

WIRRAL EARLY RETIREMENT POLICY FOR TEACHERS

1. This policy supersedes the current policy and was agreed by the Cabinet on 7th June 2007.

Redundancy

2. In schools where a redundancy situation exists a teacher may choose to volunteer to be made redundant. In these circumstances the teacher would receive a redundancy payment based on their age and length of service. The Local Authority would not contribute to their pension.
3. Should a teacher have to be made compulsorily redundant they would receive a redundancy payment based on their age and length of service if under 55. If 55 or over they would have the option to choose **either** an actuarially reduced pension (ARP) and a redundancy payment **or** an accrued pension but no redundancy payment.
4. In the event of an amalgamation or school closure any teachers and the Headteacher made compulsorily redundant would receive a redundancy payment based on their age and length of service if under 55. If 55 or over they would receive an accrued pension **and** a redundancy payment.
5. The Local Authority will only consider a 'bumped' redundancy at the end of the redundancy procedure in the case of amalgamations and closures. A 'bumped' redundancy allows teachers from another school to volunteer to be made redundant provided the school agrees to employ the transferee from the amalgamated or closure school. The Local Authority will offer that teacher a redundancy payment based on their age and length of service if under 55 or if 55 or over an accrued pension **and** a redundancy payment based on their age and length of service.

Pensions

6. Under Regulation E311 of the Teachers' Pensions Regulations 1997 which came into force on 3 February 1998, any increase in salary which is more than 10% above the standard increase cannot be used in the calculation of benefits unless the employer pays an additional contribution to the Scheme equivalent to the actuarial value of the increased benefits. The LA are not able to pay the additional contributions which will be calculated on an individual basis by Teachers' Pensions. Governing Bodies could, if they so wished, consider making the payment from their school's budget. The LA will give advice to Governing Bodies should they wish to consider this course of action.

Director's Discretion

7. The Director of Children's Services retains the discretion to grant added years provided there are exceptional circumstances to justify this and subject to such decisions being reported to Cabinet