



## Pension Factsheet 13

# Adoption Leave

Are you in the Local Government Pension Scheme and about to start adoption 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 adoption leave?

When you take adoption leave you will be required to pay pension contributions on your Statutory Adoption Pay (SAP).



### How will this help me?

Your adoption 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 adoption leave for this period. It will not affect your Scheme membership

### What is the "no pay" period?

You are entitled to a total of 39 weeks of statutory adoption pay which you can take from the date the child is placed with you. You can also take further leave, up to 52 weeks after the adoption with NO PAY. Please check with your HR/Personnel department for their policy on this.

<b>0 – 6 weeks</b> 90% of your normal pay	<b>7 – 18 weeks</b> 50% of your normal pay + Lower SMP	<b>27 – 39 weeks</b> Lower SMP	<b>40 – 52 weeks</b> No pay
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## Can I pay pension contributions on my "no pay" period?

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
- You will be paying pension contributions on reduced pay (the rate that you were on immediately before the "no pay").

## Need any more help?

### Our address

**Wiltshire Pension Fund  
County Hall  
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BA14 8JN**

### Our telephone number

**01225 713613**

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### Our e-mail address

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