**Members who are paid at an hourly rate rather than being fractionalised to a point on the main scale commensurate with their hours worked are paid less when they are in work and receive much, much, less when they retire!**

Below is an example of how your pension will be affected by your PTHP contract.

If a person is employed at 0.6, over a ten year period they will accrue 10 x 0.6 or 6 qualifying years towards their pension.

So let us say the annual salary is £40,000 p.a and the two members are on the same salary point and progress at the same rate but one is on a fractional contract and the other on a part time hourly paid contract.

**Worst Case Scenario**

The hourly paid member will receive per hour

Annual salary divided by 52 x37 =1924 (52 wks x 37 hrs per week)

This equates to £20.79 per hour

Plus twenty minutes per hour prep and marking

This equates to 20.79x1.33 =£27.719 per hour.

Add on holiday pay

46 + 8 = 54x7.4 = uplift of 0.198

This equates to £33.2085 per hour

501 x £33.2085 = £16,637.4636 pa

This equates to 0.4159 of an FT

So over ten years the person will have acquired 4.159 qualifying years

**\*\*A shortfall of 30.67% compared with the 0.6 post holder\*\***

**A Less Worse Case Scenario**

Include the maximum of five closure days

Holiday hours are now 59x7.4 =436.66

An uplift of 0.2269

So pay is now £34.01 per hour

So annual pay is now £17,038.2229

This is the equivalent of 0.4259 contract.

**\*\*Over ten years the pension shortfall would be 29.1%\*\***

**A Slightly Better Scenario**

Let us include some departmental hours

Say:

15 hours for CPD;

60 hours for Dept/Team Meetings;

12 hours for Open/Parents’ Eves

And 20 hrs other DEpt duties

The hourly rate and the holiday uplift remain the same but there is no 20 minutes marking and prep time.

So add 107 hours at £20.79 with the 0.2269 holiday uplift = £2729.28

This is pensionable service therefore annual salary is now £ 19,767.50

This equates to 0.4942 of a Full Time contract.

**\*\*Over a ten year period this would yield 4.942 qualifying years, a shortfall of 17.63%\*\***

Whichever scenario we use there is a shortfall in the pension contributions which means that the the part time worker is not treated in the same way as a full time worker.

There may be an argument that the hourly paid employee does not perform the same proportion of departmental duties. In practice, many hourly paid workers’ commitment is supererogatory as they are desperate to secure a less precarious position. In any case the difference in the number of actual hours worked, even if it exists at all, would not and could not amount to 17%, let alone 25 or 30%.

UCU negotiators need to address this problem, we need to get TPS to make the rate more proportional to the full time contract or refuse to allow the continued use of all hourly paid part time contract beyond four years and move staff onto fractional contracts.