



Pension Factsheet 12

Paternity Leave

Are you in the Local Government Pension Scheme and an expectant father? Are you planning to take paternity leave? Do you know how this will affect your pension rights? We hope this factsheet will answer some of your questions.

What happens to my pension when I take paternity leave?

When you take paternity leave and/or maternity support leave, you will be required to pay pension contributions on your Statutory Paternity Pay (SPP) and your support pay. You will need to contact your HR/Personnel department to find out how much paternity leave you are entitled to.



How will this help me?

Your paternity leave will count in full towards your final retirement pension and will be treated as if you had contributed on your normal pay.

It will count as if you have not taken paternity leave for this period. It will not affect your Scheme membership.

What happens if I decide to take some unpaid leave?

If you have contacted your HR/Personnel department and they have permitted a period of unpaid leave for up to 30 days, you will have to pay pension contributions for this period.

Can I pay pension contributions on my "no pay" period if my unpaid leave is longer than 30 days?

Yes, you can. If you choose this option, your pension contributions will count as continuous service towards your final retirement pension. If you decide not to pay in the "no pay" period this will be shown as a break in membership. Your employer should give you the choice when you return to work.

Generally, it is to your advantage to pay contributions on your "no pay" period because your employer will also be making a contribution.

Need any more help?

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