

HANDS OFF THE CSCS

STOP THE CUTS TO JOBS
AND REDUNDANCY PAY



Civil Service Compensation Scheme: why it matters to PCS members

The government is seeking to make further cuts to redundancy pay. At the same time the government is proposing to make huge cuts to departmental budgets over the next four years. Cutting redundancy pay is simply an attempt to make job cuts cheaper.

The main proposals are as follows:

Current CSCS	Proposed CSCS
1 month's salary per year of service	3 week's salary per year of service
Capped at 21 months for voluntary redundancy	Capped at 15 months for voluntary redundancy
Capped at 12 months for compulsory redundancy	Capped at 9 months for compulsory redundancy
Employer funded access to early pension when minimum pension age reached (50 with Classic and Premium/ 55 with Nuvo and Alpha)	Employer funded access to early pension only after age 55, but to subsequently track 10 years behind state retirement age

While all staff will be affected by a minimum 25% cut in redundancy payment, many stand to lose a lot more.

The average member of staff across the civil service stands to lose approximately £12,000, or 30%, if made voluntarily redundant, and £6,600, or 26%, if faced with compulsory redundancy.

The average EO member of staff would see their compulsory redundancy payments reduced to £16,700 while staff employed at AO or equivalent grades would receive £14,600, on average, under the new proposals.

Those aged between 50–54 also stand to lose up to 60% of the value of voluntary redundancy packages due to raising the minimum age for employer funded early access to unreduced pension.

Not already a member of PCS?

- pcs.org.uk/join
- 0800 317 464 (or 0207 801 2670 from a mobile)
- Speak to your local PCS rep at work



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Don't let them get away with it

- Cuts to the CSCS make it cheaper to sack staff
- Cutting redundancy pay is simply an attempt to make job cuts cheaper
- The government's plans pay no regard to the hard work and loyalty shown by civil servants

Below are some examples of how the changes will affect people like you:

Hamish works for HMRC, has 30 years' service and is paid £30,000 a year. The changes will mean that if he took redundancy on voluntary terms, under the proposals his redundancy pay would be cut by 29%, from £52,500 to £37,500.

Jane has 20 years' service and is paid £15,000 a year. The changes will mean that if she left the civil service on a voluntary exit, under the proposals her redundancy pay would be cut by 31%, from £38,333 to £26,437.

Joe is 52 years old with 30 years' service in the Classic Pension scheme and a salary of £25,000. Under current terms Joe would receive an annual pension of £9,375 (worth £75,000) and an immediate Lump Sum of £28,125. Under the government's proposals, Joe would no longer be eligible to have an unreduced pension (only available in future from age 60), with cash compensation reduced to 3 weeks pay per year of service. This means that Joe would only receive £31,250 at the time of leaving.

Jenny has worked part time for 14 years, with a salary of £20,000 full time equivalent, giving her 7 years reckonable service. If Jenny was made compulsorily redundancy on current terms she would get £13,417. Under the proposed terms she would receive £9,253, or 31% less.

Mary has worked for 3 years full time and 8 years part time, giving her 7 years reckonable service, at a full time equivalent salary of £25,000. If Mary was made compulsorily redundant under the proposals she would receive £10,097, or 31% less than the £14,641 she would receive under the current arrangements.

We are asking all PCS members to protest against the changes:

- Sign the petition on the UK government website: <https://petition.parliament.uk/petitions/125673>
- Urge MPs to sign Early Day Motion 310
- Write to the Cabinet Office <http://bit.ly/stopCSCScuts>
- Contribute to the fighting fund pcs.org.uk/fightingfund

pcs.org.uk/getinvolved ● pcs.org.uk/join



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