



Government Actuary's Department

Judicial Pension Scheme

Report on membership data as at 31 March 2012

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1 Introduction

- 1.1 This report is addressed to the Ministry of Justice (MoJ). This report should not be reproduced or disseminated to other parties without prior consent. The Government Actuary's Department (GAD) does not accept any liability to third parties, whether or not it has agreed to the disclosure.
- 1.2 This report discusses and summarises the membership and accounting data provided to GAD and to be used by GAD for the purposes of the actuarial valuation as at 31 March 2012. It also sets out the checks that GAD has undertaken on this data.
- 1.3 The results of the valuation will be critically dependent on the quality and correctness of the data used. The purpose of this document is to ensure that users of the valuation report understand the issues relating to the data used and in particular those issues that may have a material impact on the valuation result.
- 1.4 Experience data used to inform the assumptions appropriate for the valuation are the subject of a separate report.
- 1.5 All member data and supplementary accounting information provided and discussed in this report were supplied by MoJ. Resource accounts for the relevant period are publicly available.
- 1.6 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.
- 1.7 In preparing this report, GAD has relied on data and other information supplied by MoJ 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 The contents of this report have been discussed and agreed with MoJ. MoJ has confirmed that it is content that the resulting data is appropriate for use in the 2012 actuarial review of the Judicial Pension Scheme (JPS).



2 Description of data provided

Individual member data

- 2.1 Individual member data was supplied for all active members, deferred members and current beneficiaries of the Scheme.
- 2.2 The data provided excluded holders of Scottish or Northern Irish devolved judicial offices as these members are excluded by the terms of the Public Service Pension Schemes Act 2013
- 2.3 The data provided excluded fee-paid judges.
- 2.4 The data items provided for each member are set out in Appendix A.

Accounting information

- 2.5 Published resource accounts were available for the full inter-valuation period from 1 April 2009 to 31 March 2012. These include summaries of the Scheme's membership and membership movements for each accounting period as summarised in section 3. Certain pieces of financial information from the accounts are used to perform independent checks on the valuation data as explained in sections 4 and 6.

Benefit information

- 2.6 A summary of the benefits provided to members of the Scheme is shown in Appendix B.



3 Reconciliation of membership

- 3.1 This section summarises how the numbers of members has changed since the last completed valuation of the scheme (carried out as at 31 March 2009).
- 3.2 The reconciliation shows both the movements as provided in valuation data and the corresponding information provided in the Resource Accounts. Since the Resource Accounts are prepared very shortly after the year end, the movements summarised therein are acknowledged to be only an estimate of the final position. Thus it is not expected that an exact reconciliation will be achievable from this source.

Reconciliation of membership 31 March 2009 to 31 March 2012

	Actives		Deferreds		Pensioners	
	Valuation data	Accounts	Valuation data	Accounts	Valuation data	Accounts
Number at 31/3/09	2135	2140	5	7	1549	1530
Additions	420	420	6	6	409	467
Deductions	<u>-335</u>	<u>-320</u>	<u>-3</u>	<u>-3</u>	<u>-222</u>	<u>-272</u>
Number expected at 31/3/12	2220	2240	8	10	1736	1725
Data at 2012	2227	2240	9	10	1735	1725

- 3.3 We do not consider the differences above between the membership numbers in the valuation data as at 31 March 2012 and the accounts as at 31 March 2012 are material.



4 Active member data

4.1 This section summarises the data provided for active members for the purposes of this valuation. It also summarises the checks and adjustments we have made to the data.

A. Summary of active data

4.2 MoJ provided a dataset covering 2219 active members. 2026 of this total related to the 1993 scheme.

4.3 According to the written ministerial statement made by the Lord Chancellor and the Secretary of State for Justice, under the terms of the reforms being made to Public Service pension schemes from 2015 members within a certain period prior to their current normal pension age will remain in their existing schemes until retirement. These members are termed 'Protected Members'. Members just outside this age range will transfer to the 2015 schemes between April 2015 and February 2022. These members are termed 'Tapered Members'. The detail of those covered by Protection and Tapering is set out in Appendix C. All other members are termed 'Unprotected Members'. Since the benefits to be provided for members after 1 April 2015 will depend on which group they fall within we have identified those members within each group.

4.4 The data provided and falling within the groups identified above is summarised below.

1993 Scheme

Protection	Gender	Number of members	Total pensionable pay(i)	Average age(ii)	Total accrued pension
Protected	Male	1189	£146,511,758	62	£36,949,623
	Female	266	£30,302,927	60	£7,350,502
	Total	1455	£176,814,685	62	£44,300,125
Taper	Male	182	£21,453,080	54	£2,624,311
	Female	111	£12,262,516	53	£1,969,383
	Total	293	£33,715,596	53	£4,593,694
Unprotected	Male	151	£16,918,259	48	£1,395,018
	Female	127	£13,008,075	47	£1,106,851
	Total	278	£29,926,335	48	£2,501,869
All 1993 Scheme members	Male	1522	£184,883,097	60	£40,968,952
	Female	504	£55,573,519	55	£10,426,736
	Total	2026	£240,456,615	59	£51,395,688

- i. The pay shown is actual pay for the time worked
ii. Weighted by WTE pay



1981 Schemes

Protection	Gender	Number of members	Total pensionable pay(i)	Average age(ii)	Total accrued pension
Protected	Male	166	£21,637,526	66	£10,604,025
	Female	26	£3,089,157	64	£1,489,151
	Total	192	£24,726,683	66	£12,093,176
Taper	Male	<5	(iii)	(iii)	(iii)
	Female	<5	(iii)	(iii)	(iii)
	Total				
Unprotected	Male	<5	(iii)	(iii)	(iii)
	Female	<5	(iii)	(iii)	(iii)
	Total				
All 1981 Scheme members	Male	167	£21,740,447	66	£10,655,485
	Female	26	£3,089,157	64	£1,489,151
	Total	193	£24,829,604	66	£12,144,636

- i. The pay shown is actual pay for the time worked
- ii. Weighted by WTE pay
- iii. Details removed for data protection purposes

All members

Gender	Number of members	Total pensionable pay(i)	Average age(ii)	Total accrued pension
Male	1689	£206,623,543	60	£51,624,437
Female	530	£58,662,676	56	£11,915,887
Total	2219	£265,286,219	59	£63,540,324

- i. The pay shown is actual pay for the time worked
- ii. Weighted by WTE pay
- iii. Details removed for data protection purposes

4.5 Appendix D (a) compares the active member data as at 31 March 2012 with that as at 31 March 2009 ie the date of the last valuation.



B. Checks applied to active member data

- 4.6 All data provided was checked against the specification requested for both completeness and consistency.
- 4.7 The data received from MoJ did not contain information about pensionable service of active members, which we have calculated based on the date joining the scheme, number of days worked per week and added years purchased information. In our calculations, we have assumed that the current working pattern continues for the full working life of the members. For part-timers, reckonable service is pro-rated down and the full-time equivalent pay rate is used. This is different to the definitions used by the scheme where pay is pro-rated down rather than service but leads to the same final result.
- 4.8 The dataset was also compared against the previous valuation dataset as at 31 March 2009 to ensure that there were no unrealistic changes over the periods.
- 4.9 The final dataset was then subject to an independent check using accounting data. The total pensionable payroll in the data was compared against the total pensionable payroll in the resource accounts. The conclusions arising from this checking process are explained below:
- 4.10 The pensionable payroll of the active data as at 31 March 2012 amounts to £265.3 m. As pay data provided for extract purposes is based on pay received in the year 2011/12 for those who were active members on 31 March 2012 this can be compared against the pensionable payroll over the year reported in the resource accounts for 2011/12. The pensionable payroll for the 2011/12 resource accounts was £263.9 m and for the 2012/13 Annual Report and Accounts is £264.1 m. The pensionable payroll derived from the data is only slightly higher (0.5%) than that reported in the resource accounts, which we do not think is a cause for concern.

C. Adjustments made to the active member data

- 4.11 The following adjustments were made to the active member dataset after confirmation of correct information from MoJ:
- > Duplicate records for members were deleted from the dataset
 - > Dates of birth, salary and dates of joining schemes were updated where incorrect, after comparison with 2009 valuation data
 - > Members who had retired before the valuation date and were also included in the pensioners data were removed from the active member dataset to avoid double counting.
- 4.12 The following adjustments were made to the actives member dataset where information was missing:
- > GMPs were estimated for actives in service between 6 April 1978 and 5 April 1997 based on pay and service data provided. We do not consider the absence of this data will have a material effect on the valuation result.



- > MoJ confirmed that some members were active members as at 31 March 2012 but did not provide relevant details of the members, e.g salary data. Where this information could not be obtained, the data has been rated up to allow for the liabilities of these members according to average results for members. This only affects 0.4% of the final dataset.

D. Final dataset

- 4.13 After the adjustments described above were completed, the final dataset consists of 2227 active members. 1695 of this total relate to the 1993 scheme.
- 4.14 The final dataset is summarised below:

1993 Scheme

Protection	Gender	Number of members	Total pensionable pay(i)	Average age(ii)	Total accrued pension
Protected	Male	1195	£147,229,071	62	£37,119,924
	Female	268	£30,542,031	60	£7,407,269
	Total	1463	£177,771,102	61	£44,527,193
Taper	Male	182	£21,453,080	54	£2,624,311
	Female	111	£12,262,516	53	£1,969,383
	Total	293	£33,715,596	53	£4,593,694
Unprotected	Male	151	£16,918,259	48	£1,395,018
	Female	127	£13,008,075	47	£1,106,851
	Total	278	£29,926,335	48	£2,501,869
All 1993 Scheme members	Male	1528	£185,600,409	60	£41,139,253
	Female	506	£55,812,623	55	£10,483,503
	Total	2034	£241,413,032	59	£51,622,756

- i. The pay shown is actual pay for the time worked
- ii. Weighted by WTE pay



1981 Schemes

Protection	Gender	Number of members	Total pensionable pay(i)	Average age(ii)	Total accrued pension
Protected	Male	166	£21,637,526	66	£10,604,025
	Female	26	£3,089,157	64	£1,489,151
	Total	192	£24,726,683	66	£12,093,176
Taper	Male	<5	(iii)	(ii)	(iii)
	Female	<5	(iii)	(ii)	(iii)
	Total				
Unprotected	Male	<5	(iii)	(ii)	(iii)
	Female	<5	(iii)	(ii)	(iii)
	Total				
All 1981 Scheme members	Male	167	£21,740,447	66	£10,655,485
	Female	26	£3,089,157	64	£1,489,151
	Total	193	£24,829,604	66	£12,144,636

- i. The pay shown is actual pay for the time worked
- ii. Weighted by WTE pay
- iii. Details removed for data protection purposes

All members

Gender	Number of members	Total pensionable pay(i)	Average age(ii)	Total accrued pension
Male	1695	£207,340,856	60	£51,794,738
Female	532	£58,901,780	56	£11,972,654
Total	2227	£266,242,636	59	£63,767,392

- i. The pay shown is actual pay for the time worked
- ii. Weighted by WTE pay



5 Deferred member data

5.1 This section summarises the data provided for former active members of the Scheme for the purposes of this valuation. It also summarises the checks and adjustments we have made to the data.

A. Summary of deferred member data

5.2 MoJ provided a dataset covering 9 former active members who all related to the 1993 section of the scheme.

5.3 There are also 13 pension debit members and 13 pension credit members, who are considered alongside the deferred members for valuation purposes. Pension debits are effectively subtracted from the deferred data while pension credits are added.

5.4 The data provided is summarised below

Deferred type	Gender	Number of members	Total deferred pension(i)	Average age(ii)	Average Deferred pension
Deferred and Pension Credit	Male	7	£134,388	61	£19,198
	Female	15	£253,902	62	£16,927
	Total	22	£388,290	62	£17,650
Pension Debit	Total (iii)	13	£144,766	63	£11,136

- i. Excluding pension increases awarded to the valuation date
- ii. Weighted by deferred pension
- iii. Male and female data combined for data protection purposes

5.5 Appendix D (b) compares the deferred member data as at 31 March 2012 with that as at 31 March 2009 ie the date of the last valuation.

B. Checks applied to deferred member data

5.6 All data provided was checked against the specification requested for both completeness and consistency.

5.7 The dataset was also compared against the previous valuation dataset as at 31 March 2009 to ensure that there were no unrealistic changes over the periods.

C. Adjustments made to the deferred member data

5.8 MoJ did not provide the relevant details like date of birth, deferred pension and effective date for one deferred member as well as the pension debit details for one member. The deferred data will be rated up to allow for the liability of this member according to average results for members. The pension credit has been assumed to be equal to the corresponding pension debit, which was known. This affects 6% of the final deferred dataset (i.e. reflecting the fact that data was unavailable for 6% of the deferred membership).



5.9 GMPs were estimated for members in service between 6 April 1978 and 5 April 1997. We do not consider the absence of these data will have a material effect on the valuation result.

5.10 The final dataset is summarised below:

Deferred type	Gender	Number of members	Total deferred pension(i)	Average age(ii)	Average Deferred pension
Deferred and Pension Credit	Male	7	£159,932	61	£22,847
	Female	15	£253,902	62	£16,927
	Total	22	£413,834	61	£18,811
Pension Debit	Total (iii)	13	£161,041	63	£12,388

- i. Excluding pension increases awarded to the valuation date
- ii. Weighted by deferred pension
- iii. Male and female details combined for data protection purposes



6 Pensioners and dependants

6.1 This section summarises the data provided for pensioner members and dependants for the purposes of this valuation. It also summarises the checks and adjustments we have made to the data.

A. Summary of pensioner data

6.2 MoJ provided a dataset covering 1,719 current beneficiaries.

6.3 The data provided is summarised below.

Type of pensioner	Gender	Number of members	Total pension(i)	Average age(ii)
Age retirement	Male	1085	£59,684,779	76
	Female	120	£4,734,211	72
	Total	1205	£64,418,990	75
Ill-health retirement	Total (iv)	12	£550,377	64
Dependants(iii)	Male	19	£267,903	57
	Female	483	£11,084,079	78
	Total	502	£11,351,982	78
All	Male	1114	£60,408,439	76
	Female	605	£15,912,911	76
	Total	1719	£76,321,350	76

- i. Including pension increases awarded to the valuation date
- ii. Weighted by pension
- iii. Including pension credit members
- iv. Male and female details combined for data protection purposes

6.4 Appendix D (c) compares the pensioner data as at 31 March 2012 with that as at 31 March 2009, i.e. the date of the last valuation.

B. Checks applied to pensioner data

6.5 All data provided was checked against the specification requested for both completeness and consistency.

6.6 The dataset was also compared against the previous valuation dataset as at 31 March 2009 to ensure that there were no unrealistic changes over the periods.

6.7 The final dataset was then subjected to an independent check using accounting data to make sure that it was fit for purpose. The total pensioner payroll in the data was compared against total pensions paid as recorded in the resource accounts. The conclusions arising from this checking process are explained below.



6.8 After adjustments, the total resultant pensioner payroll in the valuation data was £76.3 m. This compares to total pensions paid during 2011/12 (from the resource accounts) of £74.7 m. Some difference is to be expected as the valuation pensioner payroll is that in payment as at the valuation date whereas the amount recorded in the accounts is the total paid over the prior 12 months. Pension payments increased from £70.1 m in 2010/11 to £74.7 m in 2011/12, as may be expected given the growth in the number of pensioners over the period. After allowing for the known pension increase of 3.1% in April 2011, the increase in pension payments year on year was around 3.4%. The difference between the year end valuation pensioner payroll at 31 March 2012 and the actual pension payments made during 2011/12 is consistent with continued growth in retirements seen from 2010/11 to 2011/12.

C. Adjustments made to the pensioner data

- 6.9 Where members were classified as normal retirements but retired prior to age 25, these members were reclassified as child pensioners after confirmation with MoJ.
- 6.10 MoJ confirmed that some members were pensioners as at 31 March 2012 but did not provide relevant details of the members, e.g pensions in payment. Where this information could not be obtained, the data has been rated up to allow for the liabilities of these members according to average results for members. This only affects 1% of the final dataset.
- 6.11 There were a number of cases where GMP figures seemed to be inconsistent with those provided at the last valuation. For the purposes of the 31 March 2012 valuation we will take the figures provided as at 31 March 2012.
- 6.12 The final dataset is summarised below:

Type of pensioner	Gender	Number of members	Total pension(i)	Average age(ii)
Age retirement	Male	1099	£60,432,167	76
	Female	124	£4,947,750	72
	Total	1223	£65,379,918	75
Ill-health retirement	Total (iv)	12	£550,377	64
Dependants(iii)	Male	19	£267,903	57
	Female	483	£11,084,079	78
	Total	502	£11,351,982	78
All	Male	1128	£61,155,827	76
	Female	609	£16,126,450	76
	Total	1737	£77,282,277	76

- i. Including pension increases awarded to the valuation date
- ii. Weighted by pension
- iii. Including pension credit members
- iv. Male and female details combined for data protection purposes



Appendix A : Data items

All Data as at 31 March 2012

Key data items are shown in bold. These are the items where a valid and reasonable data item is important in determining the size of the liability.

A) Active Members

- 1) Name / Identifier (used to clear up data queries)
- 2) **Date of Birth**
- 3) **Gender**
- 4) Marital status
- 5) **Date joined scheme**
- 6) **Scheme (if 81 scheme, which scheme)**
- 7) **Pensionable service**
- 8) **Added years purchased to date**
- 9) Details of JASSPS purchased
- 10) **Current Pensionable Salary (including over the cap salary)**
- 11) Accrued GMP (split between pre 1988 and post 1988 accrual) If not readily available then GAD could estimate.
- 12) Details of any pension debit and date awarded
- 13) **Part time service history (if applicable)**
- 14) Details of pension credits awarded as a result of a transfer in

B) Preserved Pensions

- 1) Name / Identifier
- 2) **Date of Birth**
- 3) **Gender**
- 4) Marital status
- 5) Higher/Lower judiciary indicator
- 6) **Scheme (if 81 scheme, which scheme)**
- 7) **Preserved pension and lump sum at valuation date (over the cap benefits listed separately)**
- 8) Preserved spouse's pension (over the cap benefits listed separately)
- 9) Accrued GMP (split between pre 1988 and post 1988 accrual). This data item may be estimated if not readily available.
- 9) Details of any pension debit and date awarded

Note:

- a) If preserved pensions revalued to the valuation date are not available then a date of leaving service together with the preserved award at that time could be used.
- b) If GMP figures are not recorded it would be possible to estimate the GMP. We would require length of service and date of leaving to estimate with accuracy.



C) Pensions in Payment

- 1) Name / Identifier
- 2) **Date of Birth**
- 3) **Gender**
- 4) **Category – Member, Dependent, Pension Credit or Child**
- 5) For members - type of retirement (normal/ill health)
- 6) For members - Higher/Lower judiciary indicator
- 7) For members - Marital Status
- 8) **Total pension in payment at valuation date**
- 9) For member - spouse's pension payable on member's death
- 10) GMP at valuation date (split between pre 1988 and post 1988 accrual)

D) Pension Credits not in payment

- 1) Name / Identifier
- 2) **Date of Birth**
- 3) **Gender**
- 4) **Pension credit and lump sum at valuation date** (or pension credit and date awarded if pension credit at valuation date is not available)
- 5) Accrued GMP (split between pre 1988 and post 1988 accrual). This data item may be estimated if not readily available.



Appendix B : Summary of Scheme benefits

Table B1 -1981 Scheme

Eligibility	From 31 st March 1995 the 1981 scheme has been closed to new entrants.
Member Contributions	From 1 st April 2012 contributions levied at a rate of 3.68% of salary for members of a 15 year scheme and 3.08% of salary from members of a 20 year scheme.
Normal Pension Age	On completion of 15 years' service or age 70 (Higher Judiciary) and age 65 and on completion of 15 years' service (most other 1981 Schemes).
Pension at Retirement	The target level of benefits is to provide the member with a pension of approximately 50% of final salary after 15 years (in what is known as a "15 year scheme") or 20 years (in what is known as a "20 year scheme") of service (Consolidated Fund Judiciary) or 20 years of service (MoJ Vote Judiciary). Final pensionable salary is the annual salary in payment at the date of retirement.
Lump Sum at Retirement	The retirement lump sum is 2 times the member's pension.
Ill Health Pension	An ill-health retirement pension may, subject to medical evidence, be awarded at any age. Ill-health pensions are the same as the members pension that would have been payable to the member, had normal retirement taken place at the date of ill health retirement.
Pension Increases	Increases to pensions are made in accordance with the Pensions (Increase) Acts to reflect changes in the cost of living.
Death in Service Benefits	A lump sum benefit of pensionable remuneration at date of death, plus, A spouse's or civil partner's pension of ½ of member's notional pension based on if he/she had retired on the grounds of ill-health at the date of death, plus Children's pension may also be payable
Death after Retirement Benefits	A spouse's or civil partner's pension equal to one half of the member's actual pension
Benefits on Leaving Service	Members who leave service are entitled to a refund of contributions, a preserved pension payable from NRA, or a transfer payment to another scheme or to an insurance company.



The Public Service Pension (Valuations and Employer Cost Cap) Directions 2014 dated 27 August 2014 list a further seven judicial pension schemes. The members of these schemes are aggregated with members of the 1981 schemes.

Four of these schemes had no active members and the remaining three had 21 active members:

Table B2 - 1993 Scheme

Eligibility	All Members who joined the Judiciary on or after 31 st March 1995, and members of the 1981 scheme, have an option to participate in the 1993 Judicial Pension Scheme.
Member Contributions	From 1 st April 2012, 3.08% of earnings up to capped pay, plus 1.28% of earnings above the cap.
Normal Pension Age	Members can receive an unreduced pension when they have reached age 65 and completed five years' service.
Pension at Retirement	Pensions accrue at the rate of 1/40 of final pensionable salary per year of reckonable service. Final pensionable salary is the highest salary received in any 12 months period within the last 3 years.
Lump Sum at Retirement	The retirement lump sum is 2.25 times the member's pension.
Ill Health Pension	An ill-health retirement pension may, subject to medical evidence, be awarded at any age. Ill-health pensions are enhanced by one half of the member's potential service to age 65, subject to a maximum of 20 years service.
Pension Increases	Increases to pensions are made in accordance with the Pensions (Increase) Acts to reflect changes in the cost of living.
Death in Service Benefits	A lump sum benefit of two times pensionable remuneration at date of death, plus, A spouse's or civil partner's pension of one-half of member's notional pension if he/she had retired on the grounds of ill-health at the date of death, plus Children's pension may also be payable
Death after Retirement Benefits	A spouse's or civil partner's pension equal to one half of the member's pension
Benefits on Leaving Service	Members who leave service are entitled to a refund of contributions, a preserved pension payable from NPA (based on the point at which the member would have completed five years' service), or a transfer payment to another scheme or to an insurance company.



Eligibility	From 31 st March 1995 the 1981 scheme has been closed to new entrants.
Member Contributions	From 1 st April 2012 contributions levied at a rate of 3.68% of salary for members of a 15 year scheme and 3.08% of salary from members of a 20 year scheme.
Normal Pension Age	On completion of 15 years' service or age 70 (Higher Judiciary) and age 65 and on completion of 15 years' service (most other 1981 Schemes).
Pension at Retirement	The target level of benefits is to provide the member with a pension of approximately 50% of final salary after 15 years (in what is known as a "15 year scheme") or 20 years (in what is known as a "20 year scheme") of service (Consolidated Fund Judiciary) or 20 years of service (MoJ Vote Judiciary). Final pensionable salary is the annual salary in payment at the date of retirement.
Lump Sum at Retirement	The retirement lump sum is 2 times the member's pension.
Ill Health Pension	An ill-health retirement pension may, subject to medical evidence, be awarded at any age. Ill-health pensions are the same as the members pension that would have been payable to the member, had normal retirement taken place at the date of ill health retirement.
Pension Increases	Increases to pensions are made in accordance with the Pensions (Increase) Acts to reflect changes in the cost of living.
Death in Service Benefits	A lump sum benefit of pensionable remuneration at date of death, plus, A spouse's or civil partner's pension of ½ of member's notional pension based on if he/she had retired on the grounds of ill-health at the date of death, plus Children's pension may also be payable
Death after Retirement Benefits	A spouse's or civil partner's pension equal to one half of the member's actual pension
Benefits on Leaving Service	Members who leave service are entitled to a refund of contributions, a preserved pension payable from NRA, or a transfer payment to another scheme or to an insurance company.



Appendix C : Protection and member categories

Protected and tapered Members

Statutory based transitional protections exist for certain members as follows:

1. Scheme members who, as of 1 April 2012, have 10 years or less to their current pension age will see no change in when they can retire, nor any decrease in the amount of pension they receive at their current Normal Pension Age. They will remain members of their existing schemes up to and including the point at which they draw their pension rights and in which case all current scheme rules will continue to apply.
2. Members who are within a further 3.5 years outside this protected group will be offered a choice to have an additional degree of protection, in the form of further accrual in their existing schemes. This protection will be tapered in a linear fashion depending on the age of the member. Scheme members who on 1 April 2012 are aged between 51 years and 6 months and 55 will have a choice to continue to accrue additional pension in their existing schemes, on a tapered basis. They will accrue for two months in their existing schemes for every month they are older than 51 years and 6 months. The period of protected service for any member under these tapering arrangements will have finished by 28 February 2022. At the end of the protected period, they will be transferred into the 2015 scheme.
3. Members who are in either protected group with existing Added Years contracts will be able to continue to contribute to them under current arrangements.
4. Members with protection who leave active service and return within five years will return to their current arrangements with final salary linking if they are in the fully protected group. If they are in the tapered protection group, they will return to the scheme arrangements that they would have been in had they remained in service, again retaining final salary linking. (However, their period out of active service will count towards the length of their transitional protection.) Members not covered by protection will be able to relink their accrued rights to final salary on retirement if they return within five years. Those who return after more than 5 years will as now be offered the choice of converting their past service to the current scheme terms on a Cash Equivalent Transfer Value basis or leaving it as an accrued benefit without final salary linkage.

Appendix D : Comparison of membership at 31 March 2009 and 31 March 2012

a) Actives

	2009					2012					
	Number of members	Total pensionable pay ¹ £m	Average pensionable pay	Average age ²	Average reckonable service ² Years	Number of members	Total pensionable pay ¹ £m	Average pensionable pay	Average age ²	Average reckonable service ² Years	Average accrued pension
1981 Scheme Males	342	£42.9	£125,528	64	15.73	167	£21.7	£130,182	66	16.94	£63,805
1981 Scheme Females	34	£4.0	£117,806	62	16.02	26	£3.1	£118,814	64	17.65	£57,275
1993 Scheme Males	1362	£164.0	£120,428	58	7.82	1528	£185.6	£121,466	60	8.64	£26,924
1993 Scheme Females	397	£43.5	£109,570	55	6.89	506	£55.8	£110,302	55	7.06	£20,718
All male	1704	£206.9	£121,452	60	9.40	1695	£207.3	£122,325	60	9.46	£30,557
All female	431	£47.5	£110,220	55	7.61	532	£58.9	£110,718	56	7.57	£22,505
All	2135	£254.4	£119,184	59	9.04	2227	£266.2	£119,552	59	9.01	£28,634

1 The pay shown is full-time equivalent (FTE) pay

2 Weighted by FTE pay

b) **Deferreds**

		2009				2012			
		Number of members	Total deferred pension £m	Average pension	Average age	Number of members	Total deferred pension £m	Average pension	Average age (weighted by pension)
Deferred and Pension Credit	Male	5	£0.1	£20,000	62	7	£0.2	£35,689	61
	Female	-	-	-	-	15	£0.3	£16,927	62
	Total	5	£0.1	£20,000	62	22	£0.5	£22,897	61
Pension Debit	Total	-	-	-	-	13 (i)	£0.2	£12,388	63

i. Male and female data combined for data protection purposes

c) Pensioners

Type of benefit		2009				2012			
		Number of members	Total pension £m	Average pension	Average age (weighted by pension)	Number of members	Total pension £m	Average pension	Average age (weighted by pension)
Age retirement	Male	967	£48.5	£50,155	75	1099	£60.43	£54,988	76
	Female	87	£3.4	£39,080	70	124	£4.95	£40,159	72
	Total	1054	£51.9	£49,241	75	1223	£65.38	£53,459	75
Ill-health retirement	Total (i)	Included in age retirement figures above				12	£0.55	£45,865	64
Spouses and other dependants	Male	24	£0.2	£8,333	46	19	£0.27	£14,100	57
	Female	466	£9.4	£20,172	78	483	£11.08	£22,996	78
	Total	490	£9.6	£19,592	77	502	£9.13	£21,646	78
Pension Credit Members	Total (i)	Included in spouses and other dependants figures above				6	£0.09	£14,194	66
All	Male	991	£48.7	£49,142	75	1128	£61.2	£54,217	76
	Female	553	£12.8	£23,146	76	609	£16.1	£26,480	76
	Total	1544	£61.5	£39,832	75	1737	£77.3	£44,492	76

i. Male and female data combined for data protection purposes