

NHS Pensions - Re-employment factsheet

Those members who retired before 1 April 2008, and returned to work in the NHS, are not entitled to pensionable re-employment unless they retired on ill health grounds and returned to work before attaining age 50.

Returning to NHS employment after retirement from the 1995 Section of the NHS Pension Scheme

A member of the 1995 Section of the Scheme is obliged to take a 24 hour break before returning to NHS employment.

Abatement rules from the 1 April 2008 differ from those that apply to retirements before that date. There could be an impact on ill health benefits if a person is in receipt of a tier 2 pension and is subsequently re-employed. Members need to be aware that their tax position may be affected, and in all cases they will need to tell you the employer that they have a pension from the Scheme and also write to Paymaster.

Returning to NHS work within a month of retirement

If a member retires on grounds of Age, Voluntary Early Retirement or takes their deferred benefits and works in the NHS for more than 16 hours a week within one calendar month of retirement, their pension will be suspended from the day the work begins and they should advise NHS Pensions of their re-employment immediately; the lump sum is unaffected. We will restart the pension when the member:

- Works 16 hours or less a week for at least one full calendar month; or
- Has a break in their contract of at least one full calendar month; or
- Stops working in the NHS; or
- Reaches age 70, if the suspended pension commenced payment before 1 April 2008, or
- Reaches age 75, if the suspended pension commenced payment on or after 1 April 2008.

Returning to work before age 60

Any NHS earnings will not affect the members pension where:

- Their voluntary early retirement or deferred pension has been reduced due to early payment; or
- They are receiving an early but unenhanced retirement pension following redundancy;

In all other cases if the member works in the NHS their pension may have to be reduced or suspended until they reach age 60; we call this abatement. If this applies to them they should write to NHS Pensions with the details before they go back to work in the NHS. If they do not do this they may be paid too much pension and will have to pay the money back.

The members pension will not be abated if they return to NHS work before age 60 as a result of compulsory transfer of a non NHS post.

Further information regarding re-employment can be found in the 'Retirement Guide', and There is a FAQ page called 'NHS Pensions – Re-employment FAQs' that contains information regarding eligibility to build up further NHS Pension Scheme membership after retirement from the 1995 Section:

Both of these documents can be found on our website at <https://www.nhsbsa.nhs.uk/nhs-pensions>