

NHS PENSION SCHEME :

Maternity leave & other types of leave Contributions fact sheet

Maternity leave

Members who DO NOT intend returning to work

A member, who goes on maternity leave without intending to return to work is entitled to pay pension contributions during the period of statutory maternity leave only. Employee pension contributions are deducted on the amount of pay actually received. For the employer, pension contributions will be based on the normal salary immediately prior to maternity leave commencing.

Members who intend returning to work

A member who intends to return to work following maternity leave is pensionable regardless of whether they are paid or unpaid. Contributions are deducted on the amount of pay actually received. If a member goes on to nil pay then the contributions will be based on the amount they were receiving immediately before nil pay commenced.

For the employer, contributions will be based on the normal salary immediately prior to maternity leave commencing (the rate in payment immediately before maternity pay started)

Members who intend to return but do not do so

Strictly speaking their period of maternity leave should be classed as pensionable and the employer should make arrangements to collect any arrears of contributions outstanding.

However, discretion may be used where the member and the employer are in agreement that the maternity leave may retrospectively be treated as though they never intended to return to work. The last day of membership will be the last working day before the maternity leave started.

If the member has already paid some contributions during maternity leave and then decides that they are not returning to work, NHS Pensions can accept the last day of membership as the last day that they paid contributions.

For the employer, contributions will be based on the normal salary immediately prior to maternity leave commencing (the rate in payment immediately before maternity pay started)

Contributions rates for Maternity leave

Member is receiving:

Full Pay

1. Deduct employer's contributions on the member's normal salary
2. Deduct employee's contributions on pay actually received Half Pay

Half Pay

1. Deduct employer's contributions on the member's normal salary
2. Deduct employee's contributions on pay actually received

SMP (statutory maternity pay)

1. Deduct employer's contributions on the member's normal salary
2. Deduct employee's contributions on SMP

Unpaid maternity leave

1. Deduct employer's contributions on the member's normal salary
2. Deduct employee's contributions based on the rate of pay immediately before any period of unpaid maternity leave begins

Flexibilities

For example where an employee has 6 months paid and 6 months unpaid maternity leave, but the pay is averaged out over a 12-month period, contributions to be deducted based on the underlying entitlement

Added years/additional pension contributions will continue to be payable on the normal salary before maternity leave started (the rate in payment immediately before maternity pay started)

http://www.nhsbsa.nhs.uk/Pensions/Documents/Pensions/TN9_2005.pdf

Keep in touch days

1. Deduct employer's contributions on the member's normal salary
2. Deduct employee's contributions on pay actually received, which should be the member's normal salary

Paternity leave, Parental Leave & Adoption Leave

Where the leave is paid

1. Deduct employer's contributions on the member's normal salary
2. Deduct employee's contributions on pay actually received

Where the leave is unpaid

1. Deduct employer's contributions on the member's normal salary
2. Deduct employee's contributions based on the rate of pay immediately before any period of unpaid leave begins

Any arrears of pension contributions can be collected when the member returns to work following any of the above types of leave as long as the pension contributions are collected within a reasonable amount of time.