

Fife Pension Fund

Administered by Fife Council

Leave of Absence and the LGPS

There are many reasons for absence and each has a different effect on the pension you build up in the LGPS.

What happens if I am on sick leave?

If your pay is reduced or you don't receive any pay then the figure used to work out your pension for this period is your assumed pensionable pay. Your assumed pensionable pay is simply the pay you would have received if you were not off work. This allows you to continue building up pension as if you were working normally and ensures you are not penalised for any absence due to ill health.

You will continue to pay your basic LGPS contributions on any pay that you receive while you are off sick (before any reduction on account of Statutory Sick Pay or Incapacity Benefit). If you are on unpaid sick leave, you **will not** pay any contributions.

What happens if I am on maternity, paternity, adoption or shared parental leave?

During any period of **relevant child related leave** the figure used to work out your pension is the assumed pensionable pay. Your assumed pensionable pay is simply the pay you would have received if you were not off work.

You will continue to pay your basic LGPS contributions on any pay that you receive while you are off on relevant child related leave.

However, any period of unpaid additional maternity, or adoption leave or unpaid shared parental leave **will not count for pension purposes** unless you elect to pay **Additional Pension Contributions (APCs)** to purchase the amount of pension **lost** during the period of unpaid absence.

If you wish to purchase the amount of **lost** pension and make the election **within 30 days** of returning to work then the cost of the APC is split between you and your employer. If you make the election out with 30 days of returning to work then you will pay the **full cost** of the APC.

The Pensions Team will contact you when you return to work about how you can buy your lost pension.

What happens if I am granted unpaid leave of absence?

If you are granted unpaid leave of absence, including jury service, the period will not count for pension purposes unless you elect to pay Additional Pension Contributions (APCs).

If you wish to purchase the amount of lost pension and make the election within 30 days of returning to work then the cost of the APC is split between you and your employer. If you make the election out with 30 days of returning to work then you will pay the full cost of the APC.

The Pensions Team will contact you when you return to work about how you can buy your lost pension.

What happens if I am on strike?

If you are absent for a day or more due to a trade dispute the period will not count for pension purposes unless you elect to pay Additional Pension Contributions (APCs) to purchase the amount of pension lost during that period of absence. The amount of pension lost is calculated as the appropriate fraction of your lost pensionable pay for that period of absence (i.e. 1/49th of your lost pensionable pay if you were in the main section of the scheme or 1/98th if you were in the 50/50 section).

The cost of purchasing the amount of lost pension for the period of absence would be met fully by you (unless your employer voluntarily chooses to make a contribution to the APC).

If you purchase lost pension to cover a period of absence due to a trade dispute a proportion of the lost pension bought will be payable to your spouse, civil partner or eligible cohabiting partner and any eligible children on your death.

There is no time limit to buy the lost pension.

What happens if I am on reserve forces service leave?

If you are on reserve forces service leave and choose to remain in the LGPS your pension in the scheme will be worked out using your assumed pensionable pay. Any pay you do receive from your employer will not have pension contributions deducted from it.

If you go on reserve forces service leave and elect to stay in the LGPS your employer needs to tell you the amount of basic pension contributions you and the Ministry of Defence (MoD) must pay, the amount of any additional contributions you are paying in the LGPS, and the amount of assumed pensionable pay those contributions must be collected on. You will need to pass this information on to the MoD. Your employee contributions (and any additional contributions you are paying in the LGPS) will be deducted by the MoD and paid across to the Fife Pension Fund together with the employer contributions due.

More information

More information about absences and the LGPS can be found in the Employees Guide or by contacting the Pensions Team on 01592 583200 Option 6.