



Government  
Actuary's  
Department

## **Scottish Teachers' Pension Schemes**

# **Valuation Results**

**Actuarial valuation as at 31 March 2020**

**Martin Clarke CB FIA and Anne-Marie Pettie FFA**

**20 October 2023**



# Highlights

## Employer Contribution Rate



**26.0%\***

of pensionable pay expected to be paid from  
1 April 2024 to 31 March 2027

**£680m\*\***

in 2020 monetary terms

Comparison to current Employer Contribution Rate

**+3.6%**

increase from 22.4%\*

**+£95m\*\*** in 2020 monetary terms

## Core and Economic Cost Cap Costs



Core

**9.1%**

of pensionable pay which is

**3.3% below**

the 12.4% employer cost cap

Economic

**20.0%**

of pensionable pay which is

**7.6% above**

The core cost cap cost of the scheme lies outside the 3% cost cap corridor.

However, when the wider economic situation is taken into account through the economic cost cap cost of the scheme, **the cost cap corridor is not similarly\*\*\* breached.**

As a result, there is no requirement for Scottish Ministers to consult on changes to the scheme.

**Next steps:** There will not be any change to the Employer Contribution Rate as a result of the cost control mechanism at this valuation. Scottish Ministers should therefore make arrangements for implementing the revised Employer Contribution Rate of 26.0%\* of pensionable pay from 1 April 2024.

\*Employer Contribution Rates are those calculated from April 2019 and 2024. Employers currently pay 23.0% due to implementation of 2016 valuation being delayed to September 2019.

# Contents

## Report on Valuation Results

1. Introduction	4
2. Process	5
3. Employer Contribution Rate	7
4. Cost control mechanism	9
5. Membership Data	12
6. Assumptions	13
7. Sensitivities and potential future impacts	15

**Any terms that are described in the Glossaries are underlined the first time they appear on a page within this report.**

At the Government Actuary's Department ('GAD'), we seek to achieve a high standard in all our work. We are accredited under the Institute and Faculty of Actuaries' Quality Assurance Scheme. Our website describes [the standards](#) we apply.

## Appendices

A. Additional Valuation Results	
Employer Contribution Rate components	22
Cost control mechanism	27
Sensitivities	34
B. Climate Change	37
C. Benefits	45
D. Methodology, assumptions and notional assets	48
E. Inter-valuation events	56
F. Compliance, limitations and uncertainty	61
G. Directions locations	64
H. Glossary 1 - General	72
Glossary 2 - Cost Control Mechanism	75

# Introduction

## Who is this report for?

This report is addressed to, and was commissioned by, Scottish Ministers. It sets out the results of the actuarial valuation of the Scottish Teachers' Pension Schemes (the 'scheme') as at 31 March 2020.

## What are the outcomes of the valuation?

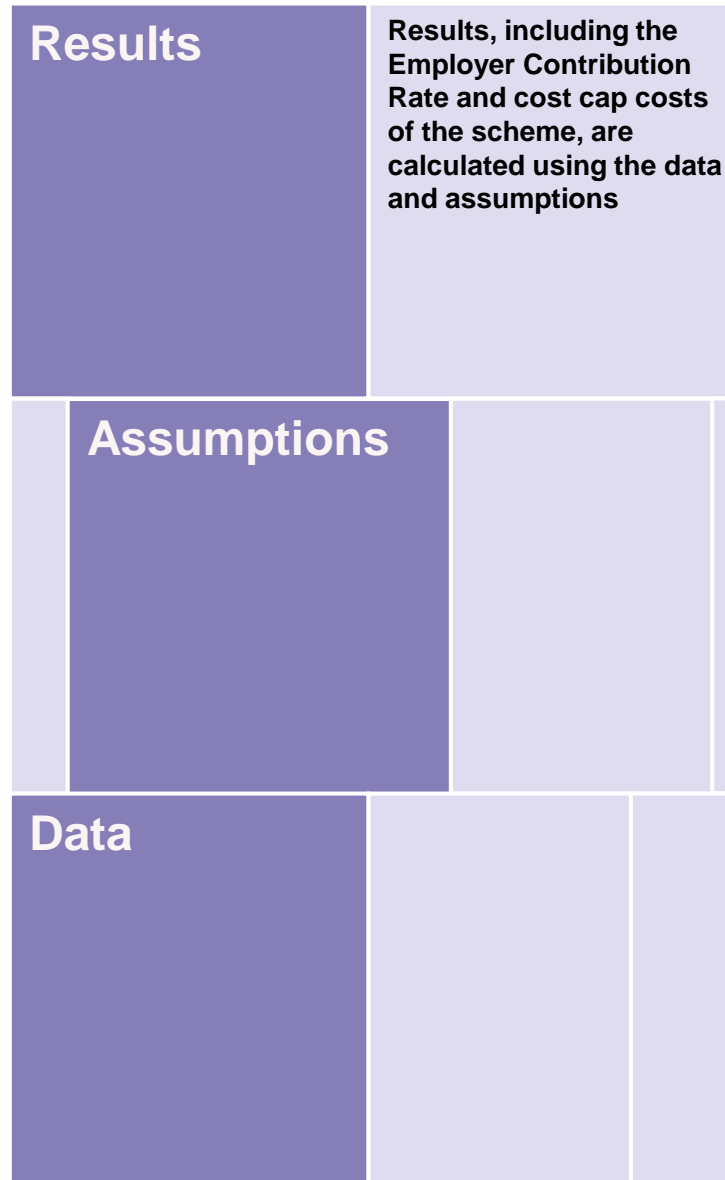
The key results of the valuation relate to the Employer Contribution Rate and the cost control mechanism. These show:

- **An increased Employer Contribution Rate**
- **No cost control mechanism breach.**

## How have the results been prepared?

The results have been prepared in accordance with the:

- Benefits as set out in the scheme regulations.
- Methodology as described in the Public Service Pensions (Valuation and Employer Cost Cap) Directions 2023 ('the Directions').
- Data received from the Scottish Public Pensions Agency ('SPPA') as described in our Membership data report dated 20 October 2023. This is summarised on page 12.
- Assumptions, some of which are set by Scottish Ministers, as described in our Advice on assumptions report dated 20 October 2023 (the 'scheme-set assumptions'); and some of which are specified by the Directions (the 'directed assumptions'). These are summarised on pages 13 and 14.



# Setting the Employer Contribution Rate

## What is the process?

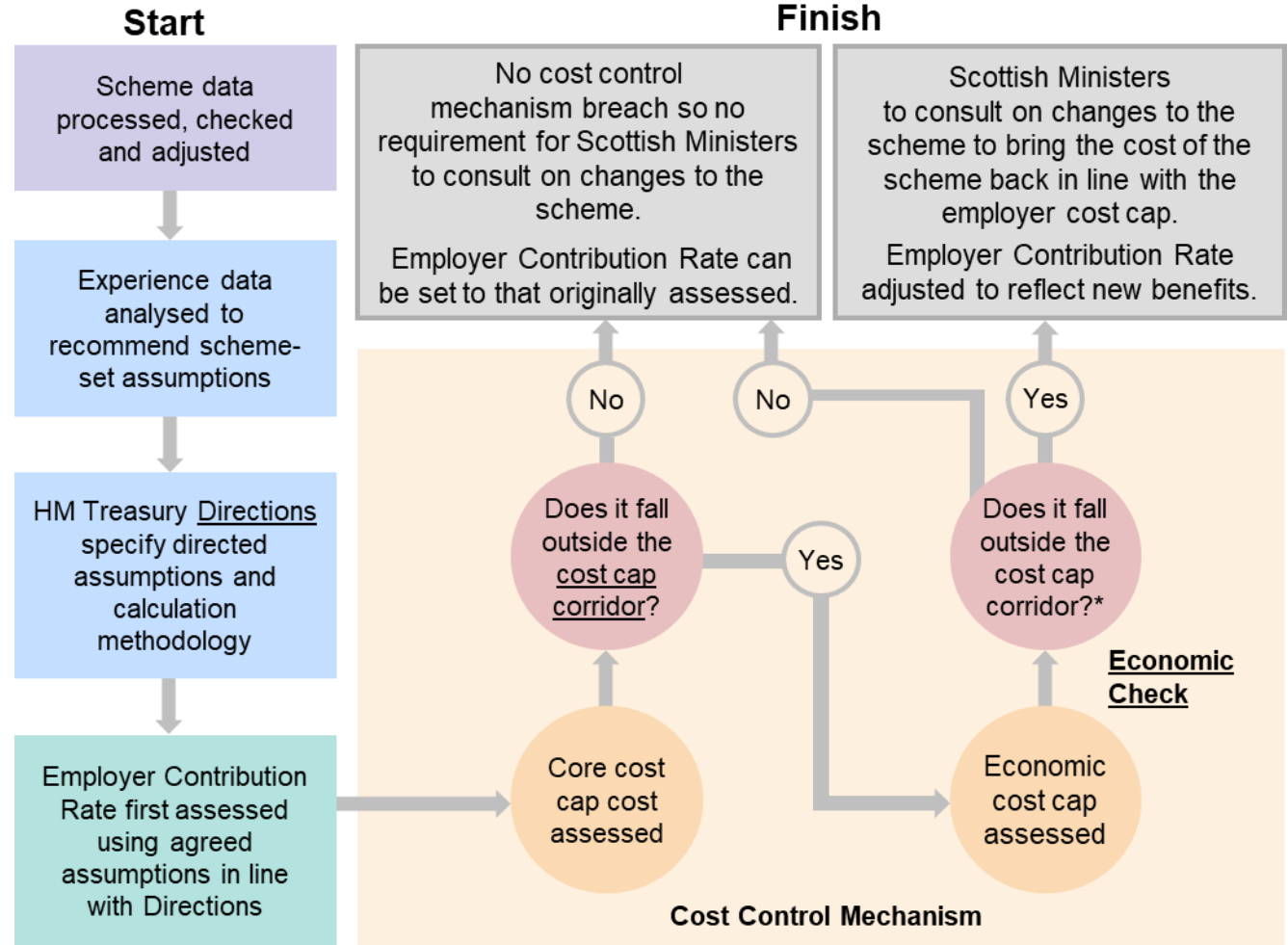
The diagram to the right illustrates the steps of the valuation process.

This begins with the receipt of scheme data as at 31 March 2020, followed by assumption setting and the assessment of the Employer Contribution Rate.

It then details the various steps involved in the implementation of the cost control mechanism.

If there has been a breach of the cost control mechanism\*, Scottish Ministers need to consult on changes to the scheme to rectify this. The originally assessed Employer Contribution Rate would then need to be updated to reflect the impact of any benefit or contributions changes.

If there is no breach, then no consultation is required and no changes would be required to the Employer Contribution Rate in this regard.



\* A breach of the cost control mechanism occurs only if both the core and economic cost caps lie outside the cost cap corridor and in the same direction.

# Key Results



# Employer Contribution Rate

## What are the key results

The Employer Contribution Rate result is summarised below. As there is no breach of the cost control mechanism (see page 9), there is no requirement for Scottish Ministers to consult on changes to the scheme. As a result, there will not be any adjustment to the rate in respect of the cost control mechanism.



**26.0%**  
of pensionable pay expected to be paid from  
1 April 2024 to 31 March 2027

**£680m\***  
in 2020 monetary terms

Comparison to current Employer Contribution Rate

**+3.6%**

increase from 22.4%\*\*

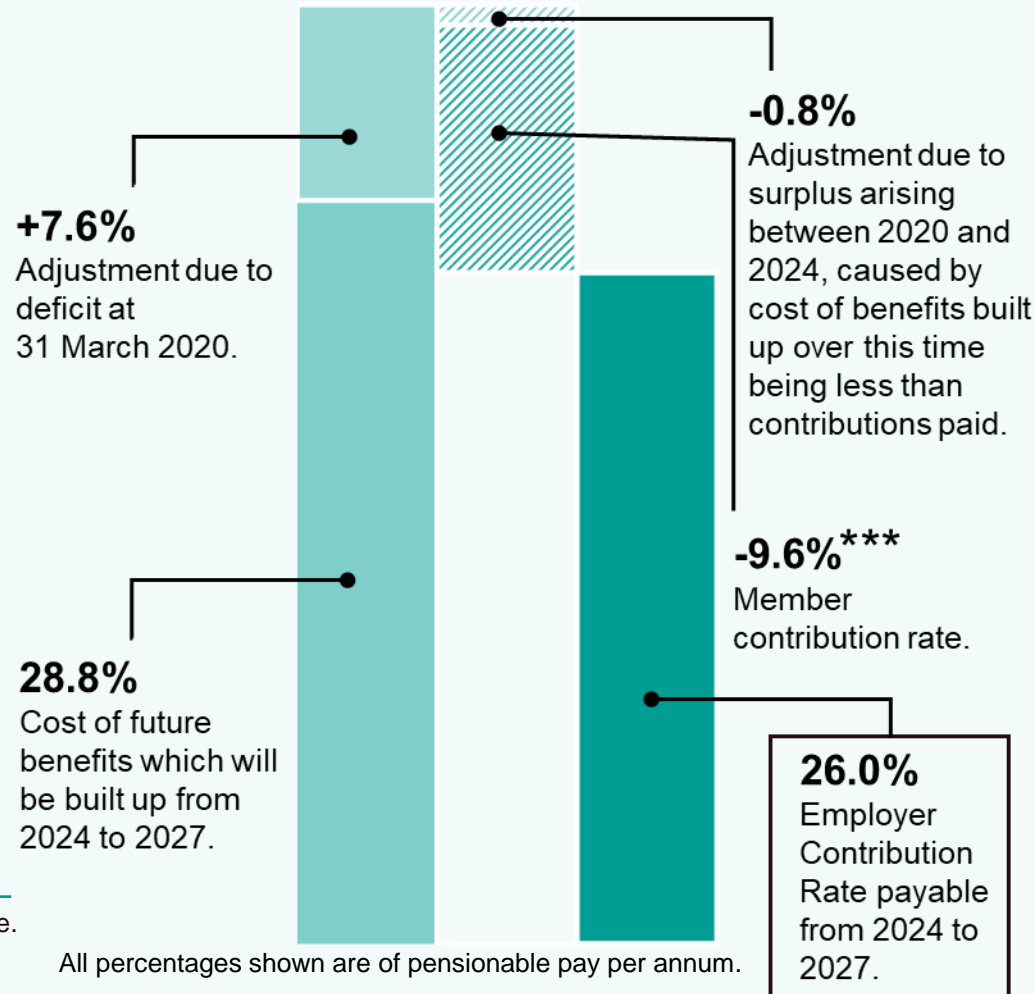
**+£95m\*** in 2020 monetary terms

\* Monetary amounts are annual, based on pensionable pay at the valuation date.

\*\* Rate payable from March 2019. Employers currently pay 23.0% due to September 2019 delayed implementation of 2016 valuation.

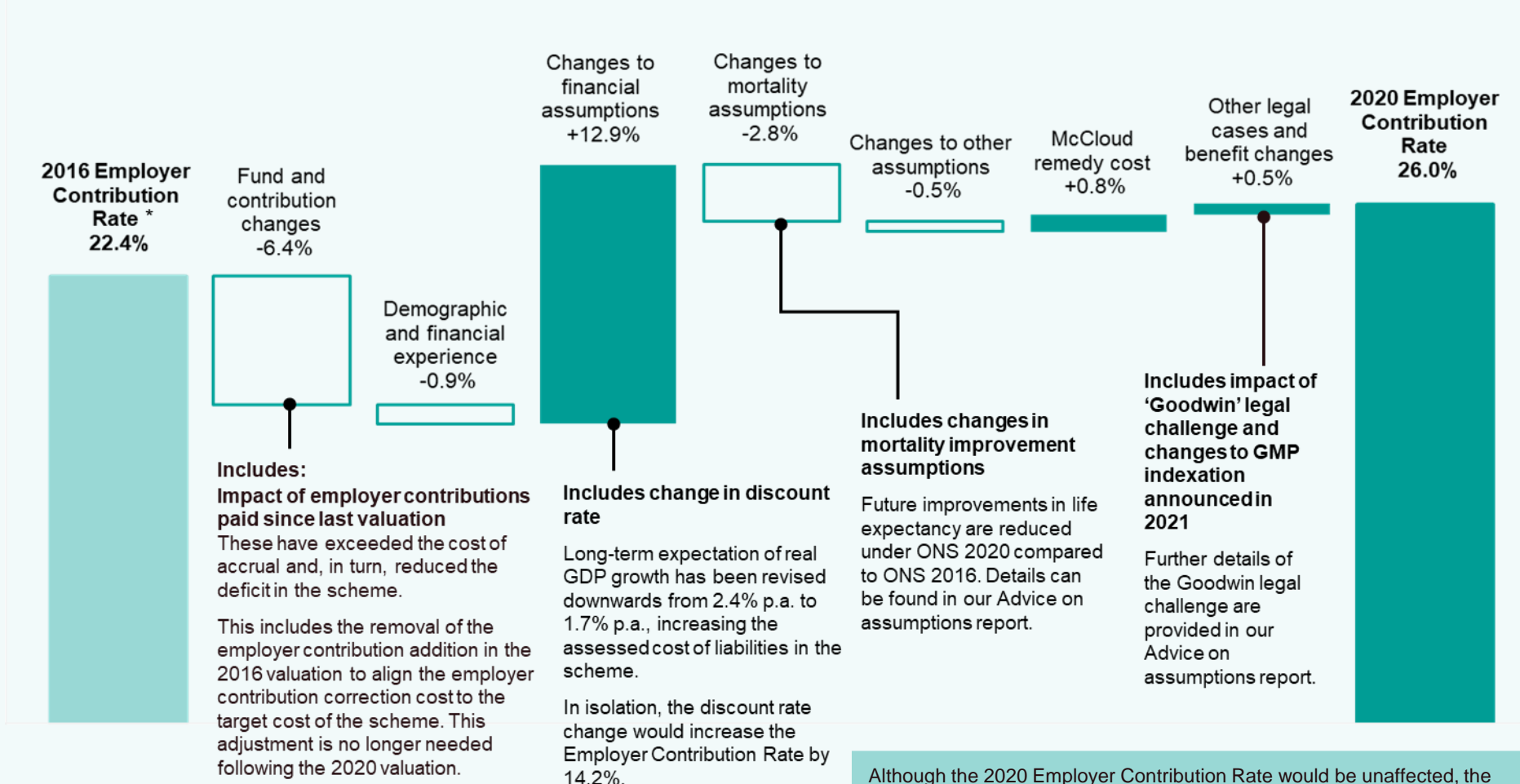
\*\*\* On average, calculated in accordance with the scheme's target yield.

## Breakdown of contribution rate



# Changes since 2016

The chart below shows the main factors contributing to the change in the Employer Contribution Rate since the last valuation in 2016.



All percentages shown are of pensionable pay per annum and are approximate.  
 \* Rate calculated from April 2019. Scheme employers currently pay 23.0% due to implementation of 2016 valuation being delayed to September 2019.

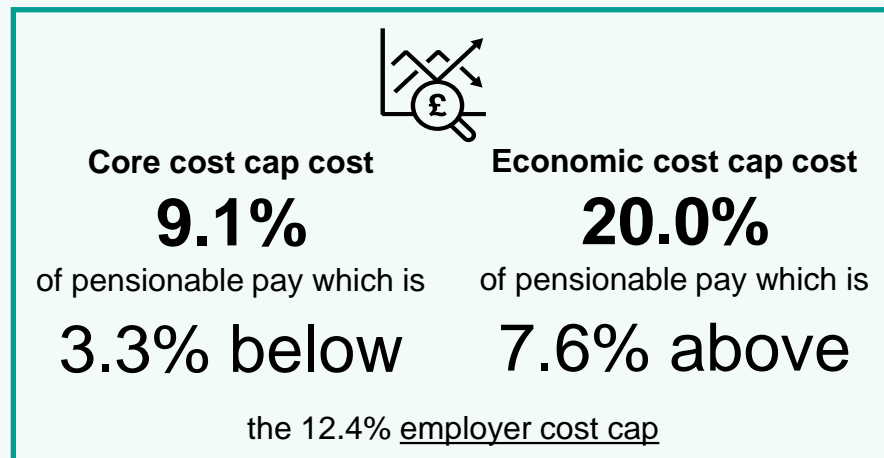
Although the 2020 Employer Contribution Rate would be unaffected, the individual figures in this breakdown depend on various factors, such as the order of the calculations. The precise amount attributable to the discount rate change therefore depends on the method. Further details can be found on page 53.



# Testing the cost control mechanism

## What are the key results

The results of the assessments of the core and economic cost cap costs of the scheme are summarised on this page. Their values are assessed to identify whether both breach the cost cap corridor in the same direction. This would result in a requirement for Scottish Ministers to consult on rectifying the breach through changes to benefits or member contribution rates. Any such changes would impact on the Employer Contribution Rate.



**As there is no breach of the cost control mechanism, there is no requirement for Scottish Ministers to consult on changes to the scheme.**

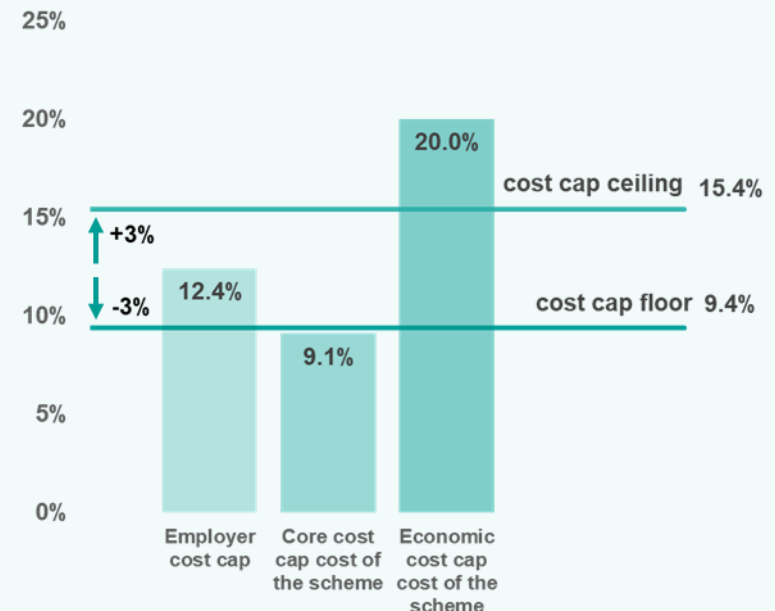
All percentages shown are of pensionable pay per annum.  
See Appendix A and Glossaries for cost control definitions and explanations.

## Position within cost cap corridor

The chart below illustrates the position of the core cost cap cost of the scheme and the economic cost cap cost of the scheme against the cost cap corridor.

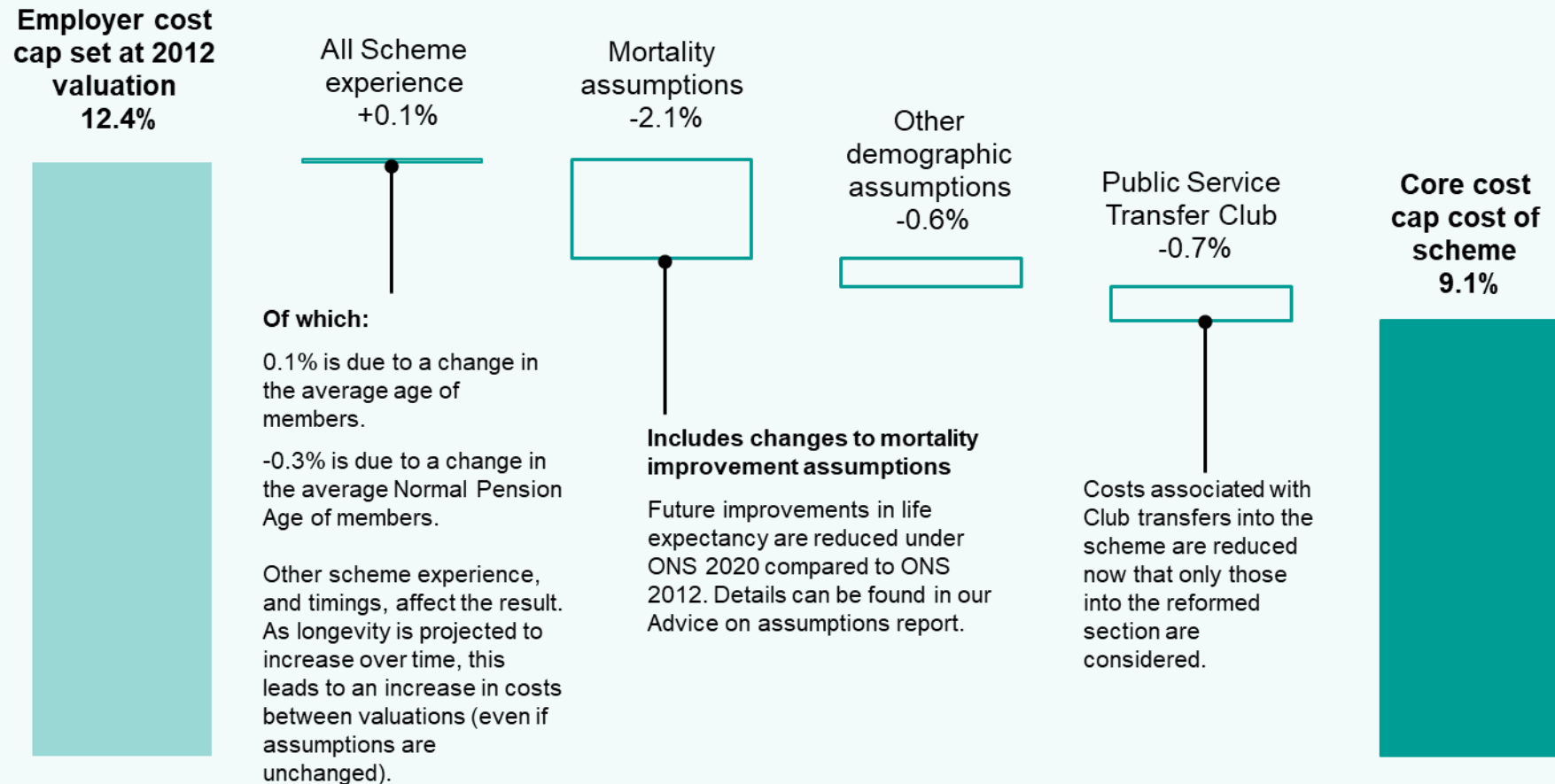
As the core cost cap cost of the scheme falls below the cost cap floor, the wider economic situation needs to be taken into account through the economic cost cap cost of the scheme.

As the economic cost cap cost of the scheme does not fall below the cost cap floor, there is no requirement for Scottish Ministers to consult on any changes to the scheme.



# Changes since 2012

The chart below shows the main factors contributing to the difference between the core cost cap cost of the scheme and the employer cost cap, which was set at the 2012 valuation.



All percentages shown are of pensionable pay per annum.

# Data & Assumptions



# Scheme data as at 31 March 2020

The results in this report have been based on the data described in our Membership data report dated 20 October 2023 and summarised below. Appendix F describes the checks, adjustments and reconciliations carried out in preparing this data, as well as the approximate impact of any data uncertainty which may still exist.

## Summary statistics



### 175k

Scheme members

**-3.1% vs. 2016**



### 28 : 72

Male : Female

**vs. 28 : 72 in 2016**



### £2.6bn

Total actual pay

**+8.4% vs. 2016**



### £69.6m

Deferred pension

**-1.3% vs. 2016**



### £1.0bn

Total pension

**+16.4% vs. 2016**

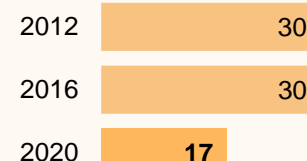
Pension amounts include the April 2020 pension increase.

## Membership over time (000's)

### Actives



### Deferreds











### Pensioners



# Scheme-set assumptions

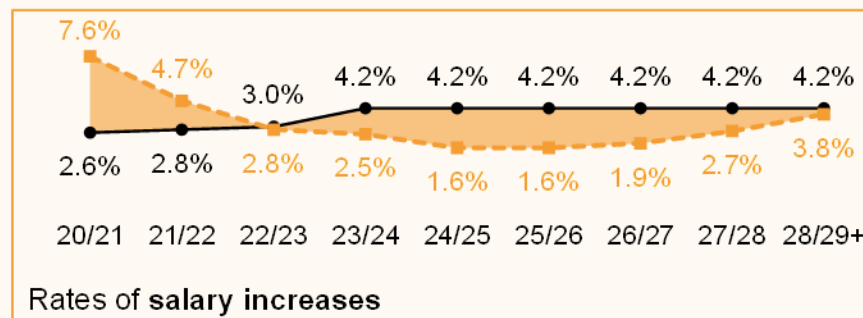
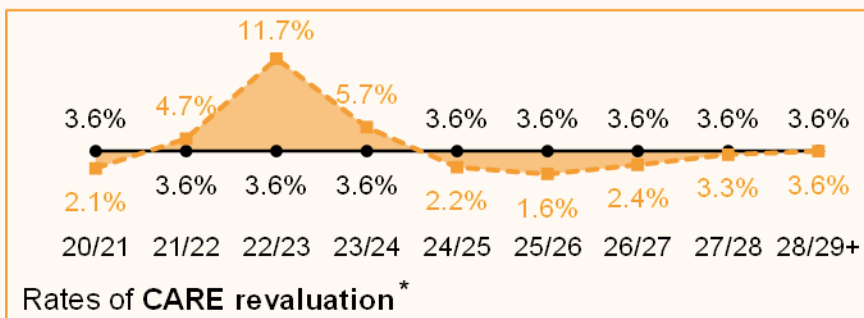
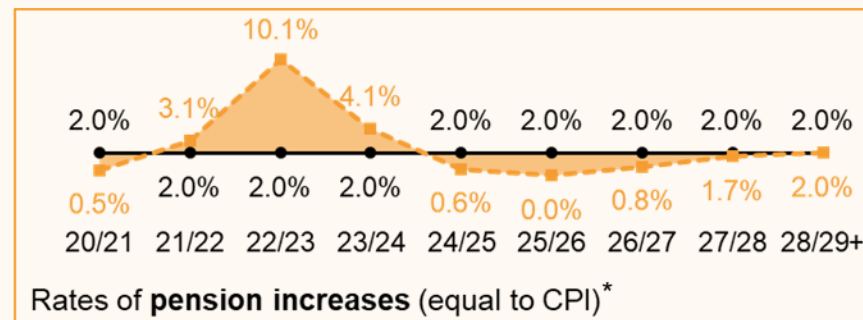
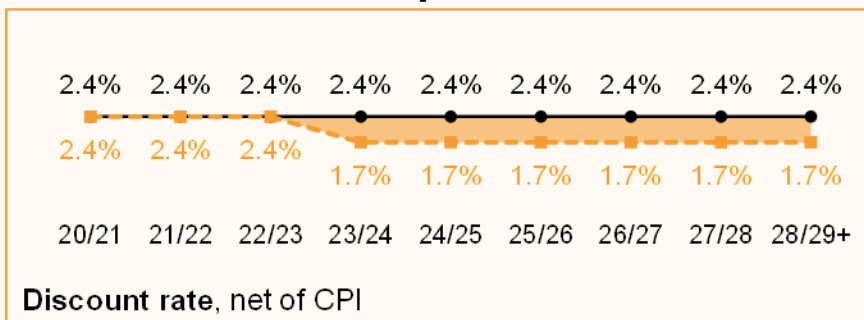
The results in this report have been based on assumptions, some of which are 'scheme-set' as described in our Advice on assumptions report dated 20 October 2023 and some of which are 'directed', as summarised on page 14.

The table below provides a summary of the changes in 'scheme-set' assumptions since the last valuation in 2016. It also sets out the directional impact of the changes on the results. Scottish Ministers and the Scottish Teachers' Pension Scheme Advisory Board have agreed that the 'scheme-set' assumptions are reasonable and appropriately reflect scheme experience where available.

Assumption	Change in assumption adopted	Impact of change on scheme costs
<b>Mortality after retirement</b>	Move to S3 tables and inclusion of 2016-2020 experience seen in wider workforce data	 Higher costs
<b>Proportion commuted</b>	Increase in amount of pension exchanged for cash for service in NPA 65 Section and 2015 Scheme	 Lower costs
<b>Retirement ages</b>	None	 No impact
<b>Rates of leaving service</b>	Higher withdrawals for members aged under 35 years	 Lower costs
<b>Promotional pay increases</b>	None	 No impact
<b>Rates of ill-health retirement</b>	None	 No impact
<b>Mortality before retirement</b>	None	 No impact
<b>Family statistics</b>	None	 No impact

# HM Treasury Directed Assumptions

## Annual financial assumptions



2016 assumptions
  2020 assumptions (dotted line) and difference from 2016 assumptions (shaded area)

\* Increases applicable at end of financial year indicated.

## Other directed assumptions

	2016 assumption	2020 assumption
Deficit spreading periods		15 years
Future mortality improvements	In line with 2016-based ONS projections	In line with 2020-based ONS projections
State Pension age	As legislated for in the Pensions Act 1995, Pensions Act 2007, Pensions Act 2011 and Pensions Act 2014	

**Sensitivities &  
Potential future impacts**



# Sensitivities – Employer Contribution Rate

## Which assumptions are the Employer Contribution Rate most sensitive to?

The chart to the right shows the sensitivity of the Employer Contribution Rate to specified changes in a number of key directed and scheme-set assumptions.

The chart shows that:

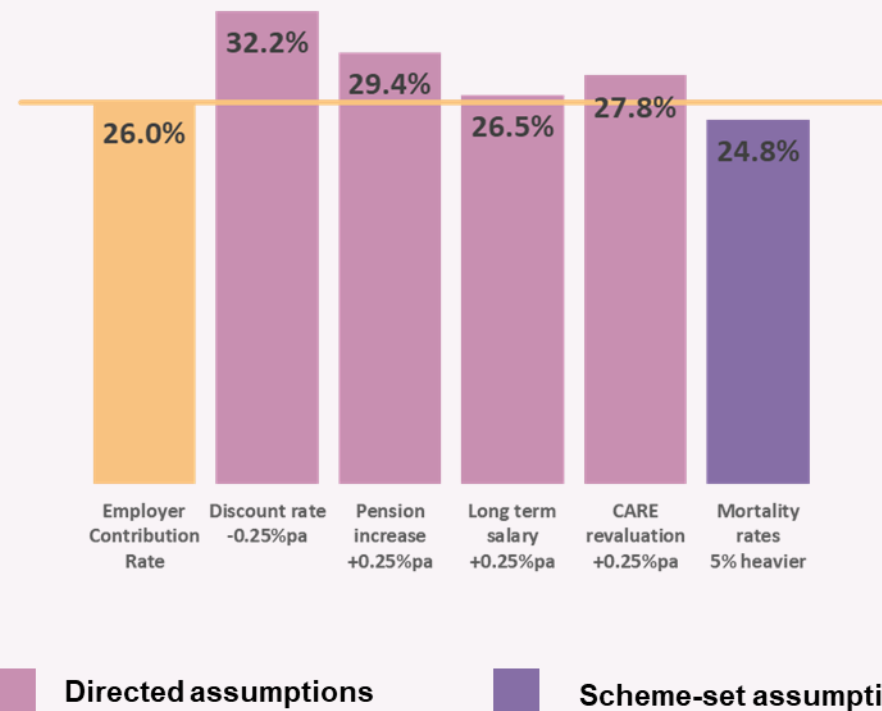
- some assumptions are more significant than others.
- the more significant assumptions tend to be directed.

It should be noted that:

- the sensitivities have been calculated in isolation for each assumption, leaving all others unchanged.
- sensitivities are not a prediction of future changes and are not minimum or maximum possible impacts.
- changes to the assumptions in the opposite direction to that illustrated here will produce approximately equal and opposite changes in the valuation results.

Full details of the sensitivities can be found in Appendix A.

## Employer Contribution Rate sensitivity



All percentages shown are of pensionable pay per annum.



# Sensitivities – Core cost cap cost

## Which assumptions are the core cost cap cost most sensitive to?

The chart to the right shows the sensitivity of the core cost cap cost of the scheme to specified changes in a number of key 'directed' and 'scheme-set' assumptions.

Under each scenario, the position of the resulting cost cap cost within the cost cap corridor is also illustrated.

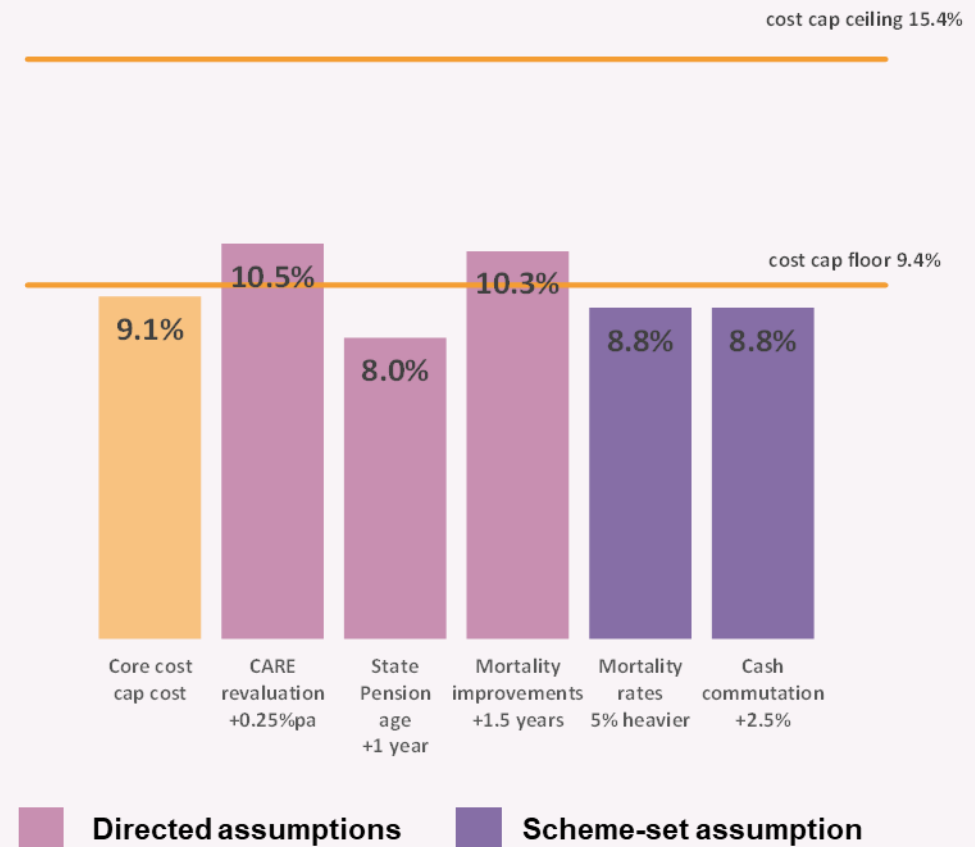
Unlike the Employer Contribution Rate, the core cost cap cost of the scheme is not sensitive to the main CPI linked directed assumptions of discount rate, pension increases and long-term salary.

It should be noted that:

- The sensitivities have been calculated in isolation for each assumption, leaving all others unchanged.
- Sensitivities are not a prediction of future changes and are not minimum or maximum possible impacts.
- Whilst a change in discount rate would not impact on the core cost cap cost, a 0.25% p.a. reduction would increase the economic cost cap cost of the scheme by 2.4%.
- Changes to the assumptions in the opposite direction to illustrated here will produce approximately equal and opposite changes in the valuation results.

Full details of the sensitivities can be found in Appendix A.

## Core cost cap cost sensitivity



All percentages shown are of pensionable pay per annum.

# Factors affecting future valuations

The previous two pages illustrate the impact on the **current** valuation results of changes to a number of key assumptions. It is useful to also consider which factors will potentially impact **future** valuation results. These are summarised in the following table:

Factor	Potential impact
Deficit repayment	The employer contribution rate includes an amount to reduce the size of the deficit. All else being equal, the deficit contribution rate will be lower at the next valuation, as a portion of the existing deficit will have been paid off.
Mortality improvements	<p>Recent evidence is that the UK is continuing to experience more deaths than expected based on pre-pandemic levels.</p> <p>The ONS 2020 projections made an adjustment to mortality rates to allow for expert views on the impact of the Covid-19 pandemic on mortality rates up to 2024.</p> <p>It is not yet possible to tell whether the projections used for the 2024 valuations will show further reductions in life expectancy, but recent evidence points to that being the trend. This would reduce the costs of the scheme.</p>
Scheme demographic experience	<p>Actual demographic 'experience' will differ from assumptions and this could have a large impact on results, both directly and in the way it influences 'scheme-set' assumptions at future valuations.</p> <p>The most significant such assumptions are baseline mortality, withdrawals from the scheme, and commutation. Appendix A shows the impact on the results of changes in these assumptions.</p>
Directed assumptions	These have the potential to have the largest impact on the contribution rate, but the direction and magnitude of any such change is unknown.

# Factors affecting future valuations

Factor	Potential impact
Age profile	Any change in the age profile of the scheme, e.g. a recruitment freeze meaning that fewer younger members join, will impact the results, with a higher average age generally leading to an increase in the contribution rate.
Legal cases	Any further cases that extend scheme benefits could have a large upward impact on costs. Legal cases we are aware of at the date of this report are summarised in Appendix E.
Legislative and policy changes	Any legislative or policy changes could impact on the benefits provided under the schemes, with the impact dependent on the change that is implemented.
Membership data	The valuation results are heavily dependent on the accuracy of the membership data. If the data is later shown to be materially incorrect or inconsistent with future datasets then a further cost or saving will emerge.
Membership profile	As time goes on, fewer members will have legacy scheme accrual and this is expected to lead to differences in behaviour around retirement patterns.

As well as affecting future valuation results, the factors above may impact future benefits paid, and contributions received, by the scheme.

At present, benefits paid from the scheme exceed contributions received from employees and employers. HM Treasury meet the remainder of the cost. However, any balancing payments with HM Treasury will change over time depending on the above factors - in particular, the scheme's membership profile and the relative numbers of members accruing and receiving benefits.

# Appendices



**Appendix A:  
Additional Valuation Results**



# Employer Contribution Rate components

## Key components

The chart on this page shows the components of the initially assessed Employer Contribution Rate payable from 2024 to 2027. These are the:

**a. Cost of benefits** accruing over the period 2024 to 2027 which represents the bulk of the rate. This is calculated to be 28.8% of pensionable pay per annum and is arrived at by using the methodology set out on page 49.

**b. Adjustment due to deficit at 31 March 2020**  
(see pages 23 and 24)

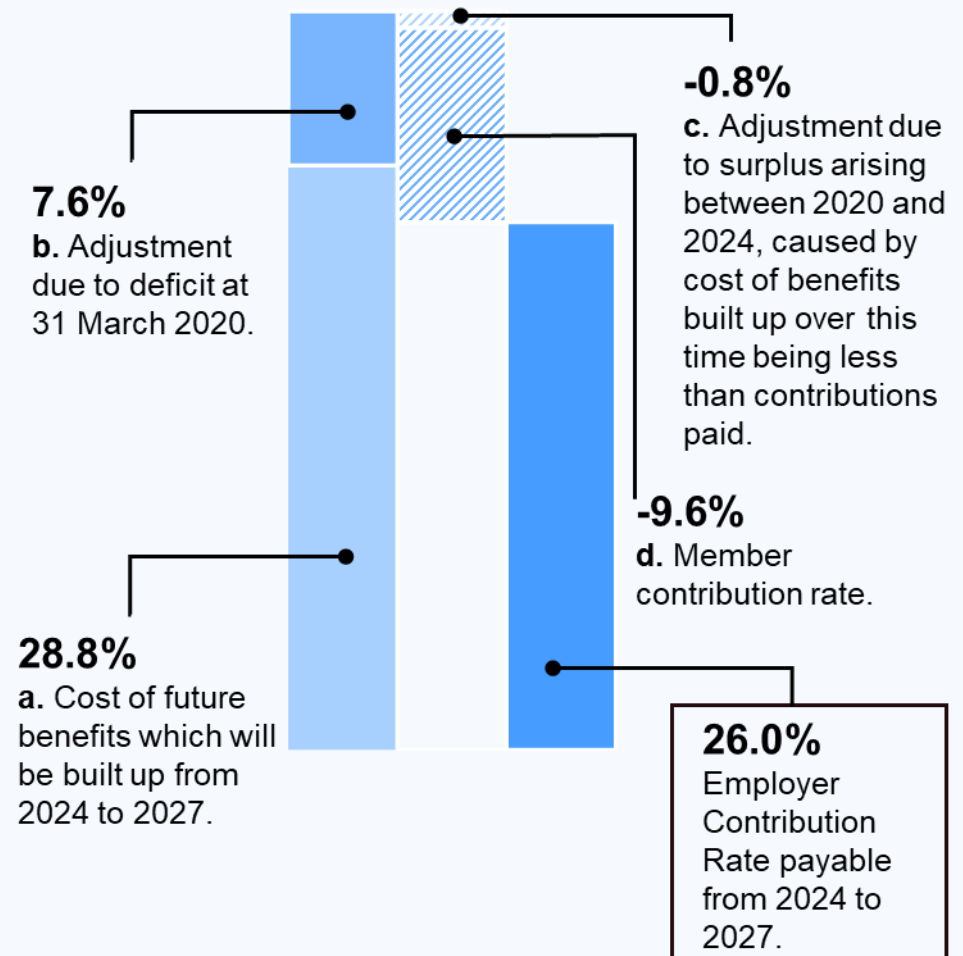
**c. Adjustment due to surplus arising between 2020 and 2024** (see page 25)

**d. Member contribution rate** (see page 26)

The initially assessed Employer Contribution Rate of 26.0% is calculated as  $a + b - c - d$ .

The following four pages provide further information relating to the derivation of items b, c and d. Detailed information relating to the methodology employed is set out in Appendix D.

## Breakdown of contribution rate



## b. Adjustment due to deficit at 31 March 2020

### Adjusting for deficit

The Employer Contribution Rate is adjusted to allow for the deficit in the scheme as at 31 March 2020. This deficit is spread over a period of 15 years from 1 April 2024 and is identified on page 22 as item b, 'adjustment due to deficit', of +7.6%.

To assess scheme deficit, we subtract the value of past service liabilities from notional assets. The calculation of each of these items is summarised on this page.

### Past Service Liabilities

The value of the scheme's past service liabilities is the capital sum needed at the effective date to meet the stream of future cashflows in respect of benefits earned. The split of these liabilities between active, deferred and pensioner members is set out below:

Liabilities (£bn)	31 March 2016	31 March 2020
Actives	9.2	11.0
Deferreds	1.2	1.3
Pensioners	12.4	14.7
<b>Total</b>	<b>22.8</b>	<b>26.9</b>

Income and benefit payments have been derived from scheme accounts and the notional investment returns are calculated by compounding interest using the prevailing SCAPE discount rate and relevant changes in the Consumer Price Index.

### Notional assets

Notional assets (see page 51) are calculated by 'rolling up' their value at the last valuation in line with notional investment returns and adjusting for income and outgo over the period. This is summarised in the table below, followed by a breakdown over the intermediate years:

	£bn				
<b>Notional assets at 31 March 2016</b>	<b>21.5</b>				
+ Income Received	2.8				
- Benefits Paid	-4.5				
+ Notional Investment Returns	4.2				
<b>Notional assets at 31 March 2020</b>	<b>24.1</b>				
	2016-17	2017-18	2018-19	2019-20	Total
Income Received (£bn)	0.6	0.7	0.7	0.8	2.8
Benefits Paid (£bn)	1.1	1.1	1.1	1.1	4.5
Notional Investment Returns (£bn)	0.8	1.3	1.2	1.0	4.2
	3.8%	5.9%	5.3%	4.1%	

### Scheme Deficit

	31 March 2016	31 March 2020
Liabilities (£bn)	22.8	26.9
Notional assets (£bn)	21.5	24.1
<b>(Deficit)</b>	<b>(1.3)</b>	<b>(2.9)</b>

All percentages shown are to the nearest 0.1% and all figures are rounded to 1 decimal place.

## b. Adjustment due to deficit at 31 March 2020

### Contributory factors

The factors contributing to the change in deficit in the scheme since the last valuation (from £1.3bn to £2.9bn) are quantified in the table to the right.

Impacts are considered in the order listed and although a different order could change the intermediate figures, there would be no impact on the deficit.

	£bn	
<b>Surplus (deficit) at 31 March 2016</b>		
<b>Notional Assets minus Liabilities (£21.5bn minus £22.8bn)</b>	<b>(1.3)</b>	i
Interest on surplus (deficit)	(0.3)	
Excess of contributions paid against cost of benefits accruing 2016-2020	(0.1)	ii
Repayment of deficit	0.5	iii
Experience effects	(0.6)	iv
Change in financial assumptions	(2.2)	v
Change in demographic assumptions	0.8	vi
Unattributed	0.3	vii
<b>Surplus (deficit) at 31 March 2020:</b>		
<b>Notional Assets minus Liabilities (£24.1bn minus £26.9bn)</b>	<b>(2.9)</b>	

All figures are rounded to 1 decimal place.

- i. The Notional Assets are described on pages 23 and 51; 'Liabilities' represent Past Service Liabilities.
- ii. Assessed using financial assumptions at the 2016 valuation. Includes allowance for payment of the corrected Employer Contribution Rate since 1 September 2019.
- iii. As anticipated at the 2016 valuation, representing 3.8% of pay expected to be paid towards the deficit in the year preceding 2020.
- iv. The impact of scheme experience over the period 2016-2020 diverging from that which was expected at the 2016 valuation (includes the impact on benefits accrued before 31 March 2020 of the McCloud and Goodwin legal cases and changes to GMP indexation).
- v. Pages 13 and 14 summarise the financial assumptions at the current and previous valuations. The change with the greatest financial significance is the discount rate fall from CPI+2.4% to CPI+1.7% p.a.
- vi. This is the net result of a number of demographic changes including mortality and rates of voluntary exits from service.
- vii. Balancing item.



## c. Adjustment due to surplus arising between 2020 to 2024

### Why does this surplus arise

The Employer Contribution Rate calculated as part of the 2020 actuarial valuation comes into payment at the start of the implementation period on 1 April 2024.

However, over the prior period, 1 April 2020 to 31 March 2024, the current Employer Contribution Rate of 23.0% remains payable.

It is expected that the cost of benefits accrued during the 2020 to 2024 period will be different from the currently payable contribution rate and as such, a surplus (or deficit) will arise.

The extent of this surplus is quantified in the table to the right.

### Spreading of surplus

The Employer Contribution Rate is adjusted to allow for this surplus (or deficit) by spreading it over a period of 15 years from 1 April 2024.

This is identified on page 22 as item c 'adjustment due to surplus arising between 2020 and 2024' caused by the cost of benefits built up over this period being different to contributions paid.

### Level of surplus

2020-2024	% p.a.
Employer Contribution Rate actually paid	23.0%
+ Member contribution rate actually paid	9.5%
- Cost of benefits accruing	-29.1%
<b>Net contribution surplus 2020 - 2024</b>	<b>3.4%</b>

### Adjustment to contribution rate

Spreading the net contribution surplus described above over a period of 15 years results in a reduction to the Employer Contribution Rate of 0.8% of pensionable pay.

All percentages shown are of pensionable pay per annum.

Note that, although the cost of benefits accruing over the 2020-2024 period is higher than those accruing over the 2016-2020 period, a net contribution surplus still arises. This is because the employer contribution rate actually paid includes both the cost of benefits accruing over the 2016-2020 period *and* an addition for deficit as at 31 March 2016.

## d. Member Contributions

The contribution rates paid by members are determined by the band in which their annual earnings lie. The current bands are summarised in the table to the right.

The contribution rates are then applied to member's pensionable salaries.

On average, the contribution rate is expected to be 9.6% of pensionable pay, as identified on page 22 as item d 'member contribution rate'.

The contributions rates shown are those currently payable by members of the scheme. The earnings bands have increased annually in line with changes in the Consumer Prices Index since the 2016 valuation.

SPPA is currently consulting on revisions to the current structure. We have been instructed by Scottish Ministers to assume that contributions received into the scheme will align with the target member yield of 9.6% of pensionable pay over the relevant implementation periods.

Annual earnings band (actual)	Member contribution rate
≤£32,133	7.2%
£32,136 - £43,257	8.7%
£43,260 - £51,291	9.7%
£51,293 - £67,975	10.4%
£67,980 - £92,693	11.5%
> £92,693	11.9%

Percentages shown are applied to annual pensionable pay and reflect contribution rate structure from April 2023.

# Cost Control

## What are the aims of the cost control mechanism?

The cost control mechanism was introduced following the recommendations of the Independent Public Pension Commission in 2011. Its aims were to:

- Ensure a fair balance of risk between members of public service pension schemes and taxpayers with regard to the costs of these schemes.
- Maintain the value of such schemes to their members.
- Provide stability and certainty of member benefit and contribution levels, with changes only being triggered by 'extraordinary, unpredictable' events.

## How does the mechanism work?

In the first instance, a measure of the cost of providing reformed scheme benefits, known as the core cost cap cost of the scheme, is assessed. If this cost changes by more than 3% of pensionable pay compared to its original level (known as the employer cost cap), a 'breach of the cost cap corridor' is said to have occurred.

An 'economic check', using what is known as the economic cost cap cost, is then carried out. This is a new introduction at this valuation and assesses whether a breach would also have occurred if the impact of long-term economic assumptions had also been considered.

If both the core cost cap and economic cost cap costs result in a breach in the same direction, a cost control mechanism breach is deemed to have occurred. In that case, Scottish Ministers are required to consult on changes to the scheme to bring the cost of the scheme back to the employer cost cap. Any such changes would impact the Employer Contribution Rate.

**Full details of the cost control mechanism and examples of the interaction between the core and economic cost cap costs can be found in HM Treasury's document: [Public Service Pensions: cost control mechanism consultation](#)**

Terminology relating to the cost control mechanism is defined in Appendix H, Glossary 2

## Results for the 2020 valuation

Pages 28, 30 and 31 cover the core cost cap cost of the scheme. This has been assessed to be more than 3% below the employer cost cap.

Pages 29, 32 and 33 cover the economic cost cap cost of the scheme. This has been assessed to be more than 3% above the employer cost cap.

As these two cost control mechanism measures do not produce a breach of the cost cap corridor in the same direction, there is, therefore, no requirement for Scottish Ministers to consult on changes to the scheme.

# Core cost cap cost of the scheme

## What is the assessment process?

As explained on page 27, the cost control mechanism begins with the assessment of the core cost cap cost of the scheme against the employer cost cap. We need to determine whether the former lies within a  $\pm 3\%$  corridor of the latter. Based on the outcome of this, action may need to be taken to bring costs back to the target cost.

The core cost cap cost of the scheme is a calculated measure of the cost of benefits being provided from the reformed scheme. This excludes the impact of changing long-term economic assumptions. The employer cost cap is the previously determined 'target cost' of the scheme and is set to 12.4%.

## Core cost cap cost of the scheme components

The component parts of the core cost cap cost of the scheme are:

**a: Cost cap future service cost** – contribution rate required to cover the expected cost of benefits accrued by members during the cost cap implementation period.

**b: Core cost cap past service cost** – difference between the cost cap liabilities and core cost cap fund as at the effective date, as a percentage of pensionable pay. More details can be found on page 30.

**c: Cost cap contribution yield** – the contributions expected from members during the cost cap implementation period.

**d: Cumulative future service technical immunity adjustment** – the future technical immunity adjustment at this valuation (5.9%) plus the cumulative future service technical immunity adjustment from the reconstructed 31 March 2016 cost cap valuation of the scheme (4.3%).

## Core cost cap cost calculation

	% p.a.	
<b>Cost cap future service cost</b>	<b>29.1%</b>	a
+ Core cost cap past service cost	-0.2%	b
- Cost cap contribution yield	-9.6%	c
- Cumulative future service technical immunity adjustment	-10.2%	d
<b>Core cost cap cost of the scheme</b>	<b>9.1%</b>	a+b-c-d

## Comparison with employer cost cap

	% p.a.
<b>Core cost cap cost of the scheme</b>	<b>9.1%</b>
- Employer cost cap	-12.4%
<b>Difference</b>	<b>-3.3%</b>

**Which lies outside the +/-3% corridor, therefore the economic check is required. (see page 29).**

All percentages shown are of pensionable pay per annum to the nearest 0.1%.

# Economic cost cap cost of the scheme

## What is the assessment process?

If the core cost cap cost of the scheme breaches the cost cap corridor, an economic check is required. In the case of the scheme, **a breach has occurred**.

The economic check assesses the economic cost cap cost of the scheme against the employer cost cap. It determines whether the former lies within a  $\pm 3\%$  corridor of the latter. If this comparison has the same outcome as the core cost cap cost assessment, action is needed to bring costs back to target.

The economic cost cap cost of the scheme is another measure of the cost of benefits provided from the reformed scheme. It is similar to the core cost cap cost but allows for the impact of a change in long-term economic assumptions - the difference is known as the total cumulative technical immunity adjustment.

As set out on the previous page, the employer cost cap is set to 12.4%.

## How is it calculated?

A summary of the calculations that form the assessment of the economic cost cap cost is set out in the tables to the right. Its component parts are:

**a: Cost cap future service cost** – the contribution rate required to cover the expected cost of benefits accrued during the cost cap implementation period.

**b: Economic cost cap past service cost** – the difference between the cost cap liabilities and economic cost cap fund, as a percentage of pensionable pay at the effective date. More details can be found on page 32.

**c: Cost cap contribution yield** – the contributions expected from members during the cost cap implementation period.

## Economic cost cap cost calculation

	% p.a.	
<b>Cost cap future service cost</b>	<b>29.1%</b>	a
+ Economic cost cap past service cost	0.5%	b
- Cost cap contribution yield	-9.6%	c
<b>Economic cost cap cost</b>	<b>20.0%</b>	a+b-c
- Employer cost cap	-12.4%	
<b>Difference</b>	<b>7.6%</b>	

The economic cost cap cost of the scheme lies above the 3% corridor. As this is not the same outcome as for the core cost cap cost of the scheme, there is no requirement for Scottish Ministers to consult on changes to the scheme.

## Comparison with core cost cap cost

	% p.a.
Core cost cap cost of the scheme	9.1%
Economic cost cap cost of the scheme	20.0%
<b>Difference (Total cumulative technical immunity adjustment)</b>	<b>(10.9%)</b>

All percentages shown are of pensionable pay per annum to the nearest 0.1%.

# Core cost cap fund balance

## Why is it calculated?

In order to calculate the core cost cap past service cost, we are required to calculate the core cost cap fund balance – that is the difference between the cost cap liabilities and core cost cap fund – and then divide this by pensionable pay.

## How is it calculated?

The core cost cap fund is a notional amount of money, building up from 1 April 2015 when the reformed scheme was introduced. It has been estimated at 31 March 2020 using data at this date; we do not expect any approximations inherent in this estimate to have a material impact on the outcome of the cost control mechanism.

The Directions require an illustration of the development of the core cost cap fund between 2015 and 2020. The table to the right covers the period from 2016 **(a)** to 2020, with a description of each component item set out below. The change from 2015 to 2016 is detailed on the following page.

**b: Core cost cap income** – income received by the scheme, including contributions. The employer portion of this is that which would have been paid if the core cost cap rate had been in effect (see page 31).

**c: Cost cap benefits paid** – benefits paid, for example pensions.

**d: Core cost cap notional investment returns** – notional amount of growth of the core cost cap fund.

**e: Past service technical immunity adjustment** – adjustment made to the core cost cap fund to exclude the impact of a change in long-term economic assumptions.

## Core cost cap fund balance

The table below summarises the calculation of the cost cap fund balance at 31 March 2020.

	£m	
<b>Reconstructed core cost cap fund at 31 March 2016</b>	<b>80</b>	<b>a</b>
+ Core cost cap income	540	b
- Cost cap benefits paid	-0	c
+ Core cost cap notional investment returns	60	d
+ Past service technical immunity adjustment	210	e
<b>Core cost cap fund at 31 March 2020</b>	<b>890</b>	<b>a+b-c+d+e</b>
- Cost cap liabilities at 31 March 2020	-840	
<b>Core cost cap fund balance at 31 March 2020</b>	<b>50</b>	

All figures are shown to the nearest £10m.

It should be noted that items a, b, c, d and e have been estimated and are shown for illustrative purposes only, in accordance with Directions requirements. They do not have any impact on the outcome of the cost control mechanism.

# Core cost cap fund

## Core cost cap fund 2015/16 development

	£m	
<b>Core cost cap fund at 31 March 2015</b>	<b>0</b>	a
+ Core cost cap income	80	b
- Cost cap benefits paid	-0	c
+ Core cost cap notional investment returns	0	d
<b>Reconstructed core cost cap fund at 31 March 2016</b>	<b>80</b>	a+b-c+d

It should be noted that items b, c, and d in the table above and the core cost cap fund contribution rate have been estimated and are shown for illustrative purposes only, in accordance with Directions requirements. They do not have any impact on the outcome of the cost control mechanism.

## Core cost cap fund contribution rate

The core cost cap fund contribution rate is the contribution rate required from the employer to cover the cost of benefits accruing to members over the period 1 April 2016 to 31 March 2020, with an adjustment to reflect any surplus or deficit at 31 March 2016.

It is used to calculate the employer contribution component of the core cost cap income (see page 30, item b) and its component parts are set out below:

	% p.a.	
Expected cost of benefits accrued 2016 to 2020	23.1%	a
Core cost cap past service cost at 2016	0.0%	b
Member contributions paid 2016 to 2020	-9.5%	c
<b>Core cost cap fund contribution rate</b>	<b>13.6%</b>	<b>a+b-c</b>

All percentages shown are of pensionable pay per annum to the nearest 0.1%.

# Economic cost cap fund balance

## Why is it calculated?

In order to calculate the economic cost cap past service cost, we are required to calculate the economic cost cap fund balance – that is the difference between the cost cap liabilities and economic cost cap fund – and then divide this by pensionable pay.

## How is it calculated?

The economic cost cap fund is a notional amount of money, building up from 1 April 2015 when the reformed scheme was introduced. It has been estimated at 31 March 2020 using data at this date; we do not expect any approximations inherent in this estimate to have a material impact on the outcome of the cost control mechanism.

The Directions require an illustration of the development of the economic cost cap fund between 2015 and 2020. The table to the right covers the period from 2016 (**a**) to 2020, with a description of each component item set out below. The change from 2015 to 2016 is detailed on the following page.

**b: Economic cost cap income** – income received by the scheme, including contributions. The employer portion of this is that which would have been paid if the economic cost cap rate had been in effect (see page 33).

**c: Cost cap benefits paid** – benefits paid, for example pensions.

**d: Economic cost cap notional investment returns** – notional amount of growth of the economic cost cap fund.

## Economic Cost Cap Fund Balance

The table below summarises the calculation of the economic cost cap fund balance.

	£m	
<b>Reconstructed economic cost cap fund at 31 March 2016</b>	<b>80</b>	a
+ Economic cost cap income	540	b
- Cost cap benefits paid	-0	c
+ Economic cost cap notional investment returns	60	d
<b>Economic cost cap fund at 31 March 2020</b>	<b>680</b>	a+b-c+d
- Cost cap liabilities at 31 March 2020	-840	
<b>Economic cost cap fund balance at 31 March 2020</b>	<b>(160)</b>	

All figures are shown to the nearest £10m.

It should be noted that items a, b, c, and d have been estimated and are shown for illustrative purposes only, in accordance with Directions requirements. They do not have any impact on the outcome of the cost control mechanism.



# Economic cost cap fund

## Economic cost cap fund development 2015/16

	£m	
<b>Economic cost cap fund at 31 March 2015</b>	<b>0</b>	a
+ Economic cost cap income	80	b
- Cost cap benefits paid	-0	c
+ Economic cost cap notional investment returns	0	d
<b>Reconstructed economic cost cap fund at 31 March 2016</b>	<b>80</b>	a+b-c+d

It should be noted that items b, c, and d in the table above, and the economic cost cap fund contribution rate, have been estimated and are shown for illustrative purposes only, in accordance with Directions requirements. They do not have any impact on the outcome of the cost control mechanism.

## Economic cost cap fund contribution rate

The economic cost cap fund contribution rate is the contribution rate required from the employer to cover the cost of benefits accruing to members over the period 1 April 2016 to 31 March 2020, with an adjustment to reflect any surplus or deficit at 31 March 2016.

This is calculated in a similar manner to the core cost cap fund contribution rate.

It is used to calculate the employer contribution component of the economic cost cap income (see page 32, item b) and its component parts are set out below:

	% p.a.	
Expected cost of benefits accrued 2016 to 2020	23.1%	a
Economic cost cap past service cost at 2016	0.1%	b
Member contributions paid 2016 to 2020	-9.5%	c
<b>Economic cost cap fund contribution rate</b>	<b>13.7%</b>	<b>a+b-c</b>

All percentages shown are of pensionable pay per annum to the nearest 0.1%.

# Sensitivities

The tables below contain further information on the sensitivity of each of the Employer Contribution Rate and core cost cap cost of the scheme to the assumptions adopted. Also shown is the sensitivity of the economic cost cap cost of the scheme to the discount rate. It should be noted that both the cost of future service and adjustment for past service deficit/surplus elements of these rates are affected by the sensitivities.

The assumptions are split between 'directed' and 'scheme-set'. Details of the baseline 'directed' short-term and long-term assumptions can be found on page 14.

The sensitivities shown in brackets relate only to the change in assumption described. The impact of a combination of assumption changes will not necessarily equate to the sum of those individual rows.

Furthermore, they refer only to the results of this valuation and are expected to change materially over time. It is important to note that these sensitivities are not intended to reflect the possible variation in assumptions at future valuations. Opposite changes in the assumptions will produce approximately equal and opposite changes in the valuation results.

## Increase in

Directed assumptions	Employer Contribution Rate	Core cost cap cost
Discount rate in excess of CPI (-0.25% p.a.)	6.2%	The core cost cap cost of the scheme is not sensitive to the main CPI linked 'directed' assumptions of discount rate, pension increases and long-term salary.
Pension increases applied to deferred pensions and those in payment (+0.25% p.a.)	3.4%	A 0.25% p.a. reduction to the discount rate is estimated to increase the economic cost cap cost of the scheme by 2.4%.
Long-term rate of public service earnings growth in excess of CPI (+0.25% p.a.)	0.5%	

# Sensitivities

Directed assumptions	Increase in	
	Employer Contribution Rate	Core cost cap cost
Short-term rate of public service earnings growth (+0.25% p.a. to each short-term rate)	0.4%	0.0%
CARE revaluation rate (+0.25% p.a.)	1.8%	1.4%
Future mortality improvement assumption (changing improvements, from ONS 2020 to ONS 2016, which increases life expectancy by broadly 1.5 years)	3.9%	1.2%
State Pension age for 2015 Scheme (one year later than under current Directions)	-1.7%	-1.1%
Deficit spreading period (increased by 5 years)	-1.7%	0.0%

Scheme-set assumptions	Increase in	
	Employer Contribution Rate	Core cost cap cost
Mortality rates (5%* heavier rates of baseline pensioner mortality)	-1.2%	-0.3%
Cash commutation (additional 2.5% of pension assumed to be commuted)	-0.7%	-0.3%

\* Represents a multiplicative increases to rates, i.e. 5% means rates 1.05 times higher.

# Sensitivities

Scheme-set assumptions	Increase in	
	Employer Contribution Rate	Core cost cap cost
Ill-health retirement (5%* increase in number of retirements)	0.0%	-0.0%
Proportions married / partnered (5%* more members assumed to have qualifying partners at death)	0.3%	0.1%
Resignations and opt outs (10%* more pre-retirement voluntary leavers assumed, net of rejoiners)	-0.2%	-0.1%
Promotional pay increases (+0.25% p.a.)	0.8%	0.0%

\* Represents a multiplicative increases to rates, i.e. 5% means rates 1.05 times higher.

**Appendix B:  
Climate Change**



# Climate Change – risks

## Why consider climate risk?

- Public service pension scheme valuations tend to have long-term horizons, over which climate change can have a significant impact.
- Climate change may affect scheme experience as well as the prevailing economic and societal landscape. These may all impact on the assumptions required for valuations.
- Climate change may also have material implications for departmental spending reviews/plans and the cost of benefits now and in the future.
- In the wider UK pensions sphere, requirements to consider and disclose the potential impact of climate change are increasing.
- The Financial Reporting Council, which sets technical standards for actuarial work in the UK, requires the impact of climate change to be reflected and reported on in pension scheme valuations. The UK government has announced plans to implement TCFD\* recommendations in the annual reports and accounts of central government departments by 2025-26.

## Assessment challenges

- Climate change is unprecedented and so past data cannot be relied upon to predict future experience.
- Climate risk analysis and modelling techniques are still in their infancy compared with many other pensions risks.

## Climate risk types

### Physical risks

Arising due to the changes in temperature and extreme weather events.

### Transition risks

Arising from moves to a greener, low carbon economy. These risks are primarily due to policy and financial market changes.

### Widespread impacts including on:

Life expectancy  
Government spending priorities  
Economic growth

## Future outlook

Climate change and the steps to mitigate it are already underway. Risks relating to this are expected to emerge in the scheme's valuation results over the short to medium-term.

It should be noted that depending on the success and efficiency of our transition to a low carbon world, there may be potential for an improved economic outlook and scheme experience compared with the 2020 valuation assumptions.

\* <https://www.fsb-tcf.org/>

# Climate Change – scenario analysis

## Climate scenarios

- The assumptions used in the 2020 valuation of the scheme are required to be best-estimate, including allowing for expected future GDP growth and life expectancy progression.
- In the remainder of this Appendix, we consider three climate scenarios, their potential impact on valuation assumptions, and how these, in turn, might impact on the cost of future benefits payable from the scheme.
- The high degree of uncertainty surrounding climate change means that actual climate outcomes may be very different to the scenarios considered. However, the themes illustrated should still be useful for understanding and planning for potential risks.
- The scenarios cover a range of outcomes. No probability is assigned to the likelihood of each scenario.

## Analysis process

- Drawing upon the climate impact analysis shared by, and our discussions with, relevant bodies (e.g. the Office for Budget Responsibility ('OBR'), IFoA and NGFS\*); for each scenario, we have considered how expectations of key valuation assumptions may have changed by 2040.
- It has been assumed that by 2040, it is clear what climate pathway the world is on. Hence, the valuation assumptions at this time would fully reflect the expected implications of that pathway.
- These assumptions have then been used to consider the potential cost of future benefits at 2040.
- For each intermediate valuation date between 2020 and 2040, we have then considered how the cost of future benefits might progress under each scenario.
- Note that the scenario analysis makes no allowance for potential future pension policy or membership changes.

An overview of the three climate scenarios we have considered is shown on the next page – these are described in terms of the changes anticipated over the period to the end of the century. The potential impact of these scenarios on key valuation assumptions is shown on page 44, along with consideration of their impact on the cost of future benefits payable from the scheme on pages 42 and 43.

\* <https://www.ngfs.net/en>

# Climate Change – scenario overviews

## Orderly Transition

- An orderly transition to manage climate risk, where actions are planned, and adaptation is methodical.
- Short-term **transition risk** impacts from policy / regulation changes.
- Medium and long-term growth and stabilisation of risk, with less **physical risk** overall due to early transition.



**Estimated +1.5°C**  
at 2100 vs pre-  
industrial  
temperatures

## Disorderly Transition

- Similar long-term warming outcome to an orderly transition, but achieved in an uncoordinated and disorderly fashion.
- Short-term disruption avoided until pressure to meet targets mounts in the medium-term, leading to significant **transition risk**.
- Long-term stabilisation of risk.



**Estimated  
+1.5°C to +2.0°C**  
at 2100 vs pre-  
industrial  
temperatures

## Failed Transition

- Failure to adapt and mitigate climate change at a global level\*.
- No transition to a low carbon economy, hence limited **transition risk**.
- However, significant and increasing amounts of **physical risk** lead to severe direct and indirect financial consequences.



**Estimated +4.0°C**  
at 2100 vs pre-  
industrial  
temperatures



- Caution, these are illustrative scenarios and should not be used to make specific decisions.
- To consider specific climate change related risks please seek further advice.
- For details of the limitations of our scenarios and analysis, please see page 44.

\* The UK only represents a small proportion of global emissions, hence, even if transition plans are met in the UK, climate change will continue to occur unless the rest of the world also takes appropriate actions.



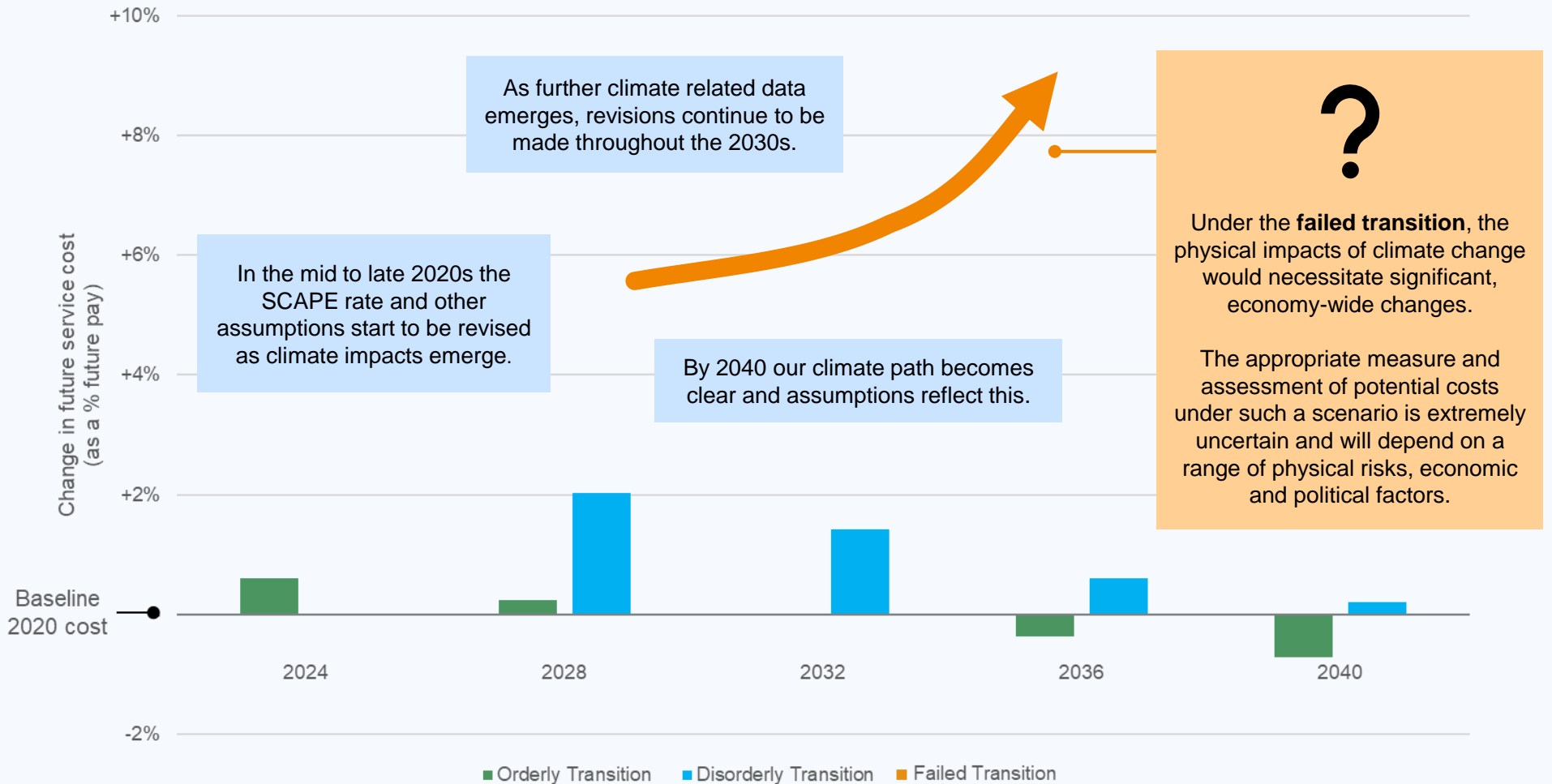
# Climate Change – scenario assumptions

Under each scenario below, we set out how expectations of key valuation assumptions may have changed by 2040. The changes in the SCAPE discount rate have the most significant impact on the results. This is in line with the sensitivities shown on page 34. For further details on these and the methodology adopted in our analysis, please refer to page 44.

Assumption at 2040	Orderly Transition	Disorderly Transition	Failed Transition
<b>Inflation rate</b>	No change. We have assumed that the Bank of England takes action to keep long term inflation in line with its 2% target under all scenarios.		
<b>SCAPE discount rate</b>	Increases due to higher long-term growth enabled by an early transition.	Decreases slightly due to the higher costs of mitigation and transition risk.	Decreases significantly due to the financial implications of severe physical risks.
<b>Life Expectancy</b>	Improves due to significant reduction in air pollution, better diet and positive economic outlook.	Worsens overall, as improvements due to reduction in air pollution are more than offset by somewhat worse economic outlook.	Worsens primarily due to secondary impacts of a long-term worsening economic outlook.
<b>Salary Increases</b>	Increases due to higher long-term growth.	Decreases slightly due to disorderly nature of transition.	Decreases due to worse economic outlook.
<b>Other scheme experience and member option assumptions</b>	On the grounds of materiality and the high level of uncertainty, we have not made explicit assumptions for potential changes to member behaviour under each scenario.		

# Climate Change – scenario impact comparison

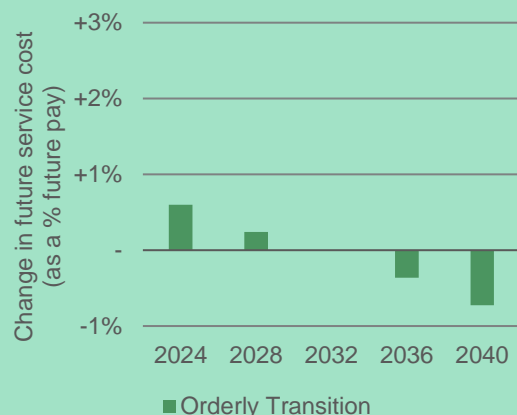
The chart below compares the estimated change in the cost of future benefits at each valuation up to 2040 under each scenario. The next page sets out the rationale for the progression of future valuation costs under each scenario.



# Climate Change – scenario impacts

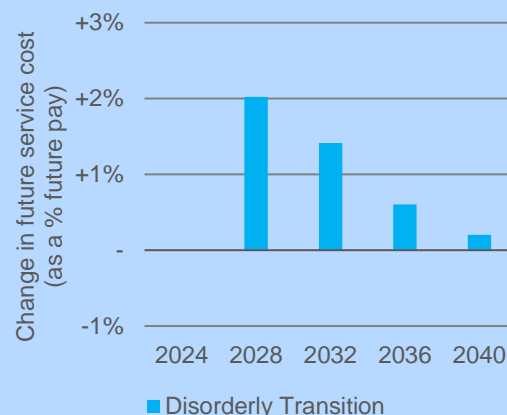
## Orderly Transition

- Cost increases initially due to transition risk and the associated costs of implementing policies.
- This falls as successful transition occurs, expectations of economic growth improve and cost of future benefits returns to 2020 levels.
- Continued increases to economic growth expectations reduces the cost of future benefits despite longer life expectancies.



## Disorderly Transition

- Limited short-term action means there is no impact by 2024.
- A sudden rush to take action to meet climate targets leads to transition risk that increases the cost of future benefits.
- The rapid progress made starts to reduce the cost of future benefits; however, the reduced expectations of future economic growth keeps the cost above the 2020 level.



## Failed Transition

- In the short-term, there would be no successful global action.
- As this continues into the medium term, there will likely be shock realisations of the significant physical risk developing on the climate pathway.
- Under a failed transition, any global action to mitigate this would be insufficient and physical risk would continue to mount, resulting in non-linear and potentially irreversible worldwide impacts.
- Under the adopted methodology, the results are sensitive to changes in expectations of economic growth through the SCAPE rate - see sensitivity on page 34.
- Assuming pension costs continue to be measured in the same way as currently, costs would increase substantially as the SCAPE rate decreases.

# Climate Change – assumptions and limitations

## Limitations of climate scenario analysis

Modelling climate change involves understanding and estimating: future physical climate risk impacts, transitional costs, and how macro-financial variables are affected.

The uncertainty in our assumptions and results, in part, comes from the uncertainty in existing climate models. In particular, a number of known shortcomings are listed below:

- **Tipping points:** These are thresholds that once crossed may cause irreversible changes in the earth's system. Anticipating the point at which a tipping point would be reached and its consequences is challenging. As a result, tipping points are often excluded from climate models.
- **Speed of realising climate impacts:** Due to the various levers acting over a range of timescales, the timing of the emergence of different climate change impacts is uncertain.
- **Geographical spread of impacts:** Whilst the climate change impacts under any scenario are generally expected to be less severe on the UK relative to the world average, the geographical spread is still uncertain. Ultimately the climate outcome will be determined by overall global emissions (of which the UK contributes a small part).
- **Potential future climate policies:** These are also very difficult to model, if at all, due to their subjective nature.

## Assumptions and limitations

A summary of the key long-term valuation assumptions that we have used to consider the impact on the cost of benefits at 2040 under each climate scenario is set out below. The scheme membership profile is assumed to be unchanged from the 2020 valuation with future accrual in the CARE scheme.

Assumption vs baseline	Orderly Transition	Disorderly Transition	Failed Transition
<b>SCAPE discount rate (p.a. in excess of CPI)</b>	+0.10%	-0.05%	-1.20%
<b>Non-pensioner life expectancy</b>	+0.5 years	-0.4 years	-1.6 years
<b>Salary Increases</b>	+0.10%	-0.05%	-1.20%

It should be noted that the climate change scenarios and impacts shown in this report are purely illustrative and no decisions should be made on their basis.

They are based on a consideration of the cost of future benefits at 2040 combined with the knowledge we would have at that point regarding the climate pathway being followed.

For intermediate valuation dates between 2020 and 2040, the cost of future benefits has been considered based on the scenario narratives.

# Appendix C: Benefits



# Benefits Summary

The benefits provided to members of the pre 2015 and 2015 schemes are set out in regulations, [SSI 2005/393](#) and [SSI 2014/292](#) respectively (and both as amended by subsequent legislation). The main provisions are summarised over the next two pages.

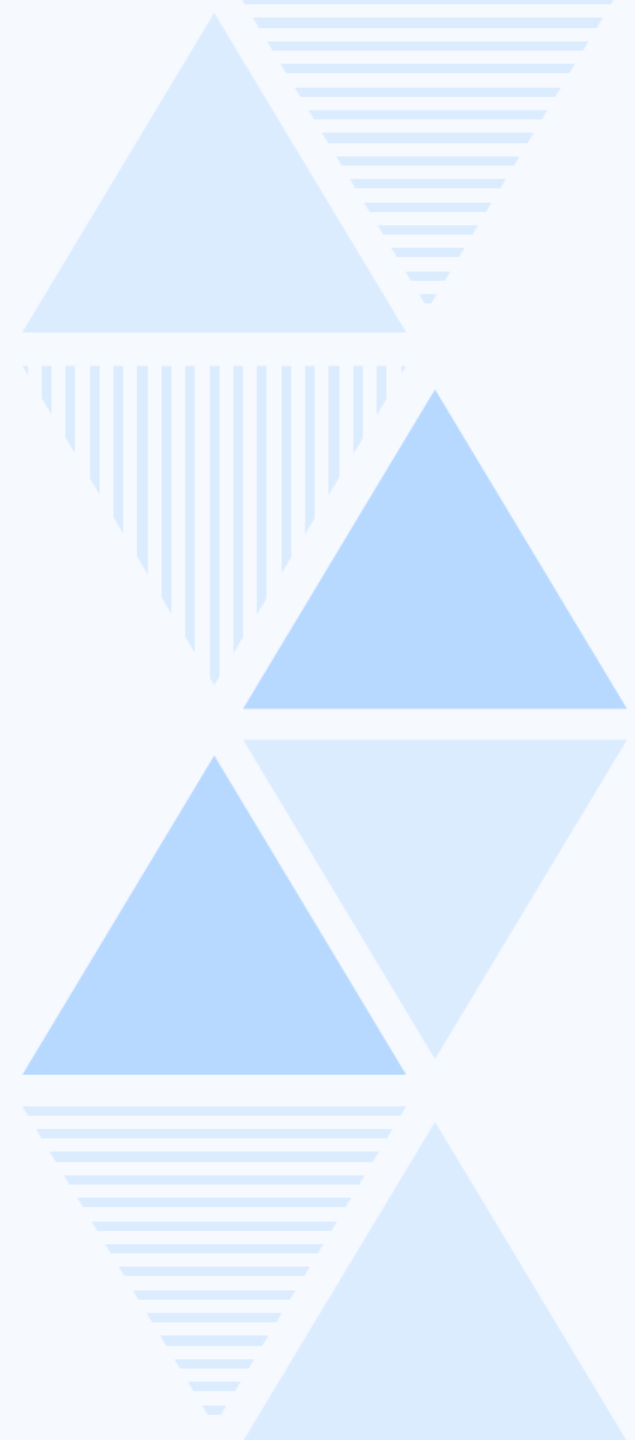
The 2015 scheme was introduced from 1 April 2015 and many pre 2015 scheme members transferred to it on this date. From 31 March 2022, all members accrue benefits in the 2015 scheme. [McCloud](#) eligible members will have the choice of reformed (2015 scheme) benefits or legacy (NPA 60/ NPA 65 section) benefits for the period 1 April 2015 to 31 March 2022.

	NPA 60 Section	NPA 65 Section	2015 Scheme
<b>Basis of provision</b>	Final salary		Career average with revaluation of CPI + 1.6% pa whilst in service
<b>Contracted out/in prior to 2016</b>	Contracted out		
<b>Normal Pension Age (NPA)</b>	60	65	Higher of a member's State Pension age and 65
<b>Pension accrual rate</b>	1/80	1/60	1/57
<b>Retirement lump sum structure</b>	3 x pension plus commutation at £12:1 pa	Cash by commutation only at £12:1 pa	
<b>Final pensionable pay</b>	Better of: a) last 12 months' pensionable pay b) average of best 3 consecutive years' pensionable pay in last 10 years (revalued in line with the Pensions Increase (PI) Act to date of exit)		Not applicable

# Benefits Summary

	NPA 60 Section	NPA 65 Section	2015 scheme
<b>Dependant benefits</b>	50% of member pension (pre-commutation)	37.5% of member pension (pre-commutation)	
<b>Ill-health pension</b>	<p>Total incapacity benefit = Pension based on actual service plus half of potential service to NPA</p> <p>Incapacity benefit = Pension based on actual service, no reduction for immediate payment</p>		<p>Total incapacity benefit = Incapacity benefit plus 50% prospective service to NPA, multiplied by 1/57 of the member's annual rate of pensionable earnings</p> <p>Incapacity benefit = accrued pension, no reduction for immediate payment</p>
<b>Early Retirement</b>	Benefits reduced for early payment. The reduction is actuarially neutral on a deferred benefit basis		Benefits reduced for early payment. The reduction is actuarially neutral on a deferred benefit basis, except that for retirements directly from active status the reduction applying to the period between age 65 and NPA is 3% a year (up to a maximum of 3 years)
<b>Pension increases</b>	<p>In payment – increased in line with the PI Act, on excess over GMP (for members over GMP payment age)</p> <p>In deferment – total pension increased in line with the PI Act</p>		

# **Appendix D: Methodology, Assumptions and Notional Assets**





# Methodology

## Employer Contribution Rate

One of the key outputs of the valuation process is the Employer Contribution Rate. To assess this, we:

- Calculate the percentage of total projected pensionable pay needed to meet the benefits accrued over the implementation period (**cost of future benefits**).
- Assess whether there is any deficit/surplus at the effective date and add to this any arising between the effective and implementation dates (**past service position**).
- Spread this total deficit/surplus over 15 years (**adjustment due to deficit/surplus**) and express it as a percentage of total projected pensionable pay. Then add/subtract this resulting percentage from the cost of future benefits.
- Subtract member contributions expressed as a percentage of total **projected pensionable payroll**.
- Assess whether any further adjustments are required to the resulting Employer Contribution Rate in respect of the cost control mechanism. This process is described on page 5.

The items in **bold** are considered in turn in further detail.

## Cost of future benefits

To assess the cost of future benefits, we:

- Estimate the benefits that are accrued by each scheme member (and their dependants where applicable) over the implementation period.
- Express these as a stream of future projected cashflows.
- Calculate the capital sum needed at the effective date to meet this stream of future cashflows. This is done by discounting the cashflows using the discount rate.
- Divide this capital sum by the 'present value' of total pensionable pay over the implementation period

This methodology is known as Projected Unit and is specified by the Directions.

The Directions also specify that benefits should be attributed to periods of service in accordance with the requirements of International Accounting Standard 19: Employee Benefits.

In carrying out the above steps, we need to make assumptions about the future service and salaries of scheme members, and the length of time over which they will receive benefits. These assumptions are summarised on pages 50 and 51.

We also make a number of more minor assumptions and these are summarised on pages 52 to 55.

# Methodology

## Past Service Position

To assess the surplus/deficit at the effective date, we:

- Estimate the benefits accrued by each scheme member (and their dependants, where applicable) in respect of service accrued prior to the effective date (past service).
- Express these as a stream of future projected cashflows.
- Calculate the capital sum (past service liabilities) needed at the effective date to meet this stream of future cashflows. This is done by discounting the cashflows using the discount rate.
- Subtract from this capital sum the value of the notional assets at the effective date. The assets are described as notional as there is no actual fund set aside to pay benefits (see page 51 for more details).

We then need to calculate any surplus/deficit arising **between the effective and implementation dates** caused by benefits built up over this time being less/more than contributions paid. When added to the surplus/deficit at the effective date, this gives the **past service position**.

As per the assessment of the future service position, in carrying out the above steps, we need to make assumptions about the future service and salaries of scheme members, and the length of time over which they will receive benefits.

## Adjustment due to deficit/surplus

If the scheme's notional assets are less than the past service position, the fund is said to be in deficit. This deficit needs to be met by an adjustment (addition) to the contribution rate, over a 15 year period.

Conversely, if the scheme's notional assets are more than the past service position, the fund is said to be in surplus. This deficit needs to be met by an adjustment (reduction) to the contribution rate, over a 15 year period.

The adjustments due to deficit/surplus at the effective date and that arising between the effective and implementation dates, were identified separately on pages 7 and 22 of this report.

## Projected Pensionable Payroll

In order to carry out our calculations, pensionable payroll is projected from the effective date to the start and end of the implementation period. These projections are shown in the table below.

Date	Pensionable Payroll (£bn)
Effective date (31 March 2020)	2.6
Start of implementation period (1 April 2024)	3.3
End of implementation period (31 March 2027)	3.5

Pensionable payroll is also projected over the above-mentioned 15-year deficit spreading period. The approach taken is detailed further on page 52.

# Assumptions and Notional Assets

## Assumptions

In assessing the cost of past and future service benefits, we have made assumptions about the future service and salaries of scheme members, and the length of time over which they will receive benefits.

In doing so, we have assumed that a largely stable active population will be maintained.

Our calculations therefore assume that, over the period from the effective date to the end of the implementation period, the overall profile of the membership, in terms of distribution of headcount and pay by age and gender, will remain stable.

The implied expected future pensionable service and length of time over which members receive benefits (duration of liabilities) are summarised in the table below.

Member Type	Average expected future pensionable service	Duration of liabilities
Active Member	13.2	26.5
Current Pensioner	N/A	9.8

## Notional Assets

The benefits paid to scheme members are not met from a ring-fenced fund set aside for this purpose. Instead, they are financed by contributions from employers and current members which fall into general government revenues.

An account is maintained of these contributions and they are 'rolled up' from year to year, using pre-determined notional rates of return and reduced by benefits as and when they are paid.

The resulting amount is known as the notional assets and stood at £24.1bn as at the effective date. Page 23 provides further information on the development of the notional assets since the previous valuation as at 31 March 2016.

## Core and Economic Cost Cap Funds

In a similar way to which the notional assets are required to assess the past service position of the scheme, core and economic cost cap notional funds are required to assess the core cost cap and economic cost cap past service costs respectively.

These notional funds have been estimated at 31 March 2020 using data at this date. The estimate is equivalent to 'rolling up' the values of the notional funds at the previous valuation using pre-determined notional rates of return, and adjusting for income received, benefits paid and other technical adjustments.

Full details can be found in pages 30 to 33.

# Minor assumptions

## Deficit spreading

The scheme's projected pensionable payroll over a 15-year period is required to spread deficits. An estimate has been calculated using payroll data at the valuation date, projected forward with the earnings increases described on page 14.

SPPA have directed that this payroll estimate be amended to reflect scheme information known at Spring Budget 2023. This included payrolls up to 2022/23, derived from information in the scheme accounts, and the 2023/24 pay awards. This reduces the employer contribution rate by 0.5% p.a.

## Public Sector Transfer Club (PSTC)

Transfers into the scheme on a PSTC basis can result in liabilities in excess of the transfer values received. We have analysed recent transfer data in order to estimate the potential impact on the future costs of the scheme.

In setting the employer contribution rate, we have allowed for a 0.5% p.a. addition over the implementation period (this was 0.6% p.a. at the 2016 valuation).

The cost control mechanism requires that only transfers of reformed scheme benefits are considered. No allowance over the cost cap implementation period has been made at the 2020 valuation (as our estimate of the impact is smaller than 0.05% p.a.). The Directions require that this is compared against the PSTC allowance of 0.7% p.a., which was included within the employer cost cap set at the 2012 valuation.

## Guaranteed Minimum Pensions (GMPs)

For pensioners reaching State Pension age (SPa) prior to 6 April 2016, certain increases on the GMP part of pensions are not the responsibility of the scheme. This is reflected through an overall adjustment to the past service liabilities. The adjustment is equivalent to a reduction in the employer contribution rate of 0.4% p.a.. There is no impact on the cost control mechanism.

During the inter-valuation period, the Government announced that members reaching SPa after 6 April 2021 will receive full indexation of public service pensions. This follows previous similar announcements covering earlier periods. This acts to increase the past service liabilities and is shown as part of the reconciliation, on page 8, of the employer contribution rate with that set at the 2016 valuation.

## Timing of increases

Pension increases and reformed scheme in-service revaluations are assumed to occur annually in April.

General salary increases are assumed to occur annually at the start of the financial year, reflecting typical practice of scheme employers.

Progression / promotional increases are assumed to occur evenly throughout the year (so, on average, halfway through).

# Minor assumptions

## Final Pensionable Pay

Members' legacy scheme final salary benefits have been valued by projecting salary data at the valuation date up to the point of their assumed retirements. When calculating the retirement pension, allowance is made for the impact of prior years' earnings resulting in higher final pensionable pay. See page 46 for further details of the final pensionable pay definition.

## Actuarial factors

Certain benefit options available to members of the scheme are determined using tables of factors. These are typically generated following advice from the actuary, and are generally set to be broadly cost-neutral against the assumptions used for a valuation. In our calculations, we have assumed that, where material, the factors used at a particular point in time in our calculations are reflective of those that were / are expected to be in force at that date.

## Income tax and National Insurance

The valuation framework considers cash amounts into and out of the pension scheme. Calculated liabilities therefore reflect full payments and do not, for example, allow for any deductions applicable prior to receipt by members.

## Goodwin judgment

A case ('Goodwin') brought in the Employment Tribunal against the Teachers' Pension Scheme (England & Wales) in 2020 highlighted the potential for the form of dependants' benefits to result in direct sexual orientation discrimination. The Government [announced](#) that it will make amendments to the public service schemes, where appropriate, to address this discrimination.

We have estimated the impact of these benefit changes to be an increase of 0.3% p.a. to the employer contribution rate over the implementation period. There is no impact on the cost control mechanism.

## Impact of change to discount rate

We have estimated the impact on the employer contribution rate of the 0.7% p.a. reduction in the SCAPE discount rate since the previous valuation. Various approaches could be justified, depending on the objectives of the assessment. We have assumed:

- The SCAPE discount rate change occurs prior to all other changes in the contribution rate reconciliation.
- The impact includes costs related to future benefit accrual, past service liabilities, and also any shortfall / surplus occurring over the period 2020 to 2024.

# Minor assumptions

## Deferred members over retirement age

The deferred data provided for the valuation included members who had reached the age their pension could be paid, but had not yet claimed it.

No adjustment to the data is made. However, our calculations then assume that only around half of these pensions will generate payments from the scheme. This results in a reduction to the **Employer Contribution Rate** of 0.2% p.a. There is no impact on the **cost control mechanism**.

# Minor assumptions

The impact of the factors set out on this page have been considered in aggregate. Overall, we have determined that no material adjustments are required in respect of them, when setting the Employer Contribution Rate, or as part of the cost control mechanism.

## Children and dependants' pensions

The cost to the scheme of paying existing and future pensions to children, or short-term dependants' pensions, on the death of a scheme member.

## 'Pension debits' for active / deferred members

Savings arising from 'pension debit' deductions to be applied to divorcing members' retirement pensions as a result of a pension sharing order.

## 'Scheme pays' deductions for active / deferred members

Savings arising from 'scheme pays' debits to be applied to retirement pensions as a result of the scheme having previously paid pension tax charges on behalf of members.

## Additional voluntary contributions

The cost of additional pensionable service and pension benefits secured through the payment of additional voluntary contributions through the scheme's regulations.

Additional contributions purchasing benefits on a defined contribution basis are separate to the pension scheme and have not been considered in the valuation.

## Earnings Cap

Savings to the scheme arising from members whose pensions at retirement are restricted by the Earnings Cap. This cap limits the final pensionable pay which can be used to calculate the final salary benefits payable in certain legacy schemes.

## Expenses

The costs of administering the scheme are outside the framework set by the Directions and so, are not directly included in our valuation calculations.

**Appendix E:  
Inter-valuation events**





# McCloud

## What is McCloud?

In December 2018, the England and Wales Court of Appeal upheld claims of age discrimination brought by some firefighters and members of the judiciary against transitional protection rules. This became known as the McCloud judgment, so called after one of the claimants' names. These rules determined the date on which some members would move between the legacy schemes and the reformed scheme.

## Why does it matter?

The outcome of the remedy required to address the judgment is twofold:

- When benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022.
- All active members still in the legacy schemes were transferred to the reformed scheme from 1 April 2022.

Members are likely to choose the option that provides them with the highest benefits. To allow for the McCloud remedy in our calculation methodology, we have valued the 'greater value' benefits for groups of members when comparing their legacy and reformed service.

## Who is affected?

The McCloud judgment typically affects those who were in active service on both 31 March 2012 and 31 March 2015. These members are said to be **in scope**.

## Where can I find out more?

Full details of the [government's consultation](#) on the McCloud remedy are available online.

GAD allowed for impact of McCloud in the 2016 cost cap valuation of the scheme. Details of these calculations can be found in [this](#) report.

This valuation adopts the same approach for calculating the cost of McCloud as part of the employer contribution rate. The only change is to allow for revised demographic and financial assumptions that apply at 31 March 2020.

The 2016 cost cap valuation included the full impact of McCloud remedy on the cost control mechanism. Under the reformed mechanism, there is no further McCloud impact on the 2020 cost cap valuation of the scheme.

# Other events since the 2016 valuation

## Member contributions

Page 26 sets out the member contribution rates in place for 2023/24 and describes how these have changed since the last valuation.

## Employer contributions

Regular employer contributions were paid at a rate of 17.2% of pensionable pay up to 31 August 2019. Since then, they have been paid at a rate of 23.0% of pensionable pay.

## In-service revaluations

The rates of CARE revaluation applied to the accrued pensions of those members of the 2015 Scheme who were in-service between the 2016 and 2020 valuation dates, are set out in table below.

Year commencing	In-service revaluation
April 2016	1.5%
April 2017	2.6%
April 2018	4.6%
April 2019	4.0%
April 2020	3.3%
April 2021	2.1%
April 2022	4.7%
April 2023	11.7%

# Other events since the 2016 valuation

## Pension increases

The rates of increase applied to pensions in payment since the 2016 valuation are set out in the table below.

Year commencing	Pension increase
April 2016	0.0%
April 2017	1.0%
April 2018	3.0%
April 2019	2.4%
April 2020	1.7%
April 2021	0.5%
April 2022	3.1%
April 2023	10.1%

## Legal Cases

A number of legal challenges have been brought against public service (and other) pension schemes since the 2016 valuation of the scheme. This report describes the allowances that we have included at this valuation in respect of those cases.

In some cases, final determinations are outstanding, or impacts have yet to be agreed. Such determinations could impact on future valuations. However, prior to their outcomes being known, we have not made any allowance for them in the current valuation.

# Other events since the 2016 valuation

## Cost Control Mechanism Review

Following the provisional results of the 2016 valuation, HM Treasury questioned whether the cost control mechanism, in its then current form, was too volatile. Following this, at HM Treasury's request, the Government Actuary conducted a review of the cost control mechanism. The Government Actuary's final report to HM Treasury containing his findings and recommendations was published in June 2021.

Full details of the consultation, the proposed changes to the cost control mechanism and the Government's response can be found in HM Treasury's document:

### [Public Service Pensions: cost control mechanism consultation](#)

HM Treasury has implemented the changes to the cost control mechanism for the 2020 valuation. Further details of the cost control mechanism can be found on page 27.

## SCAPE rate review

From June to August 2021, the Government held a public consultation into the methodology for setting the [SCAPE discount rate](#), the discount rate used in the valuation of public service pension schemes to set the employer contribution rates.

In March 2023, the Government issued its consultation response full details of which can be found at the link below:

### [Public Service Pensions: Consultation on the discount rate methodology](#)

Details of the level of the SCAPE discount rate used for the 2020 valuation can be found on page 14.

# **Appendix F: Compliance, Limitations and Data Uncertainty**



# Compliance

## Purpose

GAD has been appointed as scheme actuary by the Scottish Teachers' Pension Schemes as at 31 March 2020 (the effective date), as required by scheme regulations (see page 46).

This report has been prepared for the use of Scottish Ministers and SPPA .

Its purpose is to set out the results of the 31 March 2020 valuation, namely:

- The calculated Employer Contribution Rate payable in respect of the period 1 April 2024 to 31 March 2027.
- The costs of the scheme and how these compare to the employer cost cap.

It has been prepared in accordance with the Public Service Pensions Act 2013, the Directions and scheme regulations.

The information and advice in this report should not be relied upon or assumed to be appropriate for any other purpose, or by any other person.

Throughout this report, the totals given for summed data may not be exactly the same as the sum of the components shown due to rounding effects.

## Sharing

This report will be published as part of completing the 2020 valuation of the scheme, and we are content for Scottish Ministers to release this report to third parties, provided:

- It is released in full
- The advice is not quoted selectively or partially;
- GAD is identified as the source of the report, and;
- GAD is notified of such release

Third parties whose interests may differ from those of Scottish Ministers should be encouraged to seek their own actuarial advice where appropriate. GAD has no liability to any person or third party for any act or omission taken, either in whole or in part, on the basis of this report.

### Compliance statement:

This report has been prepared in accordance with the applicable Technical Actuarial Standards: TAS 100 and TAS 300 issued by the Financial Reporting Council (FRC). The FRC sets technical standards for actuarial work in the UK.

# Reliances, Limitations and Data Uncertainty

## Reliances and Limitations

In preparing this report, GAD has:

- Relied on the data and other information supplied by the administrators of the scheme, as described in our Membership data report, dated 20 October 2023. The limitations set out in that report apply equally here.
- Used 'directed' and 'scheme-set' assumptions.

HM Treasury has consulted with the Government Actuary on the 'directed' assumptions. These are reasonable in our opinion, as they meet the Government's policy objectives.

The 'scheme-set' assumptions were determined by Scottish Ministers following GAD's recommendations which were discussed with SPPA and are summarised in our Advice on assumptions report dated 20 October 2023. The limitations set out in that report apply equally here.

## Checks, Adjustments and Reconciliations

GAD carried out a significant review of the data supplied to us and excluded records deemed to be unreliable, or not usable due to missing data. Certain processing adjustments were also made to the data received to prepare it for the calculations.

At the final checking stage, the adjusted data was used to calculate liabilities which were reconciled approximately against the 2016 valuation results, adjusted for accounting cashflows.

## Can data issues cause uncertainty?

Our checks, adjustments and reconciliations aim to ensure that the data is appropriate for use in valuation calculations.

The more confidence we have that the dataset adopted reflects that of the true scheme, the more confidence we have in the accuracy of the valuation results.

However, our checks do not constitute a full data audit and our adjustments, although reasonable in our view, may not mean that the dataset adopted accurately reflects the scheme reality.

As a result, residual **data uncertainty** exists. However, this is normal in large, complex data sets and isn't usually concerning.

## Is data uncertainty a significant issue?

We are comfortable that the checks and adjustments that have been made are reasonable and the data is appropriate for the purpose of the 2020 valuation. In our opinion, the potential impact of data uncertainty on the Employer Contribution Rate and member outcomes (via the cost control mechanism) is:

- **Employer contribution rate:** The uncertainty will be captured together with other experience and changes through the 2024 (or subsequent) valuations and is expected to have an impact of the order of  $\pm 0.5\%$  of pensionable pay.
- **Member Outcomes:** No impact expected.

**Appendix G:  
Directions locations**





# Location of material required by Directions

Direction 22 outlines the reporting requirements for the demographic analysis of the scheme.

Reporting Direction	Description	Relevant Directions	Location (Page, Appendix or Report)
22 (1), (3), (4)	Summary of demographic analysis		Assumption Report
22 (2)	Statement where scheme membership data not sufficient to carry out analysis		Assumption Report

Direction 23 outlines the reporting requirements for information about the scheme and data.

Reporting Direction	Description	Relevant Directions	Location (Page, Appendix or Report)
23 (1) (a)	Information regarding scheme membership		12 and Data Report
23 (1) (b)	Average age of scheme members on effective date		Data Report
23 (1) (c)	Average expected future pensionable service of scheme members in service at the effective date		Appendix D
23 (1) (d)	Total projected payroll at i) effective date, ii) the <u>implementation date</u> and iii) last day of implementation period		Appendix D
23 (1) (e)	Statement that valuation results have been prepared in accordance to with the requirements		4 and Appendix F
23 (1) (f)	A summary of regulations, Directions and professional standards relating to the valuation		Appendix F

Reporting Direction	Description	Relevant Directions	Location (Page, Appendix or Report)
<b>23 (1) (g)</b>	A summary of the main provisions of the scheme		Appendix C
<b>23 (1) (h)</b>	An analysis of the demographic experience	22	13 and Assumptions Report
<b>23 (1) (i)</b>	A statement of the assumptions used by the scheme actuary in preparing the report		13, 14, Appendix D and Assumptions Report
<b>23 (1) (j)</b>	Other liabilities of the scheme		n/a
<b>23 (1) (k)</b>	Any other matters the scheme actuary considers to be relevant		n/a
<b>23 (2) (a)</b>	Sensitivity to the number of years used to spread costs	14	Appendix A
<b>23 (2) (b)</b>	Sensitivities to assumptions specified in the Directions	15, 16, 17, 18, 19a, 19d	17, 27 and Appendix A

Direction 24 outlines the reporting requirements for information about Employer Contribution Rate.

Reporting Direction	Description	Relevant Directions	Location (Page, Appendix or Report)
<b>24 (a)</b>	Liabilities as at effective date	27	Appendix A
<b>24 (b)</b>	Notional assets as at effective date	28	Appendix A
<b>24 (c)</b>	Information about notional assets	29	Appendix A

Reporting Direction	Description	Relevant Directions	Location (Page, Appendix or Report)
24 (d)	Contribution rates calculated in accordance with direction 30	30	7, Appendix A
24 (e)	Contribution yields calculated in accordance with direction 31	31	7, Appendix A
24 (f)	Employer Contribution Rate calculated in accordance with direction 32	32	7, Appendix A

Direction 25 outlines the content requirements for the cost cap valuation report

Reporting Direction	Description	Relevant Directions	Location (Page, Appendix or Report)
25 (a)	Cost cap liabilities at the effective date	34	Appendix A
25 (b)	Prior value of the core cost cap fund	35	Appendix A
25 (c)	Core cost cap fund contribution rate	36	Appendix A
25 (d)	Core cost cap income	37	Appendix A
25 (e)	Cost cap benefits paid	38	Appendix A

<b>Reporting Direction</b>	<b>Description</b>	<b>Relevant Directions</b>	<b>Location (Page, Appendix or Report)</b>
<b>25 (f)</b>	Core cost cap notional investment returns	39	Appendix A
<b>25 (g)</b>	Past service technical immunity adjustment	40	Appendix A
<b>25 (h)</b>	Value of the core cost cap fund at the effective date	41	Appendix A
<b>25 (i)</b>	Change in the value of the core cost cap fund	42	Appendix A
<b>25 (j)</b>	Core cost cap past service cost	43	Appendix A
<b>25 (k)</b>	Cost cap future service cost	44	Appendix A
<b>25 (l)</b>	Cost cap contribution yield	45	Appendix A
<b>25 (m)</b>	Future service technical immunity adjustment	46	Appendix A
<b>25 (n)</b>	Cumulative future service technical immunity adjustment	47	Appendix A
<b>25 (o)</b>	Core cost cap cost of the scheme	48	9 and Appendix A

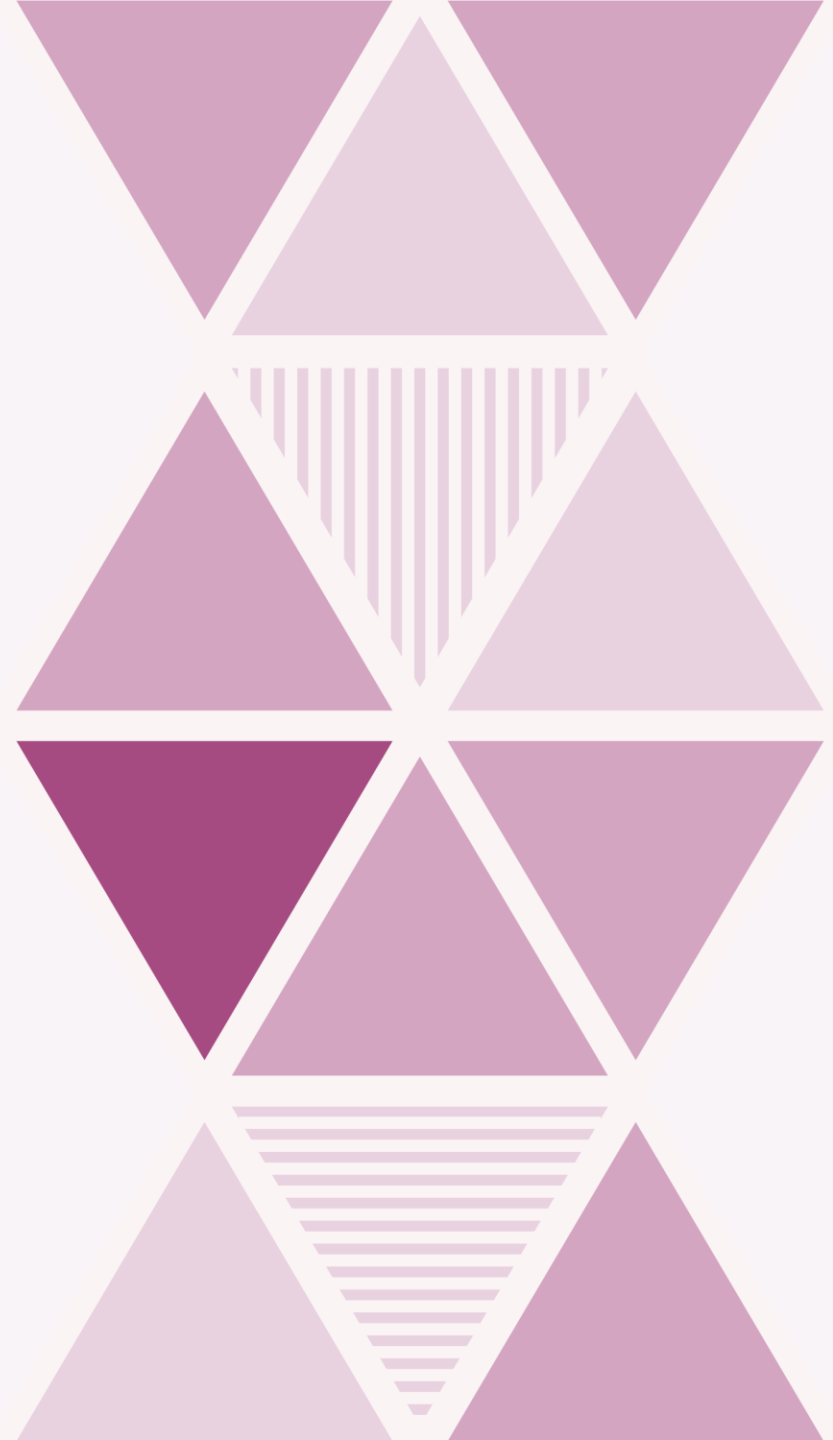
Reporting Direction	Description	Relevant Directions	Location (Page, Appendix or Report)
25 (p)	Prior value of the economic cost cap fund	60	Appendix A
25 (q)	Economic cost cap fund contribution rate	61	Appendix A
25 (r)	Economic cost cap income	62	Appendix A
25 (s)	Economic cost cap notional investment returns	63	Appendix A
25 (t)	Value of the economic cost cap fund at the effective date	64	Appendix A
25 (u)	Change in value of the economic cost cap fund	65	Appendix A
25 (v)	Economic cost cap past service cost	66	Appendix A
25 (w)	Economic cost cap cost of the scheme	67	Appendix A
25 (x)	Total cumulative technical immunity adjustment	68	Appendix A
25 (y)	Statement that the core cost cap valuation results and economic cost cap valuation results have been calculated in accordance with the requirement of the Directions		4 and Appendix F

Reporting Direction	Description	Relevant Directions	Location (Page, Appendix or Report)
25 (z)	Summary of the regulations, Directions and professional standard applicable to the preparation of the cost cap valuation report		Appendix E
25 (aa)	Comparison of the core cost cap of the scheme with the employer cost cap	70	9 and Appendix A
25 (bb)	Comparison of the economic cost cap of the scheme with the employer cost cap		9 and Appendix A
25 (cc)	Notification to the responsible authority of a <u>cost control mechanism</u> breach		n/a
25 (dd)	Analysis of difference between the employer cost cap cost of the scheme and the core cost cap cost of the scheme		10

# **Appendix H:**

**Glossary 1 – General**

**Glossary 2 – Cost Control  
Mechanism**



# Glossary 1 - General

<b>CARE</b>	<p>CARE stands for Career Average Revalued Earnings and refers to a methodology whereby earnings over a member's working lifetime in the scheme are used in the calculation of their benefits in the reformed scheme.</p>
<b>Directions</b>	<p>A document published by HM Treasury and referred to in The Public Service Pensions Act 2013, which sets out the process and requirements for carrying out valuations, including the results which need to be disclosed.</p> <p>Directions were first published in 2014 and have been updated several times since then.</p> <p>The latest Directions, on which the results of this valuation are based, are <a href="#">the Public Service Pensions (Valuation and Employer Cost Cap) Directions 2023</a>, as they apply at the date of signing.</p>
<b>Effective date</b>	31 March 2020
<b>Employer Contribution Rate</b>	<p>The percentage of scheme members' pensionable salaries which employers are required to pay in order to:</p> <ul style="list-style-type: none"><li>• meet the costs of future benefits accrued by active members</li><li>• make good any deficit in the notional amounts set aside to cover benefits already built up.</li></ul> <p>The result is heavily dependent on assumptions about future financial conditions and membership changes.</p>
<b>Implementation date</b>	1 April 2024
<b>Implementation period</b>	<p>The period over which future accrual in the scheme is measured for the purposes of the Employer Contribution Rate. For the 31 March 2020 valuation, the implementation period is 1 April 2024 to 31 March 2027.</p>



# Glossary 1 - General

<b>Inter-valuation period</b>	For the valuation with an effective date of 31 March 2020, the inter-valuation period is the four years from 1 April 2016 to 31 March 2020.
<b>McCloud</b>	McCloud refers to a legal judgment made in December 2018. The England and Wales Court of Appeal upheld claims of age discrimination brought by some firefighters and members of the judiciary against 'transitional protection' rules. These rules determined the date on which some members would move between the <u>legacy schemes and the reformed scheme</u> . More information can be found on page 57.
<b>Normal pension age</b>	The age at which a member in normal health is entitled to unreduced benefits. This age varies between the schemes and is set out in Appendix C.
<b>Notional assets</b>	Notional amount of money, initially set as the value of all members' past service liabilities at a specific date (as set out in Schedule 1 of the Directions). It is updated at each valuation to take account of all actual scheme income and benefits paid, plus an allowance for notional investment returns.
<b>Past service liabilities</b>	The monetary amount assessed in today's terms, as being required to meet benefit promises (pensions, lump sums, dependants' pensions etc) that have been made to scheme members over their period of service prior to the <u>effective date</u> . For active members, these liabilities include allowance for future salary inflation and in-service benefit revaluation until the assumed date of cessation of pensionable service.
<b>Pension increase</b>	Public service pensions are increased under the provisions of the Pensions (Increase) Act 1971 and Section 59 of the Social Security Pensions Act 1975.

# Glossary 1 - General

<b>Pension revaluation</b>	The rate at which the CARE pension is revalued each year a member is active.
<b>Professional actuarial requirements</b>	<p>The professional requirements that we have complied with when completing this actuarial valuation include:</p> <ol style="list-style-type: none"><li>1. Technical Actuarial Standards: TAS 100 and TAS 300, issued by the Financial Reporting Council (FRC)</li><li>2. The Actuaries' Code, issued by the Institute and Faculty of Actuaries (IFoA)</li><li>3. The Civil Service Code.</li></ol> <p>GAD is also accredited under the IFoA's Quality Assurance Scheme. More details can be found <a href="#">on our website</a>.</p>
<b>Reformed and legacy schemes</b>	The reformed scheme is the scheme that was set up in line with The Public Service Pensions Act 2013, and which came into force on 1 April 2015 (referred to as the 2015 Scheme in this report). All non-reformed schemes are known as legacy schemes. This terminology is used in the McCloud judgment.
<b>SCAPE discount rate</b>	<p>SCAPE is short for the Superannuation Contributions Adjusted for Past Experience.</p> <p>It is the discount rate set by HM Treasury which is used when assessing the discounted value of pension payments from the unfunded public service pension schemes.</p> <p>It is currently based on OBR's forecast for long-term GDP growth.</p>

# Glossary 2 – Cost Control Mechanism

<b>Cost cap benefits paid</b>	Benefits paid during the inter-valuation period 1 April 2016 to 31 March 2020 from the 2015 Scheme (excluding any CARE benefits paid in respect of members who are in scope for McCloud remedy).
<b>Cost cap ceiling</b>	3% above the employer cost cap
<b>Cost cap contribution yield</b>	The expected average contribution rate payable by members who are not eligible for McCloud remedy over the cost cap implementation period.
<b>Cost cap corridor</b>	The range of rates lying between the employer cost cap $\pm 3\%$ . If the cost cap costs of the scheme both lie outside of this corridor in the same direction, then a breach is deemed to have occurred.
<b>Cost cap cost of the scheme</b>	<p>The rate which is compared to the <b>employer cost cap</b> at each valuation to determine whether the Secretary of State is required to consult on changes to the scheme.</p> <p>The cost cap cost of the scheme comes in two forms:</p> <ol style="list-style-type: none"> <li>1) <b>Core cost cap cost of the scheme</b> – <u>excludes</u> the impact of changing long-term economic assumptions.</li> <li>2) <b>Economic cost cap cost of the scheme</b> – <u>includes</u> the impact of changing long-term economic assumptions.</li> </ol>
<b>Cost cap floor</b>	3% below the employer cost cap.

## Glossary 2 – Cost Control Mechanism

<b>Cost cap fund</b>	<p>The cost cap fund comes in two forms, <b>core</b> and <b>economic</b>.</p> <p>It is a notional amount of money, building up from 1 April 2015 when the <u>reformed scheme</u> was introduced.</p> <p>The cost cap fund values at 31 March 2016 have been reconstructed in accordance with the latest <u>Directions</u> and have been estimated at 31 March 2020 using data at this date.</p>
<b>Cost cap fund contribution rate</b>	<p>The cost cap fund contribution rate comes in two forms, core and economic.</p> <p>It is the rate required to cover the cost of benefits accruing from 1 April 2016 to 31 March 2020. Consists of:</p> <ol style="list-style-type: none"> <li>1) Expected cost of benefits accrued 2016 to 2020 plus</li> <li>2) Cost cap past service cost at 2016 minus</li> <li>3) Member contributions paid 2016 to 2020</li> </ol>
<b>Cost cap future service cost</b>	<p>The contribution rate required to cover the expected cost of benefits accrued by members during the cost cap implementation period.</p>
<b>Cost cap implementation date</b>	<p>1 April 2023.</p>
<b>Cost cap implementation period</b>	<p>The period over which future accrual in the scheme is measured for the purposes of the cost control mechanism. For the 31 March 2020 valuation, the implementation period is 1 April 2023 to 31 March 2027.</p>
<b>Cost cap income</b>	<p>The cost cap income comes in two forms, core and economic.</p> <p>Income received by the scheme, for example employee contributions. Employer contributions are also included, but these are set to the amount that would have been received if employer contributions were paid at the <b>cost cap fund contribution rate</b>.</p>

## Glossary 2 – Cost Control Mechanism

<b>Cost cap liabilities</b>	The value of the liabilities relating to benefits that have accrued in the reformed scheme as at 31 March 2020.
<b>Cost cap notional investment returns</b>	The cost cap notional investment returns comes in two forms, <b>core</b> and <b>economic</b> . Notional amount of money added to the <b>core</b> , or <b>economic</b> , <b>cost cap fund</b> representing the growth of the core cost cap fund over time.
<b>Cost cap past service cost</b>	The cost cap past service cost comes in two forms, <b>core</b> and <b>economic</b> . It is the difference between the <b>cost cap liabilities</b> and the <b>core</b> , or <b>economic</b> , <b>cost cap fund</b> as at 31 March 2020, expressed as a percentage of pensionable pay.
<b>Cost control mechanism</b>	A risk-sharing arrangement that seeks to ensure a fair balance of risk between members of public service pension schemes and taxpayers regarding these scheme costs. It also aims to maintain value to members and provide stability and certainty of member benefit and contribution levels, with changes only being triggered by ‘extraordinary, unpredictable’ events. The mechanism compares certain costs of the schemes (core and economic cost cap costs) to the original employer cost cap. If both these assessed costs have moved outside the cost cap corridor in the same direction, a breach of the mechanism is said to have occurred and Scottish Ministers is required to consult on changes to the scheme to bring the costs back to the employer cost cap. See pages 5 and 27 for further information.
<b>Cumulative future service technical immunity adjustment</b>	An adjustment made to the core cost cap cost of the scheme to exclude the impact of changes to long-term economic assumptions (e.g. SCAPE rate) from the future service cost.

## Glossary 2 – Cost Control Mechanism

<b>Economic check</b>	Assessment of whether the economic cost cap cost of the scheme (which includes the impact of changing long-term economic assumptions) breaches the cost cap corridor.
<b>Employer cost cap</b>	<p>The contribution rate, determined at the 2012 valuation, to cover the cost of benefits accruing over the implementation period 2015 to 2019, less expected member contribution payable during this same period.</p> <p>The employer cost cap can be thought of as the baseline cost or target cost of the scheme and is used as the comparator for the core cost cap cost and economic cost cap cost at the 2020 valuation.</p>
<b>Future service technical immunity adjustment</b>	The part of the Cumulative Future service technical immunity adjustment that is in respect of the impact of changes to long-term economic assumptions arising only since the previous valuation.
<b>Past service technical immunity adjustment</b>	An adjustment made to the core cost cap fund to exclude the impact of changes to long-term economic assumptions (e.g SCAPE rate).
<b>Total cumulative technical immunity adjustment</b>	The difference between the <b>core cost cap of the scheme</b> and the <b>economic cost cap of the scheme</b> .