For USS/RBP/NHS members on a contributory basis or members of NEST.

During maternity leave you and the University continue to make contributions to your pension fund.

Are you receiving Occupational or Statutory Maternity Pay?

Yes

You will accrue pension benefits based on your normal rate of pay during the whole paid period of maternity leave.

No

The first 26 weeks of maternity leave are classed as normal pensionable service. Any unpaid leave in this period will be covered by the University ensuring you continue to accrue pension benefits based on your normal rate of pay.

If you are taking unpaid leave after the first 26 weeks you will need to contact Payroll and Pensions to discuss your options.

Option 1: You choose to maintain your contributions during the unpaid leave. The University will also maintain its contributions ensuring you accrue pension benefits.

Option 2: You choose not to maintain your contributions during the unpaid leave. You will continue to be covered by death in service provision but you will not accrue any pension benefits.

For RBP/USS Pensions+ members

During paid maternity leave you will continue with your pensions salary sacrifice payments so long as your reference salary is not below National Minimum/Living Wage.

Please Note: Salary sacrifices cannot be made against any statutory payments so the sacrifice will only apply to Occupational Maternity Pay.

If you take unpaid leave you will need to contact Payroll and Pensions to discuss whether to increase your sacrifices on your return to work to maintain your pensionable service during the unpaid leave.

Keeping in Touch Days: Are you working a KiT day during paid or unpaid maternity leave?

Paid

Pension contributions will be deducted based on your actual pay and the University will pay the balance to ensure full benefit accrual.

Unpaid

No pension contributions will be due.