

Deemed Pay Factsheet

Deemed pay is pay that would have been paid to the member, if they had not been absent from duty.

Employee contributions are not collected on the deemed pay but the employer contributions are.

Employee contributions should be collected on actual pay and employers on the deemed pay. i.e. on the amount that would have been paid, had the member not been on reduced pay because of the absence.

When calculating pensionable pay for benefit purposes, any reduction on account of absence from duty, owing to illness or injury, should be added back into pensionable pay. This is commonly referred to as “deeming”.

Bonus and special duty payments, which are not paid during periods when officers are absent due to sickness, should be deemed as follows.

Where there are **regular** bonus or special duty payments, they should be deemed at the same rate as the officer received in the last complete pay period, before the sick absence and added to any other deemed or actual remuneration.

Where there are **regular variations** in the bonus or special duty payments (eg where the officer works alternative day and night duty on a rota basis), the deemed remuneration should be calculated by averaging the payments over the last complete cycle of rota duties before the absence.

Where there are **irregular variations** in the rota duties and hence the payment of bonuses etc. has no established pattern, the deemed pay should be calculated by averaging the last 3 monthly, normal payments.

Leave periods should be excluded from deeming.