

Deemed Pay FAQs

Q Are employee contributions deducted from the deemed pay?

A No, the employee's contributions are deducted from their actual pay.

Q Are the employer contributions collected from the deemed pay?

A Yes, the employer contributions are deducted from the member's deemed pay.

Q How is deeming calculated?

A Deemed pay is the pay the member would have got if they were not absent from duty.

Q Do you include annual leave?

A No, exclude any periods of annual leave.

Q Do you deem regular bonuses or special duty payments?

A Yes, they should be deemed at the same rate as the member received in the last complete pay period before the absence from duty. This should relate to normal pay periods and should be adjusted where necessary to exclude periods of annual leave.

- Q Do you deem regular variations in the bonus or special duty payments?
- A Yes, the deemed pensionable pay should be calculated by averaging the payments over the last completed cycle of rota duties before the absence. This should relate to normal pay periods and should be adjusted where necessary to exclude periods of annual leave.
- Q Do you deem irregular variation in the rota duties and hence the payment of bonuses or special duty payments where there is no established pattern?
- A Yes, the deemed pensionable pay should be calculated by averaging the last 3 months normal payments. This should relate to normal pay periods and should be adjusted where necessary to exclude period of annual leave.