



Department for Education

**The Rt Hon Bridget Phillipson MP
Secretary of State for Education**

Dr Patrick Roach
Rose Hill,
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Dear Patrick,

Thank you for your correspondence concerning the Teachers' Pension Scheme (TPS), most recently in your letter of 13 March. Please accept my apologies for the delay in responding whilst my officials have been considering the matter.

I believe that the TPS is a great selling point of the profession and an important part of the overall remuneration package for teachers.

Whilst the Department supports innovative thinking that could help to attract new teachers, and retain those already working hard to educate the children of this country, which is what I understand proposals over pay and pension flexibility would aim to achieve, I would be concerned about the potential impacts if younger teachers over-prioritise an increase of headline pay without realising the impact on their retirement. I also recognise that if schools offered alternative pension schemes to the TPS, when they receive funding for employer costs, this would also have an impact on the Exchequer and other TPS employers given that it is an unfunded scheme.

The longstanding expectation is that teachers working in the public sector should participate in the TPS and any proposals to offer a different pension scheme would have to be considered and approved by the Department, via the submission of a business case. The Department has not received any business cases proposing flexibility around participation in the TPS and therefore I am unable to comment further on this.

Thank you for raising this important issue with me.

**The Rt Hon Bridget Phillipson MP
Secretary of State for Education**