



HOUSE OF COMMONS

LONDON SW1A 0AA

December 2016

Dear Constituent,

Thank you for contacting me about reforms to the Civil Service Compensation Scheme.

As you may know, the 2015 Spending Review announced that the Government would continue to modernise the terms and conditions of public sector workers, by taking forward targeted reforms in areas where the public sector still has more generous rights than the private sector.

To this end, a consultation in early 2016 looked at reforming the Civil Service Compensation Scheme, to align with wider compensation reforms proposed across the public sector, including the Government's manifesto commitment to prevent excessive payouts by ending six-figure exit packages. It also sought to ensure any early access to pension provisions remained appropriate, and to increase the relative attractiveness of the scheme for staff exiting earlier in the process.

The Government was clear that it would consult with a view to reaching agreement with trade unions, and I am pleased that nine trade unions and staff representatives responded to the consultation. The Government also held a series of meetings with the National Trades Union Congress and other unions.

The amended scheme is in line with the Government's response to the consultation, published in September 2016, and the offer made to trade unions on the same day. These reforms represent a strong, negotiated settlement. It has been reached with trade unions that have engaged constructively in discussions. As a consequence, the agreement provides a firm foundation for the management of the Civil Service and its people for a generation.

Once again, thank you again for taking the time to contact me.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Chris'.

CHRIS HEATON-HARRIS MP
MEMBER OF PARLIAMENT FOR DAVENTRY