

### Part-time working

Part-time working is anything less than full-time.

#### classic, classic plus and premium

The **pensionable earnings** used to work out your pension are generally the full-time equivalent, regardless of how many hours you work.

Working part time will reduce your pension by reducing your **reckonable service**, but your pension is based on your **reckonable service** and your full-time equivalent **pensionable earnings**.

#### Examples

Emma is in **premium**. Her full-time equivalent earnings are £27,000 a year and her part-time **pensionable earnings** (24 hours a week) are £17,513.51 a year (24/37ths of £27,000).

If she works for 6 years she will build up  $24/37 \times 6 = 3.89$  years' **reckonable service**. Her pension would be worked out as her actual service (3.89 years)  $\times 1/60 \times$  her full-time equivalent **pensionable earnings** (£27,000) = £1,750.50

Tom is in **classic** and has worked full-time (37 hours) for the last 15 years. His current full-time salary is £25,000. He now wants to work part-time doing 24 hours a week.

He has already built up 15 years' **reckonable service** and after, for example, 3 years working part-time he would have built up another  $24/37 \times 3 = 1.95$  years' additional service bringing his total **reckonable service** to 16.95 years. His **pensionable earnings** are still £25,000 (even though his actual part-time earnings are £16,216.22) so he could anticipate a pension of  $16.95/80 \times £25,000 = £5,296.88$  and a lump sum of 3 times his pension which comes to £15,890.62.

#### NUVOS

You earn pension amounts each year at 2.3% of your **pensionable earnings**. If your pay reduces as a result of working fewer hours, then the pension you earn will be reduced.

**This is a summary of basic scheme features. Full details are set out in the scheme rules. In the case of any difference, the scheme rules will apply.**

## Is my pension lump sum based on my part-time service?

In **classic**, your pension lump sum is based on your pension so if you reduce your **reckonable service** by working part-time, this will reduce your pension and therefore your automatic lump sum of 3 x your pension. In **premium or nuvos** you can give up some of your pension to provide a lump sum so if you reduce your pension by working part time this will reduce the maximum lump sum you can take (as it is a multiple of your pension).

*NB. If you work less than full time hours, Death in Service Lump Sum and any short term dependant benefits will be based on your actual pay not the full time equivalent.*

## Part-time working on medical grounds

If your employer agrees, with advice from their medical adviser, that you can temporarily reduce your working hours on medical grounds, for example following an accident or operation, your **reckonable service** will be worked out as if you had not reduced your hours.

## I work around my family commitments – how will this affect my pension?

### Term-time and seasonal working

Term-time or seasonal working means working full or part-time hours, but for less than the full year.

### classic, classic plus and premium

Your **pensionable earnings** used to work out your pension are generally the full-time equivalent, regardless of how many hours you work.

Your **reckonable service** for **classic, classic plus and premium** is worked out by working out how many hours you work in a year.

$$\text{Reckonable service} = \frac{\text{Total hours worked each year}}{52.2 \times \text{Weekly full-time hours for your grade}}$$

### nuvos

You earn pension amounts each year at 2.3% of your pensionable earnings. If your pay reduces as a result of working fewer hours, then the pension you earn will be reduced.