



Response from Unison Hinckley & Bosworth Branch to the proposal from Hinckley & Bosworth Borough Council to seek to defer Auto Enrolment to a pension scheme.

Unison supported the Government in consultations to bring forward the legislative provision for auto enrolment. Unison considers such provision as necessary and desirable and therefore does not support the proposal to defer auto enrolment as it is at odds with the desirability and need for everyone to have adequate provision for retirement.

Unison is disappointed at this proposal to cut costs at the expense of lower paid employees and is concerned that the only financial figures in the paper appear to be projections of expenditure based on a worse case scenario without any discussion on probability of further enrolment and therefore does not reflect reality.

There is no discussion on the ability of the Council to finance the legislative requirement but merely the proposal to avoid the payments.

The Local Government Pension Scheme is being subjected to revision, for which Unison was a key consultee, and it is understood the Auto Enrolment provisions are proposed for change in 2014 and yet there is no reference to this in the paper.

Unison is concerned that no Equalities Impact assessment has been undertaken and the matter is referenced in the paper as "none". The DWP produced an EIA for the Auto Enrolment Regulations which identifies positive beneficial impacts for women and lower paid workers. Unison therefore requests that the paper must at least reflect the view of the DWP EIA cross-referenced to the information held on the employees identified as affected by these proposals.

Unison notes that the draft paper makes no reference to consultations and requests that this response is appended.

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Health & Safety Officer
Unison Hinckley & Bosworth Branch

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