

Annex 5C

Table showing contributions and reckonable service when on sick, maternity and paternity pay

Sick Pay

	Full Pay	Half Pay	Statutory Sick Pay (SSP)	Pension Rate	Nil Pay
Employee Contributions	Full	Full contributions on half pay received	Full contributions on SSP received	None	None
Employer Contributions	Full	Full contributions on assumed pay	Full contributions on assumed pay	None	None
Reckonable/Not Reckonable	Reckonable	Reckonable	Reckonable	Not Reckonable	Not Reckonable

Please note:

If a member receives Statutory Sick Pay whilst also in receipt of sick pay at pension rate, the 'Pension Rate' column applies.

Maternity Pay

	Ordinary Maternity Leave Weeks 1 to 26	Ordinary Maternity Leave Weeks 27 to 39	Additional Maternity Leave Weeks 40 to 52
Employee Contributions	Full contributions on pay received	Full contributions on pay received	None
Employer Contributions	Full contributions on assumed pay	Full contributions on assumed pay	None
Reckonable/Not Reckonable	Reckonable	Reckonable	Not Reckonable

Statutory Maternity Pay

(paid by DWP)

	Ordinary Maternity Leave Weeks 1 to 26	Ordinary Maternity Leave Weeks 27 to 39	Additional Maternity Leave Weeks 40 to 52
Employee Contributions	Full contributions on pay received	Full contributions on pay received	None
Employer Contributions	Full contributions on assumed pay	Full contributions on assumed pay	None
Reckonable/Not Reckonable	Reckonable	Reckonable	Not Reckonable

Maternity Allowance

(paid for first 39 weeks if no entitlement to Statutory Maternity Pay)

	Ordinary Maternity Leave Weeks 1 to 26	Ordinary Maternity Leave Weeks 27 to 39	Additional Maternity Leave Weeks 40 to 52
Employee Contributions	Full contributions on pay received	Full contributions on pay received	Not applicable
Employer Contributions	Full contributions on assumed pay	Full contributions on assumed pay	Not applicable

Adoption Pay

	Adoption Leave Weeks 1 to 26	Adoption Leave Weeks 27 to 39 (statutory pay)	Additional Adoption Leave Weeks 40 to 52
Employee Contributions	Full contributions on pay received	Full contributions on pay received	None
Employer Contributions	Full contributions on assumed pay	Full contributions on assumed pay	None
Reckonable/Not Reckonable	Reckonable	Reckonable	Not Reckonable

Paternity Leave

(1-2 weeks paid)

Employee Contributions	Full
Employer Contributions	Full
Reckonable/Not Reckonable	Reckonable

Parental Leave

Employee Contributions	None
Employer Contributions	None
Reckonable/Not Reckonable	Not Reckonable