

NHS Pensions - Part time membership FAQs

Q. What is classed as working part time?

A. Where a member works anything less than the standard whole time hours/sessions set for a job they are classed as working part-time.

Q. Is part time work always recorded in hours?

A. No, part time work can be recorded in hours, sessions or programmed activities.

Q. How many hours does an employee have to work before they can join the NHS Pension Scheme?

A. From 1 April 1991 an employee automatically becomes a member of the NHS Pension Scheme, regardless of the amount of hours/sessions they work, unless they choose to opt out.

Q. Which grades are classed as part time?

A. Any grade can be classed as part-time as long as the member is working less than the standard whole time hours/sessions/programmed activities for that grade. As practitioner membership is calculated differently, we do not need to record whole or part time details.

Q. Are term time employees classed as full time or part time?

A. Part time, because they work less than a whole year.

Q. Can bank staff join the NHS Pension Scheme?

A. Yes, as long as they hold their contract of employment direct with the NHS.

Q. Can a part time member be pensionable in more than one part time employment?

A. Yes, but only up to the maximum of whole time equivalent. Practitioner membership can run concurrent to officer membership and remain pensionable even if the officer membership equates to whole time.

Q. Can a part time member pension extra hours worked?

A. A part time member can pension extra hours worked up to the standard whole time equivalent weekly hours for the grade, providing those hours are paid at the normal rate for the job. Any hours worked above the standard whole time equivalent weekly hours are classed as overtime and non-pensionable.

Q. How is part time membership scaled to its whole time equivalent membership length?

A. As a general rule the total hours/sessions/programmed activities worked for the period of part time membership are divided by the standard hours/sessions/programmed activities required and multiplied by 7. For more information and examples please refer to the Calculating Membership factsheet.

Q. How is part time recorded on NHS Pensions computer system?

A. It is recorded by showing the weekly contracted hours/sessions/programmed activities for the member over the standard hours/sessions required. i.e. 20.00/37.00

Q. Do you use the member's actual part time pay when calculating benefits?

A. No. We will use the member's notional whole time pay when calculating any benefits for part time members.