Retained Firefighters

VOTE YES ☒

In the Ballot

- ☒ **No more delays to the Modified Pension Scheme**
- ☒ **For a pension scheme that works for ALL firefighters**
- ☒ **No mass sackings of retained firefighters**

FBU

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WHY RETAINED FIREFIGHTERS SHOULD VOTE YES X

Retained firefighters are facing the same threats from the government's proposals as our wholetime counterparts.

Whether you are:

- In the New Firefighters Pension Scheme (NFPS)
- Eligible to join the Modified Firefighters Pension Scheme
- Not in a fire service pension scheme.

Firefighters across all duty systems are affected.

The Modified Scheme: No more insulting delays

Several thousand retained firefighters are eligible to access the **Modified Firefighters Pension Scheme**.

The modified pension scheme is the result of a hard fought legal campaign by the FBU. It resulted in retained firefighters being recognised as part-time workers. This included gaining access to the same pension rights as our wholetime colleagues.

The modified pension scheme is based upon the same benefits as the Firefighters Pension Scheme. There have been detailed negotiations between the FBU and the Department for Communities and Local Government.

These talks have gone on for a considerable time, but the government has consistently delayed the introduction of the scheme. Despite regular assurances and guarantees, we are still waiting. There is still no indication of when the scheme will be introduced.

The attack on pensions means that, even before it is introduced, your modified pension rights are being eroded. We cannot accept the government giving with one hand and taking away with the other.

The New Firefighters Pension Scheme

You will have already seen a significant hike in your contributions and this is only the beginning. The proposals for the 2015 scheme include a further increase in employee contributions, which will make your pension scheme much more expensive. Retained firefighters in the NFPS who move to the 2015 scheme will have seen an increase in contributions from 8.5% to around 13.2% – with more on the cards. This is a huge hike of 4.7% in four years.

Like everyone else, you should have the right to a scheme that is affordable, sustainable and fair. The current government proposals do not deliver that.

Retained firefighters not in any pension scheme

Retained firefighters who are not in any fire service pension scheme still face a real threat from the government's proposals. These proposals will mean the imposition of untested fitness standards and regimes. Thousands of firefighters will be at risk of dismissal on capability grounds, irrespective of whether or not they are in any scheme. This risk is recognised by the government's own report – by Dr Williams – published earlier this year.

How many? The government commissioned report says that **two-thirds** of current firefighters aged between 55 and 60 are below the recommended fitness standard. This indicates the scale of the problem.

Why does this particularly affect retained firefighters?

Firefighters are being told we will have to work until age 60. Fitness standards will be built into work routines for wholetime firefighters. For retained firefighters, the government's report makes **no such** recommendation. The fire service employers are unwilling to pay for such support for their retained employees. Once again retained firefighters will be treated as **second class**.

The government-commissioned Williams report says that fitness standards will need to be rigorously enforced and regularly assessed. It also states that many of the current workforce are unlikely to be able to achieve this to age 60.

Despite requiring the same fitness levels for all firefighters, the proposals for achieving and maintaining this are completely different for retained firefighters. This will leave retained firefighters at a higher risk of capability dismissal than our wholetime colleagues.

The government is imposing a pension scheme that is unworkable:

- It will cost you more
- It will not provide the pension you expected, at the time you expected it
- It could result in no job and no pension for many.

Please VOTE YES X in the ballot

What can we do?

The government and employers can easily resolve the problem they have caused by sitting down and negotiating with the FBU. Instead we have been given an ultimatum - accept the latest position without any further modification or we will impose a worse one.

We have to protect our pensions.

The ballot commenced on 18 July and closes on 29 August. Please make sure you take part in this process:

- Retained firefighters are affected in exactly the same way as everyone else in the fire service
- Your pensions are being attacked
- You are being denied access to a scheme that you have a right to join.

Help the FBU to help you defend your pension rights:

- 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 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.

VOTE YES

DEFEND OUR PENSIONS