

Working part-time

April 2015



What happens if I start to work part-time?

You'll automatically be a member of the scheme and pay contributions.

How will my pension be calculated at retirement?

For your final salary benefits, the full-time equivalent of your salary and your actual service will be used. Your career average benefits are based on $1/57^{\text{th}}$ of your actual earned salary, i.e. your part time salary. This amount is 'banked' every year. For every year you are in service the amount of pension 'banked' in a year is increased and these amounts are totalled together when you take your benefits.

What if I'm already a part-time teacher?

If you were working part time before 1 January 2007 you are only a Scheme member if you elected to join the Scheme. If you start a new contract on or after 1 January 2007 you'll automatically become a Scheme member. If you don't change your contract and haven't previously elected to join the Scheme, you'll not automatically become a Scheme member, but you can still join by making an election now or at any time in the future.

What happens if I have more than one employer?

If you were working part-time before 1 January 2007 you were only a Scheme member if you elected to join the Scheme.

If you start a new contract or have a change in one contract on or after 1 January 2007, you'll automatically become a Scheme member and that will apply to each contract.

Can I decide not to join the Scheme?

Yes, but think carefully before you reach this decision as this would mean you wouldn't receive any pension, nor would your dependants receive any death grant or pension. If you decide to opt out you would need to complete the necessary form. If you have more than one employer then you do not have to opt out of every employment but can choose to stay in some and opt out of others.

If I opt out, can I elect to rejoin the scheme at a later date?

Yes, but you will not be able to cover your absence from the scheme. To rejoin the scheme you will need to complete the election form.

What happens if I work full-time and start doing additional part-time work?

Up to 31 March 2015 the additional part-time service and salary does not count towards your pension benefits in the Teachers' Pension Scheme. From the 1 April 2015, if you are in the career average arrangements, both your full time and your part time service will count towards your benefits. You will accrue benefits based on $1/57^{\text{th}}$ of your total pensionable earnings. You should keep your employer informed about any other contracts you start or end.

Where there is any difference between the legislation governing the Teachers' Pension Scheme and the information in this fact sheet the legislation will apply.