

NHS Pension Scheme: Sick Leave Factsheet

Both employers and employees contributions are payable during a period of paid sick leave, until the member is on a period of no pay sick leave.

Full pay

If a member is absent because of illness, but is in receipt of 'full pay' all contributions continue to be payable as normal.

Scheme membership continues to be reckonable in accordance with the member's contract of employment, i.e. full or part-time.

Reduced or suspended pay with entitlement to 'Statutory Sick Pay' [SSP]

Members: Contributions are payable on actual reduced pay and SSP only.

Employers: Contributions are payable on the member's 'normal' unreduced pay immediately before the reduction.

Membership: Continues to accrue as per the member's contract of employment.

Reduced pay with no entitlement to 'Statutory Sick Pay' [SSP]

Members: Contributions are payable on actual reduced pay only.

Employers: Contributions are payable on the member's 'normal' unreduced pay immediately before the reduction.

Membership: Continues to accrue as per the member's contract of employment.

SSP only

Members: Contributions are payable on SSP only.

Employers: Contributions are payable on the member's 'normal' unreduced pay immediately before the reduction.

Membership: Continues to accrue as per the member's contract of employment.

No Pay

Members: No contributions are payable.

Employers: No contributions are payable.

Membership: Stops accruing from the last day of pay/SSP.

As soon as all pay including SSP ceases, all membership (reckonable and qualifying) stops accruing and the no pay period should be recorded as disallowed days.

Members not in receipt of pay because of illness continue to be covered for 'In Service' Death benefits.

Please refer to TN 9/2005.