

1. Have you read the details circulated about the detrimental proposed changes to the Civil Service Compensation Scheme?

Answer Choices –	Responses –
Yes	33 (86.84%)
No	5 (13.16%)
Total	38

2. Are you prepared to sign the e-petition?

Answer Choices –	Responses –
Yes	34 (89.47%)
No	4 (10.53%)
Total	38

3. Are you prepared to respond to the consultation by 4th May 2016?

Answer Choices –	Responses –
Yes	31 (83.78%)
No	6 (16.22%)
Total	37

4. Are you prepared to take any other campaigning action? If so please indicate what type of campaigning action you would be prepared to get involved in?

- Yes, as advised by union.
- Not sure
- Possibly strike action.
- Overtime Ban Strike
- All out indefinite strike action.
- Yes, have already shared the consultation and urged colleagues to read, respond and sign the petition.

- no
- strike
- no
- No
- No
- Strike action
- Yes. Will consider carefully plans put forward by my union
- Strike
- NO
- whatever it takes

5. What are your thoughts about the proposed changes to the Civil Service Compensation Scheme?

- As a long serving civil servant I think it is unjust to make such changes - they are always moving the goal posts!
- i seem to be worse off than when i started in the civil service over 30 years ago. I would not have joined the cs on the terms and conditions its employing now. i accepted lower pay and more flexible working for the fact that at the end if i needed to leave on ves or needed to access the cscs scheme then it would be an amount that would mean i would not be on the breadline or a burden to the department that i work for....
- Another attack on civil servants.
- Par for the course with this government!
- Sh**e
- getting rid of long standing dedicated staff on the cheap
- Unfair and unjust. It affects staff on low pay and part timers.

- They are an absolute disgrace, and a fundamental betrayal of trust by the government.
- I've been in the Department for 35 years and think it's ridiculous they can change terms after this period. I would have no issue if it applied to new members employees as long as they signed up to it.
- UNFAIR AND UNREALISTIC
- FURTHER DETERIORATION IN WORKING CONDITIONS
- demotivating, disrespectful, morally bankrupt BUT it will happen - no public support and media have portrayed us as responsible for the failure in Tory economic policy
- I think they are attempt by the government to turn back time to when the workers had no rights. The CSCS wasn't something given to Civil Servants out of the goodness of senior management's hearts. The CSCS was agreed over a number of years following negotiation. Just because people in the private sector don't get deal that are as good doesn't mean that the CSCS should change. This is about getting rid of civil servants on the cheap, nothing else. It should be opposed as vigorously as possible. We should never have agreed to the changes made in 2010. My wife works at BT, she has recently been offered VR, their scheme is 1 week for every year up to a maximum of 9 months pay, she has worked for them for 36 years and does not even get a years pay. Where has the loyalty to employees gone? This is what the future holds for the Civil Service if these changes aren't stopped now.
- Disgraceful considering pay restraint, changes to civil service pensions and the fact that compensation payments were reformed in 2010 to make them "fair, affordable and sustainable in the longer term".
- It is continued attack on our compensation terms. Little by little, slice by slice reducing what we receive. Never enough each time for staff to feel totally aggrieved and take action. Collectively it's significant. I don't think staff realise the effect of reducing from one month per year to three weeks. This means that someone needs to have 26 years service to 18 months compensation.
- negative. yet another T&C eroded without any effective TU or other counteraction

- Another attack on Civil servants. Another loss to the reason to become a Civil servant, no wonder we can't attract high calibre staff.
- public sector workers once again being penalised by a conservative government 1st our pensions now this what will be next
- It's a disgraceful and cynical way to take money out of the pockets of people who have given the most to the department. The ability to impose redundancy without first having a voluntary option exposes how little the department values and rewards the commitment of its staff.
- it's an insult to the people who have worked nearly all their lives in the civil service. they should be rewarding us not stripping us of our benefits. I worked out my pension and lump sum to be able to retire at 60 it looks like I may drop dead before I can retire.
- I think it is bad enough already, and the present scheme was deemed to be fair and reasonable. The government are once again trying to take money from hard working people who can ill afford it.
- I think it is discriminatory on the grounds of age. I have read the consultation documents. These are littered with references to how it aims to support suitable turnover of staff so as to allow for the recruitment of young people, about the expense of funding early retirement and the need to create space to allow for the recruitment of apprentices. It goes on to cite the need to refresh skills by exiting some staff and having control over who is offered a compensation payment to leave; rather than having to identify those staff whose jobs will be lost. In other words they can get rid of staff they don't want instead of identifying a job role that is not needed. The whole of the document seems to me to be concerned with withdrawing funding for early access to pensions and reducing the numbers of persons aged over 55 working within the civil service to make room for younger staff. If staff can be encouraged to leave early they will get less of a payoff, no early access to their pensions. many older staff will be left in limbo with no state pension and unable to find employment.
- Further reduction of our benefits
- It is grossly unfair as it discriminates against colleagues who have not had the opportunity to apply for an exit scheme yet. Also, in particular, long serving members are unfairly targeted too as this change is set to lower the size of the pension pot which colleagues have been planning for over a number of years.

- Harsh
- I feel betrayed by the Government I work hard to support. Seems there are constant attacks on pensions, pay, terms and conditions of employment, and now an attack on CSCS. Seems the Government expect an awful lot from us to help deliver Welfare Reform, constantly being asked to go the extra mile, whilst at the same time, continuing to ignore / de-value our very valuable contribution in DWP by penalising us for our achievements and commitment to the cause. My feeling of value and self-worth under this Government is at an all time low. I feel angry, disillusioned, and demotivated. The desire to continually go the extra mile for this Government is on the decline.
- Not seen them fully
- THE GOVERNMENT WILL DO WHAT THEY WANT AS UNIONS ARE TOO WEAK.
- disgusting
- If the Department are looking to reduce its ageing workforce then this is not the way to do it. There are some of us who are of an age that if things remained we would willing leave on a VES, however we wont if the Department decreases the amount and abolishes the buy out as we will not be able to afford to go.