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- Lifestyle
 - Resources
 - Videos
 - FAQs
 - Calculators
 - Forms
 - News
-
- New starter
 - Working life
 - Planning retirement
 - Once retired
 - Scheme changes
 - My Account

Scheme membership
Working life
Adding to your pension with Flexibilities
Additional Voluntary Contributions (AVCs)
Annual allowance and Lifetime allowance
Maternity, Paternity and Family leave
Transfers
Taking a break
Planning retirement
Once retired
P60
Payslips
Re-employment
Divorce and Pension credit members
Bereavement and family

We're experiencing high levels of contact, we appreciate your patience at this time.

Maternity, Paternity and Family leave

Congratulations, you're a parent! But what does that mean for your pension? Find out here.

Open all FAQs

Close all FAQs

Frequently Asked Question 1: What's the impact on my benefits if I work part-time?

Answer:
If you work part-time, you're treated in the same way as a full-time member.
All your periods of service, both full and part-time, are added together when calculating if you have qualified for benefits. In career average your benefits are based on 1/57th of your earnings, the same as full-time members.
If you die in service while in the career average scheme a death grant of three times your annual rate of pensionable earnings (if you were employed full-time) is payable at the time of your death (the same as a full-time member).
If you had past service in the final salary scheme, this was calculated using your full-time equivalent salary rates and not your part-time salary.

Frequently Asked Question 2: What is family leave?

Answer:
Family leave covers absence due to maternity leave, paternity leave and adoption leave. To be pensionable you must be receiving at least half your salary or statutory pay; or if you're on sick leave, at least half your salary in respect of that employment.

benefits
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Your Benefit Statement
Top 10
Transitional Protection
Local Government Pension Scheme
Valuation
Secure chat
WhatsApp

Frequently Asked Question 3: What happens when I go on family leave?

Answer:

Provided you're receiving at least half your salary or Statutory Maternity Pay (SMP) your leave will be classed as pensionable employment. If you don't, then that period won't be counted as pensionable.

Frequently Asked Question 4: Are Keeping In Touch (KIT) days pensionable?

Answer:

Yes, KIT days are pensionable if you are being paid at least half pay or statutory parental pay.

Frequently Asked Question 5: Is shared parental leave pensionable?

Answer:

Yes, shared parental leave is pensionable if you are being paid at least half pay or statutory parental pay.

Frequently Asked Question 6: What happens if I decide not to return to service after my maternity leave?

Answer:

Your pensionable employment will be considered to have stopped at the end of your Statutory Maternity Pay (SMP) or once you've stopped receiving any pay. You'll then be treated as a deferred member of the Scheme.

Forms

Ready to apply? Our forms page has everything you'll need to get started.

➤ [Forms](#)

Calculators

Get an insight into how your pension is built and explore your options.

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FAQ's

Find the answers with our range of Frequently Asked Questions.

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