

How to Calculate Final Pay

Version 1.0

Contents

What is Final Pay	4
When do you need to calculate a final pay:	5
What is Pensionable Pay	5
Determining the final Pay Period	6
Examples –	7
Full Time	7
Example 1:.....	7
Example 2:.....	8
Part Time	10
Example 1:.....	10
Example 2:.....	11
Term Time (WYPF and Lincolnshire)	13
Example 1:.....	13
Term Time (Hounslow and Barnet)	15
Example 1:.....	15
Additional Pensionable Emolument	17
Example 1: Full time.....	17
Example 2: Part-time.....	18

What is Final Pay

On 1 April 2014, the LGPS changed to a Career Average Revalued Earnings (CARE) scheme which means the pension is worked out every year based on the members pensionable pay in that year.

Prior to the 1 April 2014, an employee who joined the scheme built up a pension in the Final Salary Scheme, known as Final Salary Benefits. Pensions built up in the final salary scheme, remains as final salary scheme benefits and must be calculated under the regulations that applied at the relevant period. The term Final Pay should not be confused with Cumulative Pensionable Pay (CPP). These are two separate definitions of pay.

This means when they leave the scheme, they will receive benefits based on their membership and final pay and the applicable accrual rate for any membership accrued before the 1 April 2014.

Benefit Calculation example:

Final Salary Scheme	Calculation	
Membership to 31/03/2008	Membership x final pay x 1/80	10 years x £20,000 x1/80 = £2,500 annual pension
Automatic Lump sum (pre-1 Apr 2008 only)	Membership x final pay x 3/80 (3 x annual pension)	10 years x £20,000 x3/80 = £7,500 Lump Sum (£2,500 x 3= £7,500)
01 April 2008 to 31 March 2014 **No Automatic Lump Sum**	Membership x final pay x 1/60	6 years x £20,000 x1/60 = £2,000 annual pension

Final pay is the term used to describe the pay for the basis of which 1st April 2014 benefits are calculated (see above). The method for calculating pay is outlined in the LGPS Regulations 2007 (Reg 4, 8,9,10,11) (as amended) and SI 2008/1083.

The final pay period is generally the last year (365 days) ending with the day on which they ceased being an active member of the scheme.

However, if either of the preceding two years provides a higher final pay figure, then either of these years can be used as the final pay period. This is commonly referred to as the "best of the last three years" and each member automatically has this option under the regulations of either of the last three years for calculating benefits.

Please note: -

When a submitting a leaver form or retirement form you will need to ensure, where a member holds pre-1 April 2014 benefits, that you're providing a final pay figure and completing the relevant "Final Pay" sections on the appropriate online Web form via the Employer Portal ([Click Here](#))

****Failure to provide final pay figures or accurate final pay figures will result in the information submitted being queried and causing unnecessary delays to the calculation and processing of member benefits****

When do you need to calculate a final pay:

Final pay is required in the following scenarios, and where an employee holds pre-1 April 2014 benefits: -

- When a member stops contributing to the LGPS – treated as a scheme leaver.
- Every year on your **March Return** so that WYPF can provide Annual Benefit Statements (pre-1 April 2014 members only)
- When a member requests an estimate, we will contact you for final pay information.
- When you are requesting an estimate.
- When WYPF contacts you for final pay information.
- When a member protected by the McCloud remedy reaches their normal pension age in the 2008 scheme (usually age 65)

What is Pensionable Pay

The Local Government Pension Scheme (Benefits, Membership & Contributions) Regulations 2007 set out the definition of pensionable pay in Regulation 4.

Meaning of "pensionable pay"

(1) An employee's pensionable pay is the total of

- (a) all the salary, wages, fees and other payments paid to him for his own use in respect of his employment; and
- (b) any other payment or benefit specified in his contract of employment as being a pensionable emolument.

(2) But an employee's pensionable pay does not include

- (a) payments for non-contractual overtime;
- (b) any travelling, subsistence or other allowance paid in respect of expenses incurred in relation to the employment.
- (c) any payment in consideration of loss of holidays;
- (d) any payment in lieu of notice to terminate his contract of employment;
- (e) any payment as an inducement not to terminate his employment before the payment is made.

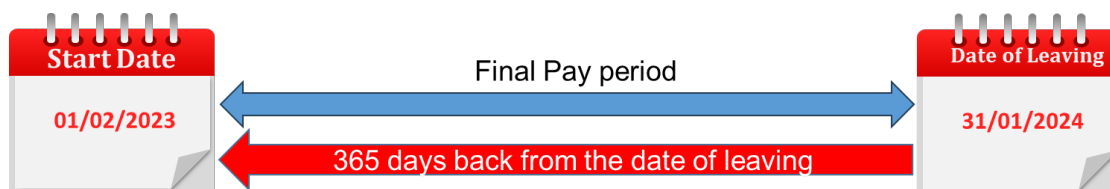
- (f) the amount of any supplement paid
- (i) by the Environment Agency; or
 - (ii) to an employee whose employment is transferred on 1st April 2010, under a staff transfer scheme, from the Learning and Skills Council for England to a local authority or to London Councils Limited, in recognition of the difference in contribution rates between members of the principal civil service pension scheme and the Scheme; or (SI 2010/528)
- (g) any payment by way of compensation for the purposes of achieving equal pay in relation to other employees. (SI 2009/3150)

(3) No sum may be taken into account in calculating pensionable pay unless income tax liability has been determined on it. (4) In this regulation "local authority" has the same meaning as in regulation 16A. (SI 2010/528)

Determining the final Pay Period

To calculate the final pay for a member's benefits, you need to determine the final pay period.

When determining the final pay period (including best of the last three) you will need to make note of the date of termination and work back 365 days back from the date of termination.



Each year "best of the last three" is taken to the anniversary date of termination.

For example, if a member terminates employment or stops contributing on the 31 January 2024, a check should be made to see which year provides the highest pensionable earnings i.e.

- 1 February 2023 – 31 January 2024
- 1 February 2022 – 31 January 2023
- 1 February 2021 – 31 January 2022

****Top tip**** Take the date of termination 31 January 2024, add a day to give you 01 February 2024 and minus one off the year (2024-1=2023), this gives you the start of the final pay period 01 February 2023. *Use the day after the year before*

Final pay period = 01 February 2023 to 31 January 2024

Examples –

We have provided a variety of final pay calculation scenario examples to assist and aid in your understanding.

The examples provided cover the most common scenarios that you should encounter if you require any further assistance to a specific scenario then please do contact your Pension Fund representative (PFR) or the Employer relation Team direct.

Please note all examples listed below have been rounded up/down to the nearest pound/pence.

When calculating final pay please use a consistent approach to how you treat rounding final pay figure calculations.

Full Time

Example 1:

Member retired 31 August 2024

Rates of Pensionable Pay earned over the last three years (using the 2008 Scheme definition) were:

- 1 September 2021 £35,745 pa
- 1 April 2022 £36,648 pa
- 1 April 2023 £37,336 pa
- 1 April 2024 £38,223 pa

Final Year (Calendar year of leaving)

Period from and to	Pay	Total
1 Sep 2023 – 31 Mar 2024	£37,336/12 x 7 months	= £21,779.33
1 Apr 2024 – 31 Aug 2024	£38,223/12 x 5 months	= £15,926.25
		= £37,705.58 pa

Year – 1 (One Calendar year prior to leaving) ****Naming structure****

Period from and to	Pay	Total
1 Sep 2022 – 31 Mar 2023	£36,648/12 x 7 months	= £21,378.00
1 Apr 2023 – 31 Aug 2023	£37,336/12 x 5 months	= £15,556.67
		= £36,934.67 pa

Year – 2 (Two Calendar years prior to leaving) ****Naming structure****

Period from and to	Pay	Total
1 Sep 2021– 31 Mar 2022	£35,745/12 x 7 months	= £20,851.25

1 Apr 2022 – 31 Aug 2022	$\pounds 36,648/12 \times 5$ months	= $\pounds 15,270.00$
		= $\pounds 36,121.25$ pa

The best of the last three years final pay is the final year, which gives the highest final pay figure:

Final Pay Period	Year	Total
1 September 2023- 31 August 2024	Final Year	= $\pounds 37,705.58$ pa
1 September 2022 – 31 August 2023	Year 1	= $\pounds 36,934.67$ pa
1 September 2021 – 31 August 2022	Year 2	= $\pounds 36,121.25$ pa

Example 2:

Member retired 15 December 2020

Rates of Pensionable Pay earned over the last three years (using the 2008 Scheme definition) were:

- 1 April 2017 $\pounds 22,366$ pa
- 1 April 2018 $\pounds 22,737$ pa
- 1 April 2019 $\pounds 23,114$ pa
- 1 April 2020 $\pounds 23,500$ pa

Final Year

Period from and to	Pay	Total
16 Dec 2019 – 31 Mar 2020 (3 months + 16/31 days)	$\pounds 23,114/12 = \pounds 1,926.17$ $\pounds 1,926.17 \times 3$ months = $\pounds 5,778.51$ $\pounds 1,926.17/31 \times 16$ days = $\pounds 994.15$	= $\pounds 5,778.51 + \pounds 994.15 = \pounds 6,772.66$
1 Apr 2020 – 15 Dec 2020 (8 months + 15/31 days)	$\pounds 23,500/12 = \pounds 1,958.33$ $\pounds 1,958.33 \times 8$ months = $\pounds 15,666.64$ $\pounds 1,958.33/31 \times 15$ days = $\pounds 631.72$	= $\pounds 15,666.64 + \pounds 947.58 = \pounds 16,614.22$
		= $\pounds 23,386.88$

Year - 1

Period from and to	Pay	Total
16 Dec 2018 – 31 Mar 2019 (3 months + 16/31 days)	$\pounds 22,737/12 = \pounds 1,894.75$ $\pounds 1,894.75 \times 3$ months = $\pounds 5,684.25$ $\pounds 1,894.75 / 31 \times 16$ days = $\pounds 977.94$	= $\pounds 5,684.25 + \pounds 977.94 = \pounds 6,662.19$
1 Apr 2019 – 15 Dec 2019 (8 months + 15/31 days)	$\pounds 23,114/12 = \pounds 1,926.17$ $\pounds 1,926.17 \times 8$ months = $\pounds 15,409.36$ $\pounds 1,926.17/31 \times 15$ days = $\pounds 932.02$	= $\pounds 15,409.36 + \pounds 932.02 = \pounds 16,341.38$
		= $\pounds 23,003.57$

Year – 2

Period from and to	Pay	Total
16 Dec 2017 – 31 Mar 2018 (3 months + 16/31 days)	$\pounds 22,366 / 12 = \pounds 1863.83$ $1863.83 \times 3 \text{ months} = \pounds 5,591.50$ $1863.83 / 31 \times 16 \text{ days} = \pounds 961.98$	$= \pounds 5,591.50 + \pounds 961.98 = \pounds 6,553.48$
1 Apr 2018 – 15 Dec 2018 (8 months + 15/31 days)	$\pounds 22,737 / 12 = \pounds 1,894.75$ $\pounds 1,894.75 \times 8 \text{ months} = \pounds 15,158.00$ $\pounds 1,894.75 / 31 \times 15 \text{ days} = \pounds 916.81$	$= \pounds 15,158.00 + \pounds 916.81 = \pounds 16,074.81$
		= $\pounds 22,628.29$

The best of the last three years final pay is the final year, which gives the highest final pay figure:

Final Pay Period	Year	Total
16 December 2019 – 15 December 2020	Final Year	= $\pounds 23,386.88 \text{ pa}$
16 December 2018 – 15 December 2019	Year 1	= $\pounds 23,003.57 \text{ pa}$
16 December 2017 – 15 December 2018	Year 2	= $\pounds 22,628.29 \text{ pa}$

Part Time

Where a member was part-time during any period for final pay calculations, the final pay to be calculated is the full time equivalent.

This means that the final pay for the respective period(s) should be scaled up as if they worked full time hours per week. For example, if they were contracted to work 18.50 hours per week, the final pay needs to be scaled up as if they had worked the standard full-time hours per week i.e. 37.00.

****Please note the standard full-time hours can vary from employer to employer, so you will need to scale this up to the designated full time standard hours per week applicable****

Example 1:

Member leaves 31 December 2023 and worked 18.50 hours per week out of a possible 37.00.

The member rates of part-time pensionable pay (using the 2008 Scheme definition) were as follows:

- 1 April 2020 - £9,000 (FTE £18,000)
- 1 April 2021 - £10,000 (FTE £20,000)
- 1 April 2022 - £11,000 (FTE £22,000)
- 1 April 2023 - £12,500 (FTE £25,000)

Final Year

Period from and to	Pay	Total
1 Jan 2023 to 31 Mar 2023 (3 months)	$\frac{£11,000}{12} = £916.67$ $£916.67 \times 3 = £2,750 \times \frac{37}{18.50}$ hours	= £5,500
1 Apr 2023 to 31 Dec 2023 (9 months)	$\frac{£12,500}{12} = £1,041.67$ $£1,041.67 \times 9 = £9,375 \times \frac{37}{18.50}$ hours	= £18,750
Total		= £22,250

Year - 1

Period from and to	Pay	Total
1 Jan 2022 to 31 Mar 2022 (3 months)	$\frac{£10,000}{12} = £833.33$ $£833.33 \times 3 = £2,499.99$ $\times \frac{37}{18.50}$	= £4,999.98
1 Apr 2022 to 31 Dec 2022 (9 months)	$\frac{£11,000}{12} = £916.67$ $£916.67 \times 9 = £8,250.03$ $\times \frac{37}{18.50}$	= £16,500.06
Total		= £21,500.04

Year - 2

Period from and to	Pay	Total
1 Jan 2021 to 31 Mar 2021 (3 months)	$\text{£}9,000/12 = \text{£}750.00$ $750.00 \times 3 \text{ months} = \text{£}2,250$ $\times 37/18.50 = \text{£}961.98$	= £4,500
1 Apr 2021 to 31 Dec 2021 (9 months)	$\text{£}10,000/12 = \text{£}833.33$ $\text{£}833.33 \times 9 = \text{£}7,499.97$ $\times 37/18.50$	= £14,999.94
Total		= £19,499.94

The best of the last three years final pay is the final year, which gives the highest final pay figure:

Final Pay Period	Year	Total
01 January 2023 – 31 December 2023	Final Year	= £22,250 pa
01 January 2022 – 31 December 2022	Year 1	= £21,500.04 pa
01 January 2021 – 31 December 2021	Year 2	= £19,499.94 pa

Example 2:

Member leaves 15 September 2020 and worked 20 hours per week out of a possible 37.00 until 1 July 2020, where the hours were reduced to 16 hours per week.

The member rates of part-time pensionable pay (using the 2008 Scheme definition) were as follows:

- 1 April 2017 - £9,000 (FTE £18,000)
- 1 April 2018 - £10,000 (FTE £20,000)
- 1 April 2019 - £11,000 (FTE £22,000)
- 1 April 2020 - £12,500 (FTE £25,000)

Final Year

Period from and to	Pay	Total
1 Jan 2020 to 31 Mar 2020	$\text{£}8,000/12 \times 3 \text{ months} = \text{£}2,000 \times 37/20$ hours	= £3,700.00
1 Apr 2020 to 30 Jun 2020	$\text{£}8,600/12 \times 3 \text{ months} = \text{£}2,150 \times 37/20$ hours	= £3,977.50
1 Jul 2020 to 15 Sep 2020	$\text{£}6,880/12 \times 6 \text{ months} = \text{£}3,440 \times 37/16$ hours	= £7,955.00
Total		= £15,632.50 pa

Year - 1

Period from and to	Pay	Total
16 Dec 2018 – 31 Mar 2019 (3 months + 16/31 days)	$\pounds 22,737 / 12 = \pounds 1,894.75$ $\pounds 1,894.75 \times 3 \text{ months} = \pounds 5,684.25$ $\pounds 1,894.75 / 31 \times 16 \text{ days} = \pounds 977.94$	$= \pounds 5,684.25 + \pounds 977.94$ $= \pounds 6,662.19$
1 Apr 2019 – 15 Dec 2019 (8 months + 15/31 days)	$\pounds 23,114 / 12 = \pounds 1,926.17$ $\pounds 1,926.17 \times 8 \text{ months} = \pounds 15,409.36$ $\pounds 1,926.17 / 31 \times 15 \text{ days} = \pounds 932.02$	$= \pounds 15,409.36 + \pounds 932.02$ $= \pounds 16,341.38$
Total		$= \pounds 23,003.57$

Year - 2

Period from and to	Pay	Total
16 Dec 2017 – 31 Mar 2018 (3 months + 16/31 days)	$\pounds 22,366 / 12 = \pounds 1,863.83$ $1,863.83 \times 3 \text{ months} = \pounds 5,591.50$ $1,863.83 / 31 \times 16 \text{ days} = \pounds 961.98$	$= \pounds 5,591.50 + \pounds 961.98 =$ $\pounds 6,553.48$
1 Apr 2018 – 15 Dec 2018 (8 months + 15/31 days)	$\pounds 22,737 / 12 = \pounds 1,894.75$ $\pounds 1,894.75 \times 8 \text{ months} = \pounds 15,158.00$ $\pounds 1,894.75 / 31 \times 15 \text{ days} = \pounds 916.81$	$= \pounds 15,158.00 + \pounds 916.81 =$ $\pounds 16,074.81$
Total		$= \pounds 22,628.29$

The best of the last three years final pay is the final year, which gives the highest final pay figure:

Final Pay Period	Year	Total
16 December 2019 – 15 December 2020	Final Year	$= \pounds 23,386.88 \text{ pa}$
16 December 2018 – 15 December 2019	Year 1	$= \pounds 23,003.57 \text{ pa}$
16 December 2017 – 15 December 2018	Year 2	$= \pounds 22,628.29 \text{ pa}$

Term Time (WYPF and Lincolnshire)

People employed in a term time only role (schools and academies mainly) have their pay reduced to reflect the number of weeks their salary represents, sometimes referred to as their equated pay, or term time pay.

If a member is contracted to work less than 52 weeks per year, the final pay should be adjusted by the term time formula.

Example – term time adjustment

Full time equivalent is £18,000 per year but the member is only contracted to work 48.5 weeks per year.

$$£18,000 / 52.143 \text{ weeks} \times 48.5 \text{ weeks} = £16742.42$$

If either of the preceding two years would give a higher figure, we use that figure instead.

Please note: -

When reporting final pay figure on the monthly return file or your March return file, under the “Annual Rate of Pay” Column, the figure reported needs to have the Term Time adjustment as per above example.

Otherwise, we will be overstating members benefits from the figures you provide, could result in increased employer contribution rates and this will reduce the number of complaints received.

Example 1:

Member leaves 30 September 2020 and worked full time. The member worked 45 weeks per year (52-week full time base used in calculation)

Rates of Pensionable Pay earned over the last three years (using the 2008 Scheme definition) were:

- 1 April 2017 - £14,000 (receives £12,115.38)
- 1 April 2018 - £16,000 (receives £13,846.15)
- 1 April 2019 – £18,000 (receives £15,576.92)
- 1 April 2020 – £20,000 (receives £17,307.69)
- **Final Year**

Period from and to	Pay	Total
1 Oct 2019 – 31 Mar 2020 (6 months)	£15,576.92/12 = £1,298.08 £1,298.08 x 6 months = £7,788.46	= £7,788.46
1 Apr 2020 – 30 Sep 2020 (6 months)	£17,307.69/12 = £1,442.31 £1,442.31 x 6 months = £8,653.85	= £8,653.85
		= £16,442.31

- Year - 1

Period from and to	Pay	Total
1 Oct 2018 – 31 Mar 2019 (6 months)	£13,846.15/12 = £1,153.85 £1,153.85 x 6 months = £6,923.07	= £6,923.07
1 Apr 2019 – 30 Sep 2019 (6 months)	£15,576.92/12 = £1,298.08 £1,298.08 x 6 months = £7,788.46	= £7,788.46
		= £14,711.53

- Year - 2

Period from and to	Pay	Total
1 Oct 17 – 31 Mar 2018 (6 months)	£12,115.38/12 = £1,009.62 £1,009.62 x 6 months = £6,057.69	= £6,057.69
1 Apr 2018 – 30 Sep 2018 (6 months)	£13,846.15/12 = £1,153.85 £1,153.85 x 6 months = £6,923.07	= £6,923.07
		= £12,980.76

- The best of the last three years final pay is the final year, which gives the highest final pay figure:

Final Pay Period	Year	Total
16 December 2019 – 15 December 2020	Final Year	= £16,442.31pa
16 December 2018 – 15 December 2019	Year 1	= £14,711.53 pa
16 December 2017 – 15 December 2018	Year 2	= £12,980.76 pa

Term Time (Hounslow and Barnet)

If a member is contracted to work less than 52 weeks per year, the final pay figure to provide is the Full time Equivalent (FTE), this means it is scaled up as if they worked for 52 weeks of the year.

Example – term time adjustment

Full time equivalent is £18,000 per year but the member is only contracted to work 48.5 weeks per year.

$£16742.42 / 48.5 \text{ weeks} \times 52.143 \text{ weeks} = £18,000$

If either of the preceding two years would give a higher figure, we use that figure instead.

Please note: -

Where a member works term time, the hours recorded on the member records are reduced to reflect their term time working, e.g the number of weeks paid and not based on 52 weeks of the year.

This has significant implications for any members who hold pre-1 April 2014 membership under final salary and who are affected by the McCloud judgement (up to 31 March 2022).

Formula = Contractual hours per week/52.14 x weeks paid

Example 1:

part time: $30 \text{ hours} / 52.14 * 46.55 = 26.78$ – the adjusted hours should be reported on the monthly return file under columns: CONTRACTUAL_HRS = 26.78 & FT_PT_CS_FLAG indicator = PT would remain PT on the monthly return file

Example 2

Full time: $37 \text{ hours} / 52.14 * 46.55 = 33.03$ hours - the adjusted hours should be reported on the monthly return file under columns: CONTRACTUAL_HRS = 33.03 & FT_PT_CS_FLAG indicator PT – not FT for full time.

Example 1:

Member leaves 30 September 2020 and worked 18.50 hours per week out of a possible 37.00 The member worked 45 weeks per year (52-week full time base used in calculation)

The member rates of part-time pensionable pay (using the 2008 Scheme definition) were as follows:

- 1 April 2017 - £7,788.46 (FTE £18,000)
- 1 April 2018 - £8,653.85 (FTE £20,000)
- 1 April 2019 - £9,519.23 (FTE £22,000)
- 1 April 2020 - £10,817.31 (FTE £25,000)

- Final Year

Period from and to	Pay	Total
1 Oct 2019 – 31 Mar 2020 (6 months)	£9,519.23 /12 = £793.27 £793.27 x 6 months = £4,759.61 x 37/18.50 hours x 52/45 weeks	= £11,000.00 pa
1 Apr 2020 – 30 Sep 2020 (6 months)	£10,817.31 /12 = £901.44 £901.44 x 6 months = £5,408.64 x 37/18.50 hours x 52/45 weeks	= £12,499.97 pa
		= £23,499.97 pa

- Year - 1

Period from and to	Pay	Total
1 Oct 2018 – 31 Mar 2019 (6 months)	£8,653.85/12 = £721.15 £721.15 x 6 months = £4,326.92 x 37/18.50 hours x 52/45 weeks	= £10,000
1 Apr 2019 – 30 Sep 2019 (6 months)	£9,519.23/12 = £793.27 £793.27 x 6 months = £4,759.61 x 37/18.50 hours x 52/45 weeks	= £11,000.01
		= £21,000.01

- Year - 2

Period from and to	Pay	Total
1 Oct 17 – 31 Mar 2018 (6 months)	£7,788.46/12 = £649.04 £649.04 x 6 months = £3,894.23x 37/18.50 hours x 52/45 weeks	= £9,000.00
1 Apr 2018 – 30 Sep 2018 (6 months)	£8,653.85/12 = £721.15 £721.51 x 6 months = £4,326.92 x 37/18.50 hours x 52/45 weeks	= £10,000
		= £19,000

- The best of the last three years final pay is the final year, which gives the highest final pay figure:

Final Pay Period	Year	Total
16 December 2019 – 15 December 2020	Final Year	= £23,499.97 pa
16 December 2018 – 15 December 2019	Year 1	= £21,000.01 pa
16 December 2017 – 15 December 2018	Year 2	= £19,000 pa

Additional Pensionable Emolument

When calculating the final pay figure for a member, as well as being aware of any contractual changes during the final pay period, you also need to be aware of any additional pensionable emolument received that form part of their contract of employment during the final pay period(s).

The additional pensionable emolument can impact which of the best of the last of three years produces the higher final pay figure and ultimately the pay figure which the members final salary benefits should be based on.

****Please note it is at the employer's discretion what they deem a pensionable emolument, if it's specified in the contract of employment and paid income tax****

Example 1: Full time

Member leaves 30 September 2020 and worked full-time 37.00 hours per week.

The member rates of pensionable pay (using the 2008 Scheme definition) were as follows:

- 1 April 2017 - £18,000
- 1 April 2018 - £20,000
- 1 April 2019 -£22,000
- 1 April 2020 -£24,000

Pensionable Emolument:

- Weekend working £75.00 per month payable 1 September 2018 – 31 August 2019
- Sleep ins £100.00 per month payable 1 Apr 2017 -31 Mar 2019
- **Final Year**

Period from and to	Pay	Total
1 Oct 2019 – 31 Mar 2020 (6 months)	$\text{£}22,000 / 12 = \text{£}1833.33$ $\text{£}1833.33 \times 6$	= £10,999.98 pa
1 Apr 2020 – 30 Sep 2020 (6 months)	$\text{£}24,000 / 12 = \text{£}2,000$ $\text{£}2,000 \times 6 \text{ months}$	= £12,000 pa
Total		= £22,999.98 pa

- **Year - 1**

Period from and to	Pay	Total
1 Oct 2018 – 31 Mar 2019 (6 months)	$\text{£}20,000 / 12 = \text{£}1666.67$ $\text{£}1666.67 \times 6 \text{ months}$	= £10,000.02 pa
1 Apr 2019 – 30 Sep 2019 (6 months)	$\text{£}22,000 / 12 = \text{£}1833.33$ $\text{£}1833.33 \times 6$	= £10,999.98 pa

Pensionable Emolument	Sleep ins £100 x 12	£1,200.00
	Weekends £75 x 11	£825.00
Total		= £23,025 pa

- Year - 2

Period from and to	Pay	Total
1 Oct 17 – 31 Mar 2018 (6 months)	£18,000/12 = £1,500 £1,500 x 6	= £9,000.00 pa
1 Apr 2018 – 30 Sep 2018 (6 months)	£20,000/12 = £1,666.67 £1,666.67 x 6 months	= £10,000.02 pa
Pensionable Emolument	Sleep ins £100 x 12	£1,200.00
	Weekends £75 x 1	£75.00
Total		= £20,275.02 pa

- The best of the last three years final pay is the final year, which gives the highest final pay figure:

Final Pay Period	Year	Total
01 October 2019 – 30 September 2020	Final Year	= £22,998 pa
01 October 2018 – 30 September 2019	Year 1	= £23,025 pa
01 October 2017 – 30 September 2018	Year 2	= £20,275.02 pa

Example 2: Part-time

Member leaves 31 December 2023 and worked 18.50 hours per week out of a possible 37.00.

The member rates of part-time pensionable pay (using the 2008 Scheme definition) were as follows:

- 1 April 2020 - £9,000 (FTE £18,000)
- 1 April 2021 - £10,000 (FTE £20,000)
- 1 April 2022 - £11,000 (FTE £22,000)
- 1 April 2023 - £12,500 (FTE £25,000)

Pensionable Emolument:

- Weekend working £37.50 per month (£75.00 Full-time) payable 1 September 2020 – 31 August 2022
- Sleep ins £50.00 per month (£100 Full-time) payable 1 Apr 2020 -31 Mar 2023

Final Year

Period from and to	Pay	Total
1 Jan 2023 to 31 Mar 2023 (3 months)	$\pounds 11,000/12 = \pounds 916.67$ $\pounds 916.67 \times 3 = \pounds 2,750 \times$ $37/18.50$ hours	= $\pounds 5,500$ pa
1 Apr 2023 to 31 Dec 2023 (9 months)	$\pounds 12,500/12 = \pounds 1,041.67$ $\pounds 1,041.67 \times 9 = \pounds 9,375 \times$ $37/18.50$ hours	= $\pounds 18,750$ pa
Pensionable Emolument		
Sleep ins (3 months)	$\pounds 50 \times 3 = \pounds 150$ $\times 37/18.50$	$\pounds 300$
Total		= $\pounds 24,550$ pa

Year - 1

Period from and to	Pay	Total
1 Jan 2022 to 31 Mar 2022 (3 months)	$\pounds 10,000/12 = \pounds 833.33$ $\pounds 833.33 \times 3 = \pounds 2,499.99$ $\times 37/18.50$	= $\pounds 4,999.98$ pa
1 Apr 2022 to 31 Dec 2022 (9 months)	$\pounds 11,000/12 = \pounds 916.67$ $\pounds 916.67 \times 9 = \pounds 8,250.03$ $\times 37/18.50$	= $\pounds 16,500.06$ pa
Pensionable Emolument		
Sleep ins (12 months)	$\pounds 50 \times 12 = \pounds 600$ $\times 37/18.50$	$\pounds 1,200$
Weekends (8 months)	$\pounds 37.50 \times 8 = \pounds 300$ $\times 37/18.50$	$\pounds 600$
Total		= $\pounds 23,300.04$

Year - 2

Period from and to	Pay	Total
1 Jan 2021 to 31 Mar 2021 (3 months)	$\pounds 9,000/12 = \pounds 750.00$ 750.00×3 months = $\pounds 2,250$ $\times 37/18.50 = \pounds 961.98$	= $\pounds 4,500$
1 Apr 2021 to 31 Dec 2021 (9 months)	$\pounds 10,000/12 = \pounds 833.33$ $\pounds 833.33 \times 9 = \pounds 7,499.97$ $\times 37/18.50$	= $\pounds 14,999.94$
Pensionable Emolument		
Sleep ins (12 months)	$\pounds 50 \times 12 = \pounds 600$ $\times 37/18.50$	$\pounds 1,200$
Weekends (12 month)	$\pounds 37.50 \times 12 = \pounds 450$ $\times 37/18.50$	$\pounds 900$
Total		= $\pounds 21,599.94$

The best of the last three years final pay is the final year, which gives the highest final pay figure:

Final Pay Period	Year	Total
01 January 2023 – 31 December 2023	Final Year	= £24,550 pa
01 January 2022 – 31 December 2022	Year 1	= £23,300.04
01 January 2021 – 31 December 2021	Year 2	= £21,599.94
