



Department of
Education

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Consultation on Proposed Increases to Contributions for Members of the Teachers' Pension Scheme

Consultation Response Booklet

**The closing date for this consultation is 23
January 2012**

Your comments must reach us by that date.

Name.....

Address.....

Town/City.....

Postcode.....

Information provided in response to this consultation, including personal information, may be subject to publication or disclosure in accordance with the access to information regimes, primarily the Freedom of Information Act 2000 and the Data Protection Act 1998.

If you want all, or any part, of your response to be treated as confidential, please explain why you consider it to be confidential.

If a request for disclosure of the information you have provided is received, your explanation about why you consider it to be confidential will be taken into account, but no assurance can be given that confidentiality can be maintained. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the Department.

The Department will process your personal data (name and address and any other identifying material) in accordance with the Data Protection Act 1998, and in the majority of circumstances, this will mean that your personal data will not be disclosed to third parties.

Please tick if you want us to keep your response confidential.

Reason for confidentiality:

Name

Organisation (if applicable)

Address:

If your enquiry is related to the policy content of the consultation you can contact the department on 02891279279?

e-mail: TeachersNegotiating.PensionsPolicy@deni.gov.uk

Please mark an X in one box below that best describes you as a respondent

<input type="checkbox"/> Employing Authority	<input type="checkbox"/> School Governor	<input type="checkbox"/> School Principal/ Vice Principal
<input type="checkbox"/> Classroom Teacher	<input type="checkbox"/> Director of FE College	<input type="checkbox"/> Member of Governing Body of FE College
<input type="checkbox"/> Lecturer in FE College	<input type="checkbox"/> Trade Union	<input type="checkbox"/> Other – Please Specify

Please Specify:

The current member contribution rate is 6.4% of salary. The proposed contribution rates for 2012-13, on which the Department is consulting, are as follows;

Lower Salary	Higher Salary	Contribution Rate in 2012-13	Increase (against 6.4%)
	14,999	6.4%	0%
15,000	25,999	7.0%	0.6%
26,000	31,999	7.3%	0.9%
32,000	39,999	7.6%	1.2%
40,000	74,999	8.0%	1.6%
75,000	111,999	8.4%	2.0%
112,000		8.8%	2.4%

Q1) Do the proposed tiered contributions meet the objectives set out by the Government in the Spending Review?

Yes

No

Not Sure

Comments:

Q1a) Should we adopt the England and Wales proposals or adjust to provide additional protection for lower paid teachers in NI as long as these achieve the required saving for 2012/13?

Yes

No

Not Sure

Comments:

Q1b) (If Applicable) If we adjust the England and Wales proposals to provide additional protection for lower paid teachers, which of the variations (1, 2 or 3) is your preferred option?

1

2

3

Comments:

Q2) Are there any consequences of the proposed contribution tiers that you consider have not been addressed?

Yes

No

Not Sure

Comments:

Q3) Do you consider that there are equality issues that will result in any individual groups being disproportionately affected by the proposed contribution tiering?

If so, what do you consider to be the disproportionate effect?

Yes

No

Not Sure

Comments:

Administration Implications of Tiered Contribution Rates

The Department is proposing seven tiers as it believes this will ensure that the objectives are achieved without creating a disproportionate administrative burden on employers.

The Department has considered two alternatives for employers to establish the salary rate at which contributions will be calculated;

Option 1

To ensure that members understand how tiered contribution rates operate, the first proposal is that the contribution rate applicable for the year will be set at the beginning of the year and, subject to significant salary-increases or decreases, would remain throughout 2012-13. It is proposed that an individual member's contribution rate would be set using their FTE salary as at 31 March 2012. i.e. if a member is earning £30,000 on that date their contribution rate would be 7.3% of their actual salary each month of the following year.

Option 2

The Department recognises that in most cases teachers' pay progression, as well as career moves, takes place in September and setting the FTE salary level at 31 March may not be appropriate. The alternative is to make contribution payments based on the salary within that month (on a pro-rata basis).

Q4) Two alternative proposals have been provided to calculate the FTE salary to set the contribution rate. Which alternative do you consider effectively balances equity, fairness and administration considerations? Or do you propose an alternative method?

Option 1

Option 2

Other

Comments:

Q5) From an administration perspective, do you consider that seven tiers are administratively appropriate? If not, what alternative do you propose?

Yes

No

Not Sure

Comments:

Q6) If the contribution rate is set for each year, do you think it would be appropriate to review this for significant changes in salary? If so, what threshold should be used?

Yes

No

Not Sure

Comments:

Q7) Do you consider that the Department's proposals for determining the contribution rate for new staff, those with multiple-employment or those returning to the scheme are appropriate?

Yes

No

Not Sure

Comments:

Thank you for taking the time to let us have your views. We do not intend to acknowledge individual responses unless you place an 'X' in the box below.

Please acknowledge this reply

Thank you for taking time to respond to this consultation.

Completed questionnaires and other responses should be sent to the address shown below by 23 January 2012

Teachers Negotiating & Pensions Policy Team
Department for Education
Rathgael House
43 Balloo Road
Rathgill
BANGOR
BT19 7PR

Or by e-mail to: TeachersNegotiating.PensionsPolicy@deni.gov.uk