**FORM FOR RESPONDING TO THE CONSULTATION**

Please use this form to respond to the consultation and send your completed form to cscs.reform@cabinetoffice.gov.uk or the address stated above, by 4 May 2016. Anyone may return a completed form to the above email or address, but it is primarily targeted at employees covered by the scheme, their representatives and their employers.

|  |  |
| --- | --- |
| Name |  |
| Job Role |  |
| Organisation |  |
| Contact details |  |
| Q1: **Do you agree that these are the right principles for the reform of the scheme? If not, what should be the principles to be followed?** |
| Q2: **Should the tariff be reduced as part of the cost saving measures? If so, to what level should it be reduced? If not, what should be changed instead to produce comparable savings?** |
| Q3: **Should the cap on the multiple of salary be reduced? If so, to what level should it be reduced? If not, what should be changed instead to produce comparable savings?** |
| Q4: **Are there any other significant cost saving measures that should be considered instead of or in addition to a reduction in the tariff and/or cap?** |
| **Q5 Should the Civil Service apply a different cap on the salary that qualifies for compensation payments?** |
| Q6: **Should the requirement for at least one offer under voluntary terms (and for that to be a “good” one rather than a minimal one) before moving to Compulsory Redundancy be kept?** |
| Q7: **If the requirement for a voluntary offer before redundancy is kept, should that offer be on the basis of a fixed “tariff”?** |
| Q8: **Should Voluntary Exit allow for higher maximum payments than Voluntary Redundancy? If it should, by how much?** |
| Q9: **Are there any other ways in which staff could be encouraged to be more pro-active in coming forwards when exit exercises are being run?** |
| Q10: **Should the employer funded early access to pension provision be removed from the scheme?** |
| Q11: **Should the minimum age for early access to pension be increased to 55?** |
| Q12: **Are there any other ways in which the key issue (the provision of a very expensive retirement benefit to staff unlikely to actually retire) could be resolved?** |
| Q13: **Do you agree that employers should have the flexibility to set a lower maximum cap than £95,000 in Voluntary Exit schemes? Is there any level below which a cap should not be set?** |
| Q14: **Do you support the suggested package set out above?** |
| Q15: **Is there another way in which the Government’s aims of reducing costs and ensuring that the CSCS operates as desired could be met?** |
| Q16: **What should the tariff be for the reformed “inefficiency” terms?** |
| Q17: **Should the revised arrangements be called something different?** |

**Handling of information from individuals**

The information you send may need to be passed to colleagues within Cabinet Office or other Government departments, and may be published in full or in a summary of responses.

All information in responses, including personal information, may be subject to publication or disclosure in accordance with the access to information regimes (these are primarily the Freedom of Information Act 2000, the Data Protection Act 1998 and the Environmental Information Regulations 2004). If you want your response to remain confidential, you should explain why confidentiality is necessary and your request will be acceded to only if it is appropriate in the circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the Department. Contributions to the consultation will be anonymised if they are quoted.

Individual contributions will not be acknowledged unless specifically requested.