

PENSIONS UPDATE FOR TEACHERS WORKING IN UNITED LEARNING INDEPENDENT SCHOOLS

Following ongoing discussions and negotiations, NASUWT is pleased that positive progress has been made regarding the pension proposals put forward by United Learning.

When we most recently met with representatives from United Learning, it became apparent that the Trust's position had moved significantly from its original proposal.

The latest position from the Trust, which has now been confirmed in writing, is as follows:

Teachers who wish to remain in the Teachers' Pension Scheme

For those teachers who wish to continue paying into the Teachers' Pension Scheme (TPS), United Learning has confirmed that they will see no reduction in salary. United Learning will also fully fund the increased employer contribution (up from 23.68% to 28.68%).

The TPS scheme will continue to be fully funded by United Learning.

Teachers who wish to move to the APTIS defined contribution pension scheme

As an alternative to the TPS, teachers would still have the option to join the **Aviva Pension Trust for Independent Schools (APTIS)** defined contribution scheme.

Those who decide to do so will remain in the TPS until 31 August and will benefit from a 5% salary increase (applied as a pensionable allowance), which the Trust has claimed is to offset the increased employer contribution rates for the TPS.

Those in the APTIS defined contribution scheme will have a range of options available to them in terms of the level of employer and employee contribution.

New starters will automatically be enrolled into the TPS, unless they explicitly state that they want to opt out.

In addition, the Trust has confirmed that:

- there will not be different pay scales for teachers in the TPS or APTIS;
- future cost-of-living increases will be the same for teachers in the TPS or APTIS, but they may continue to be differentiated by school; and
- financial information will be provided to new teachers joining United Learning independent schools, to help them decide which pension scheme to choose, including recommending that they seek independent financial advice.

United Learning will therefore undertake pay negotiations with the recognised trade unions as normal this summer, seeking to reach an agreement on cost-of-living pay increases for each school, which would then be applied to all teaching staff.

This means that members in the TPS will see no change to their pay in the immediate term and will continue to have the possibility of a cost-of-living pay rise in September, subject to negotiations.

As such, the position for TPS members remains unchanged and is the same as in any other year. This represents a significant victory for the Union, but more importantly for you as members, coming together and participating in the consultative ballot. There is no doubt that the strength of feeling showed in the consultative ballot was crucial in the Union's ability to secure improvements on your behalf.

Given this, the Union believes that there is now no grounds to move to a formal ballot.

Nevertheless, members must be mindful that pay negotiations are yet to come and United Learning has already suggested that the extra money it is putting forward for pensions may reduce the amount it is willing to offer in pay rises this year.

Members will need to be prepared for this eventuality and, if necessary, be ready to demonstrate their strength of feeling once more.



E-mail: advice@mail.nasuwt.org.uk
Website: www.nasuwt.org.uk