VOTE YES X

FOR A WORKABLE PENSION SCHEME

STOP MASS SACKINGS

MAKE THE GOVERNMENT LISTEN

FBU

SAVE OUR FIRE SERVICE

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VOTE YES

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DEFEND OUR PENSIONS

WHY YOU SHOULD

The FBU's pension campaign has reached a critical stage.

The Public Service Pensions Act is now law. It imposes a new pension scheme on firefighters, including a normal pension age (NPA) of 60.

The governments in England, Scotland, Wales and Northern Ireland have imposed large increased pension contributions on all firefighters, despite the detailed evidence we had presented to each of them.

They are ignoring the evidence and ploughing on regardless. As a result the FBU's executive council has taken a major decision: **to ballot for industrial action.** You will shortly receive a ballot paper for national strike action.

We urge you to vote **YES** in that ballot.

For a workable pension scheme

For over two years we have been campaigning on pensions. The union has shown why the government's proposals are unacceptable – because they make the new pension scheme unaffordable, unsustainable and unworkable.

The government are:

- increasing employee contributions effectively pricing us out of our pension schemes
- imposing an **NPA of 60,** despite overwhelming evidence that it is unrealistic.

We do not accept a normal pension age (NPA) of 60 for firefighters. We have fought a principled, evidence-based campaign against its introduction. However, the Public Service Pensions Act is now in place.

That does not mean that we will drop our opposition to the Act or accept that it is appropriate or safe to require our members to work to age 60. We will continue to campaign for the repeal of the Act as we are entitled to do and we will continue to make the case for a lower NPA as in the existing Firefighters Pension Schemes.

The purpose of this industrial action is to ensure the effects of this legislation are reduced as far as possible.

Government ministers now need to address the following:

- No further employee contribution increases
- Improved protection arrangements for current scheme members
- Amendments to the scheme which remove the threat of: **no job and no pension**
- Flexible retirement arrangements to be agreed by the FBU
- Improved commutation (lump sum) arrangements which adequately reflect the value of pension surrendered
- A realistic cost ceiling which ensures that there are no reductions in member benefits.

VOTE YES ✗

For the pension scheme to work, the NPA must be achievable. This is true for all, including members of the New Firefighters Pension Scheme (NFPS) who have joined since 2006.

The new pension scheme has to work for firefighters and for the service. Government proposals do neither.

Stop mass sackings

We all know that firefighting is a physically demanding occupation and that for large numbers of firefighters maintaining occupational fitness to the new NPA of 60 is an unrealistic expectation. Everybody knows that fitness **declines with age.**

Their own review shows that at least 66% of current firefighters will not be able to maintain their fitness until age 60. It outlines two options for these firefighters:

- Leave the service without a pension
- Capability dismissal from the service – without a pension.

In other words many of us will **face the sack** – for the crime of getting older.

Members who have paid into a pension scheme for many years will face the prospect of **no job and no pension. This is an outrageous and unacceptable attack.**

Nobody is safe from the threat of the sack.

Every firefighter, in all duty systems, in every role, whether male or female, whether you are NFPS or FPS or not in a pension scheme – we are all affected by these pension changes.

Those covered by “protection” aren’t immune from this threat. Where capability dismissals are concerned – we really are “all in it together”.

Make the government listen

The FBU has taken a professional and measured approach towards the government proposals. The union has submitted evidence and provided government with numerous opportunities to **change course.**

Unfortunately, the government is **not listening.** It is ploughing on regardless. We cannot let this happen - doing nothing is not an option.

We remain ready for real talks. But we have to act to protect our pensions. That is why the FBU’s executive council has decided to ballot members for national strike action.

Please VOTE YES ✗ in the ballot

VOTE YES ✗

It is extremely important that you take part in this ballot.

It is vital that you support the FBU's position.

Here are a few simple ways that you can help us to help you:

- **VOTE YES** in the ballot
- Convince your work mates to **VOTE YES**
- Make sure you are well versed on the key arguments, by reading all the FBU materials, bulletins, briefings, circulars and *Firefighter* magazine
- Make sure your workmates are also well versed, by discussing the issues and encouraging them to read the information
- Make sure that if you have any questions or want clarity that you ask your local officials – if they don't know, they will know where to find out
- Make sure a meeting is arranged to discuss the issues and encourage members to attend
- Write to your MP/councillor to explain the key arguments
- Follow this up with a visit to their surgery or an invitation to your workplace to discuss it further.

THE GOVERNMENT HAVEN'T RESPONDED WITH ANY COUNTER ARGUMENTS, BECAUSE WE ARE RIGHT

ALL WE WANT IS A WORKABLE, SUSTAINABLE AND FAIR PENSION SCHEME

THE CURRENT PROPOSALS ARE UNACCEPTABLE

STAND TOGETHER – VOTE YES

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VOTE YES

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DEFEND OUR PENSIONS