



Scottish Public
Pensions Agency
Buidheann Peinneanean
Poblach na h-Alba

Public Service Pensions (Scotland) Statutory Framework

August 2026

1. The pension, injury benefit and premature retirement compensation arrangements for the devolved public service schemes in Scotland are set out in statutory regulations made by the Scottish Ministers, with the consent, where required, of HM Treasury. The devolved schemes are the NHS, Teachers, Police, Firefighters and Local Government schemes. SPPA is responsible for the legislation for each scheme and administers the NHS, Teachers, Police, and Firefighters schemes. The Local Government scheme is administered by eleven separate local authorities.
2. Occupational pensions policy is reserved. The UK Government's Public Service Pensions Act 2013 (the 2013 Act) introduced reforms to public service pension schemes from 1 April 2015, including the schemes executively devolved to Scottish Ministers. The 2013 Act provided for the introduction of new Career Average Revalued Earnings (CARE) schemes, new scheme governance arrangements, later retirement ages and protections for those members close to retirement. Those protections allowed eligible members to either permanently remain in their existing scheme or remain on a tapered basis, however following a Court of Appeal Judgment in 2018 the protections were found to discriminate on grounds of age, and subsequent legislation that removed the discrimination was introduced in 2022 and 2023.
3. The legislation supporting the existing pre-2015 schemes and 2015 schemes is maintained and amended where necessary by SPPA on behalf of the Scottish Ministers. The enabling powers to make and amend the 2015 schemes are provided by the 2013 Act. The main enabling powers for the existing pre-2015 schemes are contained in the Superannuation Act 1972 [Sections 7, 9, 10, 12, 16 and 24 of, and Schedule 3]; the PoOlice Pensions Act 1976 [Sections 1 to 8 (as amended)]; the Fire and Rescue Services Act 1947 [section 34 and 60], the Fire and Rescue Services Act 2004 and the preserved Section 26 of the Fire Services Act 1947. The regulations provide for the accrual and payment of pensions, allowances and gratuities to, or in respect of, members of the devolved schemes in Scotland.
4. There are similar, but separate, schemes for England and Wales contained in regulations made by the relevant Secretaries of State. There are also similar schemes in Northern Ireland, where pensions are devolved.
5. The Scottish Ministers must obtain HM Treasury consent before making any regulations for the NHS, Teachers, Police and Firefighters' pension schemes. Consent was not previously required for the police and fire schemes until 2026, when the 2013 Act was amended to reflect changes to the schemes' financing arrangements, Scottish Ministers do not require HM Treasury consent to make regulations for the Scottish Local Government Pension Scheme.
6. The statutory framework for each of the five devolved schemes and associated workforce legislation are set out below. The scheme regulations are also required to conform to legislation governing the operation and tax treatment of occupational pension schemes generally as set out in Pension, Finance, Taxation and other relevant Acts and associated subordinate legislation.
7. In making changes to the devolved scheme regulations, the Scottish Ministers are required under section 21 of the 2013 Act to consult such persons (or representatives of such persons) as appear likely to be affected. Details of who

Scottish Ministers consult with for each of the devolved schemes are held on the SPPA website.

8. SPPA also carries out functions in relation to the rules governing, and the administration of, the Legal Aid (Scotland) Pension Scheme 1988 that covers the staff of the Scottish Legal Aid Board. The Board makes the rules governing the scheme, with the approval of the Scottish Ministers under paragraph 8(3) of Schedule 1 to the Legal Aid (Scotland) Act 1986, and the Board is the administering authority. SPPA acts on behalf of the Cabinet Secretary of Justice by agreement with the Scottish Government Education and Justice Directorate in relation to their approval and appellate functions and for the Board in relation to its administrative function.
9. This document forms part of the [Agency's Framework Document](#).



NHS		
Scheme	Regulations	Notes
2015 scheme	The National Health Service Pension Scheme (Scotland) Regulations 2015 (SSI 2015/94) (as amended by Scottish Statutory Instruments (SSIs) 2016/97 2017/28, 2017/433, 2019/46, 2020/30, 2024/102, 2022/100, 2024/272, 2025/259). The National Health Service Pension Scheme (Transitional and Consequential Provisions) (Scotland) Regulations 2015 (SSI 2015/95) The National Health Service Pension Scheme (Consequential Provisions) (Scotland) Regulations 2015 (SSI 2015/145). The National Health Service Pension Schemes (Remediable Service) Regulations 2023 (SSI 2023/246)	The 2015 Scheme and associated regulations cover NHS staff and employees of other bodies whom the Scottish Ministers have approved via Directions. SSI 2015/145 makes modifications to primary legislation for those staff transferring to the 2015 scheme to reflect contracting out, accrued pensionable service and ill-health benefits SSI 2023/246 provides the retrospective “McCloud” remedy under the Public Service Pensions and Judicial Offices Act 2022
1995 Section	The National Health Service Superannuation Scheme (Scotland) Regulations 2011 (SSI 2011/117) (as amended by SSIs 2011/173, 2011/364, 2012/69, 2012/163, 2013/70, 2013/109, 2013/168, 2014/43, 2014/154, 2015/95, 2015/96, 2015/145, 2016/98, 2017/27, 2017/434, 2018/123, 2019/46, 2020/30, 2021/102, 2024/272, 2025/209).	This section was closed to new members from 1 April 2008.
2008 Section	The National Health Service Superannuation Scheme (2008 section) (Scotland) Regulations 2013 (SSI 2013/174) (as amended by SSIs 2014/43, 2014/154, 2015/95, 2015/96, 2015/145, 2016/98, 2017/27, 2017/434, 2018/123, 2019/46, 2020/30, 2021/102, 2024/272, 2025/209)	This section was closed to new members from 1 April 2015.

Injury Benefits	The National Health Service (Scotland) (Injury Benefits) Regulations 1998 , (SI 1998/1594) (as amended by SI 1999/444 and SSIs 1999/195, 2001/437 and 2004/212, 2005/544, 2008/92, 2008/225, 2009/19, 2009/208, 2010/22, 2011/364 2013/52, 2014/154, 2015/96, 2017/27, 2017/434, 2018/66)	Closed for new injury benefit claims for work related injuries which occur after 31 March 2013)
Additional Voluntary Contributions (AVC) Scheme	The National Health Service Superannuation Scheme (Scotland) (Additional Voluntary Contributions) Regulations 1998 (SI 1998/1451) (as amended by SSI 2001/465, SSI 2004/62, 2006/307, 2008/92, 2008/225, 2010/22, 2011/364, 2014/154, 2015/96, 2017/27, 2017/434, 2018/124);	Regulations provide opportunity to make additional pension savings through an AVC. Special terms are available through Standard Life.
Compensation Scheme	The National Health Service (Compensation for Premature Retirement) (Scotland) Regulations 2003 (SI 2003/344) (as amended by 2005/512, 2005/544, 2006/561, 2008/225, 2011/364 and 2015/96)	Replaced with new redundancy agreement under Terms and Conditions from 1 October 2006)

Teachers		
Scheme	Regulations	Notes
2015 CARE scheme	The Teachers' Pension Scheme (Scotland) (No.2) Regulations 2014 (SSI 2014/292) (as amended by SSIs SSI 2015/97 and 2016/62, 2017/454, 2019/48, 2019/95, 2022/102, 2023/190, 2024/147) The Teachers' Pension Scheme (Consequential Provisions) (Scotland) Regulations 2015 (SSI 2015/146). The Teachers' Pensions (Remediable Service) (Scotland) Regulations 2023 (SSI 2023/241) (as amended by SSI 2025/121, 2025/197)	The 2015 Scheme and associated regulations cover teachers recruited from 1 April 2015 and those who do not have full or transitional protection from the Final Salary Pension Scheme. Makes modifications to primary legislation for those staff transferring to the 2015 scheme to reflect contracting out, accrued pensionable service and ill-health benefits SSI 2023/241 provides the retrospective "McCloud" remedy under the Public Service Pensions and Judicial Offices Act 2022

Pre 2015 final salary scheme	The Teachers' Superannuation (Scotland) Regulations 2005 (SI 2005/393) (as amended by 2005/543, 2006/308, 2006/605, 2007/189, 2008/227, 2011/42, 2011/52, 2012/70, 2013/71, 2014/44, 2015/98, 2016/62, 2019/48, 2019/95)	Reflects the changes introduced for new members from 1 April 2007. This includes the change to Normal Pension Age 65 for new members joining the scheme after that date.
Additional Voluntary Contributions (AVC) Scheme	The Teachers' Superannuation and Pension Scheme (Additional Voluntary Contributions) (Scotland) Regulations 2017 SSI 2017/283	Consolidated regulations provide opportunity to make additional pension savings through an AVC. Special terms are available through Prudential
Compensation for Premature Retirement	The Teachers' (Compensation for Premature Retirement and Redundancy) (Scotland) Regulations 1996 Statutory Instrument (SI) 1996/2317 (as amended by Sis 1997/675 and 1998/719)	Provide compensation to teachers for premature retirement and redundancy.

Police		
Scheme	Regulations	Notes
2015 CARE scheme	Police Pension Scheme (Scotland) Regulations 2015 (SSI 2015/142) (as amended by SSI 2015/325, 2016/75, 2017/387, 2019/68, 2020/33, 2022/101, 2024/80, 2025/58, 2026/58). The Police Pension Scheme (Consequential Provisions) (Scotland) Regulations 2015 (SSI 2015/118). The Police Pensions (Remediable Service) (Scotland) Regulations 2023 (SSI 2023/239) (as amended by SSI 2026/58)	The 2015 Scheme and associated regulations cover police officers recruited from 1 April 2015 and those in the 1987 and 2006 schemes who do not have full or transitional protection. Makes modifications to primary legislation for those staff transferring to the 2015 scheme to reflect contracting out, accrued pensionable service and ill-health benefits. SSI 2023/239 provides the retrospective "McCloud" remedy under the Public Service Pensions and Judicial Offices Act 2022
1987 scheme	The Police Pensions Regulations 1987 (as amended by SIs 1988/1339, 1989/733, 1990/805, 1991/1517, 1992/1343, 1992/2349, 1994/641, 1996/867, 1997/1429, 1997/2852, 1998/577 and SSIs 2000/193, 2000/843,	This scheme was closed to new members from 1 April 2006.

	2001/459, 2003/406, 2004/486, 2005/200, 2005/495, 2006/285, 2008/387, 2009/185, 2010/85, 2010/232, 2012/71, 2013/89, 2013/184, 2014/62, 2016/75, 2019/68, 2019/380, 2020/33)	
2006 scheme	The Police Pensions (Scotland) Regulations 2007 (SSI 2007/201) (as amended by SSIs 2008/387, 2010/85, 2010/232, 2012/71, 2013/89, 2013/184, 2014/62, 2019/68, 2020/33)	For police officers recruited from 1 April 2006. This section was closed to new members from 1 April 2015.
Injury Benefits	The Police (Injury Benefit) (Scotland) Regulations 2007 (SSI 2007/68) (as amended by SSIs 2008/387, 2009/185, 2010/232 and 2016/75, 2019/68)	Provides compensatory payments for police officers and dependants for duty related injuries and deaths.
Additional Voluntary Contributions (AVC) Scheme	The Police Pensions (Additional Voluntary Contributions) Regulations 1991 (SI 1991/1304) (as amended by SSIs 2001/461, 2003/406, 2006/285, 2010/320, 2016/75, 2019/68)	Regulations provided opportunity to make additional pension savings through an AVC. Special terms are available through Standard Life. Closed to new members from 1 October 2010
Purchasing additional service	The Police Pensions (Purchase of Increased Benefits) Regulations 1987 (SI 1987/2215)	Provisions associated with the 1987 and 2006 schemes

Firefighters		
Scheme	Regulations	Notes
2015 CARE scheme	Firefighters' Pension Scheme (Scotland) Regulations 2015 (SSI 2015/19) (as amended by SSIs 2015/141, 2016/78, 2017/435, 2018/215, 2019/357, 2019/358, 2019/382, 2022/103, 2023/369, 2025/149). The Firefighters' Pension Scheme (Consequential Provisions) (Scotland) Regulations 2015 (SSI 2015/117).	The 2015 Scheme and associated regulations cover firefighters recruited from 1 April 2015 and those in the 1992 and 2006 schemes who do not have full or transitional protection. Makes modifications to primary legislation for those staff transferring to the 2015 scheme to reflect contracting out, accrued pensionable service and ill-health benefits.

	The Firefighters' Pensions (Remediable Service) (Scotland) Regulations 2023 (SSI 2023/242) (as amended by SSIs 2025/113, 2025/187)	SSI 2023/242 provides the retrospective "McCloud" remedy under the Public Service Pensions and Judicial Offices Act 2022
1992 scheme	The Firemen's Pension Scheme Order 1992 SI 1992/129 (as amended by SI 2005/566, and SSIs 2005/3228, 2007/200, 2006/342, 2008/161, 2009/184, 2010/332, 2012/106, 2013/128, 2013/185, 214/59, 2014/108, 2015/140, 2015/141, 2016/79 2016/431, 2018/216, 2019/358, 2019/381, 2019/382, 2022/79,2024/26, 2024/295,).	This scheme was closed to new members from 1 April 2006.
2006 scheme	The Firefighters' Pension Scheme (Scotland) Order 2007 SSI 2007/199 (as amended by SSIs 2008/160, 2010/333, 2012/107, 2013/129, 2013/186, 2014/60, 2014/110, 2015/141, 2015/143,2016/77, 2018/215, 2019/382, 2019/358, 2022/79, 2024/26, 2024/295), 2025/406)	For all firefighters recruited from 1 April 2006 includes some modified pre-2006 rights for eligible retained firefighters. This section was closed to new members from 1 April 2015.
Injury Benefits	The Firemen's Compensation Scheme (Scotland) Order 2006 (SSI 2006/338 (as amended by SSIs 2007/198, 2009/184, 2013/186, 2014/109, I 2015/143, 2016/77, 2019/382)	Provides compensatory payments for all firefighters and dependants for duty related injuries and deaths.

Local Government		
Scheme	Scheme	Scheme
2018 Scheme (the CARE scheme introduced in 2015	The Local Government Pension Scheme (Scotland) Regulations 2018 (SSI 2018/141) (as amended by 2019/161, 2019/204, 2019/438, 2020/31, 2022/153, 2023/240, 2025/48) The Local Government Pension Scheme (Transitional Provisions and Savings) (Scotland) Regulations 2014 (SSI 2014/233) (as amended by SSIs 2015/87, 2015/448, 2023/240)	The 2015 Scheme and associated regulations cover Local Government workers recruited from 1 April 2015 and those with previous membership of the 1998 and 2009 sections. These regulations consolidated SSI 2014/164 as amended.

	The Local Government Pension Scheme (Governance) (Scotland) Regulations 2015 (SSI 2015/60) The Local Government Pension Scheme (Management and Investment of Funds) (Scotland) Regulation 2010	Provide for the establishment of a Scheme Advisory Board and pension boards from 1 April 2015. Consolidate The Local Government Pension Scheme (Management and Investment of Funds) (Scotland) Regulations 1998
2009 Scheme	The Local Government Pension Scheme (Administration) (Scotland) Regulations 2008 (SSI 2008/228) (as amended by SSIs 2009/93, 2009/187, 2010/233, 2010/234, 2011/349, 2012/236, 2012/347, 2014/23) The Local Government Pension Scheme (Benefits, Membership and Contributions) (Scotland) Regulations 2008 (SSI 2008/230) (as amended by SSIs 2009/93, 2009/187, 2010/234, 2011/349, 2012/236, 2012/347, 2014/23, 2015/448) The Local Government Pension Scheme (Transitional Provisions) (Scotland) Regulations 2008 (SSI 2008/229) (as amended by SSIs 2009/93, 2009/187, 2010/233, 2011/349, 2012/236, 2012/347, 2014/23, 2015/448).	Set out the new Local Government Pension (Scotland) Scheme on 1st April 2009 and replaced the Local Government Pension (Scotland) Scheme 1998. Scheme closed to new members in 2015 but regulations remain in use for members who joined before 2015 & have service in 2009 scheme.
1998 Scheme	The Local Government Pension Scheme (Scotland) Regulations 1998 (SI 1998/366) (as amended by SIs 1998/1129, 1999/787 and SSIs 2000/119, 2001/23, 2001/460, 2001/3649, 2002/311, 2005/293, 2005/315, 2005/554, 2006/123, 2006/468, 2006/514, 2007/71, 2007/514, 2009/186, 2011/349, 2015/448). Other than the provisions listed in Schedule 1 of The Local Government Pension Scheme (Transitional Provisions) (Scotland) Regulations 2008 (SSI 2008/229), The Local Government Pension Scheme (Scotland) Regulations 1998 are revoked by SSI 2008/229 - but continue in effect for leavers between 1 April 1998 and 31 March 2009 (both dates inclusive) by regulation 5 of SSI 2008/229.	Sets out the Local Government Pension (Scotland) Scheme provisions prior to 1 April 2009. Scheme was closed to new members in 2009 but regulations remain in use for members who joined before 2009 & have service in 1998 scheme.

	The Local Government Pension Scheme (Transitional Provisions) (Scotland) Regulations 1998 (SI 1998/364) (as amended by SI 1998/2888 and SSIs 2000/199, 2005/554) The Local Government Pension Scheme (Transitional Provisions) (Scotland) Regulations 1998 are revoked by the Local Government Pension Scheme (Transitional Provisions) (Scotland) Regulations 2008 (SSI 2008/229) but continue in effect for pre-1 April 2009 leavers by virtue of regulation 5 of SSI 2008/229.	
1987 Scheme	The Local Government Superannuation (Scotland) Regulations 1987 (SI 1987/1850) The "common provisions" as defined in regulation 2 of the LGPS (Transitional Provisions) (Scotland) Regulations 1998 (SI 1998/364) (as amended).	Scheme was closed to new members in 1998 but regulations remain in use for members who joined before 1998 & have service in 1987 scheme.
Associated legislation	The Local Government (Discretionary Payments and Injury Benefits) (Scotland) Regulations 1998 (SI 1998/192) (as amended by SI 1998/364 and SSIs 2000/77, 2005/554, 2006/609, 2007/71, 2009/187, 2011/349).	Enable calculation of discretionary lump sum compensation for early retirement on grounds of efficiency or redundancy.