

Why teachers are standing up for their pensions



- NASUWT members oppose leaving the Teachers' Pension Scheme (TPS), which is a defined benefit pension scheme, meaning that teachers can plan for a secure retirement, whereas a defined contribution scheme is a 'retirement savings plan' dependent on the vagaries of the stock market.
- Enrolment in the TPS is a fundamental element of a teacher's pay and reward package. Teachers in all state schools, academies and the vast majority of independent schools have access to the TPS.
- Despite claims by employers, there is no confirmation that pension contributions to be paid by the employer will increase. The proposed changes are therefore an unnecessary and unjustified attack on the terms and conditions of dedicated and highly skilled and professional teachers.
- Given the tireless commitment shown by teachers during and since the pandemic, our members are understandably shocked and dismayed by this proposal to worsen a fundamental element of their terms and conditions.
- Teachers make a school successful. Schools need to value and invest in their workforce. There is no justification for cutting pensions.
- There is a recruitment and retention crisis in education and attacking pensions and threatening to dismiss and rehire staff on inferior terms and conditions of service is not the way to encourage them to remain with their school or to motivate them to deliver the best possible education for pupils.
- All teachers deserve certainty over income in retirement. Alternative pension schemes result in an inferior pension for teachers and their families.