

# AVON FBUs



You will be aware that Public Sector Pensions are under attack from the Government following the HUTTON REPORT. It is not of any surprise that the proposals are unclear at this time.

We do know that the basic principles for change are three fold.

## PAY MORE

### • INCREASING YOUR CONTRIBUTIONS

Raising contributions over the next three years by 3% - i.e. from 11% to 14% (17% for some Managers) Approx £75 extra per month out of your pocket. THIS WILL NOT INCREASE YOUR PENSION VALUE AT ALL.

## WORK LONGER

### • CLOSING ALL SCHEMES IN 2015

New scheme introduced based on Career Average earnings and have a retirement age of 60.

## RECEIVE LESS

### • REPLACE CALCULATING MECHANISM

Using the Consumer Price Index (CPI) as opposed to the Retail Price Index (RPI), this will mean a reduction in value of around 15% to your pension.

THESE ARE THE REALITIES OF THE ATTACKS WHICH ALL POINT TO THE FACT WE'LL HAVE TO PAY MORE, WORK FOR LONGER AND THEN RECEIVE LESS.

## WHAT ARE THE FBUs DOING?

The union are collating evidence, and have been doing so for some time, to counteract the Governments arguments. They are ensuring that Government realise the likely detrimental effect that their intentions could have to the schemes in reality, and challenging legally the changes where possible.

Government argues that they need to increase the rates for Public sector pensions to raise £2.8 billion to pay off the deficit caused by the bankers. For the Fire Service this target is 73M



A YouGov survey was undertaken by the FBU to access the views of members on the issue of Pensions.

Importantly 27% of members said they would consider "OPTING OUT" of the Pension Scheme if the proposed 3% increase was implemented. This would mean the loss of £283 million in contributions which would ridicule the reasons for the increase in the first place (saving £73m).

## NEGOTIATIONS

THE FBU ARE COMMITTED TO A NEGOTIATED SETTLEMENT ON PENSIONS, AND THE GOVERNMENT HAVE SAID THEY WISH THE MATTER TO BE RESOLVED BY OCTOBER. UNFORTUNATELY, MEMBERS SHOULD REALISE THAT THE TALK COMING FROM CLG IS NOT GOOD LISTENING.





# HANDS OFF OUR PENSIONS!



## MODEL RESOLUTION

### DEFENDING SERVICES, JOBS, PAY AND PENSIONS

This Branch applauds the success of the TUC demonstration on March 26 against cuts and austerity. We remain completely opposed to the huge cuts proposed for our Fire and Rescue Service and other public services as a result of the Comprehensive Spending Review in October 2010. For the Fire and Rescue Service this cuts agenda will mean fewer firefighters and will undermine our ability to respond as quickly and effectively to emergencies or to engage professionally in protection or prevention work. This will inevitably increase risks to the public and to Firefighters. In the case of the Fire Service: CUTS COST LIVES.

This branch condemns:

- The national employers' refusal to make a pay offer for 2010 or 2011
- The cuts to fire cover
- Attacks on our shifts and conditions of services
- The attacks on public sector pension schemes including those in the fire service

### ATTACKS ON PENSIONS

We note that there are currently three attacks on our pensions:

- The change to indexation of pensions by the use of CPI instead of RPI.
- The proposed increase in contribution rates from April 2012 which is simply a raid on our pension schemes to raise money to pay off government debt.
- The scrapping of **all** existing schemes by 2015 and their replacement by new imposed schemes based on:
  - ⇒ Removal of the final salary basis of our pensions
  - ⇒ Introducing new (worse) accrual rates
  - ⇒ Increasing retirement ages in the LGPS and FPS
  - ⇒ Refusing a reduction in the normal retirement age for members of the NFPS
  - ⇒ Introducing new and as yet unspecified employee contribution rates

We support the decision by the Executive Council to mount a legal challenge against the change from RPI to CPI and its position to mount a legal challenge against any aspect of these attacks where our lawyers advise there is a reasonable prospect of success.

We commit to give financial and moral support to members of those unions who have already balloted to take industrial action starting with the coordinated strike on June 30.

This branch notes that despite efforts by the FBU, by other unions and by the TUC to negotiate on these issues, government Ministers are intent on forcing changes through without agreement.

### **THIS BRANCH THEREFORE SUPPORTS:**

1. **THE DECISION OF FBU CONFERENCE TO PREPARE FOR NATIONAL STRIKE ACTION.**
2. **A BALLOT FOR SUCH ACTION AS SOON AS THE EXECUTIVE COUNCIL CONCLUDES THIS STEP IS NECESSARY.**
3. **STEPS TO COORDINATE SUCH INDUSTRIAL ACTION WITH OTHER UNIONS WHERE APPROPRIATE.**

**WRITE TO YOUR MP**  
**DISCUSS THE MODEL RESOLUTION**  
**FIGHT FOR YOUR & YOUR FAMILY'S FUTURE.**

**NO PENSION THEFT**