

Teachers Working Longer Review

18 June 2019 Minutes

Attendees

DfE – Jeff Rogerson (Chair), Kathryn Symms, Diana Wray, Clare Kennedy (Secretariat).

Group members – Nick Kirby (NEU), Graham Baird (SFCA), Deborah Simpson (VOICE), Ian Hartwright (NAHT), Jackie Wood (LGA), Jo Taylor (AOC), Chris Mason (UCU), Dave Wilkinson (NASUWT), Patrick Moran (Welsh Gov) and Mandy Coalter (United Learning).

Apologies

Donna Saby (GDST), Sara Ford (ASCL) and Dilwyn Roberts-Young (UCAC),

Notes from meeting		Action By	Action Deadline
1. Welcome and introductions			
The Chair welcomed the group to the meeting.	Information		
2. Review of the minutes of the Group's last meeting on 19 March 2019 – update and action points.			
The group agreed the minutes from the 19 March 2019 meeting and confirmed that all action points are complete.	Information		
Action to upload March 2019 minutes to the Gov.uk website.	Action	DfE	By next meeting
3 Retirement type analysis and application volumes			
JR apologised for some of the data only being provided on the day of the meeting. He also apologised that the detailed ill health data was unavailable but will be provided ahead of the next meeting.	Action	DfE	By next meeting
Discussions took place around the “retirement type” data. The group agreed it would be beneficial to provide a sector breakdown; and provide data around how many teachers who have taken eg AAB are still working. CM advised that phased retirement appeared to be working well in HE/FE establishments.	Action	DfE	By next meeting
The importance of maintaining links with other groups in the department regarding			

<p>flexible working and phased retirement was reiterated. Within that, KS will explore whether there are case studies that will be interesting to this group. For example, studies/examples where flexible working has been successful and some where issues had arisen.</p> <p>The group agreed that data showing how TPS retirement type data compared with other public sector schemes would be useful. Action to explore whether data from other public sector schemes is available.</p>	<p>Action</p> <p>Action</p>	<p>DfE</p> <p>DfE</p>	<p>By next meeting</p> <p>By next meeting</p>
4 Communications (WLR recommendation 2)			
<p>KS opened the discussion on communications and Teachers' Pensions (TP) current activities to improve employer and member understanding of TPS provisions.</p> <p>KS invited the group to suggest topics for TP's member and employer focus group events.</p> <p>Following discussions, DfE agreed to raise with TP whether TP always have the right employer contact details for the various products eg the planned presentation for employers.</p> <p>KS will raise with DfE colleagues the group's suggestion of including in guidance information to employers about the retirement options and eg handling contract variations to support continuation of employment. Also promotion of the long term benefits of flexible working/phased retirement, despite initial short term costs.</p> <p>KS provided the group with findings from the TP website analysis about the different retirement types. Findings concluded the information available was easy to navigate and understand.</p> <p>The group requested "hit-rate" data on the different types of retirement web pages eg AAB, phased. In addition, whether FAQs</p>	<p>Action</p> <p>Action</p> <p>Action</p> <p>Action</p>	<p>All</p> <p>DfE</p> <p>DfE</p> <p>DfE</p>	<p>By next meeting</p> <p>By next meeting</p> <p>By next meeting</p> <p>By next meeting</p>

can be given more prominence, as they are helpful.			
5 Further collection and analysis of data about why teachers are leaving the profession (WLR recommendation 7)			
KS opened discussion with a reminder about the main reasons for teachers leaving teaching to help the group consider when and how further data should be gathered. It was agreed that the focus should be on teachers who are aged 50+, including deferred members.			
Action to determine what data on aged 50+ members, for example a survey of deferred members, can be provided by TP.	Action	DfE	By next meeting
It was agreed case studies and scenarios would be useful. It was also agreed the department would link back with the departmental group looking at recruitment and retention, particularly with reference to them speaking to younger teachers about what they think will help them work longer. An action was agreed for the department to discuss how to get the message to the right people.	Action	DfE	By next meeting
6 Recommendations workplan discussion			
Paper 6 was accepted by the group, and similar updates will be provided at future meetings. It was agreed that KS would continue to feed into and monitor other work across the department and KS will invite speakers to future meetings as their work progresses.	Action	DfE	Ongoing
KS will seek to ensure that diversity and inclusion work in the department includes <i>age</i> as a diversity.	Action	DfE	For next meeting
It was agreed that the group should add an entry about Occupational Health on its workplan with a view to agreeing “What good looks like”, which might be helped by Fit for Work returning to talk to the group.	Action	All	Before next meeting
<i>Culture</i> points will also be covered in the workplan. For example, whether some of			

the case studies mentioned earlier could provide us with scenarios of teachers over 60 who had taken phased retirement and describes their roles.	Action	DfE	For next meeting
7. Next Steps			
JR reconfirmed the actions agreed.			
8. AOB			
KS advised that discussion was taking place with Timewise on 19 June, with a view to inviting them to present at the next meeting.	Action	DfE	At next meeting
9. Date of Next Meeting			
It was agreed that the next meeting will be in late September/early October 2019.			
Action to canvass members for best date once venue is secured.	Action	DfE	As soon as possible