
 VWV Plus

Teachers' Pension Scheme

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Approaches


Continue with TPS

- Recruitment and retention tool
- Government scheme - guaranteed benefit
- Future cost uncertainty

Withdraw from TPS

- Move to DC scheme
- Recruitment & retention issues?
- Less attractive benefits?
- Greater flexibility



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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 re-enrol all teachers in TPS every three year



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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



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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 limited or no annual salary awards; or
- Move to a DC scheme without such a limit



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NEU: protecting independent school teachers' pensions

We will support members opposing any proposal to remove teachers' membership of the Teachers' Pension Scheme (TPS).

5 steps to defend the TPS in the independent sector:

- *Meet with members*
- *Make NEU representations*
- *Meet with leadership team*
- *Meet with members to discuss leadership meeting*
- *Contact the NEU for local support*

*Resource: <https://neu.org.uk/protecting-independent-school-teachers-pensions>



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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- Voluntary recognition can be withdrawn by employer at any time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.



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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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Over to you

Your questions answered



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Get in touch

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