

Fujitsu Comparable Pension Scheme - Section D

Pensionable pay elements

005	Basic		
320	Salary Adj		
*12	Pen Pay		
**224	Standby Hours		
**229	O/T Prem		
**255	Shift Dist.All	SO	Shift dist.allow
**266	2 Shift 11 to 12	SK	Shift 2200-0600
**322	Overtime Plain	1A	Discretionary
**323	Overtime 1.33	FC	Fuj Cons incentive plan
**324	Overtime 1.5	1B	Misc
**325	Overtime 2.0	WE	Draw Show
**326	Call Out Plain		
**327	Call Out 1.5		
**328	Call Out 2.0		
**329	Travel Plain		
**330	Travel 1.5		
**331	Travel 2.0		
**332	Standby Weekday		
**333	Standby Weekend		
**334	C/Out Standby		
**335	C/Out N/Standby		
**337	On Call Allow (excluding any Telephone Standby payments)		
**338	Night Duty		
**339	Irreg Shift (P)		
**340	Irreg Shift		
**341	Week Day O/T		
**342	Sat O/T		
**343	Sun O/T		
**344	W/Day Travel		
**345	Sat Travel		
**346	Sun Travel		
**347	Privilege Day		
**348	Sat Premium		
**349	Sun Premium		
**350	Discretionary		
**372	Incentive Plan		
**374	Miscellaneous		
**384	Bonus Pens		
**467	Shift Adj		

* Pensionable Pay is fixed each April, Gross Salary at 6th April plus a 3 year average of opting and non-opting allowances less LEL.

Each year end payroll provide the pensions department with details of fluctuating earnings **excluding any SIS**. The pensions department calculate gross salary plus 3 year average of fluctuating earnings. This information is set to payroll who then deduct the LEL.

** Pay elements extracted by payroll to enable pension department to calculate pensionable pay.