

Maternity Leave FAQs

- Q Can a member return to work after a period of maternity leave?
- A This is between you and your employee
- Q Can a member return to work on a different contract after a period of maternity leave?
- A Terms of employment are between you and your employee
- Q Can a member pay contributions on their reduced earnings during maternity leave?
- A Yes, a member pays contributions on the pay they actually received (the employer pays pension contributions on the member's normal salary).
- Q Can a member pay pension contributions on a period of unpaid maternity leave?
- A Yes. The amount will be based on the rate of pay immediately before any period of unpaid leave begins.
- Q What happens if a member changes their mind and does not wish to return to work after a period of maternity leave?
- A This is between you and your employee, however, for pension purposes, their last day of membership will be the last day that they paid pension contributions.
- Q What if a member cannot afford to pay pension contributions whilst they are on maternity leave?
- A They can make arrangements with you to pay the arrears of contributions when they return to work. The arrears must be paid within a reasonable period of time agreed by you and the employee.

- Q Can a member have a refund of any contributions paid during a period of maternity leave?
- A. No, if contributions have been correctly paid during a period of maternity leave, whether paid or unpaid, they cannot be refunded (unless the member subsequently leaves HSC employment and the Scheme with entitlement to a refund of contributions).
- Q Is the percentage of contributions the same whilst a member is on maternity leave?
- A Yes the percentage stays the same.
- Q Can an employee join the HSC Pension Scheme during a period of maternity leave?
- A No, an employee cannot join the HSC Pension Scheme during a period of maternity leave (this includes any employee who has opted out of the Scheme).