



Changes to the Teachers' Pension Scheme: Letters to Staff

We are aware that many schools are remaining in the TPS and continuing to assess the options or plan to withdraw at a point in the future.

There is a concern that paying the higher contributions of 23.6 % from September may undermine a future business case that the cost is not sustainable or may commit schools to making this level of contribution in the future, even to an alternative scheme.

We have drafted the following wording which can be included in a letter to staff, perhaps with pay reviews, to help preserve the School's position. Please do make any amendments or additions to this to reflect your particular circumstances.

Dear {}

As you are aware it is a time of economic uncertainty and particular challenge for all independent schools. One of the most significant changes is the increase to employer pension contributions to the Teachers' Pension Scheme from 16.4% to 23.6% from 1 September 2019.

We appreciate that the TPS is valued by staff and we have included this increase when budgeting for this year. We will need to keep under review whether this level of contributions is sustainable in the longer term and whether offering the TPS best meets the needs of the School and all our staff and students.

I would reassure you that should we decide to make any changes this would only be after consideration of all the options and full consultation with teaching staff. Accordingly our aim in highlighting this now is simply so that you understand that the School's ability to meet the required level of contribution this year does not mean that we are committing to doing so in the future.

Should you have any queries or feedback at any time please do not hesitate to raise them with {}.