



SA Police Super

Part-Time Employment Fact Sheet

Periods of part-time employment during your membership of the Police Pension Scheme may impact on the pension benefits payable to you from age 55.

Contributions

Your contributions to the Pension Scheme are calculated using the same percentage rate that is used when you are working full-time, however contributions are based on your part-time salary and not your full-time salary.

Member contributions are reviewed each year in July based on the superannuation salary that you were earning on the preceding 31 March. However, if you vary your hours of employment between 31 March and 30 June, your contributions from 1 July will take into account this variation in your hours. If you commence working part-time during the financial year, your contributions will not change until the following July unless you request a change.

Benefit Points

If you vary your hours of employment the pension benefit payable to you from Age 55 may be affected depending on the number of benefit points you have accrued as at the date of retirement. Benefit points are calculated on a monthly basis in line with the full-time or part-time contributions you make to the Police Pension Scheme. If you work full-time and pay contributions, your benefit points accrue at one point per month. If you are working part-time your benefit points accrue at the proportion of full-time you are working.

Pension Benefits

The following examples illustrate the impact part-time employment may have on your pension benefit.

Example 1 Full-time employment for 30 years

Age joined Police Pension Scheme	25
Benefit points accrued if you work full-time till Age 55	420
Benefit points required for maximum pension at Age 55	300
Age 55 pension percentage	51.8%

Example 2 Part-time employment for 10 years

Age joined Police Pension Scheme	25
Benefit points accrued if you work full-time till Age 30	60
Benefit points accrued if you work 0.5 part-time for 10 years to Age 40	60
Benefit points accrued if you work full-time from Age 40 till Age 55	180
Total accrued points at Age 55	300
Benefit points required for maximum pension at Age 55	300
Age 55 pension percentage	51.8%

Example 3 Part-time employment for 15 years

Age joined Police Pension Scheme	25
Benefit points accrued if you work full-time till Age 30	60
Benefit points accrued if you work 0.5 part-time for 15 years to Age 45	90
Benefit points accrued if you work full-time from Age 45 till Age 55	120
Total accrued points at Age 55	270
Benefit points required for maximum pension at Age 55	300
Age 55 pension percentage	46.62%

Please note in example 3 the age 55 pension percentage has reduced from 51.8% to 46.62% in line with the proportion of the benefit points accrued from full-time and part-time employment and the benefit points required for a maximum pension at age 55 ($51.8\% \times (270 \text{ points}/300 \text{ points}) = 46.62\%$).

Please note that the above calculations of benefit points have been based on a member who joined the scheme at age 25. Benefit points will vary where members join before or after age 25. Also periods of leave without pay will cause a variation in benefit points if contributions for the period of leave without pay are not repaid to the scheme.

If you have any questions regarding a change from full-time to part-time employment please do not hesitate to contact Police Super with your enquiries on 8470 0370.