

Absences

There are many reasons for absence and each has a different effect on your Local Government Pension Scheme (LGPS) membership. The main reasons are covered in the following sections.

Sick leave

During a period of sick leave your LGPS benefits will continue to build up as if you were working normally and receiving full pay. Basic LGPS deductions will continue on any pay you receive while you are off sick (before any reduction on account of statutory sick pay or incapacity benefit). However, if you are on unpaid sick leave you will not pay any contributions and your membership will continue to accrue as normal.

Maternity, adoption or paternity leave

During any period of:

- paid maternity or paternity leave (including any period when only statutory maternity or paternity pay is paid)
- paid adoption leave (including any period when only statutory adoption pay is paid)
- any unpaid maternity or adoption leave the 26-week ordinary maternity leave/ordinary adoption leave period

...your LGPS benefits will continue to build up as if you were working normally on full pay. Pension contributions are due on the actual pay, if any, you are receiving.

Any period of unpaid maternity or adoption leave beyond the 26 week ordinary maternity/adoption leave period and any period of unpaid paternity leave will not count for pension purposes unless you have a right to return to work, in which case you can choose to pay back the pension contributions for the unpaid period to make it count.

The cost of paying back is based on the last rate of pay you received ignoring any increase in pay due to working a "keep in touch" day.

Jury service

If you are called for jury service you will continue to have full LGPS membership but you must pay pension contributions based upon your normal pay.

On-strike

Absence from work for one or more whole days as a result of strike does not count as membership of the LGPS. You have the option to buy back the lost membership by paying for an Additional Pension Contribution (APC).

Reserve forces leave

LGPS membership continues in full throughout reserve forces leave and you will continue to pay pension contributions on your reserve forces pay if it equals or exceeds your normal pay.

If your reserve service pay is less than your normal pay you will not have to make contributions and your benefits will not be affected.

Full details can be found within the leave of absence section of our scheme guide.

Further information

This leaflet has been prepared by the Isle of Wight Council Pensions Office. If you need further information, you should contact:

Pensions Team, Shared Service Centre, Isle of Wight Council,
County Hall, High Street, Newport, Isle of Wight PO30 1UD