



Government Actuary's Department

126 xy $n =$ $\frac{1}{n-1}$ 2^{10-1}
 $2x + zy = 0$ $\frac{1}{9}$ $\frac{1}{512}$
1919 - 2019 x $\frac{1}{9}$ $\frac{1}{512}$
 $x^2 - a^2 = (x+a)(x-a)$ **100** $x + b$
 $x^2 + 2ax + a^2 = (x+a)^2$ **YEARS OF GAD**

Firefighters' Pension Schemes (Wales)

Actuarial valuation as at 31 March 2016
Report on membership data

Date: 28 February 2019

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Contents

	page
1 Introduction	3
2 Summary of data used for the valuation	5
3 Data provided and checks and adjustments made	11
Appendix A: Summary of membership data	13
Appendix B: Summary of movements data	33
Appendix C: Data items – membership data	35
Appendix D: Data items - movements data	38
Appendix E: Checks and adjustments applied to the membership data	40
Appendix F: Checks and exclusions applied to the movements data	43
Appendix G: Uncertainty in valuation results arising from data deficiencies	44
Appendix H: Summary of benefits	46



1 Introduction

- 1.1 This report is addressed to the Welsh Government. It is also being made available to the Firefighters' Pension Scheme Advisory Board for Wales as part of the consultation process relating to the actuarial valuation which is being carried out as at 31 March 2016.
- 1.2 Pension scheme membership data for the members of the 1992 Scheme, 2007 Scheme and 2015 Scheme, referred to collectively in this report as 'the Schemes' is required for the actuarial valuation of the Schemes as at 31 March 2016, carried out in accordance with The Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 (as amended) ('the Directions').
- 1.3 The membership data is used for the following:
- > To calculate valuation results including the uncorrected employer contribution rate, corrected employer contribution rate and past service liability (all valuation data);
 - > To assess the initial cost cap fund (membership data as at 31 March 2015); and
 - > To assess elements of the Schemes' demographic experience in order to recommend assumptions for the valuation (movements data 31 March 2012 to 31 March 2016).
- 1.4 The results of the valuation are critically dependent on the quality and correctness of the data used.
- 1.5 The purposes of this report are:
- > to discuss and summarise the membership data provided, and any checks and adjustments made to the data;
 - > to enable users of the valuation report to understand the underlying membership data used in the valuation and any issues relating to it; particularly those issues that may impact on the valuation results; and
 - > to discuss and summarise the movements data provided and to be used to inform decisions around scheme specific assumptions to be used for the valuation.
- 1.6 All member data provided and discussed in this report was supplied to GAD directly by the three individual Fire and Rescue Authorities ("FRAs") in Wales. Supplementary financial information for the Schemes was also provided by the relevant FRAs for checking purposes.
- 1.7 In preparing this report, GAD has relied on data and other information supplied by the FRAs as described in the report. Any checks that GAD has made on this data and information are limited to those described in the report, including any checks on the overall reasonableness and consistency of the data. These checks do not represent a full independent audit of the data supplied and do not by themselves confirm or guarantee the overall quality or correctness of the data. In particular, GAD has relied on the general completeness and accuracy of the information supplied without independent verification.



- 1.8 Summaries of the membership and movements data used for the valuation are provided in Section 2 of this report with further information in Appendices A and B of this report respectively.
- 1.9 A number of adjustments and assumptions were necessary to the data to enable the valuation to be completed. In our view these adjustments and assumptions are reasonable and appropriate for the purpose of this actuarial valuation. However, it should be noted that the valuation results might have been different if more complete and reliable data had been available. Given the potential impact of data deficiencies, we recommend that steps are taken to improve the valuation data, especially in respect of the data held for retained members and the data provided for the experience analysis.
- 1.10 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.
- 1.11 We are content for Welsh Ministers to release this report to third parties, provided that:
- > 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.
- 1.12 Third parties whose interests may differ from those of Welsh Ministers should be encouraged to seek their own actuarial advice where appropriate. Other than to Scottish Ministers, 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.
- 1.13 This work has been carried out 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.



2 Summary of data used for the valuation

Membership data at 31 March 2016

- 2.1 The membership data to be used for the purposes of the 2016 valuation is summarised below together with the data used for the 2012 valuation. Given the low proportion of female members¹ we have not provided a male/female split in the summarised data; full details can be found in the detailed tables set out in Appendix A.

Chart 2.1: Number of active members

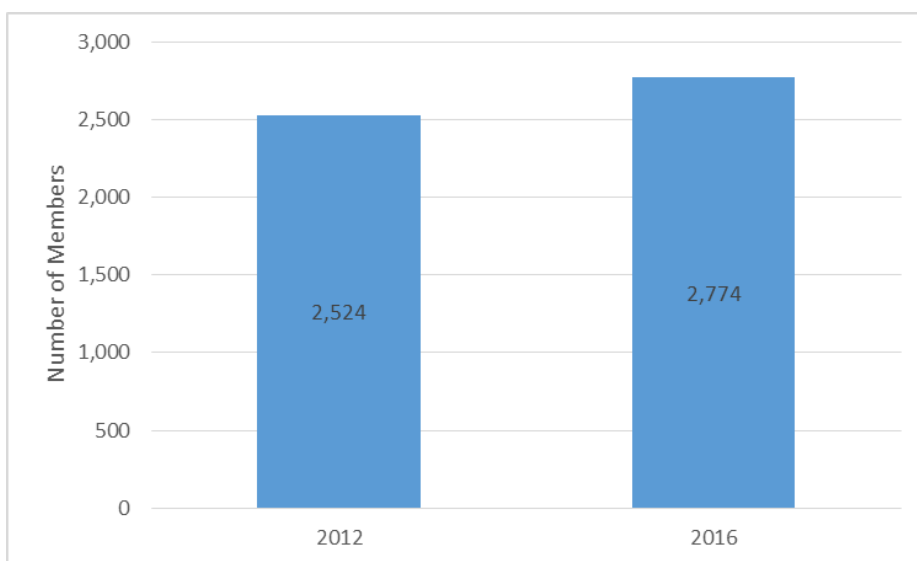
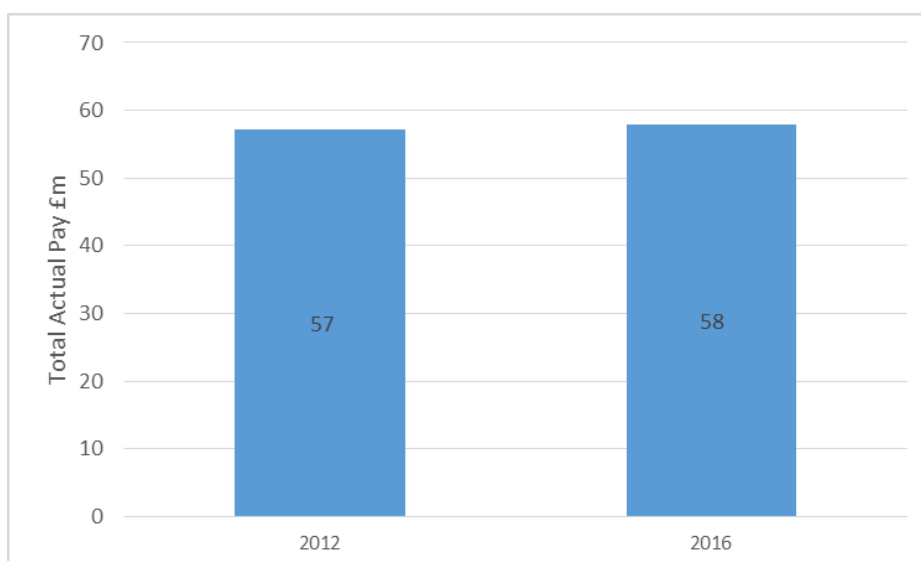


Chart 2.2: Active total actual pay²



¹ Fewer than 1% of pensioner members and approximately 4% of active members are female.

² This is the actual pensionable pay payable to members, ie it is not a full time equivalent.



Chart 2.3: Number of deferred members

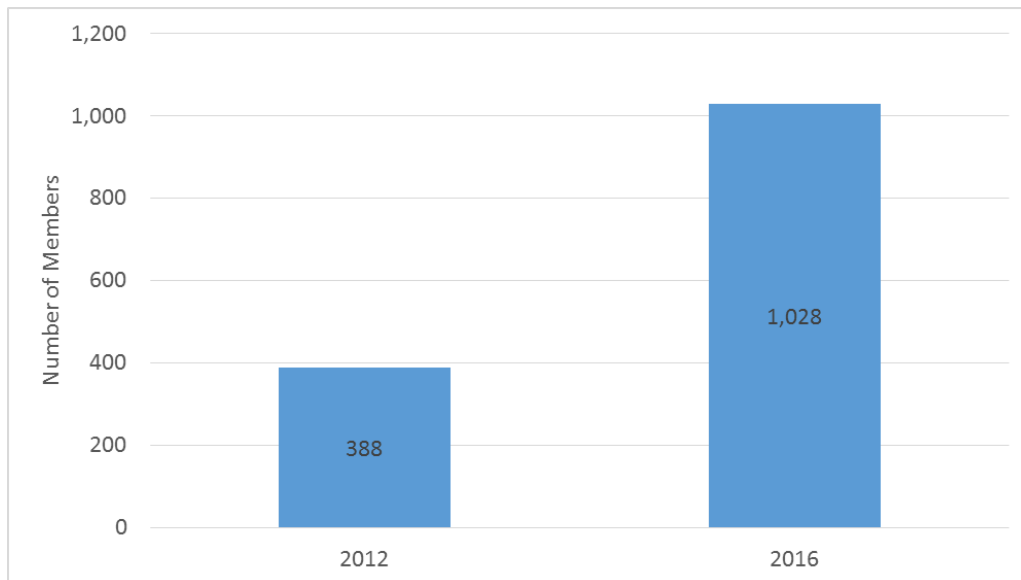
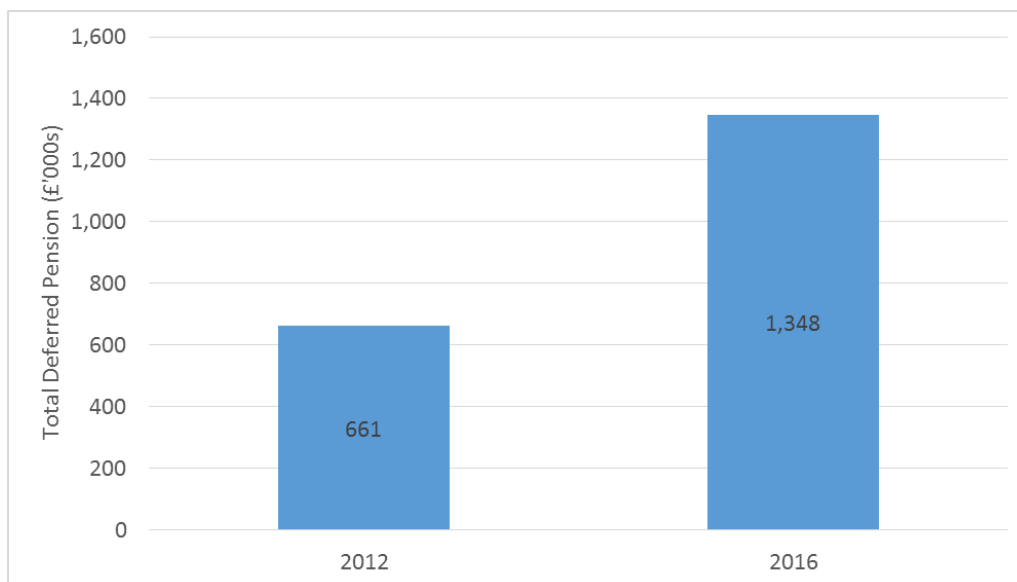


Chart 2.4: Total deferred pension³



³ Including pension increases awarded in April following extract date.



Chart 2.5: Number of pensioners and dependants⁴

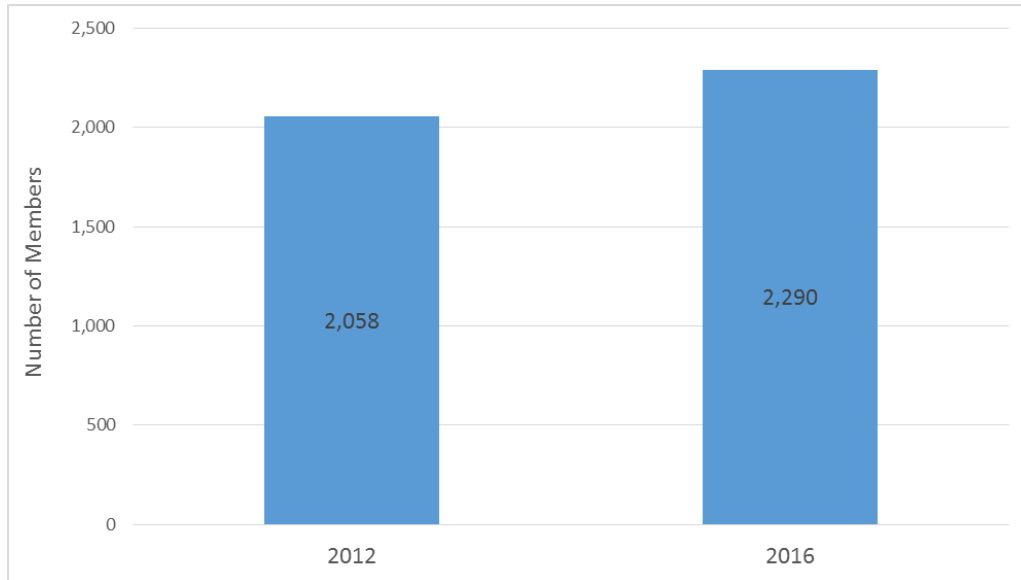
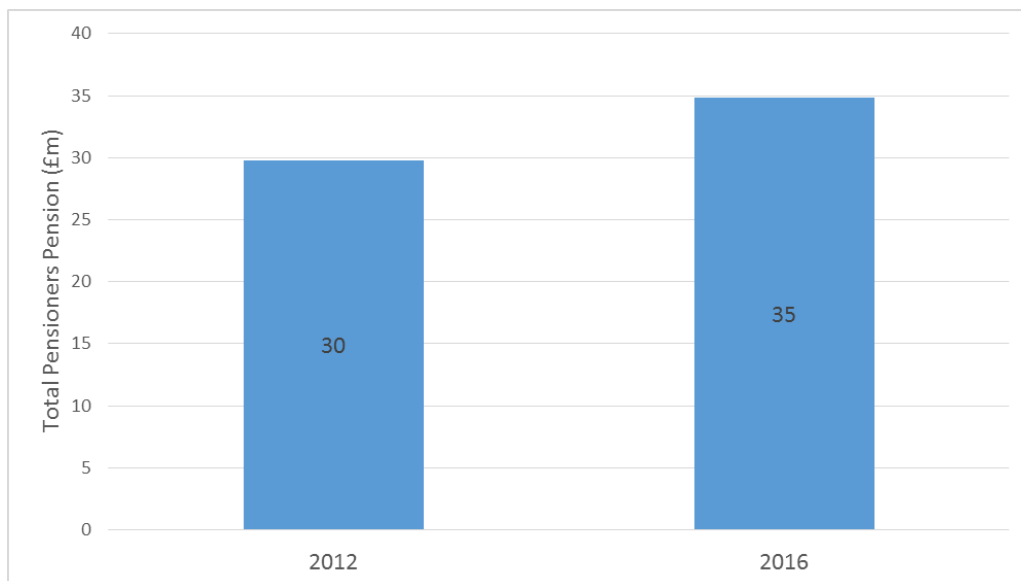


Chart 2.6: Total pension in payment (pensioners and dependants)^{4 5}



⁴ Dependant children pensions are not included in the figures shown. There were 16 of these in 2016.

⁵ Including pension increases awarded in April following extract date.



- 2.2 The graphs above show an increase between 2012 and 2016 in the active, deferred, pensioner and dependant membership by both headcount and total salary/pension. This is partly due to new special members of the 2007 Scheme.
- 2.3 Around 6,000 records were provided to GAD across all three membership categories (active, deferred and pensioner) as at 31 March 2016. Checks were applied to these records to ensure key data items were provided and were reliable for valuation purposes. Records with key data items either missing or unreliable were excluded and remaining data uprated, where appropriate. This approach implicitly assumes that the records with missing/unreliable data have the same average profile as the complete/reliable records. The derivation of the uprating factors and the checks and adjustments applied to the data are explained further in the next section of this report. The overall uprating factors applied to each category of member are shown below with the comparative factor at 2015.

Table 2.1: Uprating factors

	Uprating factor	Uprating factor
	2016	2015
Active members	1.02	1.02
Deferred members	1.00	n/a
Pensioners	1.00	n/a
Total membership	1.01	1.02

- 2.4 Making assumptions about missing data and allowing for known members with unusable data by uprating introduces uncertainty into the valuation results. Appendix G gives an indication of the potential level of uncertainty introduced by the approach taken to missing or unreliable membership data.

Movements data 31 March 2012 to 31 March 2016

- 2.5 The movements data provided is used for the purposes of informing the demographic assumptions to be used for the 2016 valuation. It is also used in conjunction with the membership data at both 2016 and 2015 to determine an element of the cost cap calculation called the Cost Cap Net Leavers Liability. The graphs below show a reconciliation of the movements between 2012 and 2016. The underlying numbers and some further information are set out in Appendix B. Appendix G gives an indication of the potential level of uncertainty introduced into the valuation results owing to missing or unreliable movements data.



Chart 2.7: Active membership reconciliation

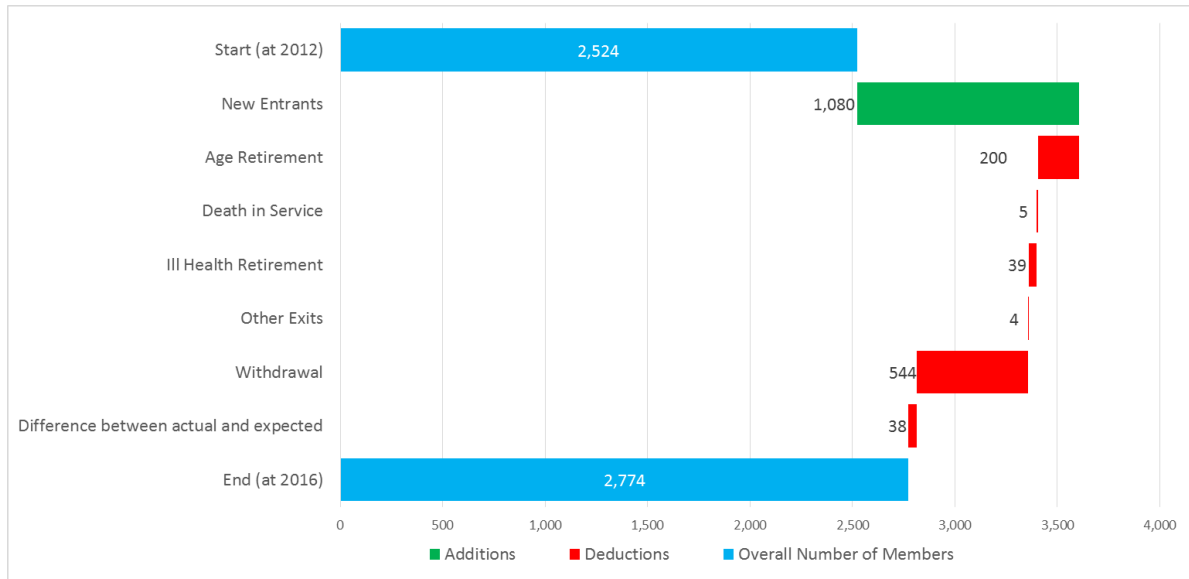
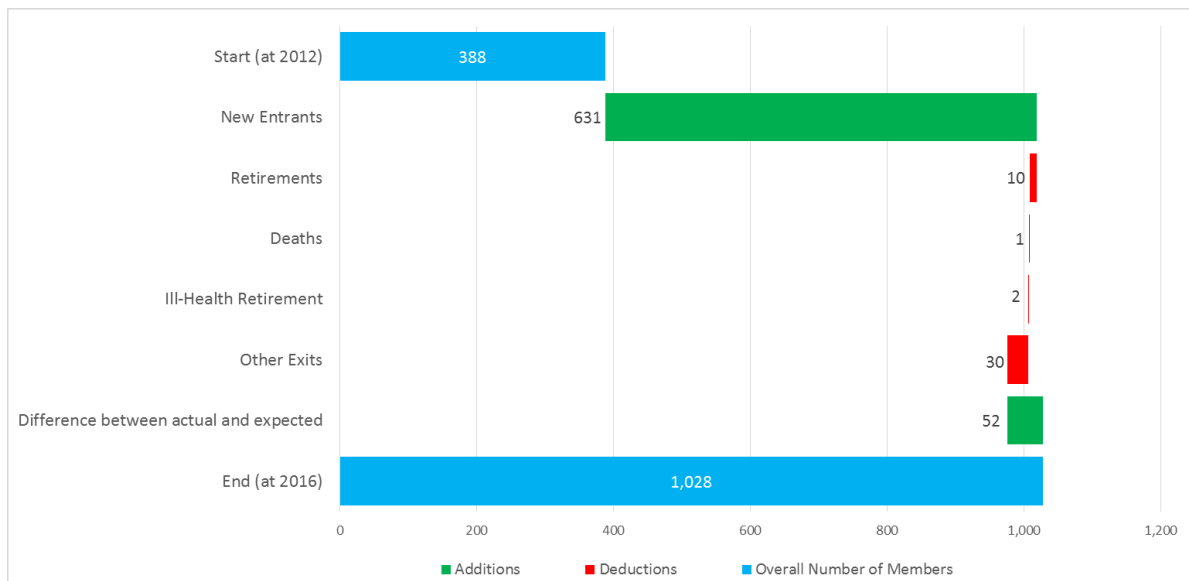


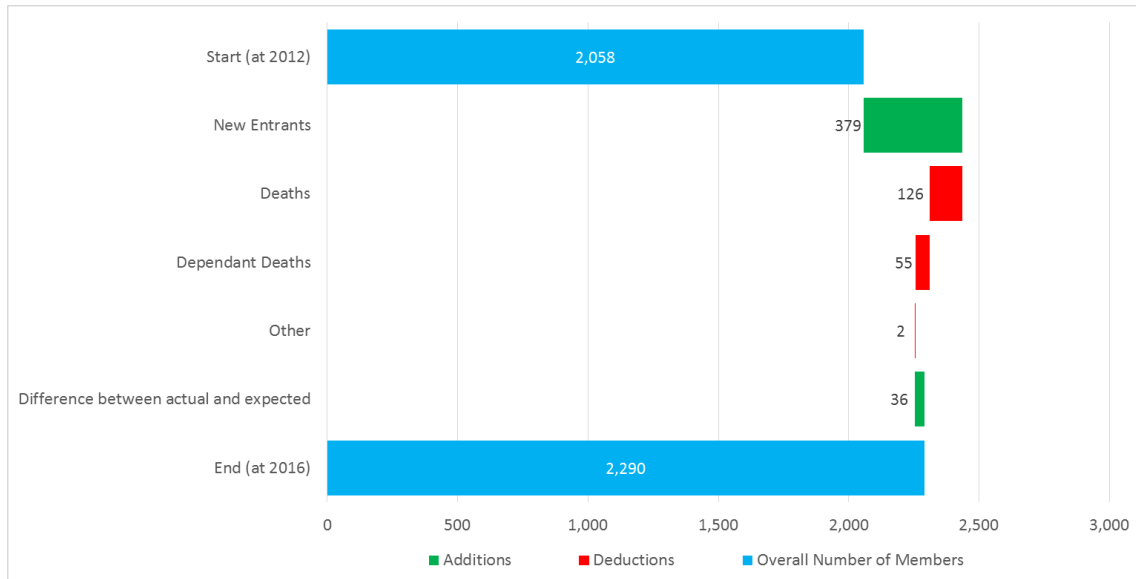
Chart 2.8: Deferred membership reconciliation



2.6 Some of the difference between the actual and expected number of deferred members at 31 March 2016 is due to new special members of the 2007 Scheme who are not all identified as new entrants in the above reconciliation.



Chart 2.9: Pensioner membership reconciliation⁶



⁶ Note children's pensions are excluded.

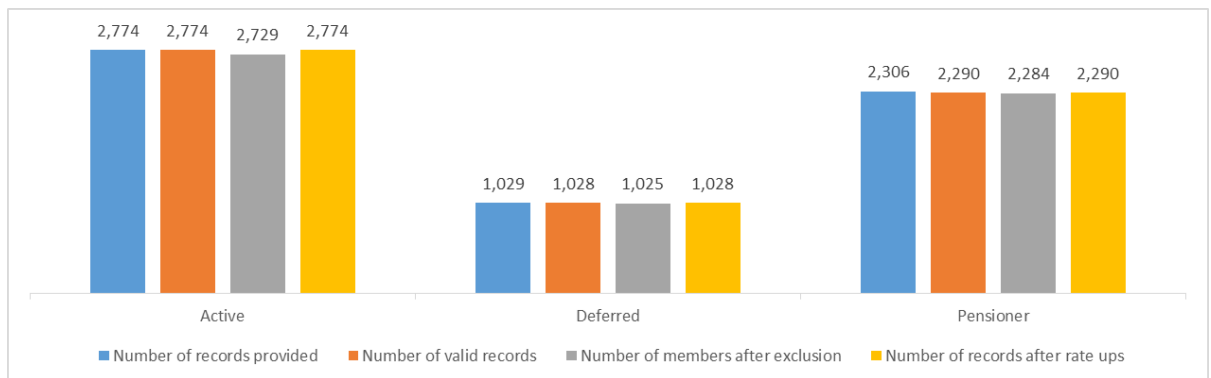


3 Data provided and checks and adjustments made

Membership data at 31 March 2016

- 3.1 Individual member data was supplied for all active members, deferred members and pensioners (including dependant) members of the Schemes at the valuation date. The individual data items supplied which are critical to the valuation calculations are summarised in Appendix C.
- 3.2 The graph below shows the total number of records provided, the number of valid records (ie the member was present in the pension scheme at the valuation date), the number of records after records with missing or unreliable data were excluded and the number of records after rating up for the excluded data.

Chart 3.1: Summary of data provided and excluded



Checks made and adjustments applied

- 3.3 All key data items were checked against the specification requested for both completeness and consistency. Most FRAs were able to provide most of the data items requested.
- 3.4 Based on the checks applied some records were excluded from the dataset for valuation purposes. Uprating factors were determined for each membership category equal to the ratio of known valid records and the number of records with adequate data. Implicitly this uprating approach assumes that excluded records have the same average profile (ie age, sex, pay, service) as included records. Tables 3.1 and 3.2 shows the derivation of the uprating factors⁷.

⁷ In practice uprating factors are determined for each identifiable valuation group.



Table 3.1: Derivation of uprating factors (31 March 2016)

31 March 2016	Number of valid records (A)	Number of exclusions rated up	Number of members after exclusions (B)	Uprating factor (A/B)	Number of members after rate ups
Active members	2,774	45	2,729	1.016	2,774
Deferred members	1,028	3	1,025	1.003	1,028
Pensioners	2,290	6	2,284	1.003	2,290
Total membership	6,092	54	6,038	1.009	6,092

Table 3.2: Derivation of uprating factors (31 March 2015)

31 March 2015	Number of valid records (A)	Number of exclusions rated up	Number of members after exclusions (B)	Uprating factor (A/B)	Number of records after rate ups
Active members	2,714	50	2,664	1.019	2,714

Further uprating was applied to the 31 March 2015 salary data for active members, to adjust for the impact of strike days. Further detail is provided in Appendix E, after table E9.

Movements data – 31 March 2012 to 31 March 2016

- 3.5 The movements data is analysed and used to inform how assumptions of future members' behaviours should be set for the valuation. The key data items provided for member movements are set out in Appendix D.

Independent data check

- 3.6 The FRAs provided financial data for the Schemes which has been used to perform independent checks on the dataset supplied. These checks and the data used are set out in Appendix E.

Benefit information

- 3.7 A summary of the benefits provided to members of the Schemes is given in Appendix H. The only uncertainty about the form of benefits that the Schemes are liable to provide is the potential requirement for sex equalisation of GMPs. No allowance has been made for this in the valuation calculations.



Appendix A: Summary of membership data

Actives

Table A1: Summary data for 1992 Scheme active members as at 31 March 2016: Split by protection status

Protection (i)	Number of members	Total Pensionable Salary (FTE ⁸) £m	Average Pensionable Salary (FTE) £	Total Actual Pay £m	Average Age (ii)	Average Service (iii)	Total 2015 Scheme Pension £000
Full protection	337	12.3	36,479	12.3	51.8	25.1	-
Tapered protection	276	9.7	35,149	9.8	47.0	21.7	8
Unprotected	430	14.1	32,750	14.5	40.1	15.7	238
All 1992 Scheme Members	1,043	36.1	34,590	36.6	45.9	20.3	246

- i. This table includes tapered protection and unprotected members who had moved to the 2015 Scheme by 31 March 2016. The final column shows the total 2015 Scheme pension accrued for these members.
- ii. Weighted by actual salary.
- iii. Active service up to the valuation date, including transferred in service.

⁸ Full time equivalent.



Table A2: Summary data for 2007 Scheme (Standard) active members as at 31 March 2016: Split by protection status

Protection (i)	Status	Number of members	Total Pensionable Salary (FTE) £m	Average Pensionable Salary (FTE) £	Total Actual Pay £m	Average Age (ii)	Average Service (iii)	Total 2015 Scheme Pension £000
Full protection	Regular	6	0.2	32,901	0.2	56.7	13.2	-
	Retained	40	1.3	32,988	0.4	56.6	3.1	-
	<i>Total</i>	<i>46</i>	<i>1.5</i>	<i>32,976</i>	<i>0.6</i>	<i>56.6</i>	<i>4.5</i>	<i>-</i>
Tapered protection	Regular	6	0.2	33,183	0.2	51.0	11.9	-
	Retained	42	1.4	32,539	0.4	51.8	3.0	1
	<i>Total</i>	<i>48</i>	<i>1.6</i>	<i>32,620</i>	<i>0.6</i>	<i>51.5</i>	<i>4.2</i>	<i>1</i>
Unprotected	Regular	241	7.3	30,324	7.4	35.8	7.6	119
	Retained	932	27.3	29,283	7.2	35.9	2.1	113
	<i>Total</i>	<i>1,173</i>	<i>34.6</i>	<i>29,497</i>	<i>14.6</i>	<i>35.8</i>	<i>3.3</i>	<i>232</i>
All 2007 Scheme (Standard) Members		1,267	37.7	29,741	15.8	37.1	3.3	233

- i. This table includes tapered protection and unprotected members who had moved to the 2015 Scheme by 31 March 2016. The final column shows the total 2015 Scheme pension accrued for these members.
- ii. Weighted by actual salary.
- iii. Active service up to the valuation date, including transferred in service.

Table A3: Summary data for 2007 Scheme (Special) active members as at 31 March 2016: Split by protection status

Protection (i)	Status	Number of members	Total Pensionable Salary (FTE) £m	Average Pensionable Salary (FTE) £	Total Actual Pay £m	Average Age (ii)	Average Service (iii)	Total 2015 Scheme Pension £000
Full protection	Retained	69	2.4	35,402	0.7	55.0	4.9	-
Tapered protection	Retained	28	1.0	37,255	0.3	47.0	4.2	0
Unprotected	Retained	40	1.2	30,800	0.6	39.5	4.8	3
All 2007 Scheme (Special) Members		137	4.7	34,437	1.6	47.8	4.7	3

- i. This table includes tapered protection and unprotected members who had moved to the 2015 Scheme by 31 March 2016. The final column shows the total 2015 Scheme pension accrued for these members.
- ii. Weighted by actual salary.
- iii. Active service up to the valuation date, including transferred in service.



Table A4: Summary data for 2015 Scheme active members (new joiners since 1 April 2015) as at 31 March 2016

Protection	Status	Number of members	Total Pensionable Salary (FTE) (i) £m	Average Pensionable Salary (FTE) £	Total Actual Pay £m	Average Age (ii)	Average Service (iii)	Total 2015 Scheme Pension £000
Unprotected	Regular	145	n/a	n/a	3.0	33.5	0.5	25
	Retained	182	n/a	n/a	1.1	34.9	0.6	12
All 2015 Scheme Members		327	n/a	n/a	4.1	33.8	0.6	37

- i. A full time equivalent pensionable salary is not used for the valuation of 2015 Scheme benefits.
- ii. Weighted by actual salary.
- iii. Active service at the valuation date.

Table A5: All active members split by protection status

Protection	Status	Number of members	Total Pensionable Salary (FTE) (ii) £m	Average Pensionable Salary (FTE) (ii) £	Total Actual Pay £m	Average Age (iii)	Average Service (iv)	Total 2015 Scheme Pension £000
Full protection	Regular	343	12.5	36,416	12.5	51.9	24.9	-
	Retained	109	3.8	34,516	1.1	55.5	4.2	-
	<i>Total</i>	<i>452</i>	<i>16.3</i>	<i>35,958</i>	<i>13.7</i>	<i>52.2</i>	<i>19.9</i>	<i>-</i>
Tapered protection	Regular	282	9.9	35,107	10.0	47.1	21.5	8
	Retained	70	2.4	34,426	0.6	49.8	3.5	1
	<i>Total</i>	<i>352</i>	<i>12.3</i>	<i>34,972</i>	<i>10.6</i>	<i>47.3</i>	<i>17.9</i>	<i>9</i>
Unprotected (i)	Regular	816	21.4	31,879	24.9	38.0	10.6	382
	Retained	1,154	28.5	29,345	8.9	36.0	2.0	127
	<i>Total</i>	<i>1,970</i>	<i>49.9</i>	<i>30,380</i>	<i>33.8</i>	<i>37.5</i>	<i>5.6</i>	<i>510</i>
All Members	Total	2,774	78.5	32,071	58.0	42.7	9.5	519

- i. Including 2015 Scheme members who joined since 1 April 2015.
- ii. These figures exclude 2015 Scheme members who joined since 1 April 2015.
- iii. Weighted by actual salary.
- iv. Active service up to the valuation date, including transferred in service.



Table A6: 1992 Scheme actives data as at 31 March 2016: Comparison with data as at 31 March 2012

	2012					2016						
	Number of members	Total Pensionable Salary (FTE) £m	Average Salary (FTE) £	Average Age (i)	Average Service (ii)	Number of members	Total Pensionable Salary £m	Average Salary £	Average Age (i)	Average Service (ii)	Total 2015 Scheme Pension £000	Total Actual Pay £m
Male	1,290	42.8	33,167	43.8	18.5	1,011	35.0	34,632	46.0	20.5	234	35.5
Female	34	1.1	31,595	38.3	10.9	32	1.1	33,245	42.6	15.2	12	1.1
Total	1,324	43.9	33,126	43.7	18.3	1,043	36.1	34,590	45.9	20.3	246	36.6

- i. Weighted by full-time equivalent pensionable pay.
- ii. Active service at the valuation date, plus transferred-in service.

Table A7: 2007 Scheme (Standard) actives data as at 31 March 2016: Comparison with data as at 31 March 2012

	2012					2016						
	Number of members	Total Pensionable Salary (FTE) £m	Average Salary (FTE) £	Average Age (i)	Average Service (ii)	Number of members	Total Pensionable Salary (FTE) £m	Average Salary (FTE) £	Average Age (i)	Average Service (ii)	Total 2015 Scheme Pension £000	Total Actual Pay £m
Retained M	935	25.4	27,146	37.2	1.5	978	28.9	29,581	37.4	2.2	110	7.7
Retained F	44	1.1	25,202	33.7	1.2	36	1.1	29,113	35.0	2.0	4	0.2
Regular M	201	5.7	28,249	33.9	3.5	232	7.1	30,448	37.0	7.9	110	7.1
Regular F	20	0.5	25,986	30.5	2.9	21	0.6	30,511	34.3	7.5	10	0.7
Total	1,200	32.7	27,240	36.4	1.8	1,267	37.7	29,741	37.2	3.3	233	15.8

- i. Weighted by full-time equivalent pensionable pay.
- ii. Active service at the valuation date, plus transferred-in service.



Table A8: 2007 Scheme (Special) actives data as at 31 March 2016: Comparison with data as at 31 March 2012

	2012				2016						
	Number of members (i)	Total Pensionable Salary (FTE) £m	Average Salary (FTE) £	Average Age	Number of members	Total Pensionable Salary (FTE) £m	Average Salary (FTE) £	Average Age (ii)	Average Service (iii)	Total 2015 Scheme Pension £000	Total Actual Pay £m
Male (iv)	-	-	-	-	136	~	~	~	~	~	~
Female (iv)	-	-	-	-	1	~	~	~	~	~	~
Total	-	-	-	-	137	4.7	34,437	49.3	4.7	3.1	1.6

- i. There were no special members in 2012.
- ii. Weighted by full time equivalent pensionable pay.
- iii. Active service at the valuation date, including transferred in service.
- iv. Splits not shown to avoid disclosing information on a single individual.

Table A9: 2015 Scheme actives data as at 31 March 2016 (new joiners since 1 April 2015): Comparison with data as at 31 March 2012

	2012					2016						
	Number of members (i)	Total Pensionable Salary (FTE) £m	Average Salary (FTE) £000	Average Age	Average Service	Number of members	Total Pensionable Salary (FTE) (ii) £m	Average Salary (FTE) (ii) £	Average Age (ii)	Average Service (iii)	Total 2015 Scheme Pension £000	Total Actual Pay £m
Retained M	-	-	-	-	-	170	n/a	n/a	n/a	0.6	11	1.0
Retained F	-	-	-	-	-	12	n/a	n/a	n/a	0.4	0	0.1
Regular M	-	-	-	-	-	133	n/a	n/a	n/a	0.5	24	2.7
Regular F	-	-	-	-	-	12	n/a	n/a	n/a	0.4	2	0.3
Total	-	-	-	-	-	327	n/a	n/a	n/a	0.6	37	4.1

- i. There were no 2015 Scheme members in 2012.
- ii. A full time equivalent pensionable salary is not used for the valuation of 2015 Scheme benefits, so figures are not shown for the FTE or average age weighted by FTE.
- iii. Active service at the valuation date.



Table A10: Summary data for all active members as at 31 March 2016: Comparison with data as at 31 March 2012

	2012					2016						
	Number of members	Total Pensionable Salary (FTE) £m	Average Salary (FTE) £	Average Age (i)	Average Service (ii)	Number of members	Total Pensionable Salary (FTE) £m	Average Salary (FTE) £	Average Age (iii)	Average Service (ii)	Total 2015 Scheme Pension £000	Total Actual Pay £m
Male	2,426	73.9	30,439	40.8	10.7	2,659	75.7	32,115	42.1	9.6	492	55.7
Female	98	2.7	27,580	34.9	4.9	115	2.8	30,908	37.7	6.4	27	2.3
Total	2,524	76.6	30,328	40.6	10.5	2,774	78.5	32,071	41.9	9.5	519	58.0

- i. Weighted by full-time equivalent pensionable pay.
- ii. Active service at the valuation date, plus transferred-in service.
- iii. Weighted by full-time equivalent pensionable pay and does not include 2015 Scheme members.



Table A11: Active membership as at 31 March 2015

All Members	Number of members	Total Pensionable Salary (FTE) £m	Average Pensionable Salary (FTE) £	Average Age (i)	Average Reckonable Service (ii)
1992 Scheme	1,140	39.0	34,249	45.5	20.1
2007 Scheme (Standard) - Regular	271	8.1	30,071	36.0	6.5
2007 Scheme (Standard) - Retained	1,303	36.9	28,311	37.7	1.4
All Members	2,714	84.1	30,981	41.2	9.7

- i. Weighted by full-time equivalent pensionable pay.
- ii. Active service at the valuation date, plus transferred-in service.



Deferreds

Table A12: 1992 Scheme deferred members as at 31 March 2016: Comparison with data as at 31 March 2012

	2012				2016				
	Number of members	Total Deferred Pension (i) £000	Average Pension £	Average Age (ii)	Number of members	Total Deferred Pension (i) £000	Average Pension £	Average Age (ii)	Total 2015 Scheme Pension £000
Male	54	370	6,852	47.4	67	535	7,988	46.3	1
Female	27	190	7,037	50.4	46	342	7,431	52.2	0
Total	81	560	6,914	48.4	113	877	7,761	48.6	1

Table A13: 2007 Scheme (Standard) deferred members as at 31 March 2016: Comparison with data as at 31 March 2012

	2012				2016				
	Number of members	Total Deferred Pension (i) £000	Average Pension £	Average Age (ii)	Number of members	Total Deferred Pension (i) £000	Average Pension £	Average Age (ii)	Total 2015 Scheme Pension £000
Male	280	90	321	38.8	794	376	473	40.4	7
Female	27	10	370	36.1	58	26	443	37.9	0
Total	307	100	326	38.6	852	402	471	40.3	7

- i. Including pension increases awarded in April following the valuation date.
- ii. Weighted by deferred pension.



Table A14: 2007 Scheme (Special) deferred members at 31 March 2016: Comparison with data at 31 March 2012

	2012				2016				
	Number of members (i)	Total Deferred Pension	Average Pension	Average Age	Number of members	Total Deferred Pension (ii) £000	Average Pension £	Average Age (iii)	Total 2015 Scheme Pension £000
Male (iv)	-	-	-	-	48	~	~	~	~
Female (iv)	-	-	-	-	1	~	~	~	~
Total	-	-	-	-	49	69	1,404	51.4	1

Table A15: 2015 Scheme deferred members (new joiners since 1 April 2015) at 31 March 2016: Comparison with data at 31 March 2012

	2012				2016				
	Number of members (i)	Total Deferred Pension	Average Pension	Average Age	Number of members	Total Deferred Pension (ii) £000	Average Pension £	Average Age (iii)	Total 2015 Scheme Pension £000
Male	-	-	-	-	14	1	59	30.0	1
Female	-	-	-	-	0	-	-	-	-
Total	-	-	-	-	14	1	59	30.0	1

- i. There were no deferred members of the 2007 Scheme (Special) or 2015 Scheme in 2012.
- ii. Including pension increases awarded in April following the valuation date.
- iii. Weighted by deferred pension.
- iv. Splits not shown to avoid disclosing information on a single individual.



Table A16: Summary data for all deferred members as at 31 March 2016: Comparison with data as at 31 March 2012

	2012				2016				
	Number of members	Total Deferred Pension (i) £000	Average Pension £	Average Age (ii)	Number of members	Total Deferred Pension (i) £000	Average Pension £	Average Age (ii)	Total 2015 Scheme Pension £000
Male	334	460	1,377	45.7	923	980	1,062	44.4	9
Female	54	200	3,704	49.9	105	368	3,503	51.2	0
Total	388	660	1,703	47.0	1,028	1,348	1,311	46.3	9

- i. Including pension increases awarded in April following the valuation date.
- ii. Weighted by deferred pension.



Pensioners

Table A17: Summary data for all pensioner members as at 31 March 2016: Comparison with data as at 31 March 2012

		2012				2016				
		Number of members	Total Pension (i) £m	Average Pension £	Average Age (ii)	Number of members	Total Pension (i) £m	Average Pension £	Average Age (ii)	Total 2015 Scheme Pension £000
Age Retirement	Male (iv)	~	~	~	~	1,046	19.9	19,034	62.9	0
	Female (iv)	~	~	~	~	0	-	-	-	-
	Total	814	15.6	19,128	61.8	1,046	19.9	19,034	62.9	0
Ill-Health Retirement	Male	964	12.3	12,749	65.6	946	12.5	13,264	68.1	1
	Female	0	-	-	-	0	-	-	-	0
	Total	964	12.3	12,749	65.6	946	12.5	13,264	68.1	1
Dependants	Male (iv)	~	~	~	~	0	-	-	-	-
	Female (iv)	~	~	~	~	298	2.4	8,090	73.7	0
	Total	295	2.0	6,838	71.5	298	2.4	8,090	73.7	0
All	Male	1,782	27.9	15,640	63.5	1,992	32.5	16,293	64.9	1
	Female	291	2.0	6,838	71.8	298	2.4	8,090	73.7	0
	Total	2,073	29.9	14,404	64.0	2,290	34.9	15,226	65.5	1

- i. Including pension increases awarded in the April following the valuation date, where applicable.
- ii. Weighted by pension.
- iii. Children are included in the 2012 data, but excluded from the 2016 data. There were 15 children in 2012 and 16 children in 2016.
- iv. Splits not shown in 2012 to avoid disclosing information on single individuals.



Chart A1: Active Members full-time equivalent pensionable pay by age

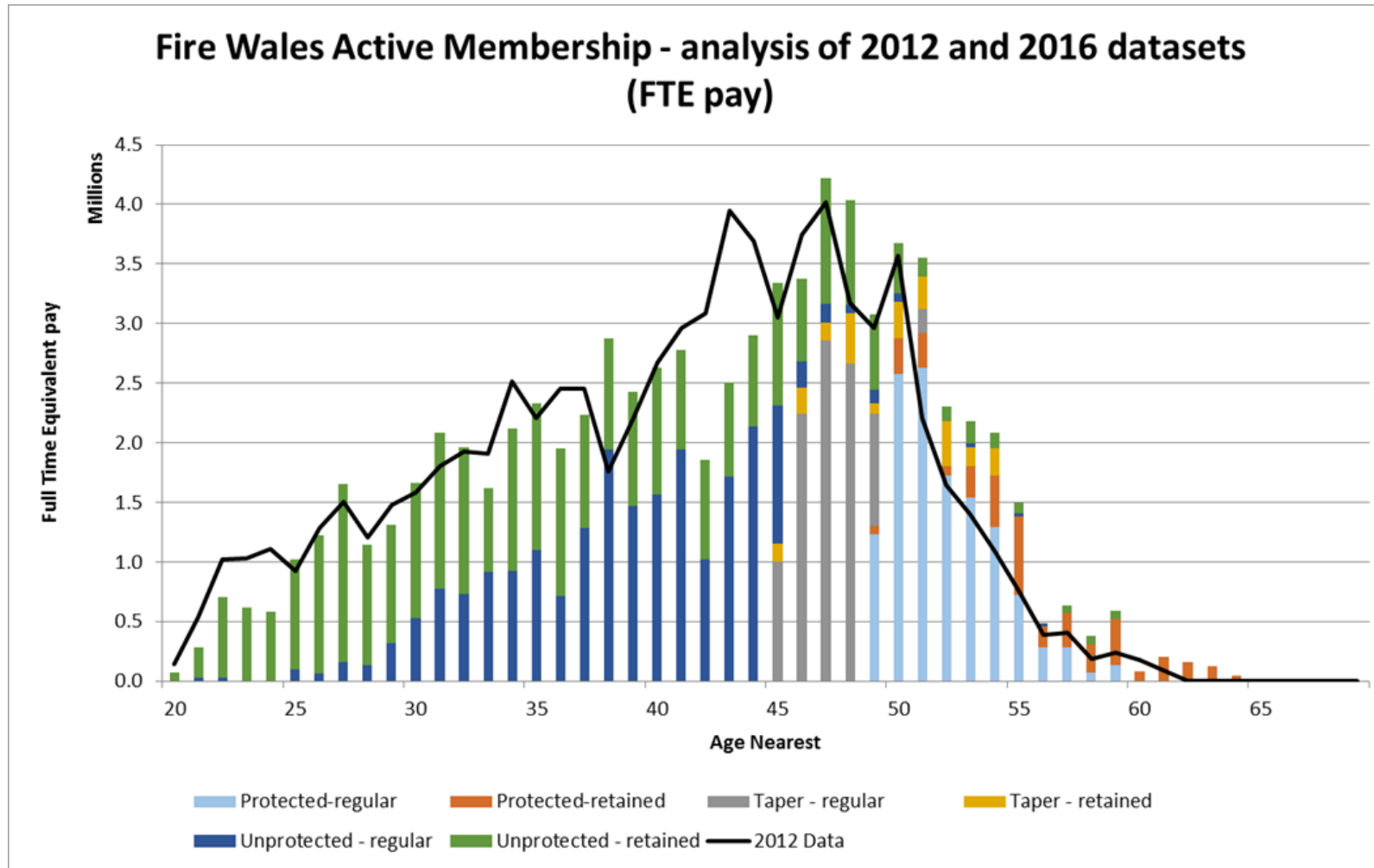




Chart A2: Deferred pension data by age

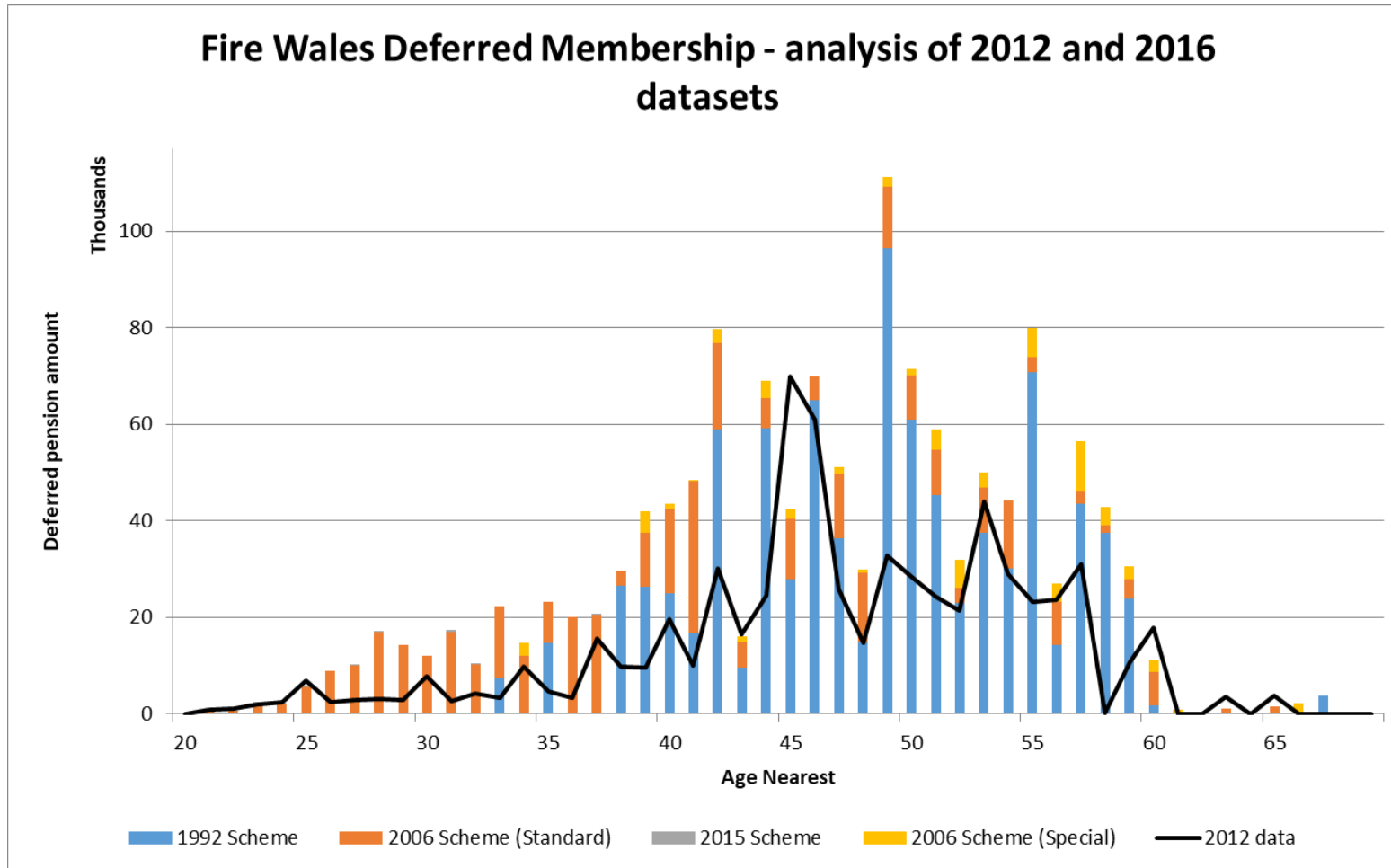




Chart A3: Summary of pension amount by age

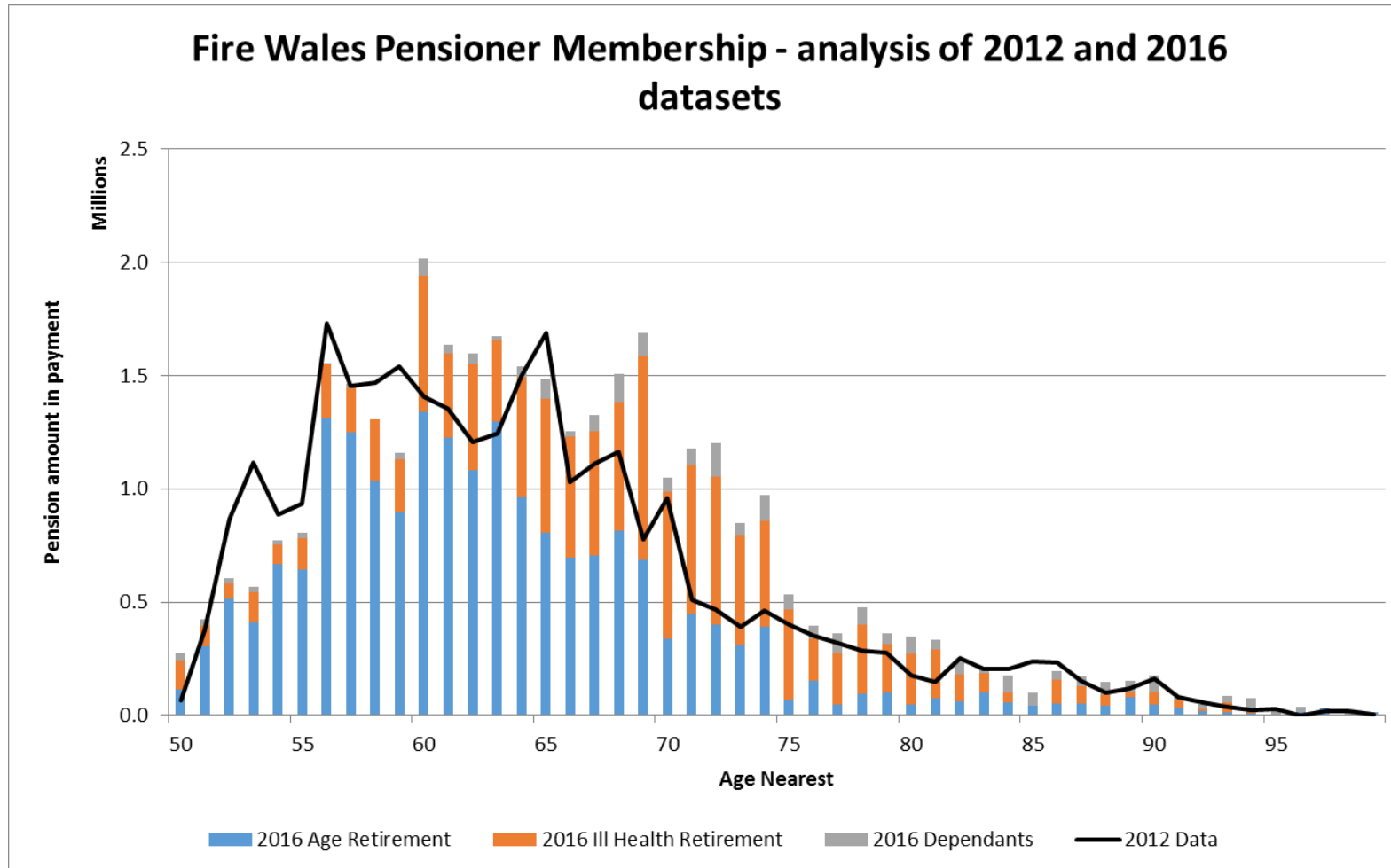




Chart A4: Active membership: Distribution of actual pay as at 31 March 2016

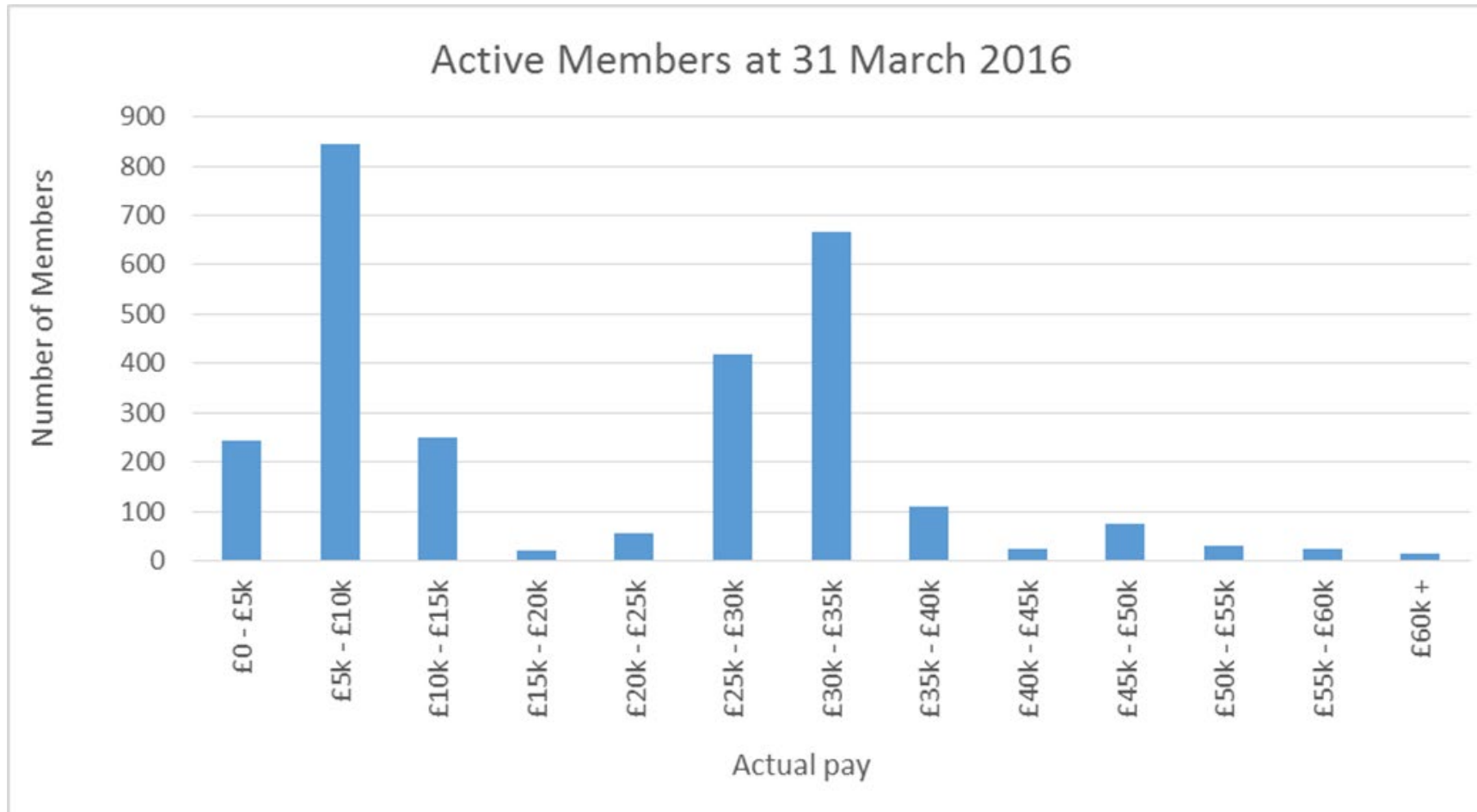
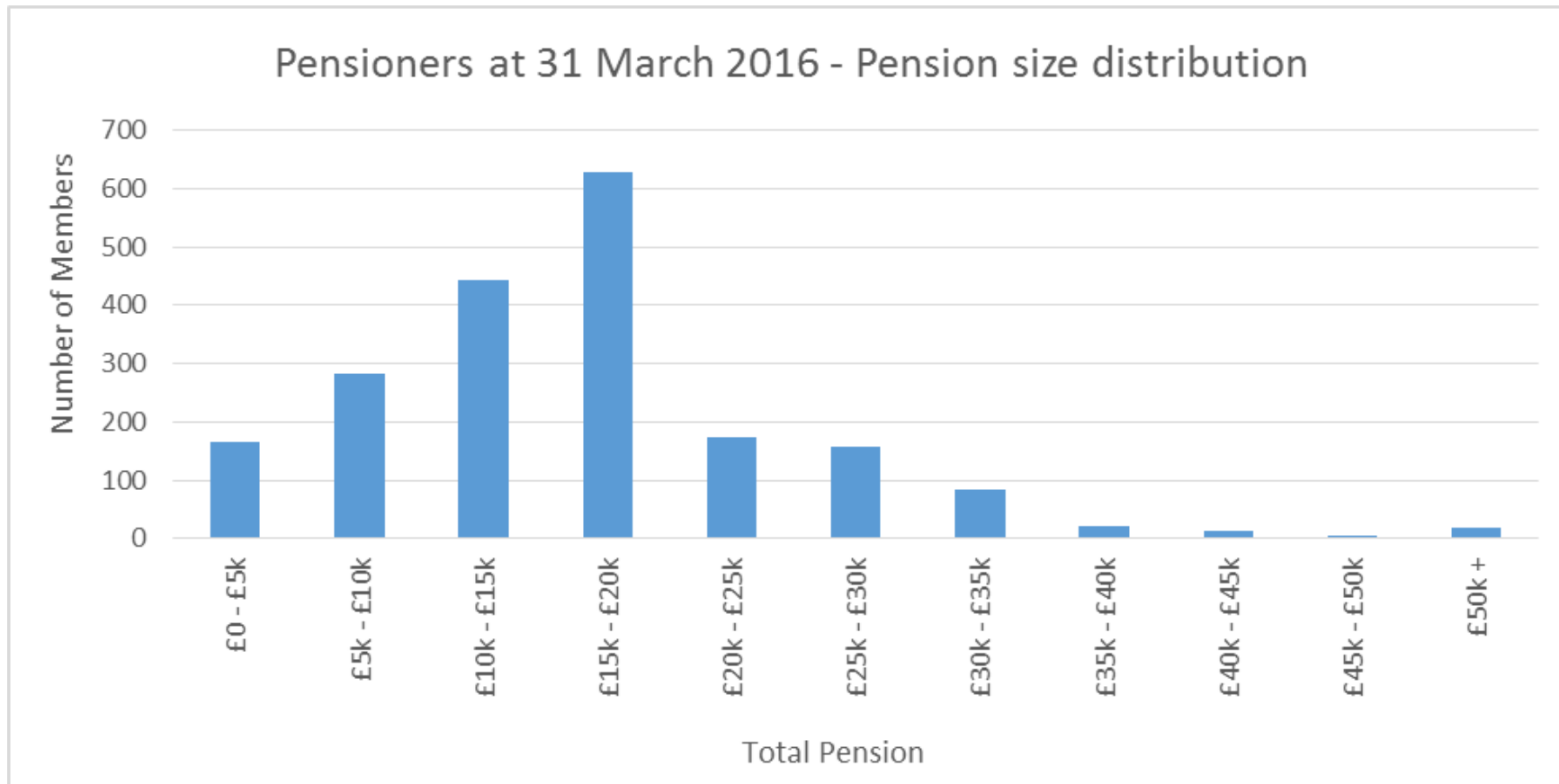




Chart A5: Pensioner membership: Distribution of pension in payment as at 31 March 2016





Appendix B: Summary of movements data

Table B1: Reconciliation of membership over the intervaluation period (2012-16) and the prior analysis period (2007-12)

	Reconciliation of membership over intervaluation period 2012-2016	Prior analysis period 2007-2012
Actives		
Number at 31/3/12	2,524	*
Additions		
• New entrants	1,080	*
Deductions:		
• Deaths	(5)	(6)
• Retirements	(239)	(328)
• Withdrawals	(544)	(411)
• Other exits	(4)	(13)
Number expected at 31/3/16	2,812	*
Valuation data at 2016	2,774	2,524
Deferreds		
Number at 31/3/12	388	*
Additions		
• New deferreds	631	*
Deductions:		
• Deaths	(1)	(2)
• Retirements	(12)	(14)
• Rejoiners to active		(3)
• Transfers		(20)
• Other exits	(30)	(7)
Number expected at 31/3/16	976	*
Valuation data at 2016	1,028	388
Pensioners and dependants**		
Number at 31/3/12	2,058	*
Additions		
• New pensioners	379	*
Deductions:		
• Pensioner deaths	(126)	(143)
• Dependant deaths	(55)	(83)
• Other cessations	(2)	(9)
Number expected at 31/3/16	2,254	*
Valuation data at 2016	2,290	2,058

* Figures not available.

** Excluding children.



Table B2: Summary of Active Experience

Movement Type	Number of movements	Average Age of movement
Entrant	1,080	31.7
Death	5	50.6
Ill Health Retirement	39	48.1
Normal Health Retirement	200	53.2
Withdrawal	544	34.8
Other	4	48.5

Table B3: Summary of Deferred Pensioner Experience

Movement Type	Number of movements	Average Age of movement
Entrants	631	35.5
Death	1	44.0
Ill-Health Retirement	2	46.0
Ordinary/ Short Service Pension	10	59.2
Other	30	47.8

Table B4: Summary of Pensioner Experience

Movement Type	Number of movements	Average Age of movement
Entrant	379	56.6
Death of pensioner	126	78.3
Death of dependant	55	86.7
Other	2	48.0



Appendix C: Data items – membership data

Key data items are shown below. These are the items where a valid and reasonable data value is required to determine a liability.

Actives

- > NI number
- > Current scheme
- > Previous final salary scheme (if any)
- > Gender
- > Date of Birth;
- > Date Joined Scheme
- > Actual Pay over 12 months (final salary scheme)
- > Pensionable Pay (final salary scheme) (Full time equivalent (or reference) pensionable pay over the 12 months to the valuation date in respect of final salary benefits)
- > Rate of Pensionable Pay (final salary scheme) (Annual rate of full time equivalent pensionable pay payable at the valuation date in respect of final salary benefits)
- > Pensionable Service (final salary scheme) (Pensionable service in final salary scheme to valuation date excluding doubling, transferred-in service and added years).
- > Service on full-time basis (final salary scheme) (As for Pensionable service (final salary scheme), but without reduction for part-time hours)
- > Transferred-in Service (final salary scheme)
- > Part-time indicator
- > Part-time proportion
- > APB Accrued to Date
- > Actual pensionable earnings over year (2015 Scheme benefits)
- > Annual rate of pensionable earnings (2015 Scheme benefits)
- > Accrued 2015 Scheme pension at extract date
- > Active service on full-time basis (2015 Scheme)
- > Public Sector Transfer Club (PSTC) transfer in indicator
- > 2015 scheme (Club) pension subject to CPI + 0% increases
- > 2015 scheme (Club) pension subject to CPI + 1.25% increases
- > 2015 scheme (Club) pension subject to CPI + 1.5% increases
- > 2015 scheme (Club) pension subject to CPI + 1.6% increases
- > 2015 scheme (Club) pension subject to earnings increases
- > Retained Option Completed Indicator
- > Settlement format of retained option (lump sum or periodic contributions)

Notes

Pensionable Salary: Where an individual is in receipt of a lower level of remuneration for any reason (eg maternity leave, sick leave etc) FRAs were asked to provide a notional “normal” pensionable salary.



Deferred pensioners

- > NI number
- > Scheme membership at leaving service
- > Previous final salary scheme (if any)
- > Gender
- > Date of Birth
- > Role
- > Current Deferred Pension (final salary scheme) (Includes pension from transfers in and added years)
- > Part time indicator
- > Current Deferred Pension (2015 Scheme) (Includes pension from transfers in and added pension)
- > Retained Option Completed indicator
- > Settlement format of retained option (lump sum or periodic contributions)

Pensioners

- > NI number
- > Scheme membership at leaving service
- > Previous final salary scheme (if any)
- > Gender
- > Date of Birth
- > Role
- > Date Joined Scheme
- > Date final salary pension began
- > Type of Pension
- > Member's Current Pension (final salary scheme)
- > Part time indicator
- > Abated Pension
- > Pension Increases
- > Injury Award
- > Member's pre-commutation pension (final salary scheme)
- > Member's Current basic pension (2015 scheme)
- > Date 2015 scheme pension began
- > Retained Option Completed indicator
- > Settlement format of retained option (payment from scheme to member or from member to scheme)

Dependants

- > NI number
- > Scheme membership when member left service
- > Previous final salary scheme membership (if any)
- > Gender
- > Date of Birth
- > Dependant Type
- > Dependant Date
- > Dependant's final salary pension
- > Dependant's Current Injury Award
- > Dependant's 2015 scheme pension



Added years

- > NI number
- > Scheme contract relates to
- > Gender
- > Date of Birth
- > Purchase type
- > Purchase start date
- > Cessation date
- > Contract in force
- > Added years
- > Part time indicator
- > Added 2015 scheme pension
- > Added 2015 scheme partner's pension

Pension debit

- > NI number
- > Scheme for which debit applies
- > Gender
- > Date of Birth
- > Debit Type (divorce or tax)
- > Current pension debit



Appendix D: Data items - movements data

Actives

The following data was provided separately for each year of the inter-valuation period for active staff who left active status during that year:

- > NI number
- > Scheme membership at leaving
- > Previous final salary scheme (if any)
- > Gender
- > Date of Birth
- > Date Joined Scheme
- > Date Left
- > Reason Ceased
- > Part-time indicator
- > Service at Leaving
- > Total non-retirement related lump sum benefits payments from 2015 scheme
- > Total retirement related lump sum benefits payments from each relevant scheme

Deferreds

The following data was provided separately for each year of the inter-valuation period for deferred members who left deferred status during that year:

- > NI number
- > Scheme membership at leaving
- > Gender
- > Date of Birth
- > Date Left
- > Date Ceased
- > Reason Ceased
- > Part-time indicator
- > Total non-retirement related lump sum benefits payments from 2015 scheme
- > Total retirement related lump sum benefits payments from 2015 scheme



Pensioners

The following data was provided separately for each year of the inter-valuation period for pensioners who left pensioner status during that year:

- > NI number
- > Scheme
- > Gender
- > Date of Birth
- > Date Ceased
- > Type of pension
- > Reason Ceased
- > Dependant Date of Birth
- > Dependant NI number
- > Pension payable at Date Ceased
- > Total pensioner related lump sum payments in 2015 scheme

Dependants

The following data was provided separately for each year of the inter-valuation period for pensioners who left dependant status during that year:

- > NI number
- > Scheme
- > Gender
- > Date of Birth
- > Dependant Type
- > Date Ceased
- > Reason Ceased
- > Pension payable at Date Ceased



Appendix E: Checks and adjustments applied to the membership data

Checks and exclusion

Exclusions and upratings were identified as follows.

Table E1 – Active members as at 31 March 2016

Reason for Exclusion	Number of exclusions
Salary data outside the specified bounds	38
Age outside appropriate range	2
Service missing or outside reasonable range	6
Transfer-in service missing or outside reasonable range	2
Total number of exclusions*	45
Total exclusions for rating up	45

* If a record fails for more than one reason it is included multiple times in the breakdowns shown and therefore the total exclusions may not be exactly the same as the sum of the components shown.

Table E2 – Active members as at 31 March 2015

Reason for Exclusion	Number of exclusions
FTE pay missing or outside reasonable range (£20k to £175k)	7
Transfer-in service missing or outside reasonable range (0 to 20 years)	1
Part time proportion outside reasonable range or missing	43
Service missing or outside reasonable range given the section	27
Total number of exclusions*	50
Total exclusions for rating up	50

* If a record fails for more than one reason it is included multiple times in the breakdowns shown and therefore the total exclusions may not be exactly the same as the sum of the components shown.

Table E3 – Deferred members at 31 March 2016

Reason for Exclusion	Number of exclusions
Duplicate records removed*	1
Member pension missing or outside reasonable range (£0 to £100k)	3
Total number of exclusions	4
Total exclusions for rating up	3

* Indicates initial exclusions which are assumed to have no attaching liability and therefore we have not uprated for these members (ie invalid records).



Table E4 – Pensioners at 31 March 2016

Reason for Exclusion	Number of exclusions
Member pension missing or outside reasonable range (£0 to £200k)	6
Children's records	16
Total number of exclusions	22
Total exclusions for rating up	6*

* Children's pensions have been excluded but not uprated. These benefits have been allowed for in the valuation by an adjustment to the total valuation liabilities.

Table E5 – Summary of total exclusions to as at 31 March 2016 data

	Total number of excluded records (valid and no liability ⁹)	Total number of valid records excluded
Actives	45	45
Deferreds	4	3
Pensioners	22	6
Total exclusions	71	54

Table E6: Total data supplied (31 March 2016)

31 March 2016	Total number of records provided	Notified immediate exclusions	Valid records
Actives	2,774	0	2,774
Deferreds	1,029	1	1,028
Pensioners	2,306	16	2,290

Table E7: Total data supplied (31 March 2015)

31 March 2015	Total number of records provided	Notified immediate exclusions	Valid records
Actives	2,714	0	2,714

⁹ No liability relates to initial exclusions which are assumed to have no attaching liability and therefore we have not uprated for these members (ie invalid records).



Table E8: Derivation of uprating factors (31 March 2016)

31 March 2016	Number of valid records (A)	Number of exclusions rated up	Number of members after exclusions (B)	Uprating factor (A/B)	Number of members after rate ups
Active members	2,774	45	2,729	1.016	2,774
Deferred members	1,028	3	1,025	1.003	1,028
Pensioners	2,290	6	2,284	1.003	2,290
Total membership	6,092	54	6,038	1.009	6,092

Table E9: Derivation of uprating factors (active membership 31 March 2015)

31 March 2015	Number of valid records (A)	Number of exclusions rated up	Number of members after exclusions (B)	Uprating factor (A/B)	Number of members after rate ups
Active members	2,714	50	2,664	1.019	2,714

The full time equivalent salaries as at 31 March 2015 for active members had a further uprating applied. This was to allow for some members' full time equivalent salaries in the valuation data being adjusted for lost pay in respect of strike days over the year 2014/15. We were provided with revised salary data for the affected members when this issue was identified and this indicated that the effect of the reductions could be removed by applying the following upratings to full time equivalent salaries across the entire membership as at 31 March 2015:

- > 1992 Scheme members – uprated by 0.7%.
- > 2007 Scheme regular members – uprated by 0.7%.
- > 2007 Scheme retained members – uprated by 0.3%.

Checks on uprated dataset

Information taken from data supplied by FRAs was used to perform independent checks on the dataset supplied.

For actives, the total pensionable payroll in the adjusted actives data at 31 March 2016 (£58.0m) was compared with pensionable pay derived from employer contribution payments over 2015/16 as provided in the source of data supplied by FRAs (£58.4m). The pensionable payroll from the membership data is 0.7% lower than that implied from employer contributions which does not look unreasonable.

For pensioners and dependants, the total pensioner payroll in the adjusted pensioner data at 31 March 2016 (£34.9m) was compared with total pensions paid over 2015/16 as recorded in the data sources supplied by FRAs (£34.3m). The pensioner payroll provided in the membership data is around 1.7% higher than that implied by the independent data source. This result does not look unreasonable.

It was not possible to undertake any independent checks on the deferred data.



Appendix F: Checks and exclusions applied to the movements data

Checks were undertaken to ensure all records with sufficient information to assign the movement to the correct category for analysis were taken into account.

The active movements data is used to analyse experience of members who retire, die or leave active service. For these purposes only relevant records and those with reasonable critical data were used for analysis purposes. The checks applied and resulting numbers of exclusions are shown below.

Table F1 – Active members

Reason for Exclusion	Number of exclusions
Removed assumed duplicates and other multiple records	13
Removed records which were inter-authority transfers	1
Total number of members removed	14

The pensioner movements data was used to analyse mortality experience, family statistics and commutation of pension. For these purposes only relevant records and those with reasonable critical data were used for analysis purposes. The checks applied and resulting numbers of exclusions are shown below.

Table F2 – Pensioners

Reason for Exclusion	Number of exclusions
Removed records where either movements dates do not fall within the intervaluation period or had a missing movement date	27
Total number of members removed	27

The deferred movements data was no used to inform the analysis of experience.



Appendix G: Uncertainty in valuation results arising from data deficiencies

Membership data

The table below illustrates the potential impact if known data omissions are subsequently found to have been handled incorrectly. Since it is not possible to undertake independent checks for all categories of members and a full reconciliation has not been achieved against all prior datasets there is the potential for currently unidentified problems with the data to emerge in future. For example a group of deferred members could be identified where no liability has previously been determined. The impact of such unknowns emerging at subsequent valuations could be considerably more than the sensitivity indicated below.

The table below illustrates the potential impact on the results if the actual liability for each missing member is in fact under/overstated by 10%.

	Impact of error in assumption for missing data (as % of pay)	
	Uncorrected employer contribution rate	Employer contribution correction cost
Actives (uprating applied: 1.016 for 2016 data, 1.019 for 2015 data)	0.1%	0.1%
Deferreds (uprating applied: 1.003)	Not material	nil
Pensioners (uprating applied: 1.003)	Not material	nil

More detail on the uncertainties arising from data deficiencies can be found in Appendix C of our report *Firefighters' Pension Schemes (Wales): Actuarial valuation as at 31 March 2016: Advice on assumptions*, dated today ('the Assumptions report').

Movements data

Setting assumptions

Assumption setting relies on analysis of movements data in consideration with such other relevant information which is available. The setting of demographic assumptions is to some extent subjective and a matter of interpretation. Changes in assumptions may be expected at successive valuations as circumstances change even with full data. Thus the absence of fully complete movements data does not necessarily introduce uncertainty into the valuation results provided there is other relevant information available to inform those assumptions. Further commentary on assumption setting is provided in the Assumptions report.

Cost Cap Net Leavers Liability (CCNLL)

The CCNLL is a component part of the cost cap calculation and is a quantification of the amount of final salary liabilities which fall out of the cost cap fund at a valuation owing to members which have left service since the previous valuation (or since the initial cost cap fund was set in the case of the 2016 valuation), net of the additional liabilities in respect of members with final salary benefits who rejoined active membership during the inter-valuation period.



To accurately calculate the CCNLL in accordance with the directions requires full movement data for all members who were active in 2015 and are no longer active at the 2016 valuation. Further details on the approach taken to determining the CCNLL in the absence of fully complete data, and the potential impact on the valuation results, is provided in Appendix C of the Assumptions report.

Appendix H: Summary of benefits

The Directions require the pre and post 2015 fire pension schemes to be taken into account in aggregate for the purposes of the current valuation. A summary of benefits provided from the pre and post 2015 schemes is shown separately below. The criteria by which Scheme membership is determined after 31 March 2015 is also shown. The information shown is only a summary of the benefits and full details are set out in the relevant scheme regulations.

	1992 Scheme	2007 Scheme (Standard)	2007 Scheme (Special)	2015 Scheme
1. Type of Scheme	Final Salary	Final Salary	Final Salary	Career Average Revalued Earnings
2. Contracted out/in prior to 2016	Contracted out	Contracted out	Contracted out	Contracted out
3. Employees Covered				
Before 1 April 2015	Members who joined before 6 April 2006 (excluding retained members).	New entrants joining between 6 April 2006 and 31 March 2015 (including retained members)	Retained firefighters employed on or after 1 July 2000 and before 6 April 2006	N/A
On or after 1 April 2015	Protected 1992 Scheme members ¹⁰	Protected 2007 Scheme (Standard) members ¹⁰	Protected 2007 Scheme (Special) members ¹⁰	New entrants joining on or after 1 April 2015 and unprotected members ¹⁰

¹⁰ Details of criteria for protection and tapered protection are set out at the end of this Appendix.

	1992 Scheme	2007 Scheme (Standard)	2007 Scheme (Special)	2015 Scheme
4. Normal Pension Age (NPA)	55 (or from age 50 after completion of 25 years' service) NB: Deferred pension age 60	60 Early retirement from age 55 subject to benefits being actuarially reduced NB: Deferred pension age 65	55 NB: Deferred pension age 60	60 Early retirement from age 55 subject to benefits being actuarially reduced NB: Deferred pension age equal to State Pension Age (SPA) or 65 if later
5. Pensionable Pay (PP)	Basic Salary plus other permanent emoluments	Basic Salary plus other permanent emoluments For retained members this is Reference Pay: whole time equivalent pensionable pay of a regular Firefighter employed in a similar role and with equivalent qualifying service	Whole time equivalent pensionable pay of a regular Firefighter employed in a similar role and with equivalent qualifying service	Basic Salary plus other permanent emoluments, including APB payments.
6. Final Pensionable Pay (FPP)	PP received in the last 12 months. Calculated as at date of leaving or retiring from the 2015 Scheme for those who move to the 2015 Scheme. Either of the two previous 12 month periods may be used if this results in a higher FPP.	PP received in the last 12 months. Calculated as at date of leaving or retiring from the 2015 Scheme for those who move to the 2015 Scheme. Either of the two previous 12 month periods may be used if this results in a higher FPP.	PP received in the last 12 months. Calculated as at date of leaving or retiring from the 2015 Scheme for those who move to the 2015 Scheme. Either of the two previous 12 month periods may be used if this results in a higher FPP.	Not required

	1992 Scheme	2007 Scheme (Standard)	2007 Scheme (Special)	2015 Scheme
7. Member's Contributions	Contribution scale tiered by PP	Contribution scale tiered by PP	Contribution scale tiered by PP	Contribution scale tiered by PP
8. Normal Retirement				
Pension to Member	1/60 th for first 20 years of actual service plus 2/60 per year of service in excess of 20 years, subject to a maximum of 30 years of actual service.	1/60 th per year of actual service subject to a maximum of 45 years.	1/45 th per year of pensionable service. Includes additional service purchased by contributions.	1/61.4 th of earnings in each year, revalued in line with earnings as made by Treasury order (expected to be AWE) on 1 April each year. No cap on service
Lump Sum	By commutation at rates which vary by age Generally option to commute up to 25% of pension; lower limits apply to some members	By commutation at £12:£1. Limit of 25% of full pension	By commutation at fixed age related factors	By commutation at £12:£1. Limit of 25% of full pension
Spouse's Pension	50% of member's pension before commutation	50% of member's pension after commutation	50% of member's pension after commutation	50% of member's pension after commutation

	1992 Scheme	2007 Scheme (Standard)	2007 Scheme (Special)	2015 Scheme
9. Pension Increases	Governed by Pensions (Increase) Act 1971 (currently CPI, but deferred to age 55 for age retirements prior to age 55 and some ill health retirements from preserved status)	Governed by Pensions (Increase) Act 1971 (currently CPI)	Governed by Pensions (Increase) Act 1971 (currently CPI)	Governed by Pensions (Increase) Act 1971 (currently CPI)
10. Early Retirement	Unreduced pension from age 50 after completion of 25 years' service	Reduced pension payable from age 55, with reduction calculated so that the early retirement pension is actuarially equivalent in value to a deferred pension payable from age 65.	None	Reduced pension payable from age 55. For retirement from active service, the reduction is calculated so that the early retirement pension is actuarially equivalent in value to a notional pension payable from age 60, with future increases to age 60 in line with in-service revaluation. For a deferred member, the reduction is calculated so that the early retirement pension is actuarially equivalent in value to a deferred pension payable from State Pension Age.

	1992 Scheme	2007 Scheme (Standard)	2007 Scheme (Special)	2015 Scheme
11. Ill Health Retirement	<p>Two tier – payable after two years' service</p> <p>Lower tier – capable of undertaking alternative employment</p> <ul style="list-style-type: none"> • 2-5 years' service: 1/60th per year of service (subject to a minimum of 1 years' service) • 5 or more years' service: unreduced accrued benefits <p>Higher tier – incapable of undertaking other employment</p> <ul style="list-style-type: none"> • 2-5 years' service: same as lower tier. • 5-10 years' service: service doubled. • 10-20 years' service: service enhanced by an additional 7 years, subject to a minimum enhanced total service of 20 years. 	<p>Two tier – payable after 3 months qualifying service</p> <p>Lower tier – capable of undertaking alternative employment</p> <ul style="list-style-type: none"> • Unreduced accrued benefits <p>Higher tier – subject to 5 years' qualifying service and incapable of undertaking other employment. Service calculated as:</p> <ul style="list-style-type: none"> • Actual service plus an enhancement of 2% for each year of past service multiplied by prospective service to 60 	As per 2007 Scheme (Standard)	<p>Two tier¹¹ – payable after 3 months qualifying service</p> <p>Lower tier – capable of undertaking alternative employment</p> <ul style="list-style-type: none"> • Unreduced accrued benefits <p>Higher tier – subject to 5 years' qualifying service and incapable of undertaking other employment. Pension calculated as:</p> <ul style="list-style-type: none"> • Lower tier pension plus an enhancement of 2% of the lower tier pension (excluding any amount in respect of added pension and before any commutation) for each year of prospective service to NPA

¹¹ In addition to the 2015 scheme benefits, former members of the 1992 Scheme or 2007 Scheme will receive ill health benefits under that scheme (based on service until they joined the 2015 Scheme) and so the ill health benefits will be the sum of the benefits from the two arrangements.

	1992 Scheme	2007 Scheme (Standard)	2007 Scheme (Special)	2015 Scheme
	<ul style="list-style-type: none"> Over 20 years' service: service enhanced by an additional 7 years plus the period in years by which service exceeds 20 years. 			
12. Dependant's Pension on Death in Service	<p>Payable after two years' service</p> <p>50% x Higher tier ill-health Pension</p>	<p>Payable after 3 months' qualifying service</p> <p>50% of Higher tier ill-health Pension</p>	<p>Payable after 3 months' qualifying service</p> <p>50% of Higher tier ill-health Pension</p>	<p>Payable after 3 months' qualifying service</p> <p>50% of Higher tier ill-health Pension</p>
13. Dependant's Short Term Pension	<p>Generally payable without any minimum service requirement</p>	<p>Payable after 3 months' qualifying service</p>	<p>Payable after 3 months' qualifying service</p>	<p>Payable after 3 months' qualifying service</p>
Death in Service	<p>The difference between the member's weekly rate of pensionable pay when the member died and the children's or spouse's weekly pension is payable for 13 weeks following the death</p>	<p>The difference between the member's weekly rate of pensionable pay when the member died and the spouse's weekly pension is payable for 13 weeks following the death</p>	<p>The difference between the member's weekly rate of pensionable pay when the member died and the spouse's weekly pension is payable for 13 weeks following the death</p>	<p>The difference between the member's weekly rate of pensionable pay when the member died and the spouse's weekly pension is payable for 13 weeks following the death</p>
Death after Retirement	<p>The difference between the member's weekly rate of pension when the member died and the spouse's weekly pension is payable for 13 weeks following the death</p>	<p>The difference between the member's weekly rate of pension when the member died and the spouse's weekly pension is payable for 13 weeks following the death</p>	<p>The difference between the member's weekly rate of pension when the member died and the spouse's weekly pension is payable for 13 weeks following the death</p>	<p>The difference between the member's weekly rate of pension when the member died and the spouse's weekly pension is payable for 13 weeks following the death</p>

	1992 Scheme	2007 Scheme (Standard)	2007 Scheme (Special)	2015 Scheme
14. Lump Sum Death Benefits				
Death in Service	2 x PP	3 x PP	2 x PP	3 x PP
Death after Retirement	If all payments made to the member and dependants plus the actuarial value of the dependant's pension are less than the member's total contributions then the balance of contributions is refunded	5 x pre commutation pension less amount already paid	5 x pre commutation pension less amount already paid	5 x post commutation pension less amount already paid
15. Children's Pensions	18.75% x member's current/deferred pension (enhanced if the member dies in service to the higher tier ill health pension) up to a maximum of 37.5% shared between the eligible children. Orphans: 25% of member's pension (enhanced if the member dies in service to the higher tier ill health pension) up to a maximum of 50% shared between the eligible children.	25% x member's current/deferred pension (enhanced if the member dies in service to the higher tier ill health pension) up to a maximum of 50% shared between the eligible children. Orphans: 50% of member's pension (enhanced if the member dies in service to the higher tier ill health pension) shared between the eligible children.	25% x member's current/deferred pension (enhanced if the member dies in service to the higher tier ill health pension) up to a maximum of 50% shared between the eligible children. Orphans: 50% of member's pension (enhanced if the member dies in service to the higher tier ill health pension) shared between the eligible children.	25% x member's current/deferred pension (enhanced if the member dies in service to the higher tier ill health pension) up to a maximum of 50% shared between the eligible children. Orphans: 50% of member's pension (enhanced if the member dies in service to the higher tier ill health pension) shared between the eligible children.

	1992 Scheme	2007 Scheme (Standard)	2007 Scheme (Special)	2015 Scheme
16. 'Dependant' provision	Spouse or Civil Partner	Spouse, Civil Partner or nominated partner	Spouse, Civil Partner or nominated partner	Spouse, Civil Partner or co-habiting partner
17. Withdrawal Benefits on Leaving				
Less than 3 months' service	Refund of contributions	Refund of contributions	Refund of contributions	Refund of contributions
More than 3 months' service	Deferred pension is payable from 60	Deferred pension is payable from age 65	Deferred pension is payable from 60	Deferred pension is payable from State Pension Age or 65 if later
Preserved Benefits	Deferred pension is the lesser of: 1) $40 / 60 \times \text{PP}$; and 2) $A \times B / C$, where: A: member's notional pension at NPA based on PP at date of leaving B: member's actual pensionable service C: member's notional service to age 55 subject to a maximum of 30 years	$1/60^{\text{th}}$ per year of actual service subject to a maximum of 45 years	$1/45^{\text{th}}$ per year of actual service.	$1/61.4^{\text{th}}$ of earnings in each year, revalued in line with earnings as made by Treasury order (expected to be AWE) on 1 April each year in service

	1992 Scheme	2007 Scheme (Standard)	2007 Scheme (Special)	2015 Scheme
Increases between date of leaving and retirement	Governed by Pensions (Increase) Act 1971	Governed by Pensions (Increase) Act 1971	Governed by Pensions (Increase) Act 1971	Governed by Pensions (Increase) Act 1971
Death before retirement	50% of member's deferred pension	50% of member's deferred pension	50% of member's deferred pension	50% of member's deferred pension
Transfer Value	Yes (some restrictions apply)	Yes (some restrictions apply)	Yes (some restrictions apply)	Yes
17. Cessation on remarriage or cohabitation	Yes (in most cases)	No	No	No



Criteria for scheme membership after 31 March 2015

Statutory based transitional protections exist for certain members as follows:

Full protection members

Active scheme members who, on 1 April 2012, were in one of the pre-2015 schemes and had 10 years or less to their Normal Pension Age, will remain in their pre-2015 scheme until they retire.

Tapered protection members

Active Scheme members who, as of 1 April 2012, were in one of the pre-2015 schemes and were within 4 years of qualifying for full protection will have limited protection so that on average for every month closer to qualifying for full protection they gain about 53 days of protection in their current scheme. At the end of their protected period they will transfer into the 2015 Scheme.

Unprotected Members

All other active members transferred to the 2015 Scheme on 1 April 2015.

For further details, see the 2015 Scheme regulations:

<http://www.legislation.gov.uk/wsi/2015/622/contents/made>