



## Forestry Commission

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To: All Staff

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### Civil Service Compensation Scheme

I wrote to you in October with news about the coalition Government's proposals for changing the Civil Service Compensation Scheme, aimed at bringing redundancy payments made to civil servants in line with best practice in the wider public and private sector.

The Government had explained that it wanted to proceed by negotiation with the unions, in order to have a permanent and sustainable new scheme, which is both appropriate to current times and also gives greater protection to less well paid civil servants. The new scheme takes effect today.

The terms of the new scheme offer a significant improvement on the statutory caps contained in the Superannuation Act 2010, which received Royal Assent last week. The new scheme therefore replaces those caps. The new scheme enables Departments to offer the option of a higher payment limit on voluntary departures (up to 21 months, compared with 15 months in the Act), and offers valuable protection for staff on low pay.

The attached Cabinet Office Q&A seeks to answer some of your questions.

This new scheme does not affect those who have accepted an offer under the Early Release Scheme run in September/October.

**Jean Lindsay**

