

HSC Pension Scheme

Actual Pay FAQs - 1995 Section

- Q** The member has been on half pay sick leave within the Total Pensionable Pay period. Should I ignore this period and 'step back' to obtain a higher salary?
- A** No. For pension purposes if the member is on half pay sick you should include the pay that they would have received had they not been on reduced pay (this is commonly known as 'deemed pay')
- Q** If I have 'deemed' pay in the salary would I also have to include 'deemed' hours?
- A.** Yes.
- Q** What if an absence is due to unpaid sick leave?
- A** You should exclude any period of unpaid sick leave in the calculation of pay.
- Q** Should the salary be built up to 365 days if we have employed the member for less than 12 months and you request the TPP?
- A** No. You should only confirm the actual salary received during the actual period of employment.
- Q** Do we include the salary for the extra hours worked?
- A** If the hours are paid at the basic rate of pay, and not at overtime rate, they can be included up to a maximum of whole time.