



DEFENCE POLICE FEDERATION

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Pension Action Update

The DPF recently attended a meeting with Cabinet Office officials to discuss the implications of the Appeal Court ruling regarding the Age Discrimination arising from the transitional protection arrangements introduced during the 2015 Pension reform process along with the remedy which is to be agreed by the Employment Tribunal.

This meeting was also attended by representatives from the Prison Governors Association (PGA), The ISU – The Union for Borders, Immigration & Customs, and National Crime Officers Association (NCOA).

The discrimination claims that we lodged with the Employment Tribunal on behalf of over 1000 DPF members have now moved forward and are scheduled for a “Case Management” hearing on 29th October 19.

Other case management hearings have been scheduled for the Judges claims on 7th October 19 and the Home Office Police claims on 28th October 19.

It is not anticipated that there will be any major developments as a result of these case management hearings. It is a working assumption that it may take several months for a final remedy to be fully developed and agreed with the Employment Tribunal.

The final remedy is likely to be complex because it has been identified that older scheme members in the fully protected group who remain in their earlier pension schemes may also have been discriminated against. This is because these individuals may be better off and accrued a larger pension in the “alpha” scheme but were prevented from moving schemes on the grounds of age.

Therefore the final remedy which impacts close to ½ million public sector workers must ensure everyone is treated fairly and equally.

It is anticipated that the final remedy once agreed will possibly take 2 years to be fully implemented, however the Cabinet Office recognise that it will be necessary for it to be applied much quicker for some groups.

We are already working with our legal team to ensure that any DPF member who has left or are leaving the MDP on Ill Health Retirement (IHR) grounds have the remedy applied as quickly as possible to ensure they receive the correct pension.

It must be remembered that this is still a legal process, not a management or policy process therefore little can be done or implemented until the final remedy is agreed by the Employment Tribunal.

Further updates will be provided as we move through this process.

Paul Hunter

DPF Pension Sub-Committee Chair