



# Work in the NATIONAL HEALTH SERVICE

AUGUST 2011/08

## NHS SPECIAL PENSIONS NEWS UPDATE

### Dept of Health starts consultation on Pension changes with the GMB

#### Pensions

You are probably aware of the Government's agenda to change the NHS Pension Scheme (NHSPS) in England and Wales and that the expectation is that the schemes in Scotland and Northern Ireland will follow suit. Since the publication of the Hutton report on pensions, discussions between Government and trade unions have been ongoing and recently these discussions have been moved to scheme specific negotiations whilst the central discussions continue. Sector consultations are expected to run until October 2011

#### GMB's Position

GMB expects sector negotiations to be carried out in a timely and proper manner and remains hopeful that only through proper negotiations can an outcome be reached that members may find acceptable. However the timetable set out for doing this remains very tight. GMB is extremely disappointed that Government has decided to launch a formal consultation into increasing member contributions to the NHSPS and it appears that this starting point to negotiations is causing much annoyance to NHS Trade Union Side.

A copy of the consultation can be seen at [http://www.dh.gov.uk/en/Consultations/Liveconsultations/DH\\_128710](http://www.dh.gov.uk/en/Consultations/Liveconsultations/DH_128710) and we are encouraging all members to engage in this important consultation. The GMB has put together a Pensions survey details of which are listed in this newsletter.

In addition, meetings of the GMB NHS National Advisory Group, NHS Ambulance Committee and CDNA Committee members are currently being organised so that a wider debate can continue on the proposals and a response can be collated – All GMB NHS members need to engage in this important consultation exercise and make sure their voices are heard. All GMB workplace organisers are asked to bring NHS Staff together locally and get the consultation started immediately.

**NHS Pensions Scheme** - The NHSPS has two sections – the 1995 Section and 2008 Section, providing different levels of pension, different pension ages but the same structure of contributions.

**Government Reforms** – The Government is looking to reform the following areas of your pension scheme:

1. Contributions – an increase to average pension contributions of up to 3.2%. This is being phased in over three years from April 2012.
2. Long Term Reforms of the NHS Pension scheme – could include a reform of the benefits you could receive upon retirement, including moving from a final salary scheme towards a career average pension.
3. Pension Age – The Government wants to link this to the State Pension Age, already due to increase in the future.

The GMB Pensions Briefing is designed to give you a detailed understanding on the above and will help you complete the survey.

Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)



## **Pension Survey Completion details**

You can complete the survey in a number of different ways:

**Paper Copy** – you can complete the survey by hand, and either give it to your local GMB Workplace Organiser or post it to GMB NHS Pension Survey, GMB, FREEPOST WC2268, London, SW19 4YY (NB no stamp required)

**Electronically** – a copy of this document can be downloaded at [www.gmb.org.uk/pspc](http://www.gmb.org.uk/pspc) and a completed version can be e-mailed to [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk)

**Online** – via our survey website <https://www.surveymonkey.com/s/gmbnhsp>

**Surveys should be completed and returned by 5pm on 16 September 2011.**

**If you are not a GMB member you can join and get involved in the Pensions consultation.**

**GMB MEMBERSHIP** - GMB members in the Health Service include Nurses, Medical Admin Staff, Ambulance and Paramedic Crew Workers, District Nurses, Porters, Theatre Staff, Domestic Staff, Kitchen Staff. NHS Staff across all grades can join the GMB.

**HAVE YOUR SAY IN THIS IMPORTANT PENSION DISCUSSION CONSULTATION**

## **GMB's NHS Members Pensions Survey**

GMB has launched a survey of members to gather your views on how you feel about the Government's proposal to increase pension contributions and on their wider pensions reform agenda.

The survey is accompanied by a briefing which should give you sufficient background information in taking a view.

The bulk of the survey involves tick boxes and therefore will not take a great deal of time to complete. You are also invited to make any comments you wish. You must ask for a copy of the survey from your local GMB workplace organiser, office or complete the survey online using the web address in the box on the left.

The Survey asks:

### **Details About You**

Including your GMB Membership Number (this is necessary so we can be sure that we are reflecting the views of our members only), and email Address for future contact purposes

### **Your Pay and Contributions**

Including how much you earn on both full time and part time basis, what pay point you are on, and how you would react to imposed increases to your pension contributions.

### **Retirement Ages**

Including details of your State Pension Age, your retirement plans and your thoughts on working later.

### **Pension Benefit**

Including whether or not a career average structure would be acceptable to you and if you would be prepared to reduce pension benefits to reduce costs.

### **Overall Views**

This Section asks you to rank which reforms would be least and most acceptable, as well as asking if there are any types of reform that would lead to industrial action being considered.

Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

**GMB**

GMB@WORK

# SAY YES TO SECURITY AT WORK

As a GMB member you are much more **secure** at work because you are part of an **effective** union of 600,000 members. Whether you work full-time or part-time – whatever job you do – GMB can **help** you.



## HOW DO I JOIN?

Just fill in parts 1,2 and 3 in the form below and hand it to your local GMB representative or post it to GMB, FREEPOST (WC2268), London SW19 4YY (you do not need a stamp).

If you have any questions call GMB

# 020 8947 3131

or email [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)

|                           |                              |                                |                                    |                                      |
|---------------------------|------------------------------|--------------------------------|------------------------------------|--------------------------------------|
| <b>FOR UNION USE ONLY</b> | Section <input type="text"/> | Branch No <input type="text"/> | Membership No <input type="text"/> | Date of joining <input type="text"/> |
|---------------------------|------------------------------|--------------------------------|------------------------------------|--------------------------------------|

## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

|                                   |   |  |                |                                    |
|-----------------------------------|---|--|----------------|------------------------------------|
| Surname <input type="text"/>      | First name <input type="text"/>   | Title <input type="text"/>                                   | Mrs/Miss/Ms/Mr | Date of birth <input type="text"/> |
| Home address <input type="text"/> | Home Tel <input type="text"/>   | Email <input type="text"/>                                   |                |                                    |
| Postcode <input type="text"/>     | Mobile <input type="text"/>   | I agree to abide by GMB rules Signature <input type="text"/> |                |                                    |
| Date <input type="text"/>         | We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members<br>Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other <input type="text"/> |  |                |                                    |

### 2 TELL US ABOUT YOUR JOB

|   |   |
|---|---|
| Employer <input type="text"/>               | Your job <input type="text"/>                           |
| Address where you work <input type="text"/> | How many hours a week do you work? <input type="text"/> |
| Postcode <input type="text"/>               | Pay No <input type="text"/>                             |
|   | Work Tel <input type="text"/>                           |
|   | Pay Date <input type="text"/>                           |

### 3 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



|   |  |
|---|--|
| Please fill in the form and send to <b>GMB, 22-24 Worples Road, London SW19 4DD</b> | Originator's Identification Number<br><input type="text"/>   |
| Name and full postal address of your Bank or Building Society branch                | 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.  |
| To the Manager of <input type="text"/>  |  |
| Address <input type="text"/>  | <b>Instructions to your Bank or Building Society.</b><br>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. |
| Postcode <input type="text"/>   |  |
| Names of account holder(s) <input type="text"/>                                     |  |
| Bank/Building Society Account Number <input type="text"/>                           |  |
| Bank/Building Society Sort Code <input type="text"/>                                |  |
| Reference number (Office use only) <input type="text"/>                             | Signature(s) <input type="text"/>  |
|   | Date <input type="text"/>  |

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