



Work in the NATIONAL HEALTH SERVICE

October 2011/10/01

THE THREAT TO YOUR PENSION means Pay More, Get Less & Work Longer

THE BALLOT ON PENSIONS BEGINS

The GMB, alongside most other unions in the public sector will be balloting for strike action to support the 'Defend Your Pension' Day of action on **Wednesday 30th November**.

In order to allow maximum opportunity for negotiations with Government to succeed the GMB ballot will be held at the end of October 2011.

The GMB will be holding a ballot across the Public Sector, including the NHS and the ballot papers are being sent out to GMB members' home addresses on **31st October**. The ballot will be counted on **16th November**.

Please ensure new members join GMB now to be able to vote in the ballot and have their say on their pension.

WHY THE DECISION TO BALLOT NOW?

GMB has been heavily engaged in talks with government for the last six months. The aim has been to secure proper negotiations over reforms to public sector pension schemes. In addition there have been specific talks at scheme level in the NHS. Unfortunately the Government is just not prepared to negotiate and their continuously inflexible approach has barred any process.

The Government has refused to show any flexibility on the vital issue of employee contribution increases and remains determined to impose a pensions tax ahead of any discussion of other planned cuts to pension benefits.

Because the Government has refused to hold any meaningful discussions with GMB it has become necessary to start the ballot process. GMB will continue to seek to negotiate with government but in the absence of progress it is vital that members step up efforts to build for a strong **YES** vote in the forthcoming ballot.



KEY DATES

1. Ballot papers will be sent to GMB members' home addresses on **31st October 2011**.
2. All members need to vote ahead of the ballot closure.
3. The ballot closes and is counted on the **16th November 2011**.
4. A day of action is being planned for **WEDNESDAY 30TH NOVEMBER 2011**.



Join online at www.gmb.org.uk/join



Next Steps

Government is due to make further announcements on the cuts they intend to make to public pension scheme benefits in the next few weeks.

The formal consultation on Year 1 (2012) contribution rates for the NHS closes on the 21st October 2011.

Discussions between government and unions are due to start on further scheme reforms and further contribution increases in October.

What You Can Do

Ballot papers will be issued to your home address at the end of October 2011. It is imperative that members use this opportunity to make it clear to government that their pension matters and is worth defending so make sure you use your vote. In addition:

- ❖ Talk to your colleagues and make sure they understand the threat to their retirement
- ❖ Keep up to date by checking the GMB website regularly: www.gmb.org.uk/pspc
- ❖ Ask non members to join GMB: www.gmb.org.uk/join

Ensure your membership details are correct by registering with GMB online:

<https://www.gmb.org.uk/login>

Why Join?

GMB is Britain's fastest growing trade union. GMB is a campaigning trade union; its job is to get the best deal for GMB members at work and is committed to building a strong organisation in every GMB workplace, and so help make every workplace safer. Whoever you are, wherever you work: joining GMB is the right decision.

GMB Membership Subscriptions:

1st October 2011 rates for GMB membership will be as follows.

Full time- Grade 1 = £2.65 per week (£11.49 per month)

Part time - Grade 2 = £1.50 per week (£6.50 per month)

NHS SCHEME TALKS UPDATE

The Government published its intended first year (2012) increases to contributions in the NHS scheme in July 2011. This is the first of three increases designed to increase the average member contribution by 3.2% taking it to 9.8%.

The formal consultation on the Year 1 increase closes on 21st October. The Department of Health has been clear that they will not withdraw the plan to increase contributions from April 2012. GMB NHS Members have been asked to submit a response to this consultation either in writing to NHS Pensions Policy Team, Cabinet Office, Room 2W12, Quarry House, Quarry Hill, Leeds LS2 7UE or via email to nhspensioncontributions@dh.gsi.gov.uk GMB has drawn up a template response to help with this which is available on the GMB website at www.gmb.org.uk/pspc

GMB has also produced a calculator showing the impact of the Government's planned contribution increases to you. This can be seen at www.gmb.org.uk/pspc

GMB continues to meet with Department of Health representatives to discuss the future of the NHS Pension Scheme but we need the freedom to negotiate the best deal possible for members. However, progress is continually stifled by government's position that contributions rises are non-negotiable.

Protection of the Low Paid - False Hope for Millions of Scheme Members

While government has committed to minimal protection from the contributions rises for the lowest paid it has not been so open about the fact that millions of part time members, whose income in many cases is very low, will miss out and have to pay more or stop saving for retirement. Protection, for example for those earning under £15,000 a year only applies to those whose full time equivalent salary is less than £15,000. For many workers in schools, hospitals and throughout the public sector this means that although they are low paid, the contribution increases will apply to them.

Example: a member working (50% of full time hours) earning £8,000 a year is deemed to have full time equivalent earnings of £16,000 and therefore pays the same percentage contribution rate of someone earning that amount, not their actual pay.



Join online at www.gmb.org.uk/join



How do I join?



Just fill in the form below and hand it in to your local GMB workplace organiser, or post it to GMB Yorkshire and North Derbyshire region, FREEPOST NEA524, Grove Hall, 60 College Grove Road, Wakefield WF1 3SY (you do not need a stamp).

JOIN GMB AT
www.gmbbyorkshire.org.uk
Or if you have any questions call **0845 337 7777**

Remember - GMB membership covers you for all of your jobs, wherever you work. GMB contributions are £2.65 if you work 21 hours or more per week, £1.50 if you work between 10-20 hours per week and just 85p if you work less than 10 hours per week.
***85p rate excludes cash benefits**

FOR UNION USE ONLY Section Branch No Membership No Date of joining

GMB Yorkshire and North Derbyshire region membership application form

1 TELL US ABOUT YOU

Surname First name Title Mrs/Miss/Ms/Mr Date of birth

Home address Home Tel Email

Postcode Mobile I agree to abide by GMB rules Signature

Date We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members
Bangladeshi /Black African /Black Caribbean /Black British /Chinese /Indian /Pakistani /White /Other

2 TELL US ABOUT YOUR JOB

Employer Your job

Address where you work Postcode How many hours a week do you work? Pay No

Work Tel Pay Date

3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended

- I authorise my employer to deduct from my pay each week/month the sum of £ or other amounts as may be fixed by the GMB from time to time.
- Please start the deductions immediately and pay the amounts to the GMB. Cash
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify the GMB of any future change of address.

Signed Date

4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY DIRECT DEBITS



Please fill in the form and send to **GMB Yorkshire & North Derbyshire Region**, Grove Hall, 60 College Grove Road, Wakefield WF1 3RN

Name and full postal address of your Bank or Building Society branch

To the Manager of Bank/Building Society

Address Postcode

Name(s) of account holder(s)

Bank/Building Society Account Number

Bank/Building Society Sort Code

Reference number (Office use only)

Service User Number

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Instructions to your Bank or Building Society.
Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks or Building Societies may not accept instructions for some types of account