



Government
Actuary's
Department

Local Government Pension Scheme (Scotland)

Application of a pension debit for divorced Members
Transfer date from 1 April 2015

Factors and guidance

Date: 18 March 2020





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1 Introduction

- 1.1 Scottish Ministers are required under the Local Government Pension Scheme (Scotland) Regulations 2018 ('the 2018 Regulations') (SSI 2018/141) to issue guidance in respect of the Local Government Pension Scheme on the debit applied to a member's pension due to pension sharing on divorce.
- 1.2 The purpose of this note is to provide SPPA with factors to be used to calculate the pension debit applicable following the implementation of a Pension Sharing Order and accompanying guidance to demonstrate how these factors should be applied.
- 1.3 It should only be used when the Transfer day is on or after 1 April 2015. Where the Transfer day is earlier than 1 April 2015, the case should be dealt with according to the pre-2015 guidance note.
- 1.4 The remainder of this introduction contains:
- details of the implementation and future review of this guidance,
 - the relevant legislative references, and
 - statements about third party reliance and liability.
- 1.5 In the remainder of this note:
- The second section provides background information and states various definitions
 - The third and fourth sections describe the calculation and application of the pension debit
 - The fifth section contains examples
 - Appendix A sets out the principal assumptions underlying the factors contained in this guidance note.
 - Appendix B contains the table of factors for the reduction in pension debits where the member subsequently retires early in ill-health
 - Appendix C contains the table of factors for the reduction in pension debits where the member subsequently retires early in normal health
 - Appendix D sets out some important limitations



Implementation and Review

- 1.6 Scottish Ministers are required to consult the Scheme Actuary before issuing actuarial guidance under the 2018 Regulations [Regulation 2(3) of the 2018 Regulations].
- 1.7 As part of this consultation, the Scottish Public Pensions Agency (SPPA) has asked GAD, as Scheme Actuary, to recommend actuarial guidance in respect of the regulations detailed below. This document forms GAD's recommendation for the actuarial guidance required by these regulations.
- 1.8 This note has effect only when this guidance is issued by Scottish Ministers in accordance with Regulation 2(3) of the 2018 Regulations, and is subject to the implementation instructions provided at that time.
- 1.9 The factors provided in this Note have been prepared in light of our advice to SPPA dated 30 October 2018 and its instructions following that advice.
- 1.10 This guidance is intended to supersede any factors or advice previously issued for the purposes of pension debit calculations, which rely on input from the scheme actuary. In particular, this guidance supersedes:
- “Local Government Pension Scheme (Scotland): Application of a pension debit for divorced members” dated 26 February 2015.
- Factors contained in this note have been updated but the calculation methodology remains unchanged.
- 1.11 This guidance has been written for pension administrators and assumes some knowledge of general pension terminology, and some familiarity with retirement calculations for the Local Government Pension Scheme (Scotland). Any questions concerning the application of the guidance should, in the first instance, be referred to SPPA.
- 1.12 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.
- 1.13 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.



Regulatory references

- 1.14 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).
- 1.15 Regulation 20(3) of the Local Government Pension Scheme (Transitional Provisions and Savings) (Scotland) Regulations 2014 (SSI 2014/233 (“the 2015 Scheme Transitional Regulations’)) states that, where a Pension Sharing Order requires a pension debit in respect of a percentage a member’s pension benefits, the debit shall be calculated in accordance with actuarial guidance issued by Scottish Ministers.
- 1.16 Regulation 23(9) of the 2018 Regulations states that the appropriate administering authority shall reduce the balance in an active member’s pension account to reflect the reduction in the member’s rights due to a pension debit (or an offset arising from a Scheme Pays election), calculated in accordance with actuarial guidance issued by Scottish Ministers.
- 1.17 Regulation 24(4)(d) and 24(10) of the 2018 Regulations provides for the appropriate administering authority to reduce the balance in a deferred member’s account to reflect the reduction in the member’s rights due to a pension debit (or an offset arising from a Scheme Pays election), calculated in accordance with actuarial guidance issued by Scottish Ministers.
- 1.18 Regulations 25(5) and 26(5)(b) of the 2018 Regulations provide for the appropriate administering authority to reduce the balance in the retirement pension accounts of a member to reflect the reduction in the member’s rights due to a pension debit (or a tax charge), calculated in accordance with actuarial guidance issued by the Scottish Ministers.
- 1.19 Regulation 50(1) of the 2018 Regulations states that administering authorities shall have regard to actuarial guidance issued by the Scottish Ministers as to the reduction of benefits payable in consequence of a pension debit created under Section 29(1)(a) of the Welfare Reform and Pensions Act 1999 (“the Act”).

Third party reliance

- 1.20 This guidance has been prepared for the use of SPPA for the purposes of demonstrating the application of the factors covered by this guidance only. This guidance may be published on SPPA’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.
- 1.21 Other than SPPA, 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 Background information and definitions

- 2.1 Where a pension sharing order is issued by the Court, the former partner (the “pension credit” member) is allocated a proportion (up to 100%) of the member’s benefits. The member’s benefits are reduced accordingly, and the pension credit member will hold benefits in their own right, independent of the scheme member.
- 2.2 The member’s benefits will be reduced by the proportion allocated to the pension credit member. This reduction is known as a ‘pension debit’.
- 2.3 The general principle is that the savings to the LGPS arising from the pension debits are used to provide actuarially equivalent benefits to the member’s former partner (the ‘pension credit member’).
- 2.4 No partner’s benefits will be payable to the member’s ex-partner who was party to the divorce resulting in the pension sharing order (except in the event that the member entered into a new qualifying partnership with his or her ex-partner).
- 2.5 The methodology and instructions described in this note can be adopted and applied in respect of benefits for Councillor members.

Definitions

- 2.6 **Transfer day** is the day on which the pension sharing order takes effect (Section 29(8) of the Act). The Transfer day is sometimes also referred to as the Effective date.
- 2.7 **Appropriate percentage**: in some cases, most commonly for divorces under Scottish law, the pension sharing order will specify a monetary amount (“MA”). In this case, the appropriate percentage for the pension debit (the “appropriate percentage”) should be calculated as the ratio of the monetary amount and the cash equivalent (“CE”) of the member’s benefits based on the member’s total service at the Transfer day:

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

In other cases, most commonly for divorces in England and Wales, the pension sharing order will specify the appropriate percentage.

- 2.8 **Implementation period** is the four month period that starts on the Transfer day, or if later, on the date the pension scheme has the prescribed information needed to implement the pension sharing order (Section 34(1) of the Act).
- 2.9 **Valuation day** is a day within the implementation period specified by the administering authority by notice in writing to the pension debit member and pension credit member (Section 29(7) of the Act). The Valuation day is sometimes referred to as the Implementation date or the Calculation date.
- 2.10 Retirement age, for a given tranche of benefits, is the earliest age from which the member can take those benefits unreduced without consent.



3 Calculation of pension debits

3.1 This section sets out the methodology for calculating the pension debit to be applied to the member's benefits following the issue of a pension sharing order by the Court.

3.2 This guidance applies where the transfer date is **after 1 April 2015**.

3.3 In principle a debit should be calculated for all benefits and tranches of benefit allowed for in the divorce cash equivalent calculation

Calculation of pension debits

3.4 The debit should be calculated as

$$\text{Debit} = \text{Benefit accrued as at Transfer day} \times \text{Appropriate percentage}$$

3.5 Separate debits should be determined for each of the following benefits:

- Member pension (accrued pension and/or pension in payment as at the Transfer day)
- Partner's pension (this should be that amount payable to the partner of a post-exit marriage)
- Retirement Grant (but not if this was paid before the Transfer day)
- GMP (pre and post 88 separately).

3.6 Debits for separate periods of accrual should be recorded separately if different retirement ages could apply (e.g. pre 2008, 2008 to 2009, 2009 to 2015, 2015 to 2020, and post 2020). Unless specified otherwise in the sharing order the same appropriate percentage should be applied to each period of accrual in the Scheme up to the Transfer day.

3.7 For the avoidance of doubt, debits do not apply to:

- Children's contingent pensions
- Death grant on death in service

Additional Voluntary Contributions

3.8 Where the member has purchased added years of service or additional pension, the pension debit will apply to added years of service or additional pension purchased up to the Transfer day. These benefits will be treated in the same way as main Scheme benefits.

3.9 If the member has a Money Purchase AVC fund at the Transfer day, then the pension debit at the Transfer day in respect of the Money Purchase AVCs is the appropriate percentage times the value of the fund at the Transfer day.



Pension Increase when there is a 100% sharing order

- 3.10 In the case where a pension sharing order directs that 100% of a deferred pension is to be awarded to the ex-partner of the member, a residual amount of pension increases may arise as the deferred benefit is increased for the full year, whereas the debit is increased from the transfer day.
- 3.11 In this situation, we would expect that the residual pension increases are payable to the debited member. Where appropriate the fund may choose to pay the amount due as a trivial commutation or De Minimis payment.

Pre-existing divorce pension debits and scheme pays offsets

- 3.12 A member subject to a pension sharing order may have previously opted to use the scheme pays mechanism and this have scheme pays offsets applying to their benefits. They may also have existing pension debits from a previous divorce pension sharing order. The valuation of pension benefits shared by the court to provide benefits to the ex-partner will have allowed for any debits or offsets as reductions in the total value as set out in the note *Local Government Pension Scheme (Scotland) Pension Sharing Following Divorce*.
- 3.13 Following the principle set out in 2.1 to 2.3, where the new debits are calculated to implement the latest (pension sharing order), either:
- 3.13.1 The new debit should be calculated with reference to the member's unadjusted full pension benefits. Existing debits and offsets should also be reduced by the appropriate percentage (reflecting the debit as a share of all of the member's pension benefits both positive accrued and purchased and negative debits and offsets).
- 3.13.2 The new debit should be calculated with reference to the member's pension benefits after they have been adjusted to account for existing pension debits and offsets. Existing debits and offsets should be revalued to the transfer day before being deducted from the respective elements of the member's benefits. This avoids the need to revise the existing debits and offsets themselves.



4 Application of pension debits at retirement

4.1 Debits in respect of active and deferred members' benefits should be applied when benefits come into payment. Debits in respect of pensioner members' benefits which are already in payment should be applied immediately (i.e. at the Transfer day). For any benefits not yet in payment (e.g. contingent survivor's pension or GMP) the relevant debit, if any, should be applied when those benefits come into payment.

4.2 On flexible retirement the debit should be applied pro rata to the benefits that come into payment, both at the time flexible retirement benefits are taken and on final exit.

Treatment of active and deferred member debits before retirement

4.3 Both active and deferred members' debits should be increased from the Transfer day until benefits come into payment as if they were deferred pensions.

4.4 Increases and revaluations should be applied to these debits as if they were the corresponding benefits, e.g. a debit applying to a GMP should have GMP revaluation up to GMP Payment Age and then the applicable GMP increases after that. **Note that following the requirement to equalise GMPs, as set out in our letter "GMP Equalisation: Calculations involving actuarial factors" dated 24 December 2019, for members who reach State Pension age (SPA) on or after 6 April 2016 full pension increases in payment apply to GMP pension benefits and debits.**

Application of debits to survivor and death benefits

4.5 For the avoidance of doubt, the partner's pension debit should be applied to any partner's pension that comes into payment, regardless of whether it is in respect of a post retirement marriage or otherwise. It should be applied at the same level to be both short term and long term partner's pensions.

4.6 For the lump sum on death in deferment, the debit should be applied to the member's pension before the lump sum is calculated.

4.7 For the death after retirement guarantee lump sum, the member's debit should not be applied again. The debit ought already to have been applied.

Application of a debit before or after retirement age

4.8 Where an active or deferred member has a pension debit and the member's benefits come into payment before or after the retirement age that applies to the corresponding benefit then the debit should be reduced or increased in accordance with the early retirement or late retirement guidance in force in exactly the same way as the corresponding benefit – with the following exceptions:

4.9 Where the Transfer day is after Normal Pension Age, the late retirement uplift should be applied from the Transfer day to the date benefits come into payment.



- 4.10 Where a member retires in normal health below age 60 and has a CRA below 60 then the debit should be reduced as if the member's CRA had been 60 and not their actual CRA (i.e. should be reduced for the number of years between their retirement and reaching age 60). This applies regardless of whether the member has their employer's (or former employer's) consent to receive unreduced benefits before 60.
- 4.11 For a member retiring in ill health, see the following subsection.

Application of a debit to a member retiring in ill health

- 4.12 If the member retires early due to ill health on either Tier 1 or Tier 2 benefits after the Transfer day then the debit (unlike the benefit) should be reduced. However, the early retirement reduction applied to the debit (but not the benefit) should be taken from table 0-318 in the latest consolidated factor workbook (the current table as at the date of this guidance note is reproduced as Table A in Appendix A), rather than from the early retirement guidance.
- 4.13 For the avoidance of doubt any enhancement used to calculate the Tier 1 or Tier 2 ill health retirement pension should not be applied to the debit.



5 Examples¹

Example 1: Debit calculation for an active member with CRA pre-2008 service, PA65 2008-2015 service, and NPA67 post 2015 service

Member data

Date of birth:	2 April 1965
Sex:	Male
Transfer day:	2 April 2020

Member's pension:

Pre-2008 pension:	£5,500 pa
Pre-2008 retirement grant:	£16,500
2008-2009 pension:	£250 pa
2008-2009 retirement grant:	£750
2009-2015 pension:	£2,800 pa
Post-2015 pension:	£520 pa
Pre 88 GMP:	£0 pa
Post 88 GMP:	£500 pa

Survivor's pension:

Pre-2008 pension:	£2,750 pa
2008-2009 pension:	£125 pa
2008-2015 pension:	£1,050 pa
Post-2015 pension:	£159.25 pa

Pension Ages² for different parts of service:

Pre 1 April 2008 service (CRA is taken as 60 – see paragraph 4.10):	60
1 April 2008 to 31 March 2015 service:	65
Post 31 March 2015 service (illustrative):	67

Appropriate Percentage specified in the pension sharing order (illustrative) = 40%

Debits Calculated at Transfer day

CRA 60 Debits (Pre 1 April 2008 service)

Pension debit	= £5,500.00 x 40 / 100	= £2,200.00 pa
Retirement grant debit	= £16,500.00 x 40 / 100	= £6,600.00
Survivor's debit	= £2,750.00 x 40 / 100	= £1,100.00 pa
Pre-88 GMP debit	= £0.00 x 40 / 100	= £0.00 pa
Post-88 GMP debit	= £500.00 x 40 / 100	= £200.00 pa

¹ Please note that these examples are provided simply as an aid to understanding this guidance note on pension debits. Benefits should always be calculated in accordance with the regulations in force.

² Retirement ages and factors shown are for illustration only. Factors and retirement ages should be calculated in line with actuarial guidance in force.



PA 65 Debits (Service between 1 April 2008 and 31 March 2009)

Pension debit	= £250.00 x 40 / 100	= £100.00 pa
Retirement grant debit	= £750.00 x 40 / 100	= £300.00
Survivor's debit	= £125.00 x 40 / 100	= £50.00 pa

PA 65 Debits (Service between 1 April 2009 and 31 March 2015)

Pension debit	= £2,800.00 x 40 / 100	= £1,120.00 pa
Survivor's debit	= £1,050.00 x 40 / 100	= £420.00 pa

NPA Debits (Post 1 April 2015 service)

Pension debit	= £520.00 x 40 / 100	= £208.00 pa
Survivor's debit	= £159.25 x 40 / 100	= £63.70 pa

Debits to be applied at retirement

Scenario 1: Member retires at age 60 in normal health

Factors (Male)	
5 years early retirement pension factor for PA65 service	23.1%
5 years early retirement grant factor for PA65 service	11.2%
7 years early retirement pension factor for NPA service	30.2%
PI factor (illustrative)	1.35
GMP revaluation factor (to age 65 for a male) (illustrative)	1.85

CRA 60 membership

Pension debit	= £2,200.00	x 1.35	= £2,970.00 pa
Retirement grant debit	= £6,600.00	x 1.35	= £8,910.00
Survivor's debit	= £1,100.00	x 1.35	= £1,485.00 pa
Pre-88 GMP debit*	= £0.00	x 1.85	= £0.00 pa
Post-88 GMP debit*	= £200.00	x 1.85	= £370.00 pa

PA65 membership

Pension debit	= (£1,120.00 + £100.00)	x 1.35 x (1 - 0.231)	= £1,266.54 pa
Retirement grant debit	= £300.00	x 1.35 x (1 - 0.112)	= £359.64
Survivor's debit	= (£420.00 + £50.00)	x 1.35	= £634.50 pa

NPA membership (Post 1 April 2015 service)

Pension debit	= £208.00	x 1.35 x (1 - 0.302)	= £196.00 pa
Survivor's debit	= £63.70	x 1.35	= £86.00 pa

* applicable from GMP age which is age 65 for a male. In reality calculation done at GMP age.



Scenario 2: Member retires at age 59 in normal health

Factors (Male)	
1 year early retirement pension factor for CRA60 service	5.4%
1 year early retirement grant factor for CRA60 service	2.3%
6 years early retirement pension factor for PA65 service	26.8%
6 years early retirement grant factor for PA65 service	13.3%
8years early retirement pension factor for NPA service	33.3%
PI factor (illustrative)	1.3
GMP revaluation factor (to age 65 for a male) (illustrative)	1.8

CRA 60 membership

Pension debit	= £2,200.00	x 1.3 x (1 - 0.054)	= £2,705.56 pa
Retirement grant debit	= £6,600.00	x 1.3 x (1 - 0.023)	= £8,382.66
Survivor's debit	= £1,100.00	x 1.3	= £1,430.00 pa
Pre-88 GMP debit*	= £0.00	x 1.8	= £0.00 pa
Post-88 GMP debit*	= £200.00	x 1.8	= £360.00 pa

PA65 membership

Pension debit	= (£1,120.00 + £100.00)	x 1.3 x (1 - 0.268)	= £1,160.95 pa
Retirement grant debit	= £300.00	x 1.3 x (1 - 0.133)	= £338.13
Survivor's debit	= (£420.00 + £50.00)	x 1.3	= £611.00 pa

NPA membership

Pension debit	= £208.00	x 1.3 x (1 - 0.333)	= £180.36 pa
Survivor's debit	= £63.70	x 1.3	= £82.81 pa

Scenario 3: Member retires at age 68

Factors (Male)	
PA 65 pension late retirement factor (3 years)	12.42%
PA 65 retirement grant late retirement factor (3 years)	1.10%
NPA67 pension late retirement factor (1 year)	3.65%
PI factor (illustrative)	1.6
Pre-88 GMP revaluation factor (illustrative)	2.5
Post-88 GMP revaluation factor (illustrative)	2.7



CRA 60 membership

Pension debit	= £2,200.00	x 1.6 x (1 + 0.1242)	= £3,957.18 pa
Retirement grant debit	= £6,600.00	x 1.6 x (1 + 0.0110)	= £10,676.16
Survivor's debit	= £1,100.00	x 1.6	= £1,760.00 pa
Pre-88 GMP debit*	= £0 .00	x 2.5	= £0.00 pa
Post-88 GMP debit*	= £200.00	x 2.7	= £540.00 pa

PA65 membership

Pension debit	= (£1,120.00 + £100.00) x 1.6 x (1 + 0.1242)	= £2,194.44 pa
Retirement grant debit	= £300.00 x 1.6 x (1 + 0.0110)	= £485.28
Survivor's debit	= (£420.00 + 50.00) x 1.6	= £752.00 pa

NPA membership

Pension debit	= £208.00	x 1.6 x (1 + 0.0365)	= £344.95 pa
Survivor's debit	= £63.70	x 1.6	= £101.92 pa

* applicable from GMP age which is age 65 for a male. In reality calculation done at GMP age



Example 2: Debit Calculation for a deferred pensioner with only CRA pre-2008 service

Member data

Date of birth: 1 August 1962
Sex: Female
CRA: 60

Deferred benefits at exit

Member pension:	£2,000
Retirement grant:	£6,000
Spouse's pension:	£1,000
Pre-88 GMP:	nil
Post-88 GMP:	nil
Pension Increase factor from exit to Transfer day (illustrative):	1.20
Appropriate Percentage specified in the pension sharing order (illustrative)	= 40%

Pension at Transfer day	= £2,000.00 x 1.20	= £2,400.00 pa
Retirement grant at Transfer day	= £6,000.00 x 1.20	= £7,200.00
Survivor's pension at Transfer day	= £1,000.00 x 1.20	= £1,200.00 pa

Debits Calculated at Transfer day

CRA 60 Debits

Pension debit	= £2,400.00 x 40 / 100	= £960.00 pa
Retirement grant debit	= £7,200.00 x 40 / 100	= £2,880.00
Survivor's debit	= £1,200.00 x 40 / 100	= £480.00 pa
Pre-88 GMP debit	= £0.00 x 40 / 100	= £0.00 pa
Post-88 GMP debit	= £0.00 x 40 / 100	= £0.00 pa

Debits to be applied at retirement

Scenario 1: Member retires at age 60

PI factor from Transfer day to age 60 (i.e. to April immediately before) (illustrative) 1.06

CRA 60 membership

Pension debit	= £960.00	x 1.06	= £1,017.60 pa
Retirement grant debit	= £2,880.00	x 1.06	= £3,052.80
Survivor's debit	= £480.00	x 1.06	= £508.80 pa



Scenario 2: Member retires at age 59

Factors (Female)	
1 year early retirement pension factor for CRA60 service	5.4%
1 year early retirement grant factor for CRA60 service	2.3%
PI factor from Transfer day to age 59 (i.e. to April immediately before) (illustrative)	1.04

CRA 60 membership

Pension debit	= £960.00	x 1.04 x (1 - 0.054)	= £944.49 pa
Retirement grant debit	= £2,880.00	x 1.04 x (1 - 0.023)	= £2,926.31
Survivor's debit	= £480.00	x 1.04	= £499.20 pa



Example 3: Debit calculation for a Pensioner

Member data

Date of birth:	1 October 1955
Sex:	Male
Current Pension:	£6,000
Spouse's Pension:	£3,000
Pre-88 GMP	£80 pa
Post-88 GMP	£300 pa

Appropriate Percentage specified in the pension sharing order (illustrative) = 40%

Pension debit	= £6,000.00 x 40 / 100	= £2,400.00 pa
Survivor's debit	= £3,000.00 x 40 / 100	= £1,200.00 pa
Pre-88 GMP debit	= £80.00 x 40 / 100	= £32.00 pa
Post-88 GMP debit	= £300.00 x 40 / 100	= £120.00 pa



Appendix A: Assumptions underlying factors

Financial assumptions

Nominal discount rate	4.448%
CPI	2.00%
Real discount rate (in excess of CPI)	2.40%

Mortality assumptions

Base mortality tables and adjustments – normal health	122% of S2NMA (Males) and 117% of S2NFA (Females) (as per 2017 valuation)
Base mortality tables and adjustments – ill health	137% of S2NMA (Males) and 131% of S2NFA (Females) (as per 2017 valuation)
Base mortality tables and adjustments – dependants	159% of S2NMA (Males) and 131% of S2DFA (Females) (as per 2017 valuation)
Future mortality improvement	Based on ONS principal UK population projections 2016
Year of Use	2020

Other assumptions

Proportion of male members for unisex factors	40%
Allowance for commutation	Nil except for mandatory lump sum cases



Appendix B: Reduction to pension debits on early retirement in ill-health

Table A (Table 318 in consolidated factors spreadsheet): Reduction to pension and retirement grant debits on ill-health retirement

<i>Years Early</i>	<i>Pension Reduction (%)</i>		<i>Retirement Grant Reduction All Members %</i>
	<i>Males</i>	<i>Females</i>	
0	0.0	0.0	0.0
1	6.1	6.1	2.3
2	11.7	11.7	4.6
3	16.9	16.9	6.9
4	21.6	21.6	9.1
5	25.9	25.9	11.2
6	29.9	29.9	13.3
7	33.6	33.6	15.3
8	37.1	37.1	17.3
9	40.2	40.2	19.2
10	43.1	43.1	21.1
11	45.9	45.9	23.0
12	48.4	48.4	24.8
13	50.8	50.8	26.5
14	53.0	53.0	28.3
15	55.1	55.1	29.9
16	57.0	57.0	31.6
17	58.9	58.9	33.2
18	60.6	60.6	34.7
19	62.2	62.2	36.3
20	63.8	63.8	37.8
21	65.2	65.2	39.2
22	66.6	66.6	40.7
23	67.9	67.9	42.0
24	69.2	69.2	43.4
25	70.3	70.3	44.7
26	71.5	71.5	46.0
27	72.5	72.5	47.3
28	73.5	73.5	48.5
29	74.5	74.5	49.7
30	75.4	75.4	50.9
31	76.3	76.3	52.1



<i>Years Early</i>	<i>Pension Reduction (%)</i>		<i>Retirement Grant Reduction All Members %</i>
	<i>Males</i>	<i>Females</i>	
32	77.1	77.1	53.2
33	77.9	77.9	54.3
34	78.7	78.7	55.4
35	79.4	79.4	56.4
36	80.1	80.1	57.4
37	80.7	80.7	58.4
38	81.4	81.4	59.4
39	82.0	82.0	60.3
40	82.5	82.5	61.3
41	83.1	83.1	62.2
42	83.6	83.6	63.1
43	84.1	84.1	63.9
44	84.6	84.6	64.8
45	85.1	85.1	65.6
46	85.5	85.5	66.4
47	86.0	86.0	67.2
48	86.4	86.4	68.0
49	86.8	86.8	68.7
50	87.2	87.2	69.5

Notes:

- (1) The number of *Years Early* is the period between the dates (i) and (ii) below, where:
 - (i) is the date of the member's ill health early retirement.
 - (ii) is the date (or dates) on which the member would have been entitled to unreduced benefits **without** employer consent on normal retirement – i.e. CRA (between 60 and 65) or PA65 or the normal pension age NPA, depending on the membership being considered.
- (2) Practitioners may need to refer to this table more than once (with different values of *Years Early*) when preparing calculations.
- (3) If the date in (1)(i) is later than the date in (1)(ii), then it should be clear that no reductions are to be applied (to the relevant part of the membership under consideration, if applicable).
- (4) Where the number of *Years Early* is not an integer number, the reduction factors from the table should be interpolated for part years.



Appendix C: Reduction to pension debits on early retirement in normal health

Table B (Table 319 in consolidated factors spreadsheet):: Reduction to pension and retirement grant debits on normal health early retirement

Years Early	Pension Reduction (%)		Retirement Grant Reduction (%)
	Males	Females	All Members
0	0.0	0.0	0.0
1	5.4	5.4	2.3
2	10.4	10.4	4.6
3	14.9	14.9	6.9
4	19.2	19.2	9.1
5	23.1	23.1	11.2
6	26.8	26.8	13.3
7	30.2	30.2	15.3
8	33.3	33.3	17.3
9	36.2	36.2	19.2
10	39.0	39.0	21.1
11	43.0	43.0	
12	45.5	45.5	
13	47.8	47.8	

Notes:

- (1) The number of *Years Early* is the period between the dates (i) and (ii) below, where:
 - (i) is the effective date of the member's election under the relevant regulations; and
 - (ii) is the date (or dates) on which the member would be entitled to unreduced benefits.
- (2) Practitioners may need to refer to this table more than once (with different values of *Years Early*) when preparing calculations.
- (3) If the date in (1)(i) is later than the date in (1)(ii), then it should be clear that no reductions are to be applied (to the relevant part of the membership under consideration, if applicable).
- (4) Where the number of *Years Early* is not an integer number, the reduction factors from the table should be interpolated for part years.
- (5) These factors should not be used to calculate the reductions to be applied to members aged below 55 at the date of retirement. Such cases should be referred to SPPA.



Appendix D: Limitations

- D.1 This guidance should not be used for any purpose other than those set out in this guidance.
- D.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.
- D.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.
- D.4 This guidance only covers the actuarial principles around the calculation and application of divorce pension debit factors. Any legal advice in this area should be sought from an appropriately qualified person or source.
- D.5 Scheme managers and administrators should satisfy themselves that divorce pension debit calculations and benefit awards comply with all legislative requirements including, but not limited to, tax and contracting-out requirements.
- D.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 SPPA and GAD. Under no circumstances should this guidance take precedence over the Regulations. Administrators should ensure that they comply with all relevant Regulations.