



THE GOVERNMENT IS NOT LISTENING

VOTE YES



IN THE PENSIONS BALLOT



SAVE OUR FIRE SERVICE

FIRE BRIGADES UNION • WWW.FBU.ORG.UK



VOTE YES



**BECAUSE THEY ARE
NOT LISTENING**

While David Cameron and his friends enjoy their holidays, they forget about the mess they have created on firefighter pensions.

They are not listening to firefighters, while they aim to ruin our pensions. The FBU has been very patient. We did not jump in to ballot. We have always sought to negotiate. It was the government that forced us to ballot – putting a gun to our head with a final offer and an ultimatum to accept it by 12 July – or else.

They should be putting their energies into resolving the dispute, not spreading lies and half-truths to wriggle out of the mess they have created.

VOTE YES



**BECAUSE THEY ARE
DUCKING THE ISSUES**

The CLG fire minister Brandon Lewis has been writing open letters to firefighters, claiming to provide answers to questions put by the FBU. The government has produced a barrage of propaganda.

But they are evading the key issues.

This year the government reviewed the evidence on firefighters' normal pension age (NPA).

- **FACT:** The government review (Williams' report) found that half of all firefighters will not be fit to work beyond 55.
- **FACT:** The government review found that two-thirds would not be fit enough at 60.
- **FACT:** The government review found that, in the worst case, 85% would not be fit to work beyond 55.

Despite this evidence, they have imposed an NPA of 60.

We have argued that this issue needs addressing for all firefighters – including those recruited since 2006 under the New Firefighters Pension Scheme and including retained firefighters. The FBU is balloting to address the effects of this change.

Their own evidence shows they are wrong. They need to think again.

VOTE YES



**BECAUSE IT'S ABOUT NO
JOB AND NO PENSION**

The government says most firefighters can work to 60. But they can only do this by moving the goalposts. They ignore their own report, which says firefighters would have to be recruited at far higher levels of fitness than at present in order to work longer. They ignore the kind of fitness regime that would be needed throughout a firefighters' career to work longer.

They are trying to claim that there is no real threat of capability dismissals. This is a staggering claim, when we've seen real cases of fire service employers trying to force firefighters out with no job and no pension. The London Fire Brigade tried this in 2007. They were stopped – not by a change of heart, but because the FBU took the issue to court and eventually won.

Since then service after service has introduced fitness policies with clear links to capability dismissals. Firefighters face the threat of the sack just for getting older: no job – and no pension either.

VOTE YES



**DON'T LET THEM
PICK ON US**

Some principal managers are using the ballot to have a pop at firefighters. Some FBU members have been threatened with the loss of pay – including their CPD allowances – if we decide to take action. Such threats completely ignore the national and contractual agreements reached on this issue. They are simply crude attempts at intimidation and should be treated as such.

It is quite alarming that principal managers, who have been saying for the past two years that the FBU has a very good case on pensions, are now attempting to assist the government in forcing through the very changes they claim to oppose.

We cannot let them get away with such attempts at bullying. We have a legitimate trade dispute. We never asked for these changes to our pensions. It is the government who told us to decide by 12 July or else. They have forced this on us. We need to stand together in the face of these attacks.

VOTE YES



**BECAUSE YOU HAVE
A VOICE**

A decent pension is a just reward for giving a lifetime of public service. Pensions matter to firefighters because it is recompense for the exceptional and irreplaceable service we provide to society. The only way to defend our pensions is to support the union – and that means voting in the ballot. If we don't stand up for ourselves, no one else will.

What they say:

Matt Wrack, FBU general secretary:

"I have met many members of the FBU who are close to retirement and who are probably in the safest position, but who have said very clearly that they will stand with their brothers and sisters to try to defend pensions for the future. It is a matter of principle for them. Principle. Now, that is something to be proud of.

"Standing up for your principles, standing up for your workmates, standing together – those are the values of teamwork. Those are the best values of the fire service. Those are the values of the Fire Brigades Union."

Chris Williamson, Labour MP and shadow fire minster

"I fully sympathise with the frustrations of firefighters. They must be beginning to feel victimised by a government which has attacked their service and is now attacking the hard working individuals who risk their lives for others.

"Somebody in the cabinet needs to grasp the nettle and intervene to remove the risk that this vital emergency service will be blighted by strike action. A strike would be wholly avoidable but the risk grows with every day this government sits on its hands instead of taking decisive action.

"It is quite clear it needs to look again at the report it commissioned, properly consider the evidence and recommendations in it and take steps to avoid a strike."



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