

## **Approaches**

### **Phased withdrawal**

- TPS closed to new entrants
- Over time costs will decrease
- The current cost burden remains

# Operate both TPS and DC Schemes

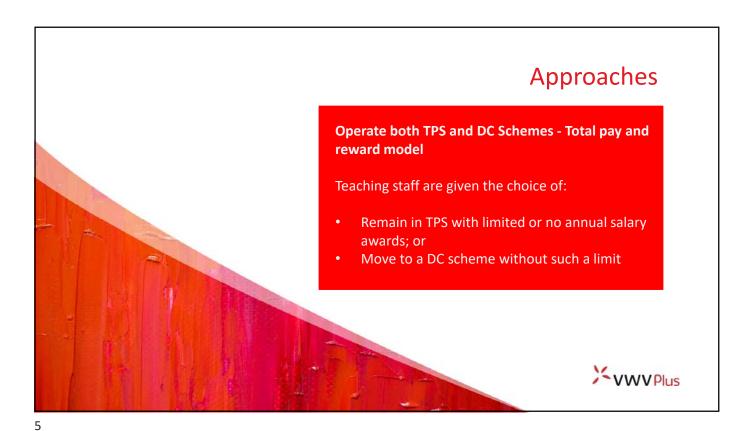
- Teachers can choose between the schemes
- Flexibility
- No cost savings for the school
- No motivation to leave the TPS and join the DC scheme
- Auto-enrolment must reenrol all teachers in TPS every three year



> VWVPlus

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# Approaches Operate both TPS and DC Schemes - Total pay and reward model Teaching staff are given the choice of: Remain in TPS with a salary adjustment; or Move to a DC scheme without a salary adjustment





## Trade union recognition

- Voluntary recognition employer and trade union agree to recognise union
- Voluntary recognition can be withdrawn by employer at any time
- **Statutory recognition** union requests recognition from employer for the purpose of collective bargaining
- In the context of statutory recognition, collective bargaining is primarily negotiations relating to pay, hours and holidays
- Collective bargaining can also include negotiations relating to other matters that are agreed by the employer and union



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## Application to the CAC

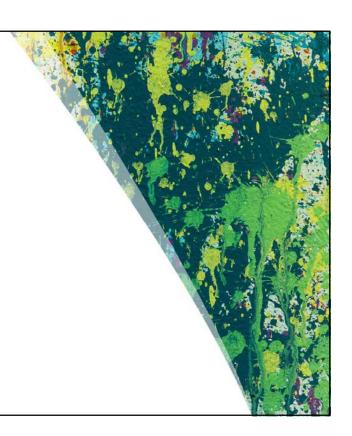
- For an application to be accepted, the union must satisfy the CAC that:
  - At least 10% of the teachers in the proposed bargaining unit are union members.
  - The majority of teachers in the bargaining unit are likely to favour recognition of the union.
- The CAC must issue a declaration that the union is recognised as entitled to conduct collective bargaining if the union is supported by:
  - A majority of the workers voting; and
  - At least 40% of the workers in the bargaining unit.



# Risk of litigation

- Fairness of process
- Risk of constructive dismissal?
- Contractual notice and re-engagement is a dismissal
- Risk of unfair dismissal claims





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