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1 Introduction

1.1 This note is provided for:

- The Home Office (HO) as the responsible authority of the Firefighters' Pension Schemes in England,
- The Welsh Government as the responsible authority of the Firefighters' Pension Schemes in Wales and;
- Department of Health (Northern Ireland) as the responsible authority of the Firefighters' Pension Schemes in Northern Ireland

and sets out the general method for calculating:

- a cash equivalent for a pensioner member on divorce
- assessing pension credit calculations for the ex-partner (which refers to any eligible previous partner in the New Firefighters' Pension Scheme i.e. ex-spouse, ex-civil partner) on divorce
- calculating the pension debit applicable to a member's pension following the implementation of a Pension Sharing Order and the application of the pension debit at retirement

in:

- the New Firefighters' Pension Scheme (England) 2006
- the New Firefighters' Pension Scheme (Wales) 2007
- the New Firefighters' Pension Scheme (Northern Ireland) 2007

1.2 This guidance should be used both when a member applies for a quotation of the value of the benefits during the divorce proceedings, and after a pension sharing order has been made.

1.3 This guidance should not be used for determining pensioner cash equivalents on divorce, pension credits and pension debits for those in the Firefighters' Pension Scheme (Scotland) 2007 (see separate guidance).

Regulations

1.4 For the England, Wales and Scotland authorities, this guidance is designed to be consistent with the Welfare Reform and Pensions Act 1999 ("the Act") and associated regulations (principally the Pension Sharing (Implementation and Discharge of Liability) Regulations 2000.



- 1.5 For NI authority, this guidance is designed to be consistent with the Welfare Reform and Pensions Order (Northern Ireland) 1999 ('the 1999 Order') and associated regulations (principally the Pension Sharing (Implementation and Discharge of Liability) Regulations (Northern Ireland) 2000).
- 1.6 This guidance relates only to benefits accrued under the 2006 Scheme Regulations for England, the New Firefighters' Pension Scheme (Wales) 2007 and the New Firefighters' Pension Scheme 2007 section (Northern Ireland), hereafter referred to as "the NFPS scheme". Some firefighters may also have benefits under the 2015 Scheme or the 1992 scheme which should be dealt with separately according to relevant scheme guidance.
- 1.7 The Firefighters' Pension Scheme (England) Amendment Order 2014 (SI 2014 No. 445) amended the 2006 Scheme to provide those employees who were employed in England as retained firefighters during the period from 1 July 2000 to 5 April 2006 with pension benefits in respect of that period. Amendments were also made to the NFPS schemes for Wales and Northern Ireland on the same basis.
- 1.8 Such members are known as Special members in the 2006 Scheme and have a different benefit structure to other members of the 2006 Scheme. In particular, Special members:
- accrue benefits at a rate of 1/45ths of Final Pensionable Pay for each year and part year of Pensionable Service
 - have a normal retirement age of 55 and a normal benefit age of 60.
- 1.9 This note contains the tables and guidance to be issued by the Scheme Actuary that is referred to in the following Firefighters' Pension Scheme (England) Order 2006 (SI 2006 No. 3432) as it applies in England regulations:
- Part 6 Rule 1 – pension credit member's entitlement to pension
 - Rule 12 of Part 3 – pension debit members
- 1.10 This note contains the tables and guidance to be issued by the Scheme Actuary that is referred to in the following The New Firefighters' Pension Scheme Order 2007 (Northern Ireland) (SI 2007 No 215) as it applies in Northern Ireland regulations:
- Part 6, Article 37 – pension credit member's entitlement to pension
 - Rule 22 of Part 3 - pension debit members
- 1.11 This note contains the tables and guidance to be issued by the Scheme Actuary that is referred to in the following The Firefighters' Pension Scheme (Wales) Order 2007 (WSI 2007/1072) as it applies in Wales regulations:
- Part 6 Rule 1 – pension credit member's entitlement to pension
 - Rule 12 of Part 3 – pension debit members



- 1.12 The factors provided in this note have been prepared in light of our advice to the HO, Welsh Government and Department of Health (NI) dated 30 October 2018 and its instructions following that advice.
- 1.13 The remainder of this introduction contains:
- Details of the implementation and future review of this guidance
 - Statements about third-party reliance
- 1.14 The remainder of this note is split into the following sections:
- Section 2 sets out the new approach to be used when making an adjustment to cash equivalents in respect of GMPs
 - Section 3 provides general guidance on the application of actuarial factors when calculating cash equivalents, pension credits and pension debits for divorce purposes
 - Section 4 contains instructions on how to calculate cash equivalents for divorce purposes for members who are already in receipt of benefits
 - Section 5 contains guidance on how to calculate cash equivalents for divorce purposes for active and deferred members
 - Section 6 sets out the calculation of pension credits
 - Section 7 sets out the calculation of pension debits
 - Section 8 sets out some of the special cases that might arise and how these should be processed
 - Section 9 contains some worked examples
 - Appendix A sets out the principal assumptions underlying the factors contained in this guidance note
 - Appendix B sets out the factor tables
 - Appendix C sets out the limitations of the factors and this guidance



Implementation and review

1.15 The factors contained in this guidance will apply from:

Scheme	Implementation date		
	Pensioner CE	Pension credit	Pension debit
Fire England	29 October 2018	8 March 2019	8 March 2019
Fire Northern Ireland	29 October 2018	13 March 2019	13 March 2019
Fire Wales	29 October 2018	11 March 2019	11 March 2019

1.16 The implementation dates have been determined by the relevant responsible authority. This guidance will apply with immediate effect upon receipt of the respective guidance.

1.17 This guidance replaces the previous guidance dated 30 April 2009 and subsequent updates:

- relating to pensioner CE dated 14 February 2012 and addendum to the 14 February 2012 dated 13 May 2016.
- relating to pension credits dated 8 March 2012 and addendums to the guidance update of 8 March 2012 dated September 2015 and 31 May 2016.
- relating to pension debits dated 4 July 2011 and addendum to the 4 July 2011 guidance dated 2 December 2014.

1.18 The factors and the calculation methodology in this note have been updated from the previous iterations of this note. The change in calculation methodology follows from the requirement to equalise GMPs, and full details of the change are set out in Section 2. The change only applies to members who have an accrued Guaranteed Minimum Pension (GMP) and who reach State Pension age on or after 6 April 2016.

1.19 This guidance has been written for pension administrators and assumes some knowledge of general pension terminology, and some familiarity with retirement calculations for the New Firefighters' Pension Scheme (England) 2006, the New Firefighters' Pension Scheme (Wales) 2007 and the New Firefighters' Pension Scheme (Northern Ireland) 2007.

1.20 In line with best practice and in order to make sure that factors are being used as intended and the instructions are fit for purpose, we suggest that some example calculations are sent to GAD for review.



- 1.21 The factors contained in this guidance will be subject to review periodically. This will depend on external circumstances, for example whenever there is a change in the SCAPE basis; when changes in the actuarial assumptions adopted for other scheme factors take place; or following each future actuarial valuation where mortality and other relevant experience is reviewed or if other credible and material information comes to light.
- 1.22 If further information is required concerning the application of the guidance, this should be referred to:
- For English authorities: the Firefighters' Pensions teams at the Home Office (HO)
 - For Northern Ireland Authorities: the Public Safety Unit at the Department of Health (Northern Ireland)
 - For Welsh Authorities: the Fire Services Branch at the Welsh Government.

Third party reliance

- 1.23 This guidance has been prepared for the use of the relevant authority and the scheme administrators for the purposes of demonstrating the application of the factors covered by this guidance only. This guidance may be published on the relevant authority and scheme administrator's website but must not otherwise be reproduced, distributed or communicated in whole or in part to any other person without GAD's prior written permission.
- 1.24 Other than the relevant authority and the scheme administrators, no person or third party is entitled to place any reliance on the contents of this guidance, except to any extent explicitly stated herein. GAD has no liability to any person or third party for any action taken or for any failure to act, either in whole or in part, on the basis of this guidance, whether or not GAD has agreed to the disclosure of its advice to the third party.



2 Adjustments for Guaranteed Minimum Pension

GMP equalisation: impact on calculations

- 2.1 The calculations and formulae in this guidance contain adjustments to reflect the inflationary increases on a member's Guaranteed Minimum Pension (GMP), which have historically been the responsibility of the State Scheme after GMP Payment Age.
- 2.2 In previous versions of this guidance, this GMP adjustment was applied to all cash equivalent calculations.
- 2.3 However, following the requirement to equalise GMPs, as set out in our letter "*GMP Equalisation: Calculations involving actuarial factors*" dated 9 August 2019 (England) and 13 August (Wales and Northern Ireland), and with effect from the date of this guidance:

GMP adjustment factors should no longer be applied in calculations for members who reach State Pension age (SPA) on or after 6 April 2016

- 2.4 The cohorts of members who will be affected by this change will be:
- Males with a date of birth on or after 6 April 1951 **and** an accrued GMP
 - Females with a date of birth on or after 6 April 1953 **and** an accrued GMP
- 2.5 For affected members listed above, calculations should be undertaken using the methodology set out in this guidance note but with any GMP (pre or post 1988) set to zero.
- 2.6 For the majority of affected calculations the difference between the original and revised quotation is expected to be small, relative to the total transfer value. Not applying the GMP adjustment factors will increase the total transfer value.
- 2.7 No change should be made to existing methodology for members who reached State Pension age before 6 April 2016.

Transitional arrangements

- 2.8 The relevant authorities have determined that the following transitional arrangements should apply to the affected members listed above.
- New requests for a quotation as part of divorce proceedings, or new calculations after a pension sharing order has been made
GMP adjustment factors should no longer be applied.



- For existing requests for a quotation as part of divorce proceedings, but where final determination is yet to be made

Where possible to do so, the scheme administrator should identify any cases where GMP adjustment factors have been applied and provide a revised quotation. This mitigates the risk of challenge due to a failure to notify the court of a change in valuation.

- Existing requests where a pension sharing order has been made, but calculations have not yet been provided to the member

GMP adjustment factors should no longer be applied. This is the case even when the date of the calculation is prior to the date of this guidance

- Existing requests where a pension sharing order has been made, and results were provided to the member before the date of this guidance

No changes should be made to existing calculations where the member and/or ex-partner has already been provided with the results. This includes cases where a pension sharing order has already been implemented.



3 Cash equivalents, pension credits and pension debits on divorce: general considerations

- 3.1 In any divorce proceedings dealing with the division of matrimonial assets, the parties are required to disclose to each other and to the Court, all their financial interests. This will include details relating to pension benefits that are shareable regardless of whether a pension sharing order will eventually be made.
- 3.2 The calculations set out in this note determine:
- the value of pension rights for a member of benefits **in the NFPS scheme**, as required for the divorce proceedings.
 - the pension credit to be awarded to an ex-partner after a member's pension, **in the NFPS scheme**, is subjected to a pension sharing order.
 - the pension debit to be applied to a member's pension in the **NFPS scheme**, after it is subjected to a pension sharing order.
- 3.3 Some members may also have accrued benefits in the 1992 scheme or 2015 scheme. Separate valuations in respect of those benefits should be dealt with in accordance to the applicable guidance note.
- 3.4 If the other party in the divorce proceedings also has 1992 scheme, NFPS or 2015 scheme benefits, then separate valuations are required in respect of those pension rights.
- 3.5 The calculations required and the factor tables used depend on the status of the member at the calculation date, including their age, gender, normal pension age and the date on which they will reach (or did reach) State Pension age.

Calculation Date

- 3.6 The calculation date will depend on the stage of the divorce:
- If a quotation is required for part of the proceedings, in Scottish cases, the calculation date will usually be specified by the court. For divorces in England, Wales and Northern Ireland, the calculation date used should be consistent with the date used for normal transfer value calculations (i.e. the guarantee date).



- If the calculation is being done after a pension sharing order has been made, the calculation date should be the day on which the relevant order or provision takes effect. This is often referred to as the “transfer day”, as defined in section 29 of the Welfare Reform and Pensions Act 1999¹ (the 1999 Act).

Selection of factors

- 3.7 Factors should be selected with reference to the member's status and age last birthday at the **calculation date**, which should be determined in line with the section above.
- 3.8 For calculations being completed after a pension sharing order has been made, there may be some time between the **calculation date** (which should be the day on which the relevant order or provision takes effect) and the date on which administrators process the calculation (sometimes referred to as the “valuation day”, as defined in section 29 of the 1999 Act). In some cases, it's possible that different sets of factors will be in force on the two dates. In these circumstances, the set of factors that are in force on the day administrators process the calculation should be used. Individual factors should be selected from this factor set with reference to the member's or ex-partner's status and age last birthday at the **calculation date**, in the normal way.

Benefits to be valued

- 3.9 Full details of the benefits to be included in the calculation of cash equivalents for divorce purposes are set out in section 4, for members in receipt of scheme benefits, and in the latest version of our guidance note entitled *The New Firefighters' Pension Scheme (England) 2006/The New Firefighters' Pension Scheme (Wales) 2007/ The New Firefighters' Pension Scheme (Northern Ireland) 2007: Individual Cash Equivalent Transfers: Factors and Guidance*, for active and deferred members.
- 3.10 It is important that the amount of all relevant benefits used in the calculation should be the amount taken immediately before the calculation date. This is consistent with the requirements set out in section 29 of the 1999 Act:

“Where the [pension scheme member] is in pensionable service under the scheme on the transfer day, the relevant benefits ... are the benefits or future benefits to which he would be entitled under the scheme by virtue of his shareable rights under it had his pensionable service terminated immediately before that day. Otherwise, the relevant benefits ... are the benefits or future benefits to which, immediately before the transfer day, the [member] is entitled...”

¹ The Welfare Reform and Pensions Act 1999 ([1999 c. 30](#)) applies in England, Wales and Scotland. The corresponding legislation in Northern Ireland is Article 26 of The Welfare Reform and Pensions (Northern Ireland) Order 1999 ([1999 No. 3147](#)).



4 Calculating the cash equivalent for members already in receipt of benefits

- 4.1 The first stage will be to provide the member with a calculation of the cash equivalent of their entitlements in the scheme, at the date of the calculation (or other date specified by the Court, if applicable).
- 4.2 Members already in receipt of benefits do not have an entitlement to a cash equivalent transfer value. The pensioner cash equivalent value can be calculated using the method and factors in this note but *should be used for divorce purposes only*.
- 4.3 There are two sets of tables:
- Table F1 and F2 (Tables 305 and 306 in the consolidated factors spreadsheet): Pensioners who retired on ordinary grounds
 - Table G1 and G2 (Tables 307 and 308 in the consolidated factors spreadsheet): Pensioners who retired on ill health grounds
- 4.4 The main difference between Table F1/F2 and Table G1/G2 is that Table G1/G2 allows for the heavier mortality experienced on average by those who retire due to ill health.
- 4.5 Table G1/G2 should only be used for ill health pensioners under the age of 55 where full pension increases are payable in the period up to age 55. If pension increases are not payable before age 55 then the case should be referred to the relevant Fire Pensions Team, as per section 1.23.
- 4.6 In this guidance we have not provided Table H: adjustment for market conditions for pensioner cash equivalents as these tables are no longer required. The administrators can continue to use Table H from the previous guidance setting all of the values to 1.00, if it is required to aid administration.

Calculation for pensioners who retired on ordinary grounds or ill health grounds

- 4.7 The pensioner cash equivalent should be calculated as follows:

$$CP \times F_p + SUR \times F_{sur} - (PRE\ GMP + G_{post88} \times POST\ GMP) \times F_{gmp}$$

CP current member's pension, see section 4.11 and 4.12

SUR pension payable on the death of the member to their spouse or partner, see section 4.11 and 4.12



PRE GMP annual GMP accrued before 6.4.88, including revaluation to the calculation date, see section 4.13, 4.14 and 4.15 (for members who reached SPA before 6 April 2016)

or

zero (for members who reached SPA on or after 6 April 2016)

POST GMP annual GMP accrued after 6.4.88, including revaluation to the calculation date, see section 4.13, 4.14 and 4.15 (for members who reached SPA before 6 April 2016)

or

zero (for members who reached SPA on or after 6 April 2016)

F_p factor for member's pension – Table F1, F2, G1 or G2

F_{sur} factor for survivor's pension – Table F1, F2, G1 or G2

F_{gmp} factor for GMP saving – Table F1, F2, G1 or G2

G_{post88} conversion factor applied to GMP deduction, for GMP amount in respect of service after 5 April 1988. Please see note in Table F1, F2, G1 or G2

- 4.8 Factors should be selected depending on whether a member retired on grounds of ill-health or not and with reference to their sex and age last birthday at the calculation date.
- 4.9 The factors in the normal health tables run from age 55. Divorce cases where the member is under 55 and in receipt of benefits other than an ill health pension should be referred to GAD.
- 4.10 Separate cash equivalents should be calculated and quoted in respect of a member's benefits in the FPS, NFPS or 2015 sections.

Pension benefits

- 4.11 The member's pension (CP) should be the rate of pension in payment at the calculation date, including additional pension from CPD or LDI contributions. The survivor's pension (SUR) should be the rate payable if the member had died immediately before the calculation date. The last pension increase should be that awarded up to and including the April increase immediately before the calculation date.
- 4.12 If the member's pension is reduced due to abatement or suspension due to reemployment, then the abatement reduction should be ignored for the purpose of this calculation. Benefits should be calculated as though the member had ceased reemployment on the date of calculation, and valued accordingly.



Guaranteed Minimum Pension

- 4.13 For members who reached State Pension age before 6 April 2016, the cash equivalent must be adjusted to reflect increases on the Guaranteed Minimum Pension (GMP) that are the responsibility of the State after State Pension Age. The State is generally responsible for all the increases on the pre April 1988 GMPs, and increases above 3% per annum on the post April 1988 GMPs. Separate pre and post 1988 GMP figures need to be used.
- 4.14 Where the member has passed GMP payment age, the pre and post 1988 GMP amounts to use are the current annual amounts of GMP in payment. If the member has passed GMP payment age, and their GMP is not yet in payment, then the case should be referred to GAD.
- 4.15 Where needed, annual GMP figures can be obtained by multiplying the weekly GMP figures by 52. The sum of the GMP in respect of service up to 5 April 1988 and 15% of the GMP in respect of service after that date should be multiplied by the appropriate factor in the tables and the resulting figure used in the cash equivalent calculation.



5 Calculating the cash equivalent for active and deferred members

- 5.1 Where the member is under their normal pension age (NPA), and the benefits have not yet come into payment, the cash equivalent transfer value (CETV) should be quoted. This should be calculated using the same approach as would apply to a normal CETV (i.e. non-Club transfer out), even if the member is not normally entitled to a transfer value.
- 5.2 The benefits to be valued for serving firefighters are those that would be payable if the member had left service on the date of the calculation – either deferred benefits or the payment of immediate benefits. Those with less than 3 months of service would normally be entitled only to a refund of contributions. However, deferred benefits should be valued for divorce purposes.
- 5.3 Please refer to our latest guidance note entitled "*The New Firefighters' Pension Scheme (England) 2006/The New Firefighters' Pension Scheme (Wales) 2007/ The New Firefighters' Pension Scheme (Northern Ireland) 2007: Individual Cash Equivalent Transfers: Factors and Guidance*" for the calculation formulae and the factor tables to use. The calculation date should be selected in line with Section 3 of this guidance note.
- 5.4 For active members aged 65 (60 for special members) or over who are entitled to immediate payment of benefits, the cash equivalent value should be calculated in accordance with section 4.



6 Calculation of pension credits

Calculation of the value of shareable rights

- 6.1 When a pension sharing order is received from the Court, the first stage is to check that all the necessary information has been provided and any charges requested at this stage have been paid.
- 6.2 The value of the member's benefits should be recalculated, as described in sections 4 and 5. In the case of an active member, the benefits should be those to which the member would be entitled if pensionable service had terminated immediately before the transfer day: the day when the order takes effect. The cash equivalent should be based on the age, and benefits of the member at the transfer date.
- 6.3 For divorces under English law, or for divorces in Northern Ireland, the pension sharing order will specify the percentage of the member's benefits that the ex-partner will be entitled to. The member's cash equivalent (CE) obtained in 6.2 should be multiplied by this percentage, to give the value of the ex-partner's benefits, or the ex-partner's cash equivalent (ESCE):

$$\text{ESCE} = (\text{CE} \times \text{appropriate percentage} \div 100) - \text{Charges}$$

CE	cash equivalent of the member's benefits at the Transfer date
Charges	are any charges to cover the cost of the work generated by the pension sharing order, which the fire authority have decided should be deducted from the value of benefits awarded to the ex-partner

- 6.4 Under Scottish law, the pension sharing order will usually specify a monetary amount (MA). The percentage of the member's benefits that the ex-partner will be entitled to should be calculated as the ratio of the monetary amount and the cash equivalent (CE):

$$\text{appropriate percentage} = (\text{MA} \div \text{CE}) \times 100$$

- 6.5 When the appropriate percentage is used to calculate the ex-partner's cash equivalent as in 6.3, the ESCE will be equal to the monetary amount specified in the order, less charges.
- 6.6 The value of the shareable rights calculated in this way should be used to derive both the pension debit and the pension credit, as described in sections 6 and 7.



Calculation of the pension credit for the ex-partner

- 6.7 This section sets out the method for calculating the pension credit payable to the ex-partner following the issue of a pension sharing order by the Court. Table J sets out the factors needed to calculate the pension credit for the ex-partner (for standard members)
- 6.8 An additional factors table is required for Special members to calculate pension credits on divorce (see Table J1). Consequently, the factors referred to in this guidance note are either taken from Table J if the member in question is a standard member, or from Table J1 if the member in question is a Special member.
- 6.9 The factors should be based on the age and gender of the ex-partner on the transfer date. **Do not use the age and gender of the member.**

Calculation where the member is an active member, a deferred pensioner or a current pensioner

- 6.10 If the member is an active member, a deferred pensioner or a current pensioner, the pension credit as at the calculation date will be:

$$ESCE \div F_p$$

Where:

ESCE	the ex-partner's cash equivalent – see section 6.3
F_p	factor for ex-partner pension – Table J (standard member)/Table J1 (special member)

Pension credit benefits

- 6.11 The pension credit will be paid when the ex-partner reaches age 65 (age 60 if the pension debit member is a Special member), or from the transfer date if the ex-partner is over age 65 (over age 60 if the pension debit member is a Special member).
- 6.12 The ex-partner's pension credit will be subject to pension increases with effect from the transfer date, under the provisions of the Pensions (Increase) Acts.
- 6.13 If the pension credit was calculated under 6.10, then the ex-partner will have the option to commute part of the pension credit for a lump sum when they reach age 65 (age 60 if the pension debit member is a Special member), or immediately if they are already aged over 65 (age 60 if the pension debit member is a Special member). Up to 25% of the pension credit can be commuted for a lump sum, with £12 of lump sum provided for each £1 of pension credit given up.



7 Calculation of pension debits

- 7.1 This section sets out the method and instructions for calculating the pension debit to be applied to the member's benefits following the issue of a pension sharing order by the Court:
- Where the member is a pensioner, **the debit will apply to the member's own pension with effect from the transfer date**, and also to the pension payable to a future qualifying partner on the member's death.
 - Where the member is a deferred pensioner, **the debit will apply to the member's pension at the point when the pension becomes payable**. The debit will also apply to the pension payable to a future qualifying partner on the member's death.
 - Where the member is still contributing to the scheme, **the debit will be calculated assuming retirement at age 65 (age 60 for special members)**. If the member retires at an earlier age, the debit will be reduced. If the member retires at a later age, the debit will be increased. The debit will also apply to the pension payable to a future surviving qualifying partner on the member's death.
- 7.2 The adjustment factors to be applied to the pension debit if the member retires earlier or later than age 65 (age 60 for special members) should only be used for divorce purposes as set out in this guidance.

Pension debit for current pensioner

- 7.3 The pension sharing order will specify the percentage of the member's benefits that the ex-partner will be entitled to, for divorces in England and Wales. For Scottish divorces the value of the cash equivalent to be shared will be specified, and the proportion will be calculated as described in 6.4.
- 7.4 The debit applying to the member's pension, any future qualifying partner's pension and GMP pension will be:

$$\text{MEMDEB} = \text{CP} \times \text{appropriate percentage} \div 100$$

$$\text{SURDEB} = \text{SUR} \times \text{appropriate percentage} \div 100$$

$$\text{PREGMPDEB} = \text{PRE GMP} \times \text{appropriate percentage} \div 100$$

$$\text{POSTGMPDEB} = \text{POST GMP} \times \text{appropriate percentage} \div 100$$

Where:

MEMDEB the debit applying to the members pension



SURDEB the debit applying to the future ex-partner's pension
 PREGMPDEB the debit applying to the pre88 GMP pension
 POSTGMPDEB the debit applying to the post88 GMP pension
 CP, SUR, PRE GMP and POST GMP as defined in section 4.

- 7.5 As the member's pension is already in payment, the member's pension will be reduced immediately in line with the pension debits calculated in 7.4.

Pension debit for a deferred pensioner

- 7.6 The principle is the same as for the pensioner, except that the debit will not start to be deducted until the member's benefits come into payment.
- 7.7 The debit should be expressed as a debit to the member's benefits at exit:

MEMDEB = Member's pension at exit × appropriate percentage ÷ 100

SURDEB = Survivor's pension at exit × appropriate percentage ÷ 100

PREGMPDEB = PRE GMP at exit × appropriate percentage ÷ 100

POSTGMPDEB = POST GMP at exit × appropriate percentage ÷ 100

- 7.8 At retirement, both the benefit and the debit should be revalued from the date of exit to the date of retirement, and the revalued debit should be subtracted from the revalued benefit.
- 7.9 If the member's deferred pension comes into payment before age 65 (age 60 for special members), whether on voluntary early retirement or on grounds of ill health, the debit applied should be reduced. This is because the debit will be applied over a longer period than was assumed in calculating the original amount of the debit, and so a lower amount should be deducted.
- 7.10 If the member's deferred pension comes into payment after age 65 (age 60 for special members), the debit applied should be increased. This is because the debit will be applied over a shorter period than was assumed in calculating the original amount of the debit, and so a higher amount should be deducted.
- 7.11 The pension debit will be adjusted on early/late retirement from deferred as follows:

MEMDEB × PI × MEMERF_{ret}

Where:

MEMDEB pension debit to the member's pension at exit – see 7.7



PI	the pension increase uprating factor between the date of exit and the date of retirement
MEMERF _{ret}	early/late retirement factor at retirement age – Table L1, L1S, L2, L2S, M1 or M1S, as appropriate

Pension debit for an active member

- 7.12 The principle is that the debit acts like a negative deferred pension. The debit should be expressed as a debit to the member's benefits at the transfer date, as used to calculate the cash equivalent in section 5:

$$\text{MEMDEB} = \text{Member's pension at transfer date} \times \text{appropriate percentage} \div 100$$

$$\text{SURDEB} = \text{Survivor's pension at transfer date} \times \text{appropriate percentage} \div 100$$

$$\text{PREGMPDEB} = \text{PRE GMP at transfer date} \times \text{appropriate percentage} \div 100$$

$$\text{POSTGMPDEB} = \text{POST GMP at transfer date} \times \text{appropriate percentage} \div 100$$

- 7.13 When the member retires, the total pension is calculated in accordance with the Regulations, initially ignoring the pension debit. The pension is then reduced to allow for the pensions debit. The debit should be revalued from the transfer date to the date of retirement.
- 7.14 If the member's pension comes into payment at any other time other than retirement age, the debit applied should be adjusted. The pension debit applied to the member's pension is reduced if the benefits are put into payment before age 65 (age 60 for special members), irrespective of whether or not the retirement is on grounds of ill health. This is because the debit will be applied over a longer period than was assumed in calculating the original amount of the debit, and so a lower amount should be deducted.
- 7.15 For a member who retires over aged 65 (age 60 for special members), the debit applied should be increased. This is because the debit will be applied over a shorter period than was assumed in calculating the original amount of the debit, and so a higher amount should be deducted.
- 7.16 The pension debit will be:

$$\text{MEMDEB} \times \text{PI} \times \text{MEMERF}_{\text{ret}}$$

Where:

MEMDEB	pension debit at the transfer date – see 7.12
PI	the pension increase uprating factor between the transfer date and the date of retirement



$MEMERF_{ret}$ early/late retirement factor at retirement age – Table L1, LS1, L2, L2S, M1 or M1S, as applicable

- 7.17 There is a complication where the member is aged 60 and over and would be entitled to the immediate payment of a pension if they left on the transfer date. The complication is that we do not know when the debit can be deducted. In these cases, the pension debit will be:

$$MEMDEB \times PI \times MEMERF_{ret} \div MEMERF_{trd}$$

Where:

$MEMDEB$ pension debit to the member's pension at exit
 PI the pension increase uprating factor between the date of exit and the date of retirement
 $MEMERF_{ret}$ early retirement factor at retirement age– Table L1, L1S, M1 or M1S
 $MEMERF_{trd}$ early retirement factor at member's age at the transfer day – Table L1 or L1S

This adjustment for members aged 60 and over does not apply to the debit applied to the qualifying ex-partner's pension, or the debit applied to the GMP.

Pension debits – future qualifying partners

- 7.18 The benefits payable to a new qualifying partner who is eligible to a pension on the member's death should be reduced by the survivor's pension debit, revalued using the pension increase uprating factors. No partner's benefits will be payable to the person who was party to the divorce resulting in the pension sharing order (except in the unlikely situation that the member remarried or entered into a new qualifying partnership with his or her ex-partner).

Pension debits – other benefits

- 7.19 No debit will be applied to a child's pension.
- 7.20 No debit will be made to the lump sum death grant payable to firefighters who were contributing to the scheme at their death.
- 7.21 For the purpose of determining aggregate pension contributions under Part 3 Rule 8 for England and Wales or Part 3 Rule 18 for Northern Ireland (Refund of aggregate pension contributions), the member's aggregate pension contributions paid before the effective date of the pension share should be reduced by a debit equal to the percentage ordered by the court.



8 Unusual cases

- 8.1 The instructions in sections 2 to 7 of this guidance should be sufficient for the majority of divorce calculations. However, there may be some cases that need different treatment, as described below. If other cases arise which are not covered by this guidance, these should be referred to GAD.

Members with multiple tranches of benefits

- 8.2 There are several cases in which a member can accrue more than one tranche of benefits in the FPS, NFPS or 2015 sections.
- 8.3 In these circumstances separate cash equivalents should be calculated for each tranche of benefits. Any tranches of benefit that are already in payment should be calculated in line with Section 4, whereas any tranches of benefit not yet taken should be calculated in line with Section 5, as appropriate.
- 8.4 The resultant answers added together will give the total cash equivalent. Separate cash equivalents should be quoted in respect of a member's benefits in the FPS, NFPS and 2015 sections.

Members with one or more existing pension debits

- 8.5 Where a member has one or more pension debits (either in respect of a previous divorce or one or more annual allowance tax charges), the cash equivalent should be calculated in two stages.
1. The gross cash equivalent should be calculated ignoring all pension debits.
 2. The value of each pension debit (revalued to the calculation date) should be calculated as the cash equivalent of a deferred pension of the same amount as the debit.
- 8.6 The final cash equivalent to be used for divorce purposes is the gross cash equivalent calculated in stage one, less the value of all pension debits calculated in stage two.



9 Worked examples

- 9.1 This section provides examples of the calculations of the pensioner cash equivalent, pension credit for the ex-partner and pension debit for the member.
- 9.2 For the purposes of these examples, we have assumed that no charges are applied to cover the cost of the work generated by the pension sharing order.
- 9.3 Figures in these example calculations are rounded to a suitable level of accuracy. Where a figure is shown as an intermediate step in the calculation, subsequent steps will use this rounded figure as written on the page. It is also perfectly acceptable to perform these calculations on a computer spreadsheet, such as MS Excel. In this case the figures calculated in the intermediate steps will usually not be rounded, so the final answer may be slightly different to that shown in these examples. The difference will not be significant and both methods are valid. However, when performing calculations for paper based calculations, the figures calculated as intermediate steps should not be rounded to a lower level of accuracy than used in these examples.
- 9.4 The examples in section 9 relate to standard members.
- 9.5 For calculations involving Special members, the same methodology is used but the factors are taken from Table J1. Additionally, the reference age as to when the pension credit member's benefit comes into payment is age 60.



Example 1: Pension sharing order for an active member – standard member

Action at time of pension sharing order

Calculation of cash equivalent

- 9.6 A quotation of the Cash Equivalent value of the member's benefits will have been provided previously, during the divorce proceedings. However, the Cash Equivalent must be recalculated once the pension sharing order has been made. The Cash Equivalent Transfer Value should be calculated, for active and deferred members, according to the latest version of our guidance note entitled "*The New Firefighters' Pension Scheme (England) 2006/The New Firefighters' Pension Scheme (Wales) 2007/ The New Firefighters' Pension Scheme (Northern Ireland) 2007: Individual Cash Equivalent Transfers: Factors and Guidance*".
- 9.7 For this example we have assumed the following:
- the Cash Equivalent Transfer Value (CE) is £54,500
 - the members pension (CP) is £6,000
 - the survivor's pension (SUR) is £3,000
 - pre 6/4/88 GMP is £0
 - post 6/4/88 GMP is £0



Calculation of the value of sharable rights

9.8 The following information is required from the pension sharing order:

A. Proportion to which ex-partner is entitled 40%

9.9 From 6.3, the formula used to calculate the shareable rights is:

$$\text{ESCE} = (\text{CE} \times \text{appropriate percentage} \div 100) - \text{Charges}$$

9.10 There are no implied charges for this example. Therefore:

$$\begin{aligned}\text{ESCE} &= \text{£}54,500 \times (40 \div 100) \\ &= \text{£}21,800\end{aligned}$$

Calculation of the pension credit

9.11 The following information is required:

B. Ex-partner date of birth 9 July 1984
C. Ex-partner age at calculation date 32
D. Ex-partner gender Female

9.12 From 6.10, where the member is an active and the ex-partner is aged under 65, the formula used to calculate the pension credit is as follows:

$$\text{ESCE} \div F_p$$

$$\begin{aligned}\text{ESCE} &= \text{£}21,800 \text{ (as calculated above)} \\ F_p &= 8.49 \text{ (from Table J "Females - Pension of £1 per annum" column)}\end{aligned}$$

Therefore:

$$\begin{aligned}\text{Pension Credit} &= \text{£}21,800 \div 8.49 \\ &= \text{£}2,567.73\end{aligned}$$

9.13 The pension credit will come into payment when the ex-partner reaches age 65. The ex-partner will have the option to commute part of the pension for a lump sum payment at age 65.



Calculation of the pension debit

- 9.14 From 7.12, the formulae used to calculate the pension debits for an active member are:

$$\text{MEMDEB} = \text{Member's pension at transfer date} \times \text{appropriate percentage} \div 100$$

$$\text{SURDEB} = \text{Survivor's pension at transfer date} \times \text{appropriate percentage} \div 100$$

See the calculation of the cash equivalent for member's pension (CP) and survivor's pension (SUR). Substituting these into the formulae above we have:

$$\begin{aligned} \text{MEMDEB} &= £6,000 \times (40 \div 100) \\ &= £2,400 \\ \text{SURDEB} &= £3,000 \times (40 \div 100) \\ &= £1,200 \end{aligned}$$

As there is no GMP, PREGMPDEB and POSTGMPDEB are both zero.

Action at retirement

- 9.15 The member retires from the fire service at age 55.

E. Date of retirement	14 February 2036
F. Age at retirement	55 years, 0 months
G. Final pensionable pay	£105,500
H. Reckonable service	30 years
I. Pre 6/4/88 GMP	nil
J. Post 6/4/88 GMP	nil
K. Pension increases factor	1.81

- 9.16 First, calculate the member's benefits, initially ignoring the pension debit:

$$\text{Full Pension} = (1 \div 60) \times £105,500 \times (30) = £52,750 \text{ pa}$$

$$\text{Full Survivor's pension} = 0.5 \times £52,750 = £26,375 \text{ pa}$$

- 9.17 Now from 7.16, the formulae used to calculate the debits to apply at retirement are:

$$\text{MEMDEB} \times \text{PI} \times \text{MEMERF}$$

$$\text{SURDEB} \times \text{PI}$$

Where:

$$\text{PI} = 1.81 \text{ (see K. above)}$$

$$\text{MEMDEB} = £2,400 \text{ pa (from earlier)}$$

$$\text{SURDEB} = £1,200 \text{ pa (from earlier)}$$

$$\text{MEMERF} = 0.601 \text{ (from Table L1 for a member aged 55 years, 0 months)}$$



Therefore:

$$\begin{aligned}\text{Pension debit} &= \text{£}2,400 \times 1.81 \times 0.601 \\ &= \text{£}2,610.74 \text{ pa}\end{aligned}$$

$$\begin{aligned}\text{Survivor's pension debit} &= \text{£}1,200 \times 1.81 \\ &= \text{£}2,172 \text{ pa}\end{aligned}$$

9.18 Therefore the member's actual entitlement to benefits at retirement after the application of the pension debit will be:

$$\begin{array}{lll}\text{Actual Pension} &= \text{£}52,750 - \text{£}2,610.74 &= \text{£}50,139.26 \text{ pa} \\ \text{Actual Survivor's Pension} &= \text{£}26,375 - \text{£}2,172.00 &= \text{£}24,203.00 \text{ pa}\end{array}$$



Example 2: Pension sharing order for a deferred member – standard member

Action at time of pension sharing order

Calculation of cash equivalent

- 9.19 A quotation of the Cash Equivalent value of the member's benefits will have been provided previously, during the divorce proceedings. However, the Cash Equivalent must be recalculated once the pension sharing order has been made. The Cash Equivalent Transfer Value should be calculated, for active and deferred members, according to the latest version of our guidance note entitled "*The New Firefighters' Pension Scheme (England) 2006/The New Firefighters' Pension Scheme (Wales) 2007/ The New Firefighters' Pension Scheme (Northern Ireland) 2007: Individual Cash Equivalent Transfers: Factors and Guidance*".
- 9.20 For this example we have assumed the following:
- the Cash Equivalent Transfer Value (CE) is £22,400
 - the members pension (CP) is £2,000
 - the survivor's pension (SUR) is £1,000
 - pre 6/4/88 GMP is £0
 - post 6/4/88 GMP is £0

Calculation of the value of sharable rights

- 9.21 The following information is required from the pension sharing order:

A. Proportion to which ex-partner is entitled 25%

- 9.22 From 6.3, the formula used to calculate the shareable rights is:

$$\text{ESCE} = (\text{CE} \times \text{appropriate percentage} \div 100) - \text{Charges}$$

- 9.23 There are no implied charges for this example. Therefore:

$$\begin{aligned}\text{ESCE} &= £22,400 \times (25 \div 100) \\ &= £5,600\end{aligned}$$



Calculation of the pension credit

9.24 The following information is required

B. Ex-partner date of birth	15 February 1982
C. Ex-partner age at calculation date	34
D. Ex-partner gender	Female

9.25 From 6.10, where the member is a deferred member and the ex-partner is aged under 65, the formula used to calculate the pension credit is as follows:

$$\text{ESCE} \div F_p$$

ESCE = £5,600 (as given above)

$F_p = 8.86$ (from Table J "Females – Pension of £1 per annum" column)

Therefore:

$$\begin{aligned} \text{Pension Credit} &= \text{£}5,600 \div 8.86 \\ &= \text{£}632.05 \end{aligned}$$

Calculation of the pension debit at exit

9.26 From 7.7, the formulae used to calculate the pension debits for a deferred member are:

$$\text{MEMDEB} = \text{Member's pension at exit} \times \text{appropriate percentage} \div 100$$

$$\text{SURDEB} = \text{Survivor's pension at exit} \times \text{appropriate percentage} \div 100$$

See earlier for the member's pension and survivor's pension at exit. Substituting into the immediately preceding formulae we have:

$$\begin{aligned} \text{MEMDEB} &= \text{£}2,000 \times (25 \div 100) \\ &= \text{£}500 \end{aligned}$$

$$\begin{aligned} \text{SURDEB} &= \text{£}1,000 \times (25 \div 100) \\ &= \text{£}250 \end{aligned}$$

As there is no GMP, PREGMPDEB and POSTGMPDEB are both zero.

Action at retirement

9.27 The member receives their deferred pension at age 65

E. Date of retirement	2 June 2046
F. Age at retirement	65



G. Pension increases factor from exit to retirement: 2.9

9.28 First, we calculate the member's benefits, initially ignoring the pension debit:

Full Pension = £2,000 x 2.9 = £5,800 pa

Full Survivor's pension = £1,000 x 2.9 = £2,900 pa

From 7.11, the debit is revalued from the date of exit to the date of retirement:

Pension debit = £500.00 x 2.9
= £1,450 pa

Survivor's pension debit = £250.00 x 2.9
= £725 pa

9.29 Therefore, the member's actual entitlement to benefits at retirement after the application of the pension debit will be:

Actual Pension = £5,800 – £1,450 = £4,350 pa
Actual Survivor's Pension = £2,900 – £725 = £2,175 pa



Example 3: Pension sharing order for a current pensioner - Male pensioner (aged above SPA, and SPA before 6 April 2016) - standard member

9.30 A quotation of the Cash Equivalent value of the member's benefits will have been provided previously, during the divorce proceedings. However, the Cash Equivalent must be recalculated once the pension sharing order has been made.

9.31 For this example, we have used the following information:

A. Member date of birth	9 July 1950
B. State Pension Age	9 July 2015
C. Calculation date	27 July 2025
D. Member age as at calculation date	75
E. Gender	Male
F. Grounds of retirement	Normal Health
G. Current benefits	
Member pension	£2,000 pa
Survivor's pension	£1,000 pa
Pre 6/4/88 GMP	£150*
Post 6/4/88 GMP	£350*

**This member reached State Pension Age before 6 April 2016 and has an accrued GMP. In line with section 2 of this guidance, a GMP adjustment should be applied to the calculation.*

9.32 From 4.7, the formula to calculate a cash equivalent for a pensioner is:

$$CP \times F_p + SUR \times F_{sur} - (PRE\ GMP + G_{post88} \times POST\ GMP) \times F_{gmp}$$

We have:

CP, SUR, Pre GMP and Post GMP have been given in F. above.

$F_p = 10.76$ (from Table F1 "Pension of £1 pa" column)

$F_{sur} = 3.38$ (from Table F1 "Survivor's pension of £1 pa" column)

$F_{gmp} = 2.13$ (from Table F1 "Deduction factor for GMP of £1 pa" column)

$G_{post88} = 0.15$ (from note in Table F1)

Substituting these values into the formula we get:

$$\begin{aligned} CE &= (£2,000 \times 10.76) + (£1,000 \times 3.38) - (£150 + 0.15 \times £350) \times 2.13 \\ &= £21,520 + £3,380 - £431.33 \\ &= £24,468.67 \end{aligned}$$

Therefore, the Cash Equivalent is £24,468.67.



Calculation of the value of sharable rights

9.33 The following information is required from the pension sharing order.

H. Proportion to which ex-partner is entitled 40%

9.34 From 6.3, the formula used to calculate the shareable rights is:

(CE x appropriate percentage / 100) – Charges

There are no implied charges for this example. Therefore:

$$\begin{aligned} \text{ESCE} &= \text{£}24,468.67 \times (40 \div 100) \\ &= \text{£}9,787.47 \end{aligned}$$

Calculation of the pension credit

9.35 The following information is required:

I. Ex-partner date of birth	15 March 1953
J. Ex-partner age at calculation date	72
K. Ex-partner gender	Female

9.36 From 6.10, the formula used to calculate the pension credit for an ex-partner, if the member is a current pensioner, is:

ESCE ÷ F_p

$$\text{ESCE} = \text{£}9,787.47 \text{ (as given above)}$$

$$F_p = 13.78 \text{ (from Table J "Females - Pension of £1 per annum" column)}$$

Therefore:

$$\text{Pension Credit} = \text{£}9,787.47 \div 13.78 = \text{£}710.27$$

9.37 The pension credit will come into payment immediately. The ex-partner will **NOT** have the option to commute pension for a lump sum.

Calculation of the pension debit

9.38 From 7.4, the formulae used to calculate the pension debits for a current pensioner are:

$$\text{MEMDEB} = \text{CP} \times \text{appropriate percentage} \div 100$$

$$\text{SURDEB} = \text{SUR} \times \text{appropriate percentage} \div 100$$

$$\text{PREGMPDEB} = \text{PRE GMP} \times \text{appropriate percentage} \div 100$$



$$\text{POSTGMPDEB} = \text{POST GMP} \times \text{appropriate percentage} \div 100$$

Member's pension and member's pre88 GMP and post88 GMP as well as the survivor's pension are given in G. earlier. Therefore:

$$\begin{aligned} \text{MEMDEB} &= \text{£}2,000 \times (40 \div 100) \\ &= \text{£}800 \end{aligned}$$

$$\begin{aligned} \text{SURDEB} &= \text{£}1,000 \times (40 \div 100) \\ &= \text{£}400 \end{aligned}$$

$$\begin{aligned} \text{PREGMPDEB} &= \text{£}150 \times (40 \div 100) \\ &= \text{£}60 \end{aligned}$$

$$\begin{aligned} \text{POSTGMPDEB} &= \text{£}350 \times (40 \div 100) \\ &= \text{£}140 \end{aligned}$$

9.39 A pension debit of £800, a survivor's pension debit of £400, a Pre 88 GMP debit of £60 and a Post 88 GMP debit of £140 will take effect immediately.



Example 4: Pension sharing order for a current pensioner - Female pensioner (aged below SPA) – standard member

9.40 A quotation of the Cash Equivalent value of the member's benefits will have been provided previously, during the divorce proceedings. However, the Cash Equivalent must be recalculated once the pension sharing order has been made.

9.41 For this example, we have used the following information:

A. Member date of birth	18 August 1962
B. State Pension Age	18 August 2029
C. Calculation date	27 July 2025
D. Member age as at calculation date	62
E. Gender	Female
F. Grounds of retirement	Normal health
G. Current benefits	
Member pension	£3,000 pa
Survivor's pension	£1,500 pa
Pre 6/4/88 GMP	N/A*
Post 6/4/88 GMP	N/A*

**This member will reach State Pension Age on or after 6 April 2016. In line with section 2 of this guidance, no GMP adjustment should be applied to the calculation.*

9.42 From 4.7, the formula to calculate a cash equivalent for a pensioner is:

$$CP \times F_p + SUR \times F_{sur} - (PRE\ GMP + G_{post88} \times POST\ GMP) \times F_{gmp}$$

We have:

CP and SUR have been given in F. above.

Pre GMP and Post GMP are both set to zero (for members who reach SPA on or after 6 April 2016); so G_{post88} and F_{gmp} will not be required

$F_p = 18.09$ (from Table F2 "Pension of £1 pa" column)

$F_{sur} = 3.55$ (from Table F2 "Survivor's pension of £1 pa" column)

Substituting these values into the formula we get:

$$\begin{aligned} CE &= (£3,000 \times 18.09) + (£1,500 \times 3.55) \\ &= £54,270 + £5,325 \\ &= £59,595 \end{aligned}$$

Therefore, the Cash Equivalent is £59,595.



Calculation of the value of sharable rights

9.43 The following information is required from the pension sharing order.

H. Proportion to which ex-partner is entitled 40%

9.44 From 6.3, the formula used to calculate the shareable rights is:

(CE x appropriate percentage / 100) – Charges

There are no implied charges for this example. Therefore:

$$\begin{aligned} \text{ESCE} &= \text{£}59,595 \times (40 \div 100) \\ &= \text{£}23,838 \end{aligned}$$

Calculation of the pension credit

9.45 The following information is required:

I. Ex-partner date of birth	15 March 1961
J. Ex-partner age at calculation date	64
K. Ex-partner gender	Male

9.46 From 6.10, the formula used to calculate the pension credit for an ex-partner, if the member is a current pensioner, is:

ESCE ÷ F_p

ESCE = £23,838 (as given above)

F_p = 17.70 (from Table J "Males - Pension of £1 per annum" column)

Therefore:

$$\begin{aligned} \text{Pension Credit} &= \text{£}23,838 \div 17.70 \\ &= \text{£}1,346.78 \end{aligned}$$

9.47 The pension credit will come into payment immediately. The ex-partner will **NOT** have the option to commute pension for a lump sum.

Calculation of the pension debit

9.48 From 7.4, the formulae used to calculate the pension debits for a current pensioner are:

MEMDEB = CP × appropriate percentage ÷ 100

SURDEB = SUR × appropriate percentage ÷ 100



Member's pension and survivor's pension are given in G. earlier. Therefore:

$$\begin{aligned}\text{MEMDEB} &= \text{£}3,000 \times (40 \div 100) \\ &= \text{£}1,200\end{aligned}$$

$$\begin{aligned}\text{SURDEB} &= \text{£}1,500 \times (40 \div 100) \\ &= \text{£}600\end{aligned}$$

9.49 A pension debit of £1,200 and a survivor's pension debit of £600 will take effect immediately.



Appendix A: Principal assumptions underlying factors

Financial assumptions

Nominal discount rate	4.448% pa
CPI	2.00% pa
Post 88 GMP pension increases (CPI max 3%)	1.80% pa
Real discount rate (in excess of CPI)	2.40% pa

Mortality assumptions

Members in normal and ill health	113% of S2NMA (M) and 113% of NFA (F)
Dependants	113% of S2NMA (M) and 100% S2DFA (F)
Future mortality improvement	Based on ONS principal UK population projections 2016
Year of Use	2020

Other assumptions

Proportion of male members for unisex factors	95% for members and 5% for Dependants
Age difference between member and partner	Males assumed 3 years older than female partners
Family statistics	75% of members assumed married at retirement (80% assumed partnered)
Allowance for commutation	Nil
Expense loading	Nil
In-service decrements (where applicable)	In line with 2016 valuation proposals



Appendix B: Factors

The list of factor tables contained in this guidance note are as follows:

- Table F1: Pensioner cash equivalent factors for divorce purposes – normal health - males
- Table F2: Pensioner cash equivalent factors for divorce purposes – normal health - females
- Table G1: Pensioner cash equivalent factors for divorce purposes – ill health - males
- Table G2: Pensioner cash equivalent factors for divorce purposes – ill health – females
- Table J: Factors for calculating the pension credit – standard members
- Table J1: Factors for calculating the pension credit – special members
- Table L1: Reduction to pension debit on retirement before age 65 – standard members
- Table L1S: Reduction to pension debit on retirement before age 60 – special members
- Table L2: Increase to pension debit on retirement after age 65 – standard members
- Table L2S: Increase to pension debit on retirement after age 60 – special members
- Table M1: Reduction to pension debit on ill health retirement – standard members
- Table M1S: Reduction to pension debit on ill health retirement – special members



Table F1 (Table 305 in the consolidated factors spreadsheet): Pensioner cash equivalent factors for divorce purposes

Retirement *not* on grounds of ill health – Males

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum	Deduction for GMP of £1 per annum ²
55	21.67	3.23	3.50
56	21.19	3.28	3.52
57	20.70	3.33	3.54
58	20.20	3.38	3.56
59	19.69	3.42	3.58
60	19.17	3.47	3.60
61	18.63	3.51	3.63
62	18.09	3.55	3.65
63	17.54	3.59	3.68
64	16.99	3.62	3.79
65	16.44	3.65	3.80
66	15.88	3.68	3.63
67	15.32	3.70	3.45
68	14.76	3.72	3.28
69	14.19	3.69	3.10
70	13.62	3.65	2.93
71	13.05	3.66	2.77
72	12.47	3.66	2.60
73	11.90	3.65	2.44
74	11.32	3.52	2.28
75	10.76	3.38	2.13
76	10.20	3.35	1.98
77	9.64	3.31	1.83
78	9.09	3.27	1.68
79	8.55	3.02	1.54
80	8.02	2.77	1.40
81	7.50	2.71	1.27
82	7.00	2.64	1.14
83	6.50	2.57	1.02
84	6.03	2.26	0.91
85	5.57	1.95	0.80

² When calculating the saving for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5.4.1988 and 15% of the GMP amount in respect of service after that date.



Table F2 (Table 306 in the consolidated factors spreadsheet): Pensioner cash equivalent factors for divorce purposes

Retirement *not* on grounds of ill health – Females

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum	Deduction for GMP of £1 per annum ³
55	21.67	3.23	2.92
56	21.19	3.28	2.94
57	20.70	3.33	2.95
58	20.20	3.38	2.97
59	19.69	3.42	3.05
60	19.17	3.47	3.16
61	18.63	3.51	3.25
62	18.09	3.55	3.35
63	17.54	3.59	3.44
64	16.99	3.62	3.54
65	16.44	3.65	3.51
66	15.88	3.68	3.34
67	15.32	3.70	3.18
68	14.76	3.72	3.01
69	14.19	3.69	2.85
70	13.62	3.65	2.68
71	13.05	3.66	2.53
72	12.47	3.66	2.37
73	11.90	3.65	2.22
74	11.32	3.52	2.07
75	10.76	3.38	1.93
76	10.20	3.35	1.79
77	9.64	3.31	1.65
78	9.09	3.27	1.52
79	8.55	3.02	1.39
80	8.02	2.77	1.26
81	7.50	2.71	1.14
82	7.00	2.64	1.03
83	6.50	2.57	0.92
84	6.03	2.26	0.82
85	5.57	1.95	0.73

³ When calculating the saving for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5.4.1988 and 15% of the GMP amount in respect of service after that date.



Table G1 (Table 307 in the consolidated factors spreadsheet): Ill health pensioner cash equivalent factors for divorce purposes

Retirement on grounds of ill health – Males

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum	Deduction for GMP of £1 per annum ⁴
20	33.58	1.55	2.84
21	33.35	1.59	2.85
22	33.12	1.63	2.86
23	32.88	1.66	2.87
24	32.64	1.70	2.87
25	32.39	1.74	2.88
26	32.14	1.79	2.89
27	31.88	1.83	2.89
28	31.61	1.87	2.90
29	31.34	1.91	2.91
30	31.06	1.96	2.92
31	30.77	2.00	2.93
32	30.48	2.05	2.93
33	30.18	2.09	2.94
34	29.87	2.14	2.95
35	29.56	2.19	2.96
36	29.24	2.24	2.97
37	28.91	2.29	2.98
38	28.58	2.33	2.99
39	28.24	2.38	2.99
40	27.89	2.43	3.00
41	27.53	2.48	3.01
42	27.17	2.53	3.02
43	26.80	2.58	3.03
44	26.42	2.63	3.04
45	26.03	2.69	3.05
46	25.63	2.74	3.06
47	25.22	2.79	3.07
48	24.81	2.85	3.08
49	24.38	2.90	3.09
50	23.95	2.96	3.10
51	23.50	3.01	3.11
52	23.05	3.07	3.13
53	22.59	3.12	3.14
54	22.12	3.17	3.15

⁴ When calculating the saving for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5.4.1988 and 15% of the GMP amount in respect of service after that date.



Table G1 (Table 307 in the consolidated factors spreadsheet): Ill health pensioner cash equivalent factors for divorce purposes *continued*

Retirement on grounds of ill health – Males

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum	Deduction for GMP of £1 per annum ⁵
55	21.64	3.23	3.17
56	21.15	3.28	3.19
57	20.65	3.33	3.21
58	20.15	3.38	3.23
59	19.64	3.42	3.25
60	19.13	3.47	3.27
61	18.60	3.51	3.30
62	18.07	3.55	3.33
63	17.53	3.59	3.35
64	16.99	3.62	3.46
65	16.44	3.65	3.46
66	15.88	3.68	3.29
67	15.32	3.70	3.12
68	14.76	3.72	2.95
69	14.19	3.69	2.79
70	13.62	3.65	2.62
71	13.05	3.66	2.46
72	12.47	3.66	2.31
73	11.90	3.65	2.15
74	11.32	3.52	2.00
75	10.76	3.38	1.85
76	10.20	3.35	1.71
77	9.64	3.31	1.57
78	9.09	3.27	1.43
79	8.55	3.02	1.30
80	8.02	2.77	1.17
81	7.50	2.71	1.05
82	7.00	2.64	0.94
83	6.50	2.57	0.84
84	6.03	2.26	0.74
85	5.57	1.95	0.65

⁵ When calculating the saving for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5.4.1988 and 15% of the GMP amount in respect of service after that date.



Table G2 (Table 308 in the consolidated factors spreadsheet): Ill health pensioner cash equivalent factors for divorce purposes

Retirement on grounds of ill health – Females

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum	Deduction for GMP of £1 per annum ⁶
20	33.58	1.55	2.29
21	33.35	1.59	2.29
22	33.12	1.63	2.30
23	32.88	1.66	2.30
24	32.64	1.70	2.31
25	32.39	1.74	2.31
26	32.14	1.79	2.32
27	31.88	1.83	2.32
28	31.61	1.87	2.33
29	31.34	1.91	2.33
30	31.06	1.96	2.34
31	30.77	2.00	2.34
32	30.48	2.05	2.35
33	30.18	2.09	2.35
34	29.87	2.14	2.36
35	29.56	2.19	2.36
36	29.24	2.24	2.37
37	28.91	2.29	2.38
38	28.58	2.33	2.38
39	28.24	2.38	2.39
40	27.89	2.43	2.39
41	27.53	2.48	2.40
42	27.17	2.53	2.41
43	26.80	2.58	2.41
44	26.42	2.63	2.42
45	26.03	2.69	2.43
46	25.63	2.74	2.43
47	25.22	2.79	2.44
48	24.81	2.85	2.45
49	24.38	2.90	2.46
50	23.95	2.96	2.46
51	23.50	3.01	2.47
52	23.05	3.07	2.48
53	22.59	3.12	2.49
54	22.12	3.17	2.50

⁶ When calculating the saving for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5.4.1988 and 15% of the GMP amount in respect of service after that date.



Table G2 (Table 308 in the consolidated factors spreadsheet): Ill health pensioner cash equivalent factors for divorce purposes *continued*

Retirement on grounds of ill health – Females

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum	Deduction for GMP of £1 per annum ⁷
55	21.64	3.23	2.51
56	21.15	3.28	2.53
57	20.65	3.33	2.54
58	20.15	3.38	2.55
59	19.64	3.42	2.62
60	19.13	3.47	2.72
61	18.60	3.51	2.80
62	18.07	3.55	2.88
63	17.53	3.59	2.96
64	16.99	3.62	3.05
65	16.44	3.65	3.01
66	15.88	3.68	2.85
67	15.32	3.70	2.68
68	14.76	3.72	2.53
69	14.19	3.69	2.37
70	13.62	3.65	2.22
71	13.05	3.66	2.07
72	12.47	3.66	1.93
73	11.90	3.65	1.79
74	11.32	3.52	1.65
75	10.76	3.38	1.52
76	10.20	3.35	1.39
77	9.64	3.31	1.26
78	9.09	3.27	1.14
79	8.55	3.02	1.03
80	8.02	2.77	0.92
81	7.50	2.71	0.82
82	7.00	2.64	0.73
83	6.50	2.57	0.65
84	6.03	2.26	0.58
85	5.57	1.95	0.51

⁷ When calculating the saving for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5.4.1988 and 125% of the GMP amount in respect of service after that date.



Table J (Table 314 in consolidated factors spreadsheet): Factors for calculating the pension credit (standard members)

Age last birthday at relevant date ⁸	Males ⁹	Females ¹⁰
	Pension of £1 per annum	Pension of £1 per annum
16	6.09	6.09
17	6.21	6.21
18	6.34	6.34
19	6.48	6.48
20	6.61	6.61
21	6.75	6.75
22	6.89	6.89
23	7.03	7.03
24	7.18	7.18
25	7.33	7.33
26	7.49	7.49
27	7.64	7.64
28	7.80	7.80
29	7.97	7.97
30	8.14	8.14
31	8.31	8.31
32	8.49	8.49
33	8.67	8.67
34	8.86	8.86
35	9.05	9.05
36	9.25	9.25
37	9.45	9.45
38	9.66	9.66
39	9.88	9.88
40	10.10	10.10
41	10.33	10.33
42	10.56	10.56
43	10.80	10.80
44	11.04	11.04
45	11.29	11.29
46	11.55	11.55
47	11.81	11.81
48	12.08	12.08
49	12.35	12.35
50	12.63	12.63
51	12.92	12.92
52	13.22	13.22
53	13.53	13.53
54	13.84	13.84

¹ Use the age of the ex-partner, not the age of the member

² Use the age of the ex-partner, not the age of the member

³ Use the gender of the ex-partner, not the gender of the member



Table J (Table 314 in consolidated factors spreadsheet): Factors for calculating the pension credit (standard members) *continued*

Age last birthday at relevant date ¹¹	Males ²	Females ³
	Pension of £1 per annum	Pension of £1 per annum
55	14.17	14.17
56	14.51	14.51
57	14.86	14.86
58	15.22	15.22
59	15.59	15.59
60	15.98	15.98
61	16.38	16.38
62	16.81	16.81
63	17.24	17.24
64	17.70	17.70
65	17.66	17.66
66	17.11	17.11
67	16.56	16.56
68	16.00	16.00
69	15.45	15.45
70	14.89	14.89
71	14.34	14.34
72	13.78	13.78
73	13.22	13.22
74	12.65	12.65
75	12.09	12.09
76	11.53	11.53
77	10.97	10.97
78	10.41	10.41
79	9.86	9.86
80	9.31	9.31
81	8.76	8.76
82	8.23	8.23
83	7.70	7.70
84	7.18	7.18
85	6.68	6.68

Use the gender of the ex-partner, not the gender of the member
the gender of the ex-partner, not the gender of the member

³ Use the gender of the ex-partner, not the gender of the member



Table J1 (Table 315 in consolidated factors spreadsheet): Factors for calculating the pension credit (Special members)

Age last birthday at relevant date ¹	Males ²	Females ³
	Pension of £1 per annum	Pension of £1 per annum
16	7.68	7.68
17	7.85	7.85
18	8.01	8.01
19	8.19	8.19
20	8.36	8.36
21	8.54	8.54
22	8.72	8.72
23	8.91	8.91
24	9.10	9.10
25	9.30	9.30
26	9.50	9.50
27	9.70	9.70
28	9.91	9.91
29	10.13	10.13
30	10.35	10.35
31	10.57	10.57
32	10.81	10.81
33	11.05	11.05
34	11.29	11.29
35	11.54	11.54
36	11.80	11.80
37	12.07	12.07
38	12.34	12.34
39	12.62	12.62
40	12.91	12.91
41	13.21	13.21
42	13.52	13.52
43	13.83	13.83
44	14.15	14.15
45	14.48	14.48
46	14.82	14.82
47	15.16	15.16
48	15.52	15.52
49	15.88	15.88
50	16.25	16.25

¹ Use the age of the ex-partner, not the age of the member

² Use the gender of the ex-partner, not the gender of the member

³ Use the gender of the ex-partner, not the gender of the member



Table J1 (Table 315 in consolidated factors spreadsheet): Factors for calculating the pension credit (Special members)
continued

Age last birthday at relevant date ¹	Males ²	Females ³
	Pension of £1 per annum	Pension of £1 per annum
51	16.64	16.64
52	17.03	17.03
53	17.44	17.44
54	17.86	17.86
55	18.29	18.29
56	18.74	18.74
57	19.20	19.20
58	19.68	19.68
59	20.18	20.18
60	20.18	20.18
61	19.67	19.67
62	19.16	19.16
63	18.64	18.64
64	18.12	18.12
65	17.60	17.60
66	17.07	17.07
67	16.53	16.53
68	15.99	15.99
69	15.44	15.44
70	14.89	14.89
71	14.34	14.34
72	13.78	13.78
73	13.22	13.22
74	12.65	12.65
75	12.09	12.09
76	11.53	11.53
77	10.97	10.97
78	10.41	10.41
79	9.86	9.86
80	9.31	9.31
81	8.76	8.76
82	8.23	8.23
83	7.70	7.70
84	7.18	7.18
85	6.68	6.68

¹ Use the age of the ex-partner, not the age of the member

² Use the gender of the ex-partner, not the gender of the member

³ Use the gender of the ex-partner, not the gender of the member



Table L1 (Table 321 in consolidated factors spreadsheet): Reduction to pension debit on retirement before age 65 – standard members

Adjustment to pension – Males and Females

Age of the member when benefits come into payment ¹²										
months	55	56	57	58	59	60	61	62	63	64
0	0.601	0.629	0.658	0.690	0.724	0.761	0.801	0.845	0.892	0.943
1	0.603	0.631	0.661	0.693	0.727	0.764	0.805	0.848	0.896	0.948
2	0.606	0.634	0.663	0.696	0.730	0.768	0.808	0.852	0.900	0.953
3	0.608	0.636	0.666	0.698	0.733	0.771	0.812	0.856	0.905	0.958
4	0.610	0.639	0.669	0.701	0.736	0.774	0.816	0.860	0.909	0.962
5	0.613	0.641	0.671	0.704	0.740	0.778	0.819	0.864	0.913	0.967
6	0.615	0.643	0.674	0.707	0.743	0.781	0.823	0.868	0.918	0.972
7	0.617	0.646	0.677	0.710	0.746	0.784	0.826	0.872	0.922	0.976
8	0.620	0.648	0.679	0.713	0.749	0.788	0.830	0.876	0.926	0.981
9	0.622	0.651	0.682	0.716	0.752	0.791	0.834	0.880	0.931	0.986
10	0.624	0.653	0.685	0.718	0.755	0.794	0.837	0.884	0.935	0.991
11	0.626	0.656	0.687	0.721	0.758	0.798	0.841	0.888	0.939	0.995

Table L1S (Table 322 in consolidated factors spreadsheet): Reduction to pension debit on retirement before age 60 – Special members

Adjustment to pension – Males and Females

Age of the member when benefits come into payment ¹³					
months	55	56	57	58	59
0	0.787	0.823	0.863	0.905	0.951
1	0.790	0.827	0.866	0.909	0.955
2	0.793	0.830	0.870	0.913	0.959
3	0.796	0.833	0.873	0.916	0.963
4	0.799	0.837	0.877	0.920	0.967
5	0.802	0.840	0.880	0.924	0.971
6	0.805	0.843	0.884	0.928	0.975
7	0.808	0.846	0.887	0.932	0.979
8	0.811	0.850	0.891	0.935	0.984
9	0.814	0.853	0.894	0.939	0.988
10	0.817	0.856	0.898	0.943	0.992
11	0.820	0.859	0.902	0.947	0.996

¹² Calculate the member's age in years and complete months

¹³ Calculate the member's age in years and complete months



Table L2 (Table 323 in consolidated factors spreadsheet): Increase to pension debit on retirement after age 65 – standard members

Adjustment to pension – Males and Females

Age of the member when benefits come into payment ¹⁴										
months	65	66	67	68	69	70	71	72	73	74
0	1.000	1.062	1.131	1.206	1.290	1.382	1.484	1.597	1.723	1.864
1	1.005	1.068	1.137	1.213	1.297	1.390	1.493	1.607	1.735	1.877
2	1.010	1.074	1.144	1.220	1.305	1.399	1.502	1.618	1.747	1.890
3	1.016	1.080	1.150	1.227	1.313	1.407	1.512	1.628	1.758	1.904
4	1.021	1.085	1.156	1.234	1.320	1.416	1.521	1.639	1.770	1.917
5	1.026	1.091	1.162	1.241	1.328	1.424	1.531	1.649	1.782	1.930
6	1.031	1.097	1.169	1.248	1.336	1.433	1.540	1.660	1.794	1.943
7	1.036	1.102	1.175	1.255	1.343	1.441	1.550	1.670	1.805	1.956
8	1.042	1.108	1.181	1.262	1.351	1.450	1.559	1.681	1.817	1.970
9	1.047	1.114	1.188	1.269	1.359	1.458	1.569	1.691	1.829	1.983
10	1.052	1.120	1.194	1.276	1.366	1.467	1.578	1.702	1.841	1.996
11	1.057	1.125	1.200	1.283	1.374	1.475	1.587	1.712	1.852	2.009

Table L2S (Table 324 in consolidated factors spreadsheet): Increase to pension debit on retirement after age 60 – Special members

Adjustment to pension – Males and Females

Age of the member when benefits come into payment ¹⁵										
months	60	61	62	63	64	65	66	67	68	69
0	1.000	1.054	1.112	1.175	1.243	1.318	1.399	1.488	1.586	1.693
1	1.004	1.058	1.117	1.180	1.249	1.324	1.406	1.496	1.595	1.703
2	1.009	1.063	1.122	1.186	1.255	1.331	1.414	1.504	1.604	1.713
3	1.013	1.068	1.127	1.192	1.262	1.338	1.421	1.512	1.612	1.723
4	1.018	1.073	1.133	1.197	1.268	1.345	1.429	1.521	1.621	1.733
5	1.022	1.078	1.138	1.203	1.274	1.351	1.436	1.529	1.630	1.742
6	1.027	1.083	1.143	1.209	1.280	1.358	1.443	1.537	1.639	1.752
7	1.031	1.087	1.148	1.214	1.287	1.365	1.451	1.545	1.648	1.762
8	1.036	1.092	1.154	1.220	1.293	1.372	1.458	1.553	1.657	1.772
9	1.040	1.097	1.159	1.226	1.299	1.379	1.466	1.561	1.666	1.782
10	1.045	1.102	1.164	1.232	1.305	1.385	1.473	1.569	1.675	1.792
11	1.049	1.107	1.169	1.237	1.311	1.392	1.481	1.578	1.684	1.802

¹⁴ Calculate the member's age in years and complete months

¹⁵ Calculate the member's age in years and complete months



Table M1 (Table 325 in consolidated factors spreadsheet): Reduction to pension debit on ill health retirement – standard members

Adjustment to pension – Males and Females

Age of the member when benefits come into payment ¹⁶							
months	18	19	20	21	22	23	24
0	0.177	0.182	0.187	0.192	0.197	0.203	0.209
1	0.177	0.182	0.187	0.192	0.198	0.203	0.209
2	0.178	0.183	0.188	0.193	0.198	0.204	0.209
3	0.178	0.183	0.188	0.193	0.199	0.204	0.210
4	0.179	0.183	0.188	0.194	0.199	0.205	0.210
5	0.179	0.184	0.189	0.194	0.200	0.205	0.211
6	0.179	0.184	0.189	0.195	0.200	0.206	0.211
7	0.180	0.185	0.190	0.195	0.200	0.206	0.212
8	0.180	0.185	0.190	0.195	0.201	0.207	0.212
9	0.181	0.185	0.191	0.196	0.201	0.207	0.213
10	0.181	0.186	0.191	0.196	0.202	0.208	0.213
11	0.181	0.186	0.191	0.197	0.202	0.208	0.214

Age of the member when benefits come into payment ¹										
months	25	26	27	28	29	30	31	32	33	34
0	0.214	0.221	0.227	0.234	0.241	0.248	0.255	0.263	0.271	0.280
1	0.215	0.221	0.228	0.234	0.241	0.248	0.256	0.264	0.272	0.281
2	0.215	0.222	0.228	0.235	0.242	0.249	0.257	0.265	0.273	0.281
3	0.216	0.222	0.229	0.235	0.242	0.250	0.257	0.265	0.273	0.282
4	0.217	0.223	0.229	0.236	0.243	0.250	0.258	0.266	0.274	0.283
5	0.217	0.223	0.230	0.237	0.244	0.251	0.259	0.267	0.275	0.283
6	0.218	0.224	0.230	0.237	0.244	0.252	0.259	0.267	0.276	0.284
7	0.218	0.224	0.231	0.238	0.245	0.252	0.260	0.268	0.276	0.285
8	0.219	0.225	0.232	0.238	0.245	0.253	0.261	0.269	0.277	0.286
9	0.219	0.225	0.232	0.239	0.246	0.253	0.261	0.269	0.278	0.286
10	0.220	0.226	0.233	0.239	0.247	0.254	0.262	0.270	0.278	0.287
11	0.220	0.227	0.233	0.240	0.247	0.255	0.263	0.271	0.279	0.288

¹⁶ Calculate the member's age in years and complete months



Table M1 (Table 325 in consolidated factors spreadsheet): Reduction to pension debit on ill health retirement *continued – standard members*

Adjustment to pension – Males and Females

Age of the member when benefits come into payment ¹										
months	35	36	37	38	39	40	41	42	43	44
0	0.289	0.298	0.308	0.318	0.328	0.339	0.351	0.363	0.376	0.390
1	0.289	0.299	0.308	0.319	0.329	0.340	0.352	0.364	0.377	0.391
2	0.290	0.300	0.309	0.319	0.330	0.341	0.353	0.365	0.378	0.392
3	0.291	0.300	0.310	0.320	0.331	0.342	0.354	0.366	0.379	0.393
4	0.292	0.301	0.311	0.321	0.332	0.343	0.355	0.368	0.381	0.394
5	0.293	0.302	0.312	0.322	0.333	0.344	0.356	0.369	0.382	0.395
6	0.293	0.303	0.313	0.323	0.334	0.345	0.357	0.370	0.383	0.397
7	0.294	0.304	0.313	0.324	0.335	0.346	0.358	0.371	0.384	0.398
8	0.295	0.304	0.314	0.325	0.336	0.347	0.359	0.372	0.385	0.399
9	0.296	0.305	0.315	0.326	0.337	0.348	0.360	0.373	0.386	0.400
10	0.296	0.306	0.316	0.327	0.338	0.349	0.361	0.374	0.387	0.401
11	0.297	0.307	0.317	0.327	0.338	0.350	0.362	0.375	0.388	0.403

Age of the member when benefits come into payment ¹⁷										
months	45	46	47	48	49	50	51	52	53	54
0	0.404	0.419	0.435	0.451	0.469	0.488	0.508	0.529	0.551	0.575
1	0.405	0.420	0.436	0.453	0.471	0.489	0.509	0.531	0.553	0.578
2	0.406	0.421	0.437	0.454	0.472	0.491	0.511	0.533	0.555	0.580
3	0.408	0.423	0.439	0.456	0.474	0.493	0.513	0.535	0.557	0.582
4	0.409	0.424	0.440	0.457	0.475	0.494	0.515	0.536	0.559	0.584
5	0.410	0.425	0.442	0.459	0.477	0.496	0.517	0.538	0.561	0.586
6	0.411	0.427	0.443	0.460	0.478	0.498	0.518	0.540	0.563	0.588
7	0.413	0.428	0.444	0.462	0.480	0.499	0.520	0.542	0.565	0.590
8	0.414	0.429	0.446	0.463	0.482	0.501	0.522	0.544	0.567	0.593
9	0.415	0.431	0.447	0.465	0.483	0.503	0.524	0.546	0.569	0.595
10	0.416	0.432	0.449	0.466	0.485	0.504	0.525	0.548	0.571	0.597
11	0.418	0.433	0.450	0.468	0.486	0.506	0.527	0.550	0.573	0.599

¹⁷ Calculate the member's age in years and complete months



Table M1 (Table 325 in consolidated factors spreadsheet): Reduction to pension debit on ill health retirement *continued* – standard members

Age of the member when benefits come into payment ¹⁸										
months	55	56	57	58	59	60	61	62	64	64
0	0.601	0.629	0.658	0.690	0.724	0.761	0.801	0.845	0.892	0.943
1	0.603	0.631	0.661	0.693	0.727	0.764	0.805	0.848	0.896	0.948
2	0.606	0.634	0.663	0.696	0.730	0.768	0.808	0.852	0.900	0.953
3	0.608	0.636	0.666	0.698	0.733	0.771	0.812	0.856	0.905	0.958
4	0.610	0.639	0.669	0.701	0.736	0.774	0.816	0.860	0.909	0.962
5	0.613	0.641	0.671	0.704	0.740	0.778	0.819	0.864	0.913	0.967
6	0.615	0.643	0.674	0.707	0.743	0.781	0.823	0.868	0.918	0.972
7	0.617	0.646	0.677	0.710	0.746	0.784	0.826	0.872	0.922	0.976
8	0.620	0.648	0.679	0.713	0.749	0.788	0.830	0.876	0.926	0.981
9	0.622	0.651	0.682	0.716	0.752	0.791	0.834	0.880	0.931	0.986
10	0.624	0.653	0.685	0.718	0.755	0.794	0.837	0.884	0.935	0.991
11	0.626	0.656	0.687	0.721	0.758	0.798	0.841	0.888	0.939	0.995

¹⁸ Calculate the member's age in years and complete months



Table M1S (Table 326 in consolidated factors spreadsheet): Reduction to pension debit on ill health retirement – Special Members

Adjustment to pension – Males and Females

Age of the member when benefits come into payment ¹⁹							
months	18	19	20	21	22	23	24
0	0.226	0.232	0.239	0.246	0.253	0.260	0.267
1	0.227	0.233	0.239	0.246	0.253	0.260	0.268
2	0.227	0.233	0.240	0.247	0.254	0.261	0.269
3	0.228	0.234	0.240	0.247	0.254	0.262	0.269
4	0.228	0.234	0.241	0.248	0.255	0.262	0.270
5	0.229	0.235	0.242	0.248	0.256	0.263	0.271
6	0.229	0.236	0.242	0.249	0.256	0.264	0.271
7	0.230	0.236	0.243	0.250	0.257	0.264	0.272
8	0.230	0.237	0.243	0.250	0.257	0.265	0.273
9	0.231	0.237	0.244	0.251	0.258	0.265	0.273
10	0.231	0.238	0.244	0.251	0.259	0.266	0.274
11	0.232	0.238	0.245	0.252	0.259	0.267	0.274

Age of the member when benefits come into payment ¹										
months	25	26	27	28	29	30	31	32	33	34
0	0.275	0.283	0.292	0.300	0.309	0.319	0.329	0.339	0.350	0.361
1	0.276	0.284	0.292	0.301	0.310	0.320	0.330	0.340	0.351	0.362
2	0.276	0.285	0.293	0.302	0.311	0.321	0.331	0.341	0.352	0.363
3	0.277	0.285	0.294	0.303	0.312	0.321	0.331	0.342	0.353	0.364
4	0.278	0.286	0.295	0.303	0.313	0.322	0.332	0.343	0.354	0.365
5	0.278	0.287	0.295	0.304	0.313	0.323	0.333	0.344	0.354	0.366
6	0.279	0.287	0.296	0.305	0.314	0.324	0.334	0.344	0.355	0.367
7	0.280	0.288	0.297	0.306	0.315	0.325	0.335	0.345	0.356	0.368
8	0.281	0.289	0.297	0.306	0.316	0.326	0.336	0.346	0.357	0.369
9	0.281	0.290	0.298	0.307	0.317	0.326	0.337	0.347	0.358	0.370
10	0.282	0.290	0.299	0.308	0.317	0.327	0.337	0.348	0.359	0.371
11	0.283	0.291	0.300	0.309	0.318	0.328	0.338	0.349	0.360	0.372

¹⁹ Calculate the member's age in years and complete months



Table M1S (Table 326 in consolidated factors spreadsheet): Reduction to pension debit on ill health retirement *continued* – Special Members

Adjustment to pension – Males and Females

Age of the member when benefits come into payment ¹										
months	35	36	37	38	39	40	41	42	43	44
0	0.373	0.385	0.398	0.411	0.425	0.440	0.455	0.471	0.488	0.506
1	0.374	0.386	0.399	0.412	0.426	0.441	0.456	0.472	0.489	0.507
2	0.375	0.387	0.400	0.413	0.427	0.442	0.458	0.474	0.491	0.509
3	0.376	0.388	0.401	0.414	0.429	0.443	0.459	0.475	0.492	0.511
4	0.377	0.389	0.402	0.416	0.430	0.445	0.460	0.477	0.494	0.512
5	0.378	0.390	0.403	0.417	0.431	0.446	0.462	0.478	0.495	0.514
6	0.379	0.391	0.404	0.418	0.432	0.447	0.463	0.480	0.497	0.515
7	0.380	0.392	0.405	0.419	0.433	0.448	0.464	0.481	0.498	0.517
8	0.381	0.393	0.406	0.420	0.435	0.450	0.466	0.482	0.500	0.518
9	0.382	0.394	0.408	0.421	0.436	0.451	0.467	0.484	0.501	0.520
10	0.383	0.395	0.409	0.423	0.437	0.452	0.468	0.485	0.503	0.522
11	0.384	0.396	0.410	0.424	0.438	0.454	0.470	0.487	0.504	0.523

Age of the member when benefits come into payment ²⁰										
months	45	46	47	48	49	50	51	52	53	54
0	0.525	0.545	0.566	0.588	0.611	0.636	0.663	0.691	0.721	0.753
1	0.526	0.546	0.567	0.590	0.613	0.638	0.665	0.693	0.723	0.755
2	0.528	0.548	0.569	0.592	0.615	0.640	0.667	0.696	0.726	0.758
3	0.530	0.550	0.571	0.594	0.617	0.643	0.670	0.698	0.729	0.761
4	0.531	0.552	0.573	0.596	0.619	0.645	0.672	0.701	0.731	0.764
5	0.533	0.553	0.575	0.597	0.622	0.647	0.674	0.703	0.734	0.767
6	0.535	0.555	0.577	0.599	0.624	0.649	0.677	0.706	0.737	0.770
7	0.536	0.557	0.578	0.601	0.626	0.651	0.679	0.708	0.739	0.773
8	0.538	0.559	0.580	0.603	0.628	0.654	0.681	0.711	0.742	0.775
9	0.540	0.560	0.582	0.605	0.630	0.656	0.684	0.713	0.745	0.778
10	0.541	0.562	0.584	0.607	0.632	0.658	0.686	0.716	0.747	0.781
11	0.543	0.564	0.586	0.609	0.634	0.660	0.688	0.718	0.750	0.784

²⁰ Calculate the member's age in years and complete months



Table M1S (Table 326 in consolidated factors spreadsheet): Reduction to pension debit on ill health retirement *continued* – Special Members

Age of the member when benefits come into payment ²¹					
months	55	56	57	58	59
0	0.787	0.823	0.863	0.905	0.951
1	0.790	0.827	0.866	0.909	0.955
2	0.793	0.830	0.870	0.913	0.959
3	0.796	0.833	0.873	0.916	0.963
4	0.799	0.837	0.877	0.920	0.967
5	0.802	0.840	0.880	0.924	0.971
6	0.805	0.843	0.884	0.928	0.975
7	0.808	0.846	0.887	0.932	0.979
8	0.811	0.850	0.891	0.935	0.984
9	0.814	0.853	0.894	0.939	0.988
10	0.817	0.856	0.898	0.943	0.992
11	0.820	0.859	0.902	0.947	0.996

²¹ Calculate the member's age in years and complete months



Appendix C: Limitations of this guidance

- C.1 This guidance should not be used for any purpose other than those set out in this guidance.
- C.2 The factors contained in this guidance are subject to regular review. Scheme managers and administrators need to ensure that they are using the latest factors, as relevant, when processing cases.
- C.3 Advice provided by GAD must be taken in context and is intended to be considered in its entirety. Individual sections, if considered in isolation, may be misleading, and conclusions reached by a review of some sections on their own may be incorrect. GAD does not accept responsibility for advice that is altered or used selectively. Clarification should be sought if there is any doubt about the intention or scope of advice provided by GAD.
- C.4 This guidance only covers the actuarial principles around the calculation and application of cash equivalent, pension credit and pension debit factors for pension sharing on divorce. Any legal advice in this area should be sought from an appropriately qualified person or source.
- C.5 Scheme managers and administrators should satisfy themselves that cash equivalent, pension credit and pension debit calculations and benefit awards for pension sharing on divorce comply with all legislative requirements including, but not limited to, tax and contracting-out requirements.
- C.6 This guidance is based on the Regulations in force at the time of writing. It is possible that future changes to the Regulations might create inconsistencies between this guidance and the Regulations. If users of this guidance believe there to be any such inconsistencies, they should bring this to the attention of the relevant authority and GAD. Under no circumstances should this guidance take precedence over the Regulations. Administrators should ensure that they comply with all relevant Regulations.