

This factsheet is designed for the use of the National Health Service Superannuation Scheme (Scotland) and can be read in conjunction with the member's guide

WORKING IN THE NHS AFTER RETIREMENT

To claim your NHS pension you must demonstrate a clear intention to retire from NHS employment.

In certain circumstances you can receive your pension and return to NHS employment but you normally must have a formal 24 hours break in NHS employment.

If you have multiple contracts within the NHS you must take a 24 hour break from your main post. Whilst there is no requirement to have a 24 hour break on any additional post, you must cease contributing to the pension scheme for any additional post to qualify for payment of benefits.

- If you are over age 60, you can only work a maximum of 16 hours per week for the first calendar month. After this period, there will be no limit to your working hours.
- If you are under age 60, you can only work a maximum of 16 hours per week for the first calendar month and you will be subject to an earnings limit, calculated by SPPA, until you reach age 60.

The effect of returning to NHS employment following retirement is different depending on which section of the NHS scheme you were in. It will also depend on the date you ceased employment. Pensions can be subject to suspension or abatement (reduction).



Members of the 1995 Section

If you retire as a result of:-

- Age retirement at age 60 or over
- Voluntary Early Retirement
- Early retirement following redundancy (unenhanced pension)

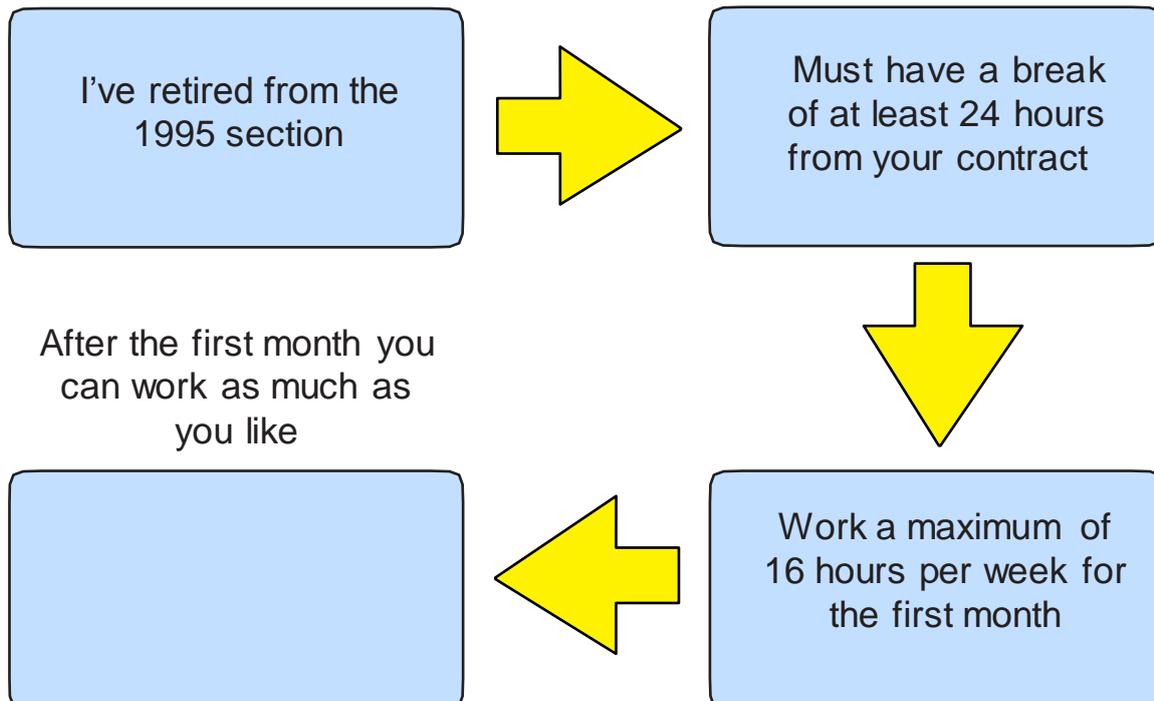
Or, are no longer a scheme member and claimed deferred benefits.

You can return to NHS employment following a 24 hour break in your contract without your pension being affected. However, you must only work 16 hours per week or less. After a period of one month there is no restriction on the hours you can work.

If you return to work in the NHS for more than 16 hours per week within one calendar month of your retirement, your pension will be suspended from the date you return to work. Your lump sum is not affected. Your pension will be put back into payment when:

- You have a break in your contract for at least one calendar month
- Work 16 hours per week or less
- Stop working in NHS employment
- Reach age 75 (70, if your last day of contributable service was before 1 April 2008).

When can I work after retirement?



Pension Abatement - last day of employment was on or after 1 April 2008

The term “abatement” is used to describe a reduction in the pension of an NHS pensioner who becomes re-employed in the NHS after their pension has commenced.

Pension abatement provisions will apply to the following types of pensions:

1. Ill Health – under the pre 2008 ill health retirement arrangements
2. Ill health Upper or Lower Tier ill health arrangements
3. Early payment of deferred benefits due to ill health
4. Redundancy – where enhanced benefits are paid
5. Early retirement in the interests of the efficiency of the service
6. Age pensions awarded between ages 55 to 59 to members with Special Classes or Mental Health Officer status

In cases 1 to 5 above, abatement will apply where the new earnings for the year combined with the actuarial reduced figure (which would be used in Voluntary Early Retirement pension calculation) exceeds the final pensionable pay at retirement.

For type 6 above pensions, abatement applies where the earnings from re-employment plus the gross annual pension amounts to more than the pensionable earnings before retirement. In all cases, the gross pension amount used in the calculation is the amount of pension before it is reduced (if you choose to commute) to pay for any increase in Lump Sum.

Pension Abatement - last day of employment was on or before 31 March 2008

Abatement provisions apply up to NPA 60 and require that the pension amount is reduced where the new earnings from reemployment plus the gross annual pension exceeds the earnings before retirement. The reduction can be up to the total of the annual pension and continue until normal pension age is reached or the earnings from the re-employed service reduce sufficiently.

Members of the 2008 Section

A reduction applies to pensioners who return, or continue to work in the NHS before NPA if they are in receipt of one of the following pensions:

- ill health pension, upper and lower tier
- early payment of deferred benefits due to ill health
- early retirement in the interests of the efficiency of the service.

If you are in receiving an Upper Tier ill health pension and take up employment anywhere you must also read the factsheet on our website [Returning to work after retiring with an Upper Tier ill health pension](#) for further information.

If any of the scenarios noted above apply to you, please notify SPPA Payroll before you return to work in the NHS. We will provide you with an earnings limit which is the amount that you can earn before your pension is affected. If you fail to do this you may be paid too much pension and you may, as a result, have to pay the money back.

Partial retirement

Members working following partial retirement, should see the [partial retirement factsheet](#) for further information.

General information

In either section, no abatement is applied to pension derived from service transferred into the NHS Scheme following a TUPE transfer.

You should notify the Scottish Public Pensions Agency, Payroll Section before you return to work in the NHS. We can advise you regarding the 'earnings limit' which is the amount that you can earn before your pension is affected.

If you fail to do this an overpayment of pension may result, if so you will be required to repay any such overpayment.

If you are unclear about any aspect of this factsheet or have a specific question that is not answered by the information above, you can get in touch with us through the contact us information given on our website: www.sppa.gov.uk