

Paid Notice

Annual Leave

Annual leave taken in the normal course of an employment is usually paid leave which will be pensionable. Contributions will be collected in the normal way.

A member cannot be pensionable in 2 jobs at the same time that come to more than whole-time. A period of employment, which is wholly contained within a period of terminal leave is not pensionable and contributions must not be deducted. For instance, where a member is leaving and moving to another job, they may actually finish on say Friday, start their new job the following Monday but have 3 weeks untaken annual leave owing from the first employer, for which, of course, they will be paid. That period is pensionable with the first employer. Consequently it is not pensionable with the second employer and contributions for the new job will start in 3 weeks time.

Payments made in lieu of notice

Payments by an employer in lieu of notice are NOT pensionable, but are in effect compensation to an employee for breach of contract of employment by the employer, no contributions are payable; and the period covered by the payment is not membership since it is not a period of actual employment; the date of termination of employment is the last day of membership.

Summary

A period of paid notice is pensionable and extends membership.

A payment made in lieu of notice is not pensionable and does not extend membership.