

How part-time and term-time membership is calculated for pre 1 April 2014 membership

Pension benefits in respect of membership built up before 1 April 2014 for part-time and/or term-time members are calculated using adjusted membership and full-time equivalent pensionable pay.

Example 1 - Part-time hours

An employee was a member of the scheme for 12 years (of which 10 years fell before 1 April 2014) working 14.00/37.00 hours per week. The employee earned pensionable pay of £7,000.00 in their final year. Therefore, the membership and pensionable pay that would be used to calculate the pension benefits in respect of the pre 1 April 2014 membership are as follows:

Working hours shown as = 14.00/37.00

Total membership = 10 years x 14.00/37.00 = 3 years 286 days

Pensionable pay = £7,000.00 x 37.00/14.00 = £18,500.00

Example 2 - Term-time weeks

An employee was a member of the scheme for 12 years (of which 10 years fell before 1 April 2014) working full-time hours and term-time weeks of 43.33 weeks per year. The employee earned pensionable pay of £12,499.00 in their final year.

Therefore, the membership and pensionable pay that would be used to calculate the pension benefits in respect of the pre 1 April 2014 membership are as follows:

Working hours shown as = 37.00 x 43.33/52 = 30.83/37.00

Total membership = 10 years x 43.33/52 = 8 years 121 days

Pensionable pay = £12,499.00 x 52/43.33 = £14,999.95

Example 3 - Changing part-time hours and term-time weeks

An employee was a member of the scheme for 26 years (of which 24 years fell before 1 April 2014). For the first 20 years of being in the scheme the employee worked 26.00/37.00 hours per week for 44.30 weeks per year. For the next 4 years the employee worked 18.50/37.00 hours per week for 43.33 weeks per year. The employee earned pensionable pay of £7,449.42 in their final year.

Therefore, the membership and pensionable pay that would be used to calculate the pension benefits in respect of the pre 1 April 2014 membership are as follows:

Working hours shown as = 26.00 x 44.30/52 = 22.15/37.00

18.50 x 43.33/52 = 15.42/37.00

Membership = 20 years x 26.00/37.00 x 44.30/52 = 11 years 355 days

4 years x 18.50/37.00 x 43.33/52 = 1 year 243 days

Total membership = 11 years 355 days + 1 year 243 days = 13 years 233 days

Pensionable pay = £7,449.42 x 37.00/18.50 x 52/43.33 = £17,879.98