

## NHS Pensions - Total Pensionable Pay (TPP) periods

### Determining the TPP period for a member of the 1995 Section of the NHS Pension Scheme

A straightforward TPP will cover a period of 365 paid days of pensionable employment. The 'last three years' is generally defined as sets of 365 paid days of pensionable employment, counting back from the last day of membership.

#### Unpaid leave during a TPP period

Where sick leave is unpaid, the period which pay for benefit purposes would normally be calculated, will need to be extended backwards into the previous period, for a period equal to the unpaid sick leave. This will have the effect of making up the TPP period to 365 paid days. This is commonly referred to as 'stepping back'.

#### Example

1.5.2007 - 30.6.2007 - Full pay	61 Days
1.7.2007 - 31.3.2008 - Half pay	274 Days
1.4.2008 - 31.5.2008 - No pay amounting to 61 days.	61 Days
1.6.2008 - 30.6.2008 (last day of membership) - pay for annual leave.	30 Days

The TPP in this case would normally be 1.7.2007 to 30.06.2008 but there has been 61 days no pay sick from 1.4.2008 to 31.5.2008.

The period must be 'stepped back' 61 days into the previous period.

61 days stepped back from 1.7.2007 = 1.5.2007, so the TPP period is 1.5.2007 to 30.6.2008 = 426 days (365 paid days and 61 days unpaid days).

#### Absence without leave

When assessing a member's best year of pensionable pay for benefit purposes, any period of unauthorised, unpaid absence, should be treated the same as unpaid sick leave.

#### Annual leave

Annual leave is pensionable and will be included in the total pensionable pay period.