



Irregular part-time employees joining SAUL

The SAUL Benefits Guide, 'your future, your choice', describes the benefits available to members of SAUL employed on regular contracts. The benefits offered to members employed on an *irregular* part-time basis are not entirely the same; this leaflet outlines the differences.

Eligibility for membership of SAUL

As an employee working on an irregular part-time basis, it might be possible for you to join SAUL even though your contract specifies neither:

- (i) regular working hours; nor
- (ii) an annual salary that is to be paid evenly throughout the year.

Your employer will tell you whether or not you are eligible and, if you are, you can choose to join at any time during the first six months of your employment. If you do not join during this period, you will be treated as though you had opted out (please see 'Opting out and rejoining', in the Benefits Guide, 'your future, your choice').

The calculation of your SAUL benefits

For calculating your benefits, your Pensionable Salary and Pensionable Service are converted to their full-time equivalents. Because your part-time hours are irregular, these full-time equivalents are settled at 31 March each year. (The terms 'Pensionable Salary' and 'Pensionable Service' are defined in 'Building for your future'.)

| Example — an employee joins on 1 April 2009 and leaves on 30 April 2010 | |
|--|---------------------------|
| For the <u>year</u> ended 31 March 2010: | |
| Total hours actually worked: | 800 |
| Total possible full-time hours: | 1600 |
| Total actual earnings for the year: | £8,000 |
| For the <u>month</u> ended 30 April 2010: | |
| Total hours actually worked: | 98 |
| Total possible full-time hours: | 140 |
| Total actual earnings for the month: | £1,000 |
| Pensionable Salary is the Salary over the year ended 30 April 2010: | |
| 1 May 2009 to 31 March 2010 = | 8000 x 1600/800 x 335/365 |
| 1 April 2010 to 30 April 2010 = | 1000 x 140/98 |
| Total: | £16,113.50 |
| Pensionable Service equals: | |
| 365 x 800/1600 + 30 x 98/140 | |
| Total: | 204 days |

Death in service

The **lump sum** payable if you die in service is based on your current hourly rate multiplied by the number of hours worked in the 12 months up to the date you were last available for work.

The **spouse's pension** payable is *enhanced by your potential service* up to Normal Pension Date (the last day of the month before your 65th birthday). The potential service is then converted to its full-time equivalent using:

- the number of hours actually worked in the 12 months up to the date you were last available for work; and
- the *possible* full-time hours in the same period.

Retirement due to ill health

If you have to retire early because of ill health, the **pension** payable is *enhanced by your potential service* up to Normal Pension Date, which is converted to its full-time equivalent using:

- the number of hours actually worked in the 12 months up to the date you were last available for work; and
- the *possible* full-time hours in the same period.

All other benefits

For all other benefits, you have the same entitlements as employees who are employed on regular contracts. These are explained in the SAUL Benefits Guide, 'your future, your choice'.

This leaflet is a summary of what SAUL offers at January 2010. Full details are given in SAUL's Trust Deed and Rules, which, if there is any discrepancy, overrides this leaflet.

If you have any queries, please ask your employer's Pensions Officer or contact us at:

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