
STATUTORY INSTRUMENTS

1995 No. 365

**The National Health Service Superannuation
Scheme (Scotland) Regulations 1995**

PART P

ABSENCE FROM WORK

Maternity absence

P1.—(1) A period of absence for pregnancy or confinement will count as pensionable service for so long as the member contributes to the scheme.

(2) If the earnings used to calculate a member's pensionable pay are reduced during a period of absence for pregnancy or confinement, then for the purpose of calculating the member's contributions to the scheme, pensionable pay for the period of absence will be calculated on the basis of the member's reduced earnings and if the member's earnings are subsequently suspended the member's contributions will be calculated on the basis of the member's reduced earnings immediately before the commencement of unpaid absence.

(3) If a member is not entitled to paid maternity leave under her terms of employment or under statute, for the purpose of calculating the member's contributions to the scheme, pensionable pay for the period of absence will be calculated on the basis of the member's pensionable pay immediately before the absence started.

(4) For all purposes (including employer contributions) other than calculating the member's contributions to the scheme, a member's pensionable pay for the period of absence for pregnancy or confinement will be calculated as if no reduction were being made.