

Working part time

March 2024



What happens if I start to work part-time?

You'll automatically be a member of the Scheme and pay contributions towards your pension.

How will my pension be calculated at retirement?

For any final salary benefits, the full-time equivalent of your salary and your actual service will be used in the calculation of your pension.

Any career average benefits are based on 1/57th 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're only a Scheme member if you elected to join the Scheme. If you don't change your contract and haven't previously elected to join the Scheme, you'll not automatically become a Scheme member. You can still join by making an election now or at any time in the future. If you've started a new contract on or after 1 January 2007 you'll automatically become a Scheme member.

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 started 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 of employment.

Can I decide not to join the Scheme?

Yes there is an option to opt out of the Scheme, 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've more than one employer then you don't have to opt out of every employment but can choose to stay in some and opt out of others.

Before making any decision regarding opting out of the Scheme, it is important to get independent financial advice to ensure it is the right decision for you and your personal circumstances. Please note Teachers' Pensions are not able to provide you with any financial advice as we are not authorized to do so.

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 to join 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 did not count towards your pension benefits in the Teachers' Pension Scheme. From the 1 April 2015, if you're in the career average scheme, both your full time and your part time service will count towards your benefits. You'll accrue benefits based on 1/57th 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.