



DEFENCE POLICE FEDERATION

Established by Act of Parliament

To All Members

Circular 21/22

20th June 2022

Pension Discrimination Group Action Injury to Feelings Claims

As you will be aware, following the public sector pension reforms in 2015 the DPF lodged discrimination claims with the Employment Tribunal on behalf of over 1000 members, in which we challenged the transitional arrangements on the grounds of discrimination. Those claims were successful, with the consequence outlined in previous circulars that all members who were in service on 31 March 2012 must be given the choice, when they leave, to have their service between 1 April 2015 and 31 March 2022 treated as pensionable in the 2015 Alpha pension scheme or in the previous Principal Civil Service Pension Scheme.

In the claims filed, an additional claim was made for compensation for the upset and anger caused by having to move to the Alpha scheme. All members will have experienced a degree of upset and anger, but everyone's circumstances are slightly different. In circular 03.20 we invited members to provide details if, in their view, their case was out-of-the-ordinary.

A sample of 12 claims was listed to be heard during the last week of April and first week of May, the intention being that the results in these cases could be used as a benchmark for settling all claims. Shortly before the hearing our solicitors and barristers were able to reach an agreement with the Government Legal Department, which we are able to recommend to members:

- The Cabinet Office will offer £2,650 to all members who filed a claim but who did not assert that they had particular reasons for making a higher claim (i.e. they did not submit a response to circular 03.20)
- They will offer £5,250 to all members who filed a claim and submitted a response to circular 03.20 asserting on reasonable grounds that they had reasons for making a higher claim.

It is important to note that these offers only apply to members who completed the survey on the Federation's website in 2016, and for whom the Federation's solicitors were therefore able to submit a Tribunal claim.

The details of processing these offers is under discussion and will be finalised in the coming weeks. The likely outcome is that eligible members will receive a letter offering to settle their claim for compensation if they confirm that they agree not to pursue it further.

Claimants will not be required to settle on the terms offered. The advice we have received from our lawyers is that this is a good offer which should be accepted, and if any member wishes to pursue their claim instead of accepting the Federation will not be able to provide further legal assistance.

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Email: admin1@dpf.org.uk - www.dpf.org.uk

We are aware that it is several years since members were invited to sign up to the group action so it may be that some will not now be sure if they did so. If you are not sure and would like to check please send an email to admin3@dpf.org.uk and put "pension age discrimination check claim" in the subject line so that the reason for your email is readily identifiable. Please supply your full name, date of birth and national insurance number.

For the same reason we are aware that some members will have moved home or changed email address and phone numbers. We are not informed by the force of any changes to members personal details, we rely on members updating the DPF directly.

We would therefore ask that all members who lodged a claim in the group action ensures that their home address, email address as well as contact phone numbers are up to date on the DPF website. Delays in confirming acceptance of the settlement is likely to delay payment of the compensation.

Paul Hunter

**Southern Area Secretary &
Pension Portfolio Lead**