
STATUTORY RULES OF NORTHERN IRELAND

2015 No. 120

**The Health and Social Care Pension Scheme
Regulations (Northern Ireland) 2015**

PART 3

Scheme membership

CHAPTER 3

Pensionable service

Absence from work

21.—(1) Paragraph (2) applies if a member (M) is absent from work because of—

- (a) illness or injury,
- (b) maternity leave,
- (c) adoption leave,
- (d) paternity leave, ^{F1}...
- (e) parental leave [^{F2}, [^{F3}shared parental leave^{F4}...]]
- [^{F5}(f) parental bereavement leave.]

(2) The period of absence counts as pensionable service if M contributes to this scheme under regulation 30 or 31 in respect of the period of absence.

(3) Paragraph (4) applies if M—

- (a) is on leave of absence,
- (b) is not within paragraph (1), and
- (c) contributes to this scheme by contributions made at the same intervals as those made by M before the absence.

(4) The maximum period of leave that can be counted as pensionable service is—

- (a) if M contributes for a continuous period of 6 months starting with the first day of M's leave of absence, 6 months;
- (b) if M contributes for a continuous period of less than 6 months starting with that day, the period in respect of which M pays the contributions.

(5) Paragraph (6) applies if M—

- (a) has paid contributions for the period mentioned in paragraph (4)(a),
- (b) remains on leave of absence that is not within paragraph (1), and
- (c) at the same intervals as contributions made by M before the absence, contributes both member contributions under regulation 30 or 31 and employing authority contributions under regulation 32.

- (6) The maximum period of leave that can be counted as pensionable service is—
- (a) if M contributes for a continuous period of 18 months starting immediately after the end of the period mentioned in paragraph (4)(a), 18 months, and
 - (b) if M contributes for a continuous period of less than 18 months starting immediately after the end of that period, the period in respect of which M pays the contributions.

Textual Amendments

- F1** Word in reg. 21(1)(d) omitted (29.9.2023) by virtue of The Parental Bereavement Leave and Pay (Consequential Amendments to Subordinate Legislation) (No. 2) Regulations (Northern Ireland) 2023 (S.R. 2023/157), regs. 1(1), **22(2)(a)**, 34 (with regs. 28-33)
- F2** Word in reg. 21(1)(e) substituted (29.9.2023) by virtue of The Parental Bereavement Leave and Pay (Consequential Amendments to Subordinate Legislation) (No. 2) Regulations (Northern Ireland) 2023 (S.R. 2023/157), regs. 1(1), **22(2)(b)**, 34 (with regs. 28-33)
- F3** Words in reg. 21(1)(e) inserted (1.4.2023) by The Health and Social Care Pension Scheme (Amendment) Regulations (Northern Ireland) 2023 (S.R. 2023/33), regs. 1(2), **18**
- F4** Word in reg. 21(2)(e) omitted (12.6.2024) by virtue of The Health and Social Care Pension Schemes (Amendment No.2) Regulations (Northern Ireland) 2024 (S.R. 2024/117), regs. 2, **19**
- F5** Reg. 21(1)(f) inserted (29.9.2023) by The Parental Bereavement Leave and Pay (Consequential Amendments to Subordinate Legislation) (No. 2) Regulations (Northern Ireland) 2023 (S.R. 2023/157), regs. 1(1), **22(2)(c)**, 34 (with regs. 28-33)
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Modifications etc. (not altering text)

- C1** Reg. 21 applied (1.4.2015) by The Health and Social Care Pension Scheme (Transitional and Consequential Provisions) Regulations (Northern Ireland) 2015 (S.R. 2015/122), regs. 1, **8(a)**

Changes to legislation:

There are currently no known outstanding effects for the The Health and Social Care Pension Scheme Regulations (Northern Ireland) 2015, Section 21.