specifically:

- During 2018/19, 4,294 staff left FRSs. This was ten per cent of staff headcount. This proportion was nine per cent in both the previous year (3,988 staff in 2017/18) and five years ago (4,228 in 2013/14).
- During 2018/19, there were 4,255 new staff (by headcount not FTE), ten per cent of all staff.
- The most common reason staff left FRSs in 2018/19 was because of “normal” or “early” retirement, which accounted for a total of 34 per cent (1,460) of those leaving. This was 33 per thousand members of FRS staff. In the previous year this rate was 28 people, while five years ago the rate was 24 people. The main cause for the increase in the rate of people leaving the FRS due to retirement is due to a decrease in the number of staff employed by the FRA as opposed to more staff leaving due to retirement.
- The second most common reason staff left FRSs in 2018/19 was ‘resignation – any other reason’ which accounted for 16 per cent (684) of those leaving. Of those whose reason for leaving was ‘resignation – any other’, 47 per cent were On-call firefighters and 30 per cent were Support Staff (30 per cent).
- In 2018/19, 51 FRS staff left due to “ill health”, one per cent of those leaving. This was 1.2 per thousand members of FRS staff. In the previous year this rate was 2.1 people, while five years ago the rate was 1.7 people.

[Further information on workforce leavers and joiners can be found in fire data tables 1110, 1111, 1112, 1120, 1121 and 1122.](#)

## 2 Workforce diversity

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This section covers information on five diversity characteristics – gender, ethnicity, age, religion and sexual orientation, for all FRS staff, those joining FRSs and apprentices. The figures in this section are taken as of 31 March 2019, except the joiners figures which are for FRS staff that joined during 2018/19.

### Key results

As at 31 March 2019:

- **6.4 per cent (2,231) of firefighters employed by FRAs were women.** This compared with 5.7 per cent (1,980) in the previous year and 4.5 per cent (1,782) five years ago. For the first time since 2006 the main reason for the increase in the proportion of firefighters who are female is due to the increase in female firefighters, as opposed to a decrease in male firefighters.
- **4.3 per cent (1,368) of firefighters employed by FRAs were from an ethnic minority.** This compared with 4.1 per cent (1,293) in the previous year and 3.8 per cent (1,360) five years ago.
- **The average age of firefighters employed by FRAs was 41.** This compared with 42 in the previous year and 41 five years ago.
- **3.2 per cent (788) of all staff employed by FRAs were Lesbian/Gay or Bisexual.** This compared with 3.0 per cent (684) in the previous year and 2.6 per cent (501) five years ago.

### Gender

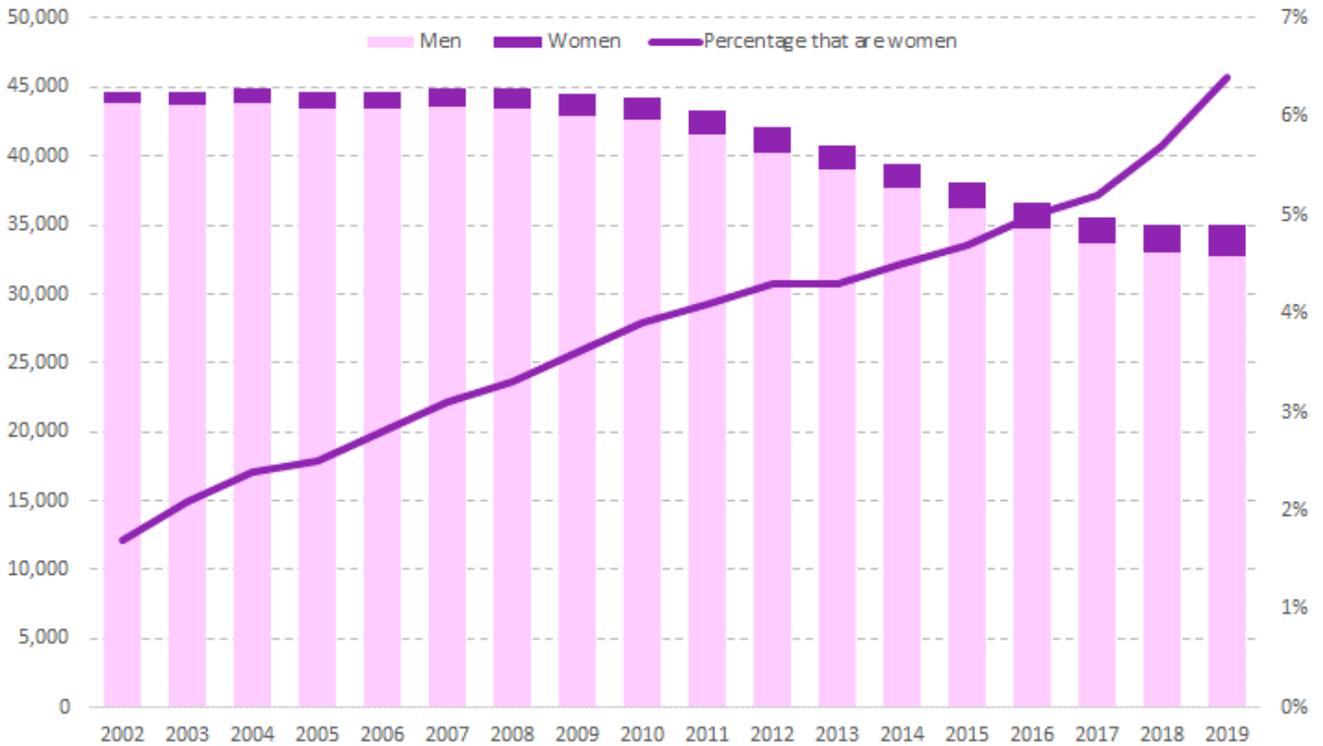
Gender statistics are published at an FRS level in [table 1103](#).

The **number** and **proportion** of women firefighters have slowly increased from 2002 (the first year for which comparable data are available). In 2002, 1.7 per cent (753) of all firefighters were women, by 2019 this proportion had reached 6.4 per cent (2,231). The percentage of police officers in England that were women in 2019 (30.4%)<sup>1</sup> is nearly five times the percentage of firefighters that are women.

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<sup>1</sup> <https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2019>

**Chart 3: Gender of firefighters in England, 2002 to 2019**

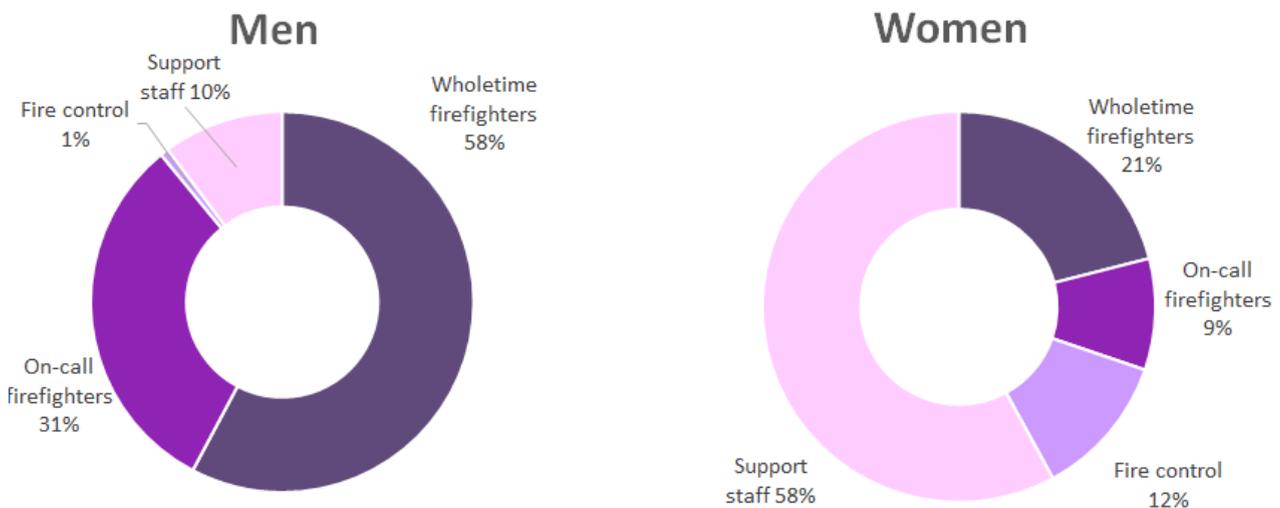


Source: FIRE1103

For each year from 2009 to 2018 the main cause for the increase in the **proportion** of women firefighters has been a decrease in the **number** of men firefighters. However, this year the increase in the number of women firefighters (an increase of 251) is greater than the decrease in the number of men firefighters (a decrease of 191). Since 2009, the number of women firefighters has slightly increased by around 600 whilst the number of men firefighters has decreased by around 10,100.

In 2019, as shown in chart 4 below, 30 per cent of women and 89 per cent of men employed by FRAs were firefighters. In contrast, 58 per cent of women and 10 per cent of men were support staff.

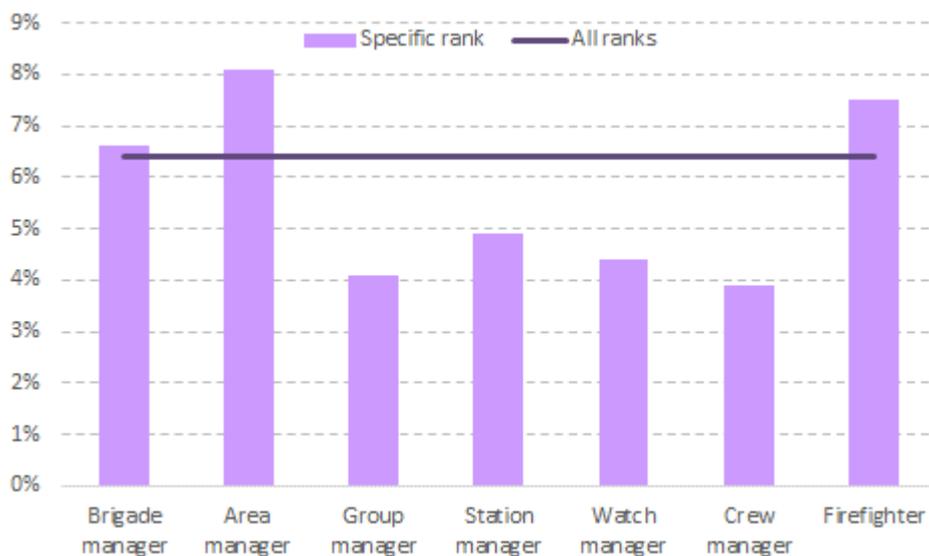
**Chart 4: Gender of staff employed by FRAs, by role in England in 2019**



Source: FIRE1103

The rank of women firefighters shows a mixed story, with the top two ranks (brigade managers and area managers) showing above average proportions of women (6.6 per cent and 8.1 per cent respectively, compared with 6.4 per cent for all ranks). The lowest rank (firefighter) also showed an above average proportion (7.5 per cent). The middle ranks (group manager, station manager, watch manager and crew manager) all showed proportions of women lower than the average for all ranks (ranging from 3.9 per cent to 4.9 per cent).

**Chart 5: Proportion of staff who are women, by rank in England in 2019**



Source: FIRE1108

Specifically:

- 6.4 per cent (2,231) of firefighters employed by FRAs were women as at 31 March 2019. This compared with 5.7 per cent (1,980) in the previous year and 4.5 per cent (1,782) five years ago and 3.6 per cent (1,605) ten years ago.
- 77.0 per cent (873) of fire control were women as at 31 March 2019. This compares with 75.5 per cent in the previous year (848), 78.6 per cent five years ago (1,026) and 77.5 per cent ten years ago (1,266).
- 53.2 per cent (4,274) of support staff were women as at 31 March 2019. This compares with 52.8 per cent in the previous year (4,171), 52.7 per cent five years ago (4,199) and 55.6 per cent ten years ago (5,228).
- 16.7 per cent (7,378) of all staff employed by FRAs were women as at 31 March 2019. This compares with 15.9 per cent in the previous year (6,999), 14.4 per cent five years ago (7,007) and 14.6 per cent ten years ago (8,099).
- As at 31 March 2019, 89 per cent of men employed by FRAs were firefighters (the same as in the previous year). In comparison 30 per cent of women employed by FRAs were firefighters (increased from 28% in the previous year).

## Ethnicity

All FRSs collect and provide ethnicity information to the Home Office, however, 4,193 (9.5%) of staff did not state an ethnicity in 2019. This proportion has varied between 7.2 per cent and 11.3 per cent over the past nine years. Ethnicity statistics are published at an FRS level in [table 1104](#).

The **proportion** of firefighters that were from an ethnic minority group<sup>2</sup> has increased slowly from 3.5 per cent in 2011 (from when consistent data are available) to 4.3 per cent in 2019. This compares with 14.6 per cent of the English population in the 2011 Census. The percentage of police officers in England in 2019 that are from an ethnic minority group (6.9 per cent) is over one and a half times the percentage of firefighters that are from an ethnic minority group (4.3 per cent).

From each year from 2011 to 2018, the main cause for the increase in the proportion of firefighters from an ethnic minority group was due to the decrease in white firefighters. For the first time this year, however, the main cause is due to an increase in the number of firefighters from an ethnic minority group as opposed to a decrease in the number of white firefighters. All four ethnic minority groups were under-represented as firefighters when compared with the 2011 Census<sup>3</sup>.

Specifically,

As at 31 March 2019:

- 4.3 per cent (1,368) of firefighters were from an ethnic minority group. This compares with 4.1 per cent in the previous year (1,293) and 3.8 per cent five years ago (1,360).
- 5.0 per cent (1,980) of all FRS staff were from an ethnic minority group. This compares with 4.7 per cent in the previous year (1,882) and 4.3 per cent five years ago (1,889).
- 2.5 per cent (27) of fire control were from an ethnic minority group. This compares with 3.2 per cent in the previous year (33) and 2.8 per cent five years ago (34).
- 8.0 per cent (585) of support staff were from an ethnic minority group. This compares with 7.8 per cent in the previous year (556) and 6.8 per cent five years ago (495).
- 69 per cent of FRS staff from an ethnic minority group were firefighters (the same as the previous year), in comparison 80 per cent of those with a white ethnicity employed by FRAs were firefighters (again the same as the previous year).

## Age

Statistics on the age of FRS staff by role are published at an FRS level in [table 1105](#).

From 2011 to 2018 the average age of firefighters gradually increased from 40 to 42. This year however the average age of firefighters decreased to 41.

Specifically:

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<sup>2</sup> The Operational Statistics data collection collects ethnicity information using five groups- White, Mixed, Asian or Asian British, Black or Black British and Chinese or Other Ethnicity. The other option is "not stated" and these responses are removed from the calculations above.

<sup>3</sup> The total resident population, not just those of working age

- 35 per cent (12,125) of firefighters were between 46 and 55 years of age as at 31 March 2019. This was unchanged from the previous year (12,360) and was 32 per cent five years ago (12,718). These figures are higher than the 22 per cent of the resident population<sup>4</sup> aged 16 to 64 (and hence “working age”) who were aged 46 to 55 in June 2018.
- Only four per cent (1,328) of firefighters were aged 16 to 24 as at 31 March 2019. This proportion was three per cent in the previous year (1,172) and five years ago (1,403). These figures are far lower than the 17 per cent of the resident population aged 16 to 64 (and hence “working age”) who were aged 16 to 24 in June 2018.

### Box 1: Experimental statistics and data quality

Statistics on **religion and sexual orientation** remain as experimental statistics due to some quality limitations and other issues which users should be aware of, for example:

- Some FRSs do not collect these data.
- The data contain a relatively high proportion of “not stated” entries; the proportion varies significantly across different FRSs, 40 per cent of data for religion and 44 per cent for sexual orientation are either not collected or not stated in 2019. Therefore, the figures may not be fully representative of FRSs as a whole.
- For data protection reasons we have combined or suppressed any categories with very small figures and statistics are published at an England level only. FRS level figures would require heavy suppression, greatly limiting the usefulness of many of the statistics.

The statistics serve a public good in understanding the diversity of the FRS workforce, but given the current quality limitations which have not improved since last year, they are still published as “Experimental Statistics”. **Experimental Statistics** are statistics which are published in order to involve users and stakeholders in their development and as a means to build in quality at an early stage. Statisticians have been working with the FRSs with the highest proportions of ‘not stated’ to try to improve the data.

Although we also collect statistics on **disability** they are not sufficiently complete or comparable to publish at present. We are looking to improve our understanding of these statistics and the scope for improving the quality. Also these statistics would need to be heavily suppressed as described above.

### Religion (experimental statistics)

Religion statistics are published in [table 1106](#).

Four FRSs did not provide information on religion in the datasets they supplied to the Home Office in 2019, meaning that no data were available for three per cent of staff (this compares with 27% in

<sup>4</sup>

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/annualmidyearpopulationestimates/mid2018>

2011). A further 38 per cent of all FRS staff chose to not state their religion in 2019 (broadly the same percentage as previous years). All of these responses are excluded from the calculations below.

Figures on religion are available from 2011 with firefighters stating their religion as 'Christian' accounting for the majority of firefighters, with proportions ranging from 51 to 62 per cent. In 2019 this figure was 51 per cent. These compare with 59 per cent of England's resident population in the 2011 Census.

The second largest group of firefighters is those that stated they had "no religion", ranging from 32 to 42 per cent from 2011 to 2019. In 2019 this figure was 42 per cent. This compares with 25 per cent of England's resident population in the 2011 Census.

### **Sexual orientation (experimental statistics)**

Sexual orientation statistics are published in [table 1107](#).

Four FRSs did not provide information on sexual orientation in the datasets they supplied to the Home Office in 2019, meaning that no data were available for four per cent of staff (compared with 27% in 2011). A further 40 per cent of all FRS staff chose to not state their sexual orientation in 2019 (broadly the same percentage as previous years). All of these responses are excluded from the details below.

Figures are available from 2011 and have shown the proportion of firefighters that stated they were gay, lesbian or bisexual has been three per cent in each year between 2011 and 2019.

### **Workforce joiner diversity**

This year, for the third time, the Home Office collected information on the diversity of those joining FRSs. This was voluntary in 2016/17 but has been mandatory for the last two years.

The proportion of new joiner firefighters in 2018/19 who were women, were from an ethnic minority group or were aged 35 or under was greater than from within existing numbers of firefighters. Comparing new joiner firefighters in 2018/19 with new joiner firefighters the previous year, there was a higher proportion who were women, a similar proportion from an ethnic minority group but a smaller proportion aged 35 or under.

Specifically:

During 2018/19:

- 12.6 per cent of new firefighters were women, this is greater than the current 6.4 per cent of all firefighters that are women and the 10.5 per cent of new joiners in 2017/18.
- 23.4 per cent of new staff were women, this is greater than the current 16.7 per cent of all staff that are women and the 24.1 per cent of new joiners in 2017/18.
- 5.3 per cent of new firefighters were from an ethnic minority group, this is greater than the 4.3 per cent of all firefighters that were from an ethnic minority group and is similar to the 5.2 per cent of new joiners in 2017/18.

- 71 per cent of new firefighters were aged 35 or under, this is greater than the 28 per cent of all firefighters that were aged 35 or under but lower than the 74 per cent of new joiners in 2017/18.

[Further information on workforce joiners including on fire control and support staff can be found in fire data tables 1120, 1121 and 1122.](#)

## **Apprentice diversity**

This year, for the first time, the Home Office collected mandatory information on the diversity of apprentices who were employed by FRAs on 31 March 2019 and those joining in 2018/19.

There were 592 apprentices employed by FRAs in 2018/19 with 79 per cent (465) of these being new joiners.

The proportion of new joiner wholetime firefighter apprentices in 2018/19 who were women and who were aged 35 or under was greater in new joiners than existing apprentices. The proportion of new joiner wholetime firefighter apprentices from an ethnic minority group was less than existing apprentices.

Specifically:

- 14.7 per cent of wholetime firefighter apprentices were women as at 31 March 2019 with 15.3 per cent of new joiner wholetime firefighter apprentices being women in 2018/19.
- 8.1 per cent of wholetime firefighter apprentices were from an ethnic minority group as at 31 March 2019 with 7.6 per cent of new joiner wholetime firefighter apprentices being from an ethnic minority group in 2018/19.
- 82.8 per cent of apprentices were aged 35 or under as at 31 March 2019 with 83.9 per cent of new joiner apprentices being aged 35 or under in 2018/19.

### 3 Firefighters' health and safety

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#### Key results

During 2018/19:

- **There was a total of 2,646 firefighter injuries**, two per cent greater than in the previous year (2,588) but 16 per cent lower than five years previously (3,146).
- **1,129 firefighter injuries were sustained during operational incidents**, seven per cent more than in the previous year (1,052) and three per cent greater than five years previously (1,097).
- **54 were classed as major injuries<sup>5</sup>**, compared with 61 in the previous year and 70 five years earlier.
- **There were no firefighter fatalities recorded**. Over the last decade there have been 8 firefighter fatalities in total.

Data are collected on injuries sustained by on-duty firefighters and whether they were sustained during operational incidents (at fires, road traffic collisions or at other special service incidents) or during training (operational or fitness) and routine activities. The collection asks for the total number of personnel injured, the number of 'over seven day injuries', the number of RIDDOR<sup>6</sup> major injuries, and the number of fatalities.

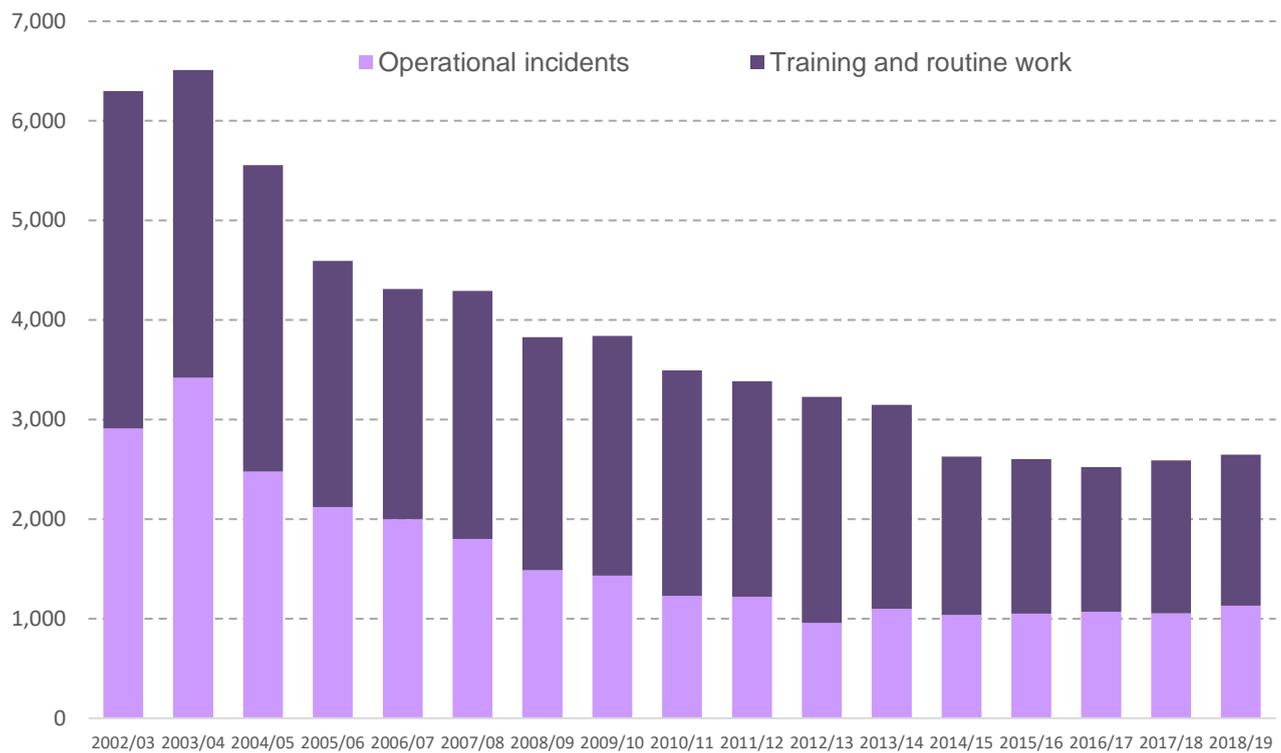
Between 2003/04 and 2014/15 the number of firefighters injured was on a downward trend, partly reflecting the reduced number of incidents attended as well as other factors. Injuries decreased in both operational incidents (by more than two-thirds) and training and routine activities (by around a half). Since 2014/15 the number of injuries has plateaued at around 2,600 injuries per year.

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<sup>5</sup> For a full definition please see the [Fire Statistics Definitions Document](#)

<sup>6</sup> For full definitions of RIDDOR injuries, see the HSE [online guidance](#).

**Chart 6: Total injuries to firefighters by activity type, England; 2002/03 to 2018/19**



Source: FIRE0508

Specifically:

[Further information on firefighters' health and safety found in fire data tables 0508 and 0509.](#)

## 4 Attacks on Firefighters

### Key results

In 2018/19:

- **There were 961 incidents involving an attack on firefighters**, an increase of three per cent (30) on the previous year and the highest recorded since data were first collected in 2010/11.
- **The majority of incidents involving an attack involved verbal abuse** (60%, 577 incidents).

This chapter summarises the number of incidents attended by FRSs in England involving an attack on firefighters. The statistics are sourced from the Home Office's Incident Recording System<sup>7</sup>.

### Attacks on firefighters

It should be noted that the IRS does not provide a complete picture of attacks on firefighters as it only covers incidents attended by firefighters through an emergency call. It does not cover attacks occurring on, for example, training or routine activities. In addition, it provides a count of the number of incidents that involved an attack not the number of attacks, as more than one firefighter could have been attacked at one incident. The IRS only allows one option to be coded and FRSs record the one that best describes it, so there may be an undercount of some types of attacks and it may be possible for verbal attacks to include an injury and vice versa.

Chart 7: Attacks on firefighters, England; 2010/11 to 2018/19



Source: FIRE0508

<sup>7</sup> More information on the IRS can be found in the [Fire Statistics Definitions Document](#)

The majority of incidents involving an attack involved verbal abuse (60%, 577 incidents in 2018/19) and a further 21 per cent involved objects being thrown at firefighters and/or appliances (206 incidents). The remaining incidents involved physical abuse (6%, 58 incidents), harassment (3%, 33 incidents) and other acts of aggression (9%, 87 incidents). These proportions were similar to those in previous years.

In 2018/19, there were 66 injuries in total from these 961 incidents. The majority (58) were classified as slight and the remaining 8 as serious (requiring a hospital stay). This was a decrease of 13 (16 per cent) on the previous year.

## 5 Firefighters' pensions

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This section provides income, expenditure and membership submitted by all 45 fire and rescue authorities (FRAs) in England. This includes data from 1 April 2018 to 31 March 2019. There are three pension schemes for firefighters: the 1992 Scheme, the 2006 Scheme and the 2015 Scheme ([See full definitions](#)).

### Key results

- **Firefighters' Pension Scheme expenditure in 2018/19 was around £856 million.** This was a six per cent increase compared with the previous year (£811 million in 2017/18) and 20 per cent higher than five years previously (£711 million in 2013/14).
- In 2018/19, **81 per cent of expenditure was "recurring outgoing payments" and 18 per cent was "commutation payments"**. Transfers and Miscellaneous expenditure together total less than one per cent.
- **Firefighters' Pension Scheme income in 2018/19 was around £257 million.** This was a one per cent decrease compared with the previous year (£259 million in 2017/18) and 15 per cent decrease from five years previously (£301 million in 2013/14).
- In 2018/19, **53 per cent of income was "employer contributions", 44 per cent was "employee contributions"** and the remaining four per cent comprised transfers, miscellaneous income and ill-health charges.
- The **Firefighters' Pension Scheme deficit in 2018/19 was around £599 million.** This was a nine per cent increase compared with the previous year (£552 million in 2017/18) and a 46 per cent increase compared with five years previously (£409 million in 2013/14)
- As at 31 March 2019, the **total number of pensioner members was 43,665**. Of these, 95 per cent (41,347) were members who have retired and were in receipt of benefits from the 1992 Scheme, no change from the previous year but down from 96 per cent on 31 March 2017.

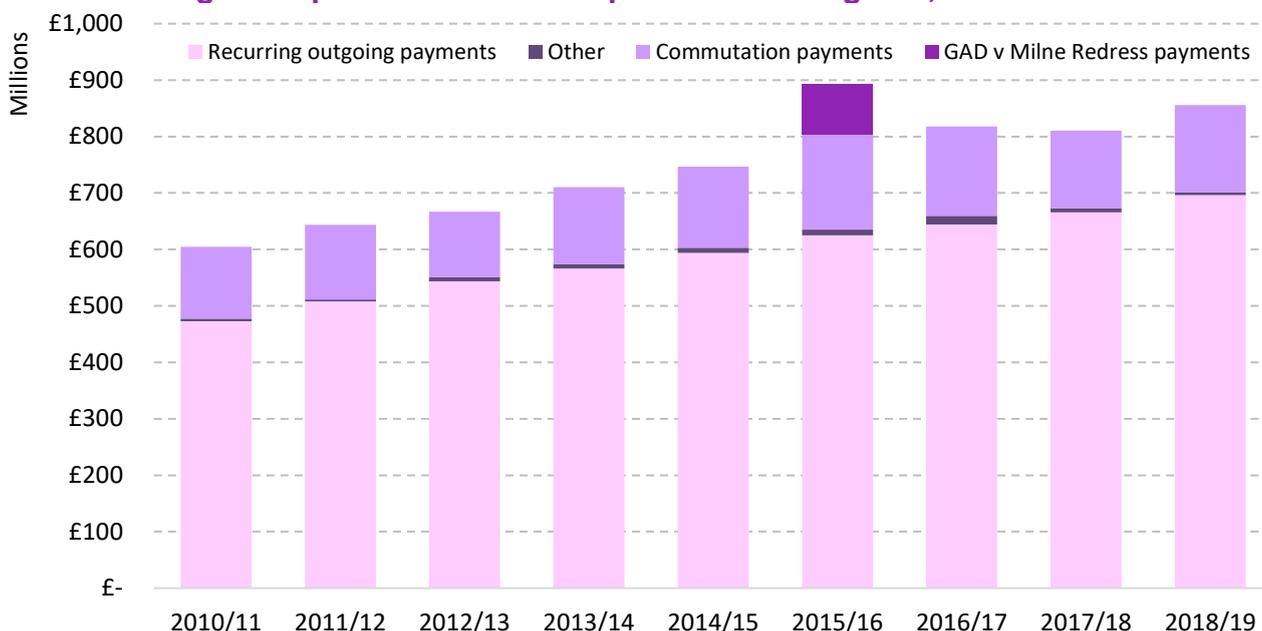
### Pension scheme expenditure and income

Between 2010/11, from when consistent and comparable data were collected, and 2016/17, the firefighters' pension scheme expenditure gradually increased, with the 2016/17 total (around £820 million) 35 per cent greater than in 2010/11 (around £600 million). The only exception to the gradual increase was caused by a large redress

**Pension Scheme Expenditure** – the total eligible pension spend by employers in respect of their retired employees, paid directly out of their local pension fund account.

payment<sup>8</sup> of £89 million in 2015/16. A slight decrease in 2017/18 was followed by an increase of six per cent to around £856 million in 2018/19 (Chart 8).

**Chart 8: Firefighters’ pension scheme expenditure in England, 2010/11 to 2018/19**



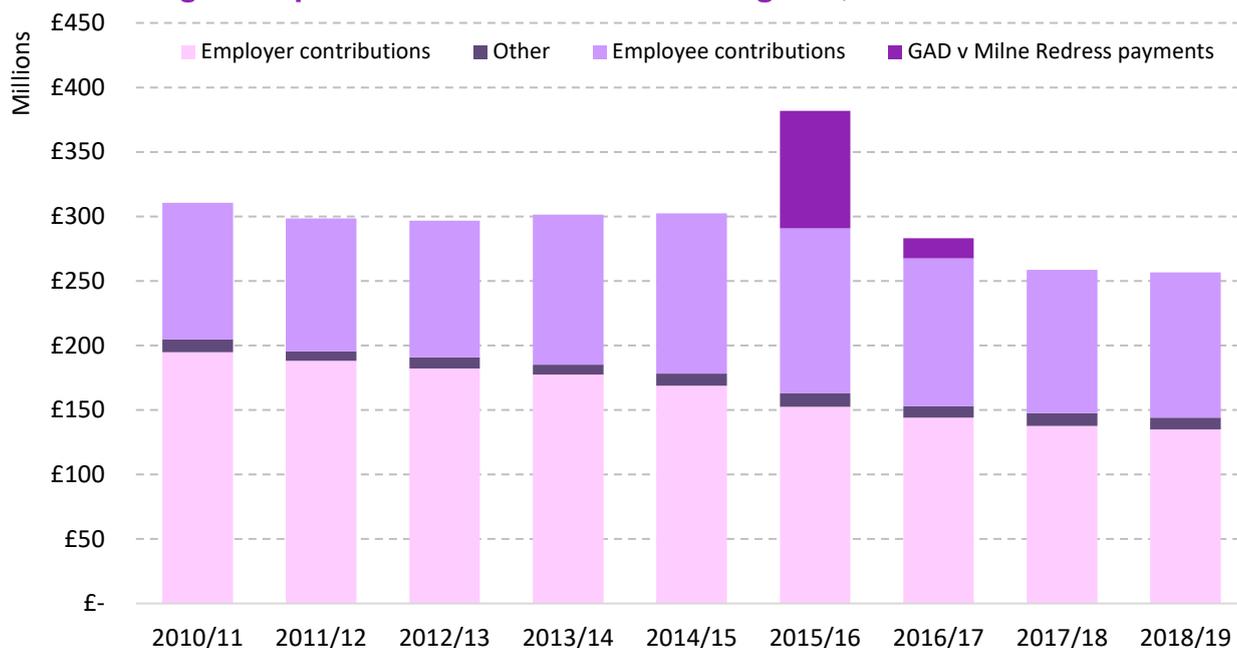
Source: FIRE1301

The Firefighters' pension scheme income was broadly stable from 2010/11, when consistent and comparable data have been collected from, until 2014/15. Since then, excluding the additional grant payments received by FRAs in respect of GAD v Milne and the employee contributions holiday, income has decreased gradually. Income in 2018/19 was around £257 million: 15 per cent lower than in 2014/15 (Chart 9).

**Pension Scheme Income** – the cash flow paid into the local pension fund account by an employee (member of the scheme) and employer.

<sup>8</sup> In May 2015, the Pensions Ombudsman’s findings in the case of Milne v the Government Actuary’s Department (GAD) meant that FRAs were required to pay commutation redress to affected members of the 1992 Scheme who retired between 2001 and 2006.

**Chart 9: Firefighters' pension scheme income in England, 2010/11 to 2018/19**

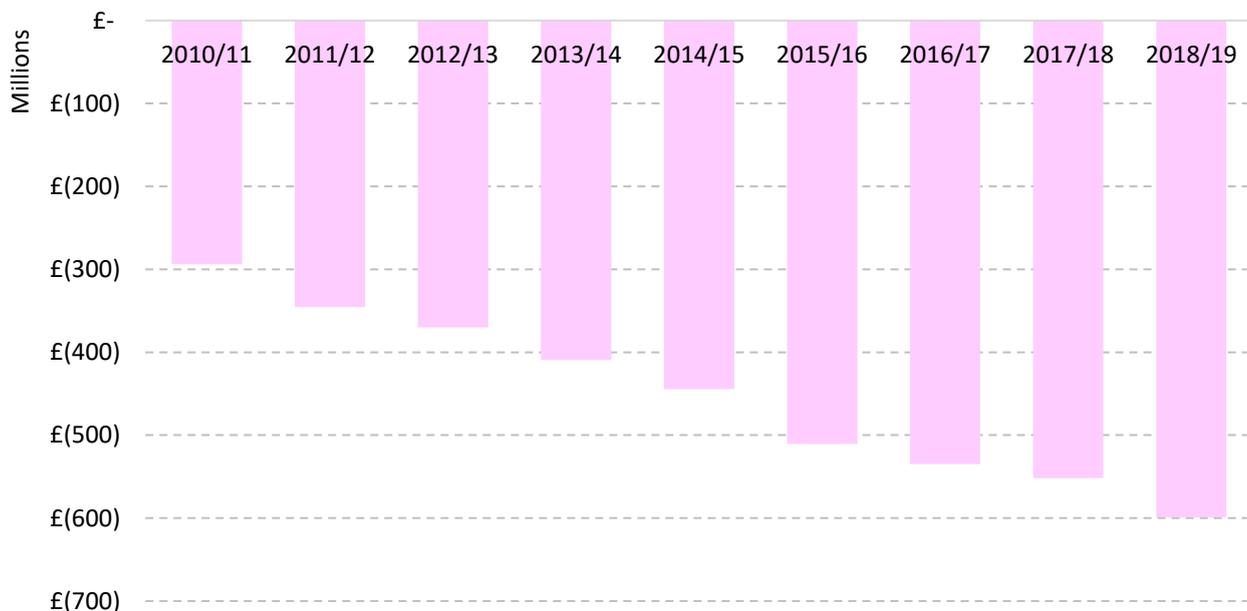


Source: FIRE1302

The **Firefighters' Pension Scheme deficit in 2018/19 was around £599 million**. This was a nine per cent increase compared with the previous year (£552 million in 2017/18) and a 46 per cent increase compared with five years previously (£409 million in 2013/14).

**Pension Scheme Deficit** – the annual difference in expenditure and income of the Firefighters' Pension Fund.

**Chart 10: Firefighters' pension scheme total deficit in England, 2010/11 to 2018/19**



Source: FIRE1303

[Further information on fire pension income and expenditure can be found in fire data tables 1301, 1302 and 1303.](#)

## Pension scheme membership

The statistics on Pension Scheme membership reflect data returns submitted by all 45 FRAs in England. The information on Firefighters' Pension Scheme membership within this release covers the three schemes in England - the 1992, 2006 and 2015 Schemes ([See full definitions here](#)). Regular firefighters employed before 6 April 2006 were eligible for membership of the 1992 Scheme, which was closed to new membership on 5 April 2006. The 2006 Scheme was introduced for regular and on-call (or retained) firefighters employed since 6 April 2006. A Modified Scheme was introduced in April 2014 in response to an Employment Tribunal decision in 2011 that required retained firefighters, employed during the period 1 July 2000 and 5 April 2006 inclusive, to be given access to a pension arrangement that provided similar benefits as those provided by the 1992 Scheme. Newly recruited regular and retained firefighters are now only eligible to join the 2015 Scheme which was introduced in England on 1 April 2015. The data published in this release amalgamate the 2006 and Modified Scheme membership data.

The data refer to financial years 2015/16 to 2018/19 only. This is due to a change in the way Firefighters' Pension Fund (FPF) forms collected data on membership, which means that data are not directly comparable with previous years.

The total number of pensioner members as at 31 March 2019 was 43,665. Of these, **95 per cent (41,347) were members who have retired and were in receipt of benefits from the 1992 Scheme**, no change from the previous year but down from 96 per cent on 31 March 2017. The other five per cent were in different schemes. Pensioners are those firefighters who have retired from service and are in receipt of their pension benefits.

**Twenty-two per cent of deferred members were still employed as a firefighter.** Deferred members include those firefighters who continue in employment but have elected to opt-out of their membership of the pension scheme, and those who have left their employment before reaching the age at which they are entitled to receive their pension benefits.

**Eighty-one per cent (19,145) of active regular members and 90 per cent (8,449) of active retained members belonged to the 2015 Scheme as at 31 March 2019.** The large majority of members being in the 2015 Scheme is due to the transition of 1992 and 2006 Scheme members to the 2015 Scheme on 1 April 2015. Regular firefighter members are personnel currently employed in the role of a firefighter and who are members of one of the pension schemes and pay employee contributions based on the pensionable pay that they earn. Retained firefighter members are personnel contracted to be available for agreed periods of time for firefighting purposes, but who may also have an alternative employment elsewhere.

**Home Office is no longer collecting information on pension scheme membership opt-outs.** For the most recent figures on these, please see [Fire and rescue workforce and pensions statistics: England, April 2017 to March 2018](#).

[Further information on fire pension scheme membership can be found in fire data tables 1304 and 1305.](#)

## 6 Further information

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This release contains administrative statistics about workforce and pensions for fire and rescue services (FRSs) in England. This release also contains statistics from the [Home Office's online Incident Recording System \(IRS\)](#) for incidents attended by FRSs where there were attacks on firefighters.

Fire and Rescue Incident Statistics and other Home Office statistical releases are available from the [Statistics at Home Office](#) pages on the GOV.UK website.

Data tables linked to this release and all other fire statistics releases can be found on the Home Office's 'Fire statistics data tables' page. The sections above state the most relevant tables for each section. The tables can be found here: <https://www.gov.uk/government/statistical-data-sets/fire-statistics-data-tables>

Guidance for using these statistics and other fire statistics outputs is available on the fire statistics collection page, found here: <https://www.gov.uk/government/statistical-data-sets/fire-statistics-guidance>.

The information published in this release is kept under review, taking into account the needs of users and burdens on suppliers and producers, in line with the [Code of Practice for Statistics](#). If you have any comments, suggestions or enquiries, please contact the team via email using [firestatistics@homeoffice.gov.uk](mailto:firestatistics@homeoffice.gov.uk) or via the user feedback form on the fire statistics collection page.

### Revisions

The figures in this release refer to activity that occurred in the financial year 2018/19, the year up to and including 31 March 2019 and in one case for the 2018 calendar year. The statistics published may not match those held locally by FRSs and revisions may occur in the future.

Since the publication of Fire and rescue workforce and pensions statistics: England April 2018 to March 2019 on 31 October 2019 and accompanying tables, Hampshire FRS have provided amended figures on new joiner diversity. The change decreases the number of female new joiners and increases the number of male new joiners. This revision has been made in line with our published revisions policy.

### Other related publications

[Home Office](#) publish five other statistical releases covering fire and rescue services:

- [Fire and rescue incident statistics, England](#): provides statistics on trends in fires, casualties, false alarms and non-fire incidents attended by fire and rescue services in England, updated quarterly.
- [Detailed analysis of fires attended by fire and rescue services in England](#): focuses on fires attended by fire and rescue services across England, and fire-related fatalities and non-fatal casualties in those fires; including analyses of the causes of fires and smoke alarms ownership and operation.
- [Detailed analysis of non-fire incidents attended by fire and rescue services, England](#): focuses on non-fire incidents attended by fire and rescue services across England, including analysis on overall trends, fatalities and non-fatal casualties in non-fire incidents, and further detailed analysis of different categories of non-fire incidents.
- [Fire prevention and protection statistics](#): focuses on trends in smoke alarm ownership, fire prevention and protection activities by fire and rescue services, in England.

- [Response times to fires attended by fire and rescue services, England](#): covers statistics on trends in average response times to fires attended by fire and rescue services.

The [Ministry of Housing, Communities & Local Government](#) publish one statistical release on fire:

- [English housing survey: fire and fire safety report](#): focuses on the extent to which the existence of fire and fire safety features vary by household and dwelling type.

Fire statistics are published by the other UK nations:

[Scotland](#) and [Wales](#) publish statistics and [Northern Ireland](#) fire statistics are published by the Northern Ireland Fire and Rescue Service.

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