

**SCOTTISH TEACHERS' SUPERANNUATION SCHEME  
09/2012**

**WHO SHOULD READ:** Chief Executives  
All HR and Payroll Managers  
Teachers' Unions and representatives

**ACTION:** To read and circulate as appropriate

**SUBJECT:** Temporary redeployment of teachers on ill health

**The purpose of this circular is to advise you of the option for, and eligibility of, temporary redeployment of members of the STSS on the grounds of ill health**

We have identified that members suffering health problems would possibly benefit from a period of time working in a non teaching role. To accommodate this without disadvantaging their pension benefits, it was agreed to introduce a temporary redeployment facility. The maximum period in the redeployed post is 6 months. This is considered to be a reasonable amount of time to establish whether they are able to return to the full teaching role or potentially continue in the redeployed post.

To allow the member to retain STSS membership the member must:

- currently be contributing to the STSS and
- have completed the appropriate qualifying period for entitlement to scheme benefits.

If they meet the criteria and commence redeployment on the grounds of ill health:

- they would pay contributions on the salary rate of the redeployed post
- other applications made which include the redeployed period (including death in service) would be calculated using the salary they would have been entitled to immediately prior to starting the redeployment and not the lower salary
- the employer's contributions would continue to be based on the higher salary rate that was being paid immediately prior to starting the redeployed period. This is also the case for sick leave where a teacher is on half pay.

It is the responsibility of the employer to notify SPPA in advance of the member participating in the redeployment. This is to ensure that the member's pension record correctly notes that they are participating in this arrangement. The employer must write to us confirming the members name, superannuation number, date of birth, the start date of the redeployment period and the anticipated date of returning to the teaching post. This period must not exceed 6 months. The employer must notify us of the actual date that the member returned to teaching at the end of the redeployment period.

However, when the temporary 6 month redeployment period is finished and the member wishes to remain in the redeployed post permanently, the employer must stop STSS membership. They must also arrange alternative pension provision from the date of the



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permanent appointment to the redeployed post and submit a TSS2 with the necessary leaver information. Should the member revert back to a normal teaching post covered by the scheme regulations they will remain in STSS.

Temporary redeployment must only be used as part of an Occupational Health/III health management tool by the employer and we believe that the flexibility afforded by these arrangements will assist the employer. This makes another option available to support individual members back to work in certain circumstances, where temporary redeployment may be considered appropriate by the employer.

It is the responsibility of the employer to manage and monitor these arrangements and we will not get involved in assessing individual cases. Therefore, it is vital the employer takes the appropriate action as described. SPPA will only take corrective action on receipt of Annual Return information if discrepancies are highlighted between the disclosed Salary Rate and amount of employer/employee contributions deducted.

These temporary redeployment procedures will be reviewed by SPPA 12 months from the date of this circular to establish whether procedures are working as intended.

**Pam Brown**  
**Director of Operations**  
**October 2012**

**Contact Information:**

Should you have any enquiries about this circular, or require further information, please contact: [TeachersBenefits@scotland.gsi.gov.uk](mailto:TeachersBenefits@scotland.gsi.gov.uk)

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