



Minister for the Cabinet Office and  
Paymaster General

Our ref: MCO/0166

The Rt Hon. Fiona Mactaggart MP  
House of Commons  
London  
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Thank you for your letter of 29 July on behalf of your constituent, regarding proposed changes to the Civil Service Compensation Scheme (CSCS).

To remain the best in the world, the Civil Service needs to respond to both the challenges and opportunities of our times. That means being able to recruit and retain the best people, but it also means ensuring that we have a good, cost-efficient system in place to help civil servants leave when the time is right.

I am aware that a predecessor of mine, Lord Maude, made some changes to the CSCS at the start of the previous Parliament. They were right for the circumstances as they were then. It is not clear that they remain right in light of the changes to the Civil Service since then, and the further changes that are expected. The Government therefore consulted, with a view to reaching agreement, on the need for, and form of, possible further reforms to the compensation scheme. The Government is giving very careful consideration to the responses it received to the consultation. In particular we are looking closely to see if there is any scope to find a set of reforms that will deliver the Government's objectives and which will be agreeable to the Civil Service unions. I should make clear that the Government has considered the equality impacts and will be publishing the detail of equality impacts alongside the Government's final offer. I expect to be able to publish our response to the consultation shortly.

**The Rt Hon Ben Gummer MP**