

Cambridge University Assistants' Contributory Pension Scheme (CPS)

Hybrid Section

Factsheet 22 Absence

During the course of any career, one or more lifestyle events can occur which will necessitate taking an extended period of time off work. The rules of the CPS have been written with this in mind, and subsequently offer cover options for the following events:

SICKNESS

If it becomes necessary for you to take an extended period of time off work due to illness, so long as you are in receipt of Statutory Sick Pay (SSP), you will be credited for the full membership you would have accrued had you not been off work for the sickness period. No membership of the CPS will be accrued for any unpaid sick leave taken.

SABBATICAL

Should you decide to take a career break which does not involve breaking your employment contract, you can elect to pay arrears of contributions to cover any unpaid period of leave upon your return to that employment. Please contact the Pensions Section should you wish to pursue this option.

MATERNITY / PATERNITY/SHARED PARENTAL LEAVE

For any period of paid maternity, paternity or shared parental leave taken and for any unpaid period during the first 26 weeks of maternity leave (the Ordinary Maternity Leave period) you will be credited for the full membership you would have accrued had you not been off work for the absence period. No membership will be accrued for any unpaid maternity leave outside of the Ordinary Maternity Leave period or for any unpaid paternity or shared parental leave, however you can elect to pay arrears of contributions to cover these periods of leave upon your return to employment. Please contact the Pensions Section should you wish to pursue this option.

LEAVING AND RETURNING TO THE UNIVERSITY

With less than 2 years' membership:

Should you leave your University employment in which you are a member of the CPS and return within 12 months, you can elect to repay any refund of personal contributions you have received and restore your former membership, which is then linked to your newly-accruing membership. If the gap in employment is 12 months or greater, it is not possible to restore any former membership you may have had.

With 2 or more years' membership:

Should you leave your University employment in which you are a member of the CPS and return within 12 months, your membership in respect of your former job and new job will be automatically linked, with an unpaid absence shown for you time not in employment. If the gap in employment is 12 months or greater, it is not possible to link membership, and your former membership will remain as a separate award of preserved pension away from your newly-accruing membership.

IMPORTANT NOTE

This factsheet provides a summary of the eligibility conditions for joining the CRB Section of CUACPS. However, your legal rights are governed by the Trust Deed and Rules of CUACPS. If there are any differences between the Scheme Rules and this factsheet, the Rules will override the factsheet. A copy of the Rules can be found using the following link:

<http://www.pensions.admin.cam.ac.uk/cps>

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