Government Actuary's Department

Local Government Pension Scheme: England and Wales (LGPS)

Membership data

Actuarial valuation as at 31 March 2020

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29 February 2024

Highlights

LGPS valuation data

6.0m

Member records as at
31 March 2020

+ 10.1% vs. 2016

Key headlines

The quality of the 2020 LGPS valuation data as at 31 March 2020 has improved compared with the data used for the 2016 valuation.

The main issues we noted in our 2016 data report:

- Data at 2016: three funds did not provide any data
- Data at 2014: 16 funds did not provide any data or the data provided was excluded due to inadequate data on pay

For data at 2020 this has significantly improved: data has been provided for all funds except one. This is very pleasing to see, because 2020 (like 2014) was not a local fund valuation year.

Initial data quality

99.3%

Proportion of ‘at 31 March 2020’ records provided which we are able to us

Improvement vs. 97.9% in 2016

Data quality after checks and adjustments

After making necessary adjustments detailed in this report, we conclude that the data is appropriate for the purpose of the 2020 LGPS valuation. However, a different approach to adjusting data could still lead to different valuation results.

Contents

Report on data quality

Appendices

Any terms that appear in this report in underlined text are defined in the Glossary.

At GAD, we seek to achieve a high standard in all our work. We are accredited under the Institute and Faculty of Actuaries' Quality Assurance Scheme. Our website describes the standards we apply.

1. Introduction

Who is this report for?

This report is addressed to the Secretary of State for Levelling Up, Housing and Communities. HM Treasury's Directions ('the Directions') requires the scheme actuary to provide information about the scheme and data. The purpose of this report is to provide the data we will be using and to help readers be confident that the results of the valuation are fit for purpose.

Why has the data been collected?

This data is needed to carry out an actuarial valuation of the LGPS as at 31 March 2020, in accordance with the Directions. This data will be used to set actuarial assumptions, and together the data and assumptions will be used to calculate valuation results.

Why is the data important?

The results of the valuation are critically dependent on the quality of the data used. Poor data could lead to benefit changes being made under the cost control mechanism unnecessarily.

This data is often used for other important work as well, such as the SAB's cost control mechanism.

2. Data as at 31 March 2020

Who provided the data?

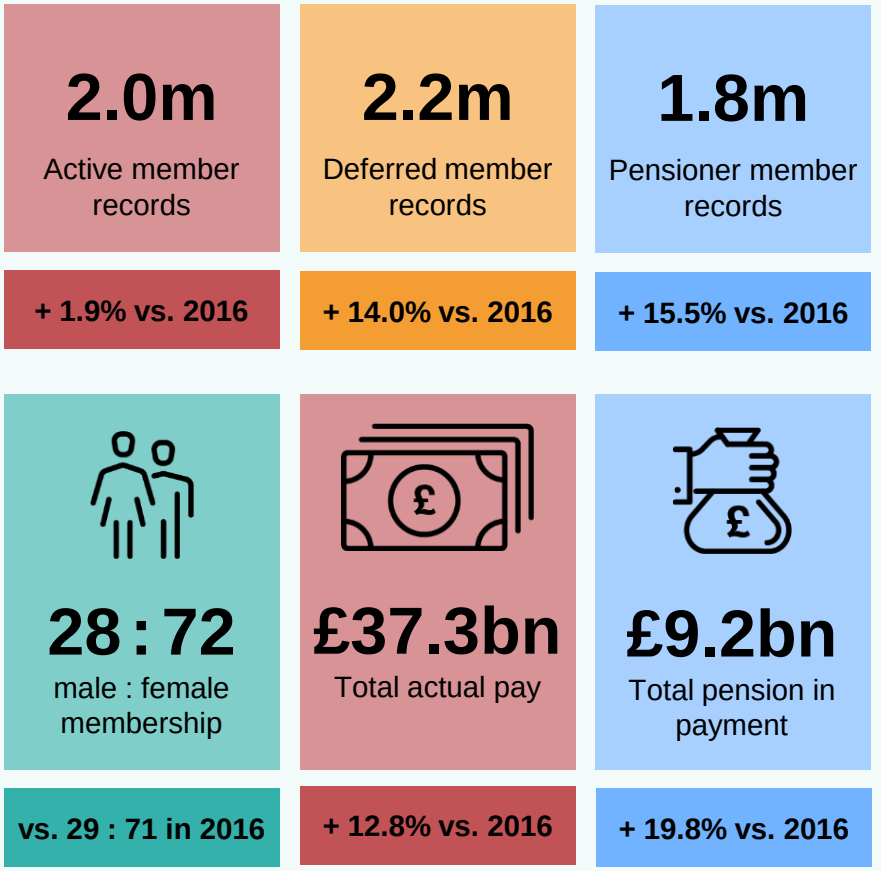
This data was wholly provided by or on behalf of LGPS administering authorities.

What is the data used for?

It will be used to calculate the results of the 2020 LGPS valuation, specifically:

- the cost cap cost of the scheme
- A notional employer contribution rate (but note that employer contribution rates are set in LGPS fund valuations, not by this valuation)
- actuarial liabilities as at 31 March 2020.

Detailed data summaries are included in **Appendix A – Detailed summaries: data as at 31 March 2020**.



Pension amount includes the April 2020 pension increase

3. Movements data

Where did the data come from?

This movements data for 2016 to 2020 was wholly provided by or on behalf of LGPS administering authorities.

What is movements data used for?

We requested movements data in order to review existing assumptions about the scheme membership and propose new assumptions where appropriate. Agreed assumptions are then used to carry out valuation calculations.

Membership reconciliation

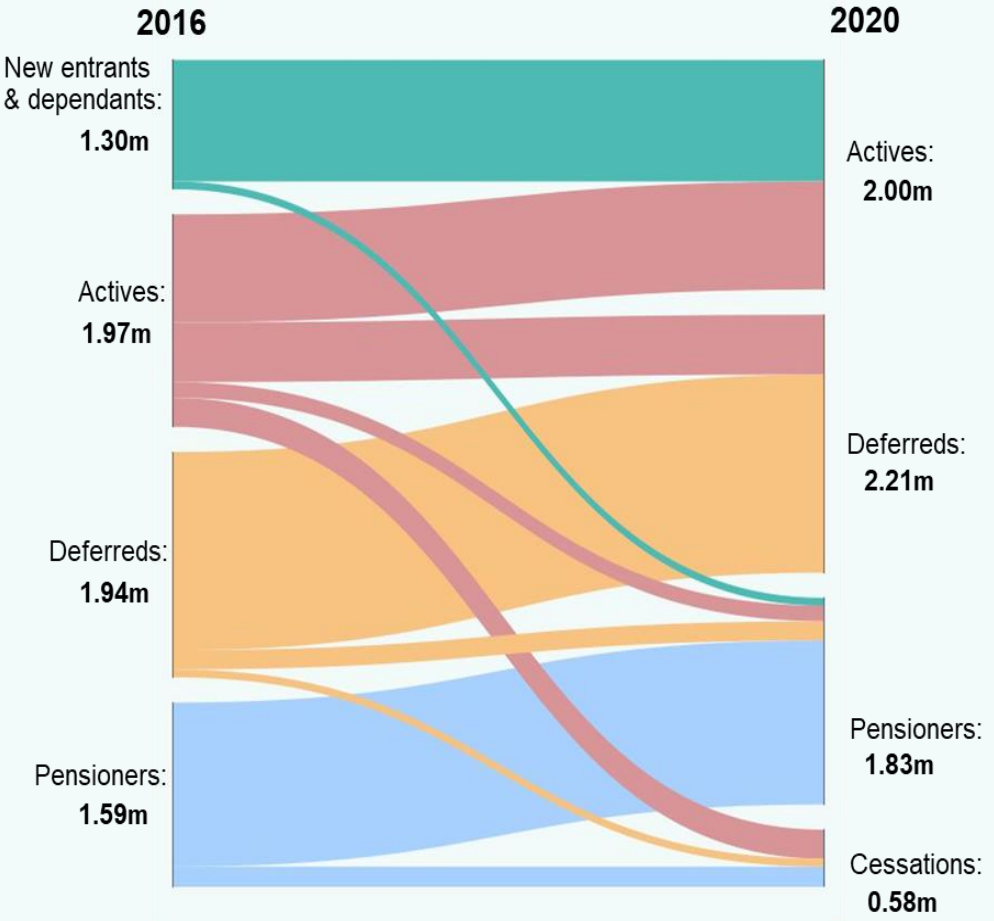
This movements data is used to perform a reconciliation which compares data as at 31 March 2016 and 31 March 2020 against movements occurring between this period to check that membership figures are in agreement.

Where can I find out more?

Detailed data summaries are included in **Appendix B – Detailed summaries: movements data**.

What does the chart show?

The chart below summarises movements between member categories from 2016 to 2020. The thicker the line, the greater the number of member movements occurring.



For actives, cessations include member deaths, transfers, withdrawals, refunds and trivial commutations.

4. Checks and adjustments

Why is this data checked?

We carry out checks to ensure this data is fit for purpose for the valuation. These checks also help us to understand and describe limitations on the valuation results due to data omissions. This is also a professional actuarial requirement.

What checks are carried out?

We carry out checks on aggregated statistics produced from the data, and on a record by record basis. A simplified process diagram is shown to the right.

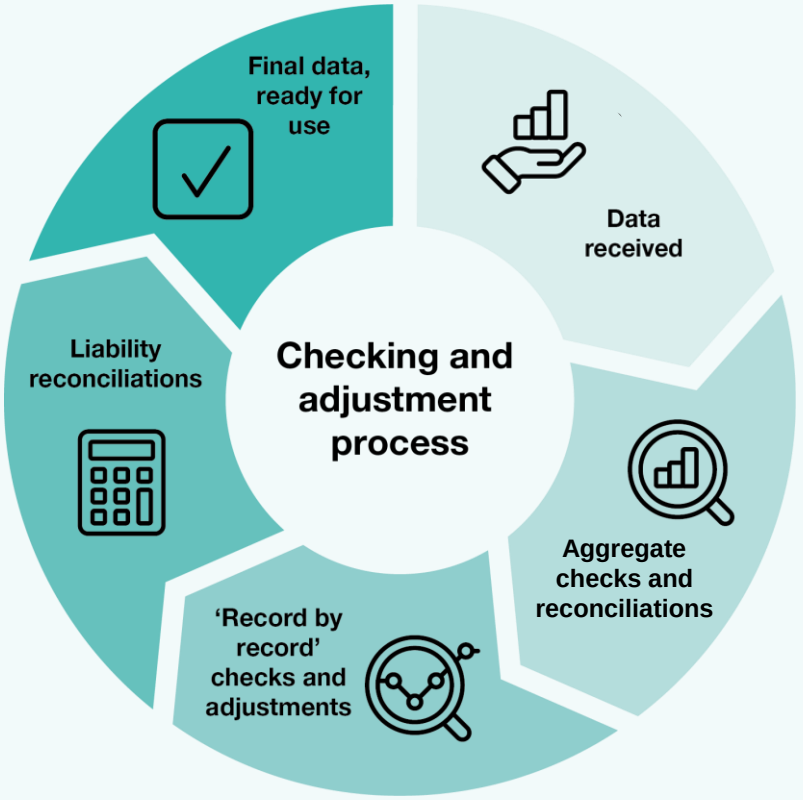
What happens to unreliable data?

Where our checks show that a data record seems to be unreliable, it is either excluded or adjusted. We do this to make sure the data is appropriate for calculating valuation results.

Where we exclude valid data records, we typically compensate for this by scaling up similar, included records.

Where can I find out more?

A detailed summary of what we've done is contained in **Appendix C – Checks, adjustments and uncertainty**.



After checks & adjustments:

After finalising our checks and adjustments we will consider potential data improvements. We will engage with scheme managers on any issues we have identified to improve future data submissions, where possible and as appropriate.

5. Data quality

Who is responsible for data quality?

The Secretary of State for Levelling Up, Housing and Communities is responsible for ensuring appropriate data is provided in order to support the legislative requirement to perform a valuation.

It is the department's responsibility to ensure that data that is provided is in line with our specifications.

Was the data provided of good quality?

The percentage of data which was able to be used and not subject to exclusion is shown to the right. High percentages suggest good quality data. Based on this statistic, the quality of the 2020 LGPS valuation data as at 31 March 2020 is an improvement on the data used for the 2016 valuation.

Note data has been provided for all funds except for active and deferred data for one fund: we have also rated up to allow for this missing data.

More details are provided in this regard in Appendix C.

Can the data be used for the valuation?

Yes. After making the adjustments detailed in this report, we believe the data is appropriate for the purposes of the 2020 valuation.

Initial data quality

99.3%
Proportion of 'at 31 March 2020' records provided which we are able to use

Improvement vs. 97.9% in 2016

Actives	Deferreds	Pensioners
98.8%	**99.2%**	**99.8%**
Improvement vs. 96.3% in 2016	**Improvement vs. 98.5% in 2016**	**Improvement vs. 99.1% in 2016**

Data quality after checks & adjustments

After making the necessary adjustments detailed in this report, we conclude that the data is appropriate for the purpose of the 2020 LGPS valuation.

6. Impact of data limitations

Do data limitations cause uncertainty?

Yes. Our checks and adjustments aim to ensure that the data is appropriate for use in valuation calculations. However, our checks do not constitute a full audit of the data and our adjustments, although reasonable in our view, may not mean that the dataset adopted accurately reflects the true data of the scheme. This means that there is **residual data uncertainty**.

Is data uncertainty a significant issue?

Residual data uncertainty can potentially have an impact on valuation results, including for example on the cost cap cost of the scheme and any resulting impact on member benefits.

However, in large and complex data sets this uncertainty is normal and is not usually a cause for concern.

In our view, the residual uncertainty present in this data is not significant enough to dissuade users from taking actions recommended from this valuation.

Where can I find out more?

A more detailed summary of residual data uncertainty is set out in **Appendix C – Checks, adjustments and uncertainty**.

7. Limitations

Data

In preparing this report, GAD has relied on data and other information supplied by or on behalf of LGPS administering authorities as described in the report. GAD has not sought independent verification around its general completeness and accuracy (beyond our comparisons with the Local government pension scheme statistics).

Any checks that GAD has made are limited to those described in the report, including those relating to the overall reasonableness and consistency of the data. These checks do not represent a full independent audit of the data supplied.

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.

HM Treasury Directions

Throughout this report, in any place where we indicate the potential variability of valuation results – these take into account the HM Treasury Directions for the 2020 valuations.

Sharing

This report has been prepared for the use of the Secretary of State for Levelling Up, Housing and Communities and the Department for Levelling Up, Housing and Communities (DLUHC) and must not be reproduced, distributed or communicated in whole or in part to any other person without GAD's prior written permission.

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A final version of this report will be published as part of completing the 2020 valuation of the scheme.

Compliance statement:

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

Appendix A

Detailed summaries: Data as at 31 March 2020

Scheme data

As at 31 March 2020

Summary statistics

6.0m
Scheme member records

+ 10.1% vs. 2016

28 : 72
male : female membership

vs. 29 : 71 in 2016

£37.3bn
Total actual pay

+ 12.8% vs. 2016

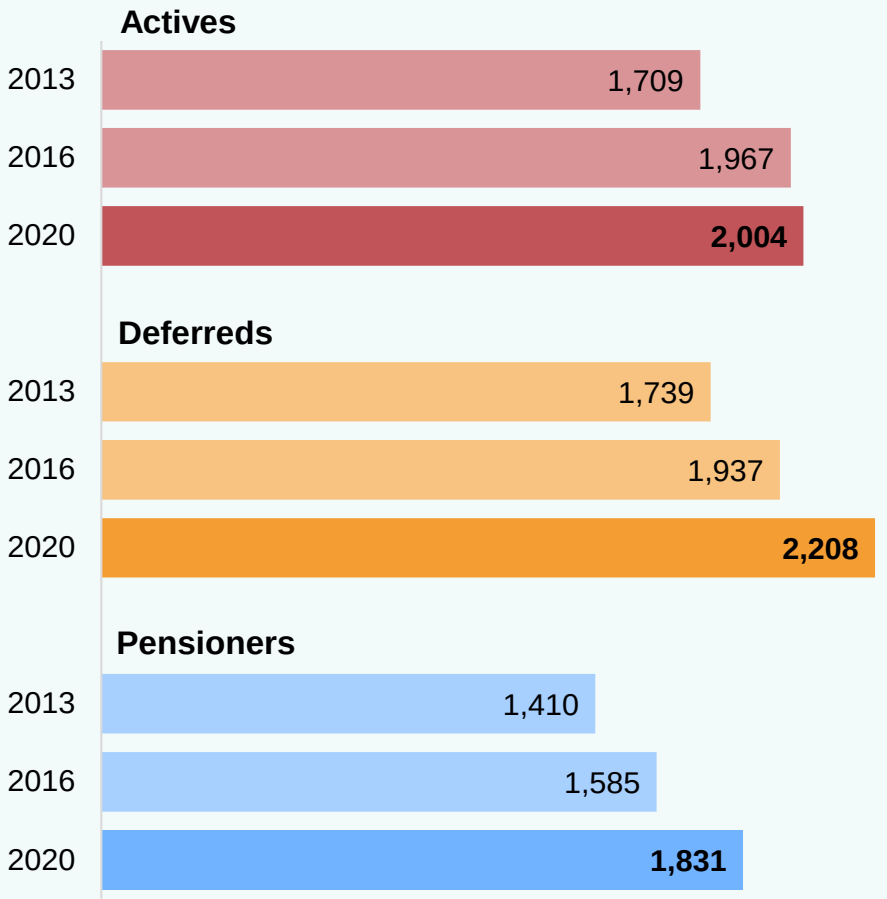
£3.6bn
Deferred pension

+ 26.1% vs. 2016

£9.2bn
Total pension in payment

+ 19.8% vs. 2016

Membership over time (000's)



Pension amount includes the April 2020 pension increase

Scheme membership

As at 31 March 2020

A single individual may have multiple member records in the LGPS pension scheme. For example, they may have worked for different LGPS employers (possibly in different funds) and not aggregated their service. Throughout this report, we analyse the member records rather than individual members.

There are significantly more female than male members across all categories.

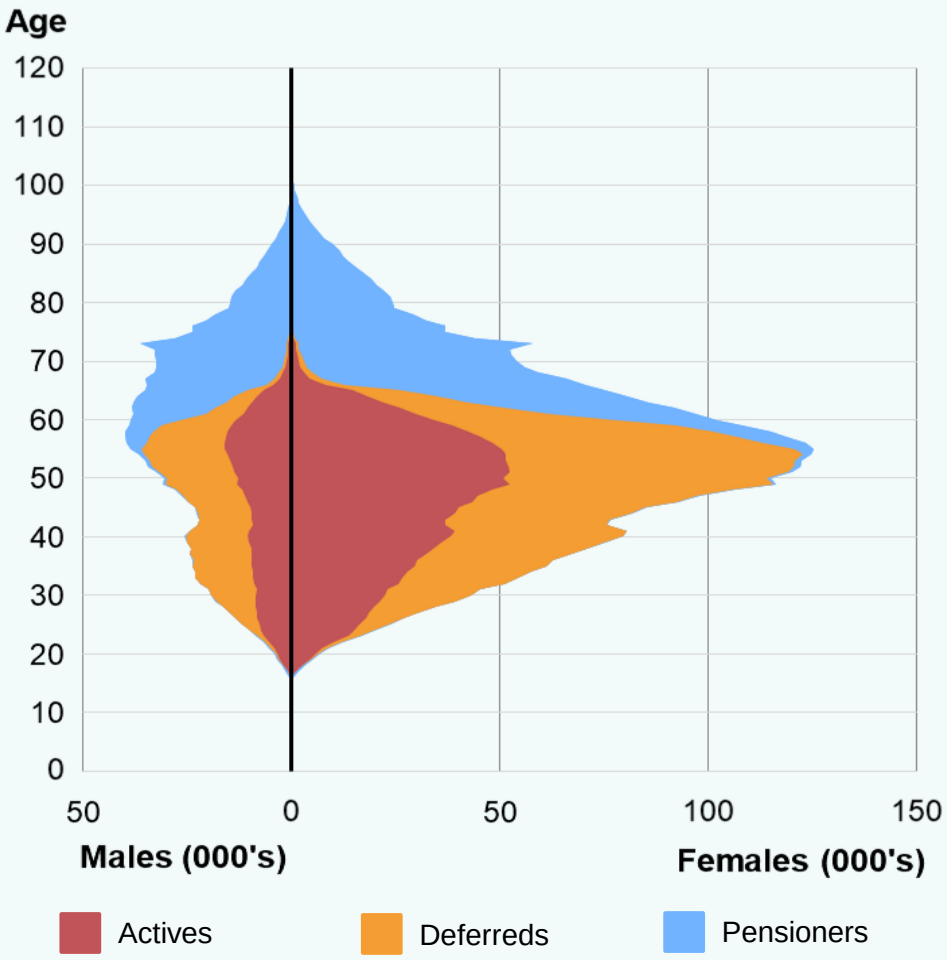
Pensioner / dependant numbers begin increasing from around age 50.

This corresponds with generally declining numbers of active members and deferred members above age 55.

Where can I see more?

Appendix D – Tables of summary statistics

Membership distribution



Actives

Actives data

As at 31 March 2020

Summary statistics

2.0m
Active members
+ 1.9% vs. 2016

24 : 76
male : female membership
vs. 25 : 75 in 2016

£37.3bn
Total actual pay
+ 12.8% vs. 2016

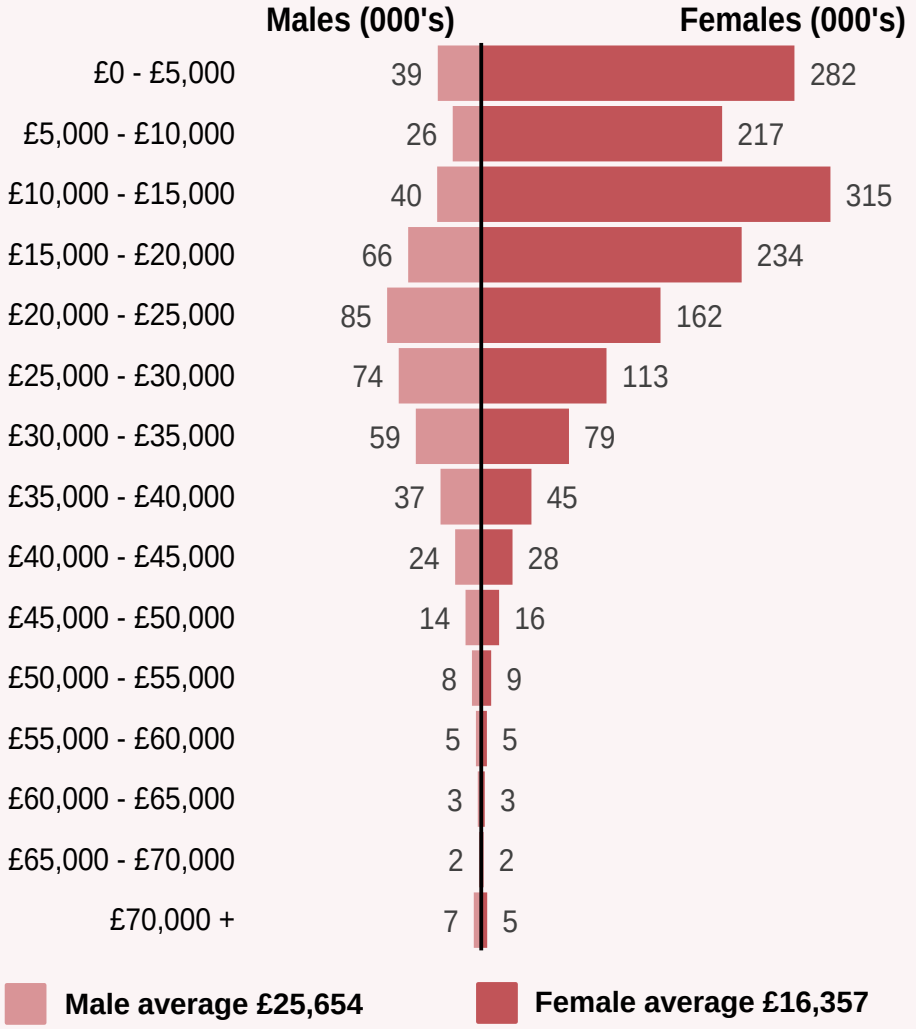
46.4yrs
Average age (weighted by actual pay)
+ 0.5 yrs vs. 2016

£18,624
Average actual pay
+ 10.7% vs. 2016

£1,672
Average post-reform CARE pension
+ 178.6% vs. 2016

Pension amount includes the April 2020 pension increase

Actual pay distribution



Active membership

As at 31 March 2020

There are more female member records across all ages.

The number of member records by age peaks around the late 40s / in the 50s.

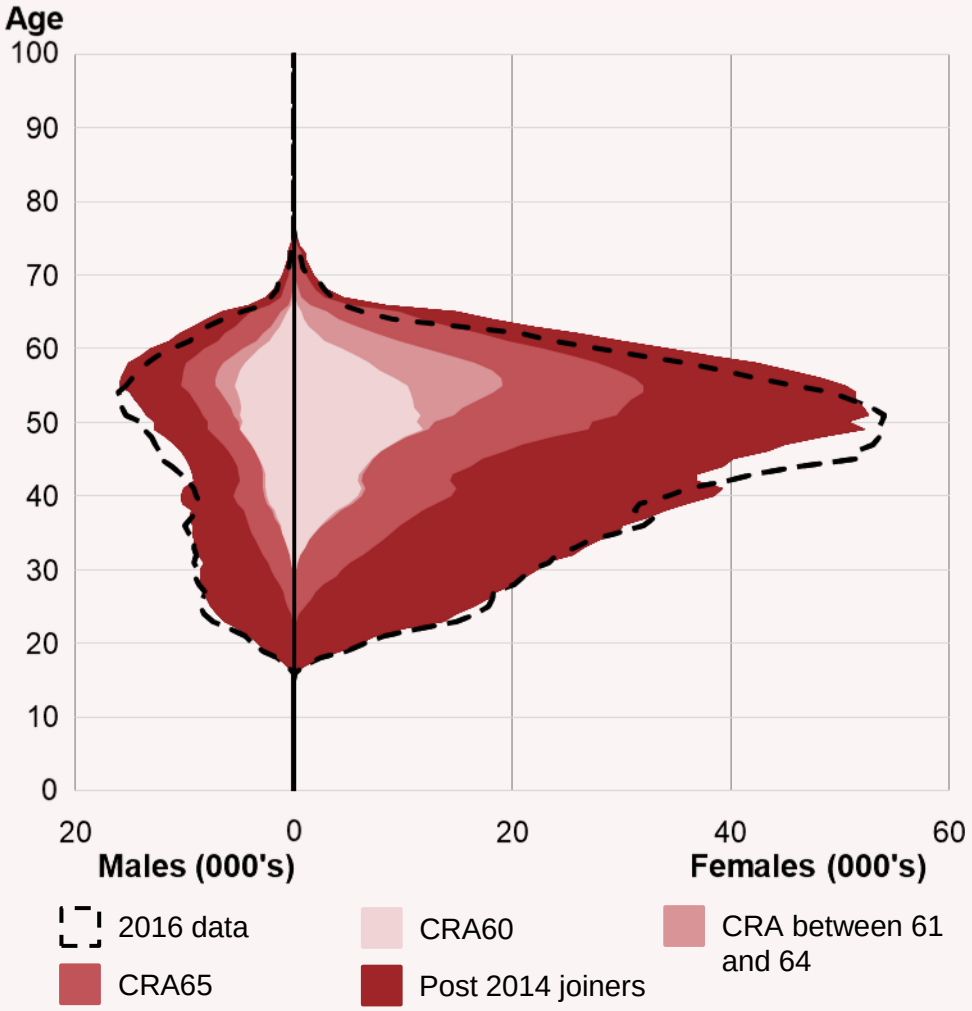
There are some fluctuations in active membership numbers by age, but overall the active membership profile by age is similar in 2020 compared with 2016.

The majority of active members are post 2014 joiners (shown by the darkest shade). Amongst the pre-2014 joiners, the largest group is members with Critical Retirement Age (CRA) 65 (either joiners on or after 1 October 2006, or joined before that date but Rule of 85 not satisfied before age 65). However, there are still significant groups with CRA 60 and CRA between 61 and 64. Over time, these closed groups, and the CRA 65 group, will age and retire.

Where can I see more?

Appendix D – Tables of summary statistics

Membership distribution



Deferreds

Deferreds data

As at 31 March 2020

Summary statistics

2.2m
Deferred members
+ 14.0% vs. 2016

25 : 75
male : female membership
vs. 26 : 74 in 2016

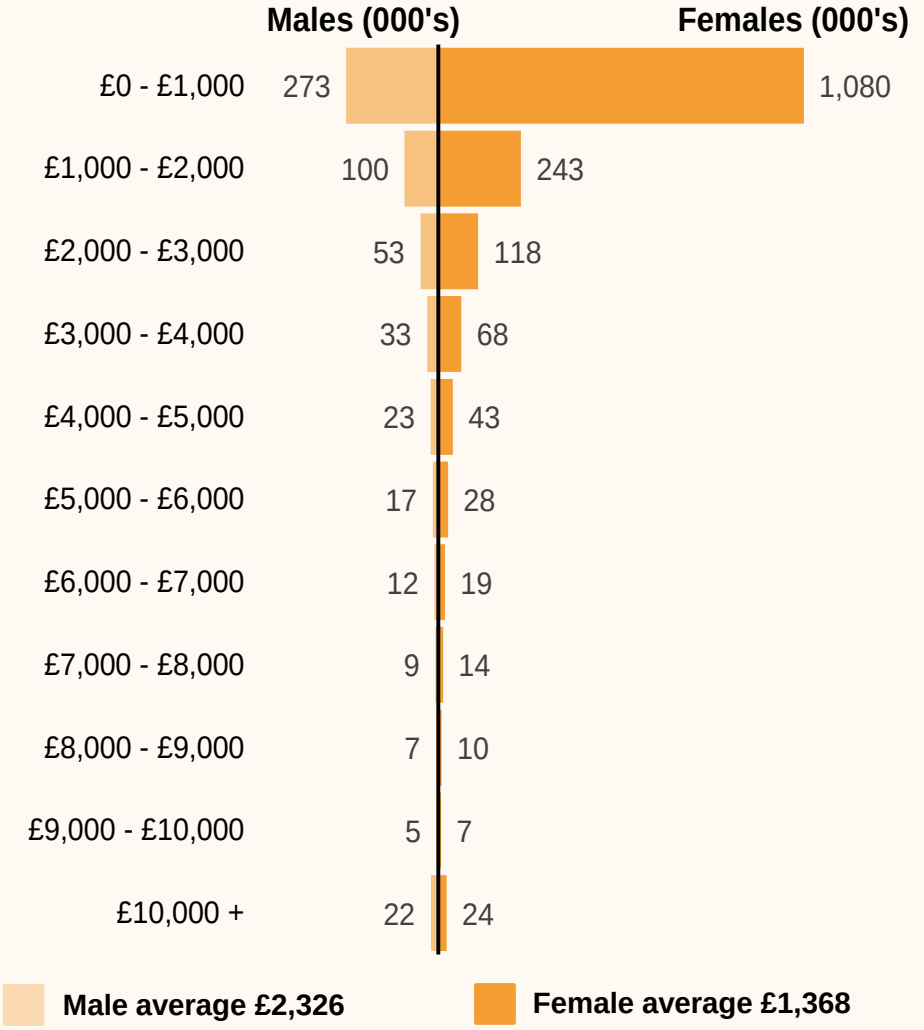
£3.6bn
Total deferred pension
+ 26.1% vs. 2016

50.2 yrs
Average age (weighted by pension)
+ 0.6 yrs vs. 2016

£1,608
Average pension
+ 10.6% vs. 2016

Pension amount includes the April 2020 pension increase

Deferred pension distribution



Deferred membership

As at 31 March 2020

There are more female member records across all ages.

The number of member records by age peaks in the 50s. There are a few deferred member records over normal pension age, who may have not yet claimed the pension they are entitled to.

There are more deferred member records at 2020 than at 2016, but the profile by age is similar.

The deferred member records are roughly equally split between:

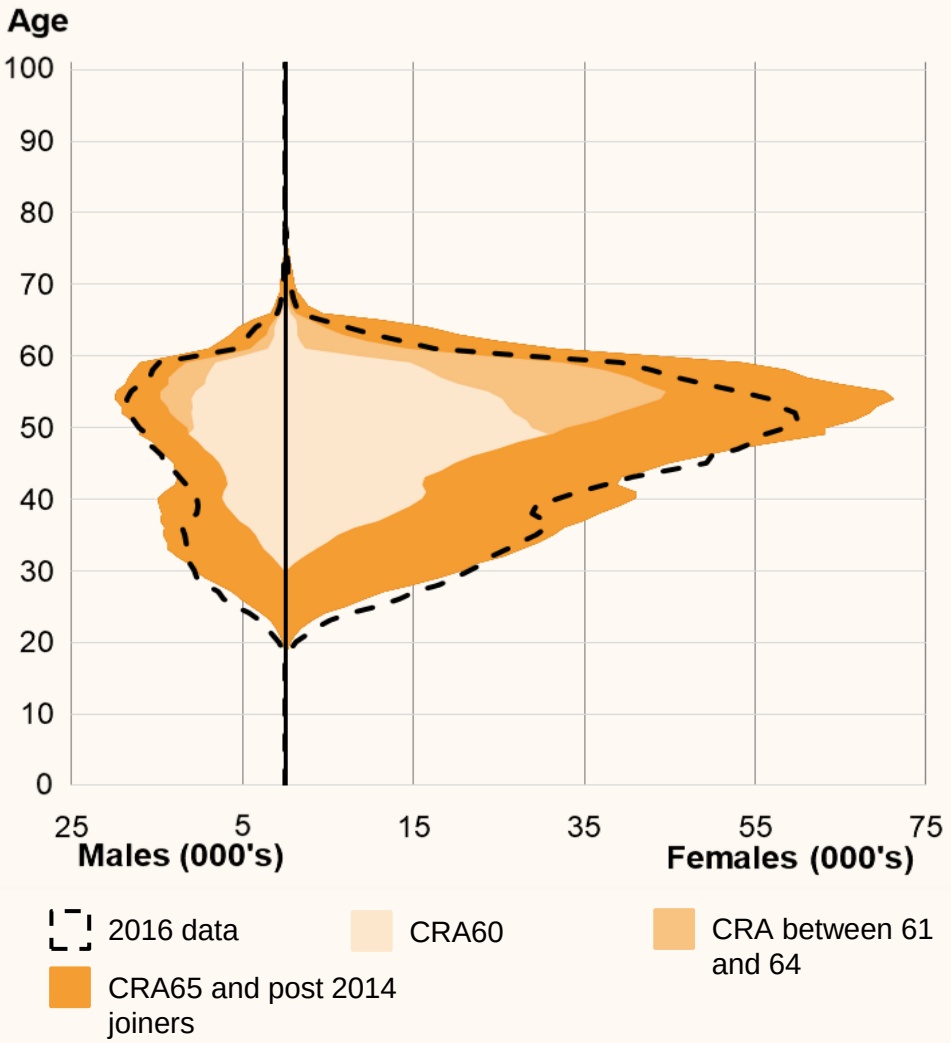
- those with normal pension age at age 65 (CRA 65 group) or at State Pension age (post 2014 joiners) - shown by the darkest shade, and
- those with an earlier CRA below age 65 – shown by the two lighter shades

Over time, these closed groups and the CRA 65 group will age and retire.

Where can I see more?

Appendix D – Tables of summary statistics

Membership distribution



Pensioners

Pensioner data

As at 31 March 2020

Summary statistics

1.6m
Pensioner records (retired members)
+ 16.7% vs. 2016

0.2m
Dependant records
+ 8.2% vs. 2016

36 : 64
male : female membership
vs. 38 : 62 in 2016

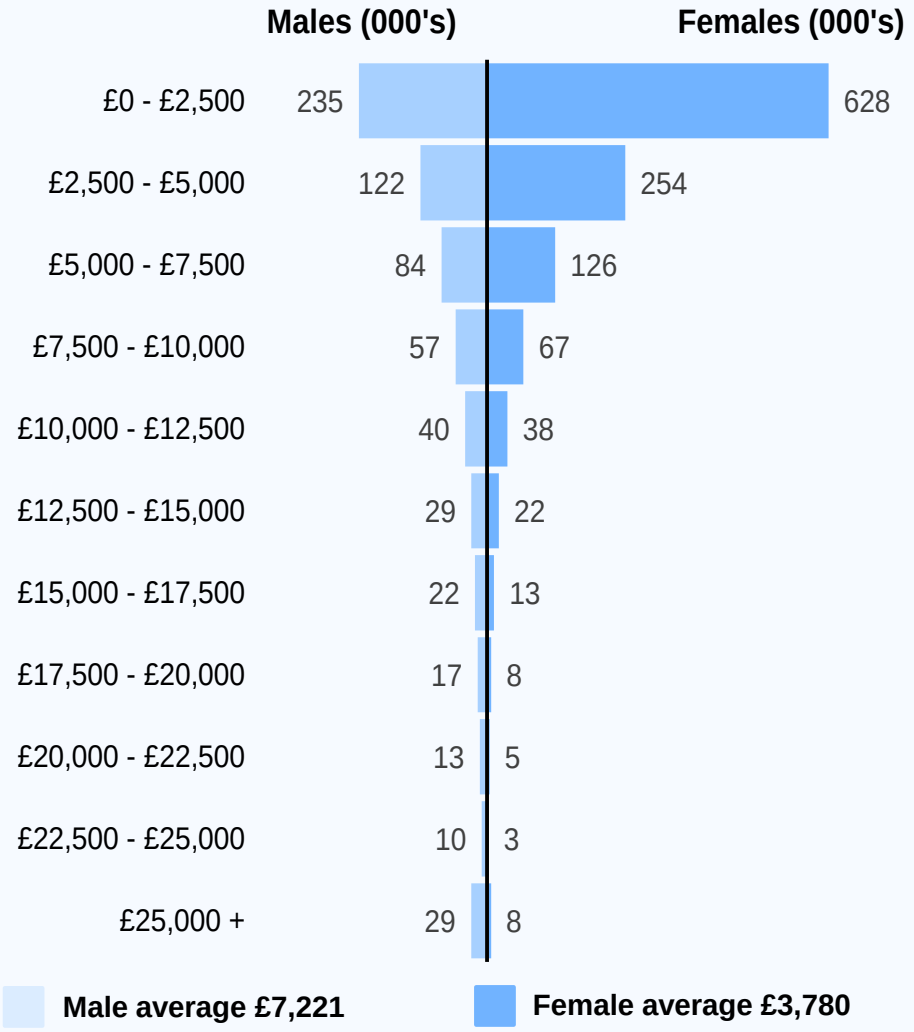
71.4 yrs
Average age (weighted by pension)
+ 1.0 yrs vs. 2016

£9.2bn
Total pension in payment
+ 19.8% vs. 2016

£5,016
Average pension
+ 3.7% vs. 2016

Pension amount includes the April 2020 pension increase

Pensioner data pension distribution



Pensioner membership

As at 31 March 2020

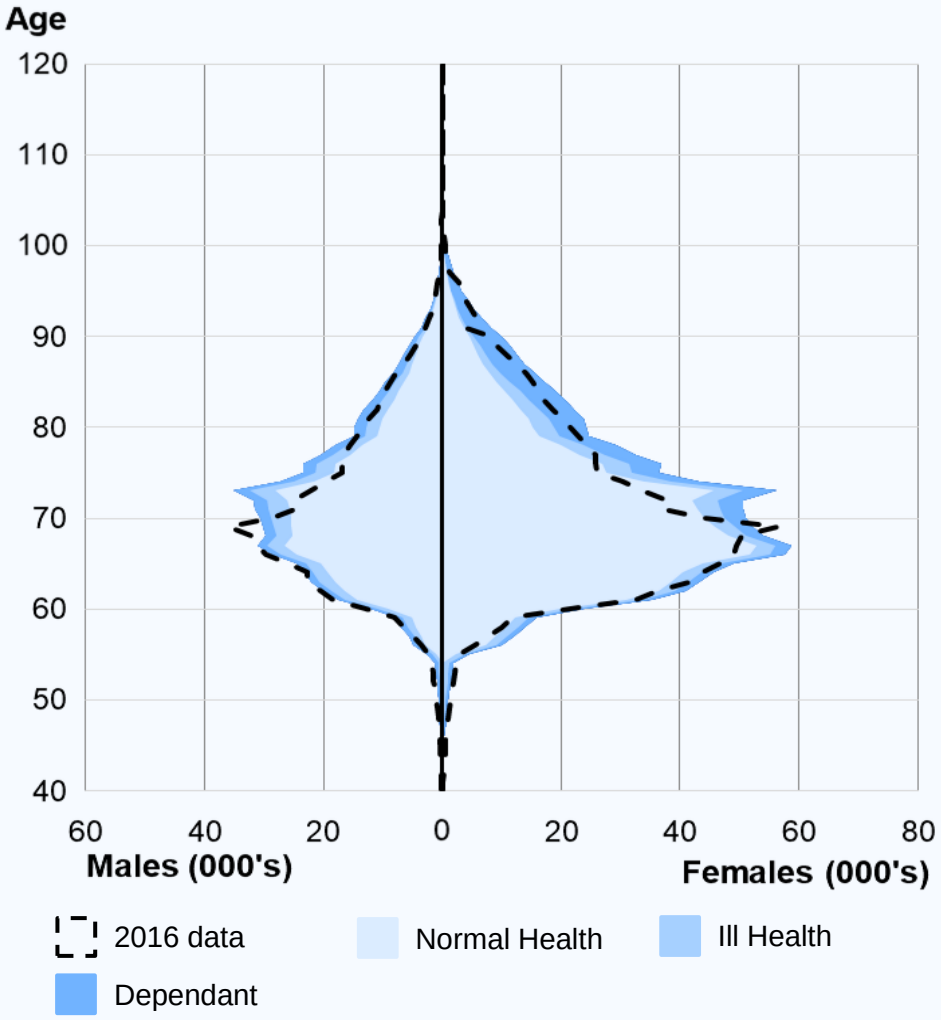
There are more female than male pensioner records across all ages.

The number of pensioner member records by age peaks around the late 60s / early 70s.

Overall, compared with 2016 (shown by the dotted black line), the pensioner population has aged in line with broad expectations.

The majority of pensioners are those who retired in normal health (shown by the lightest shade). There are also those who retired in ill-health and dependants (including children).

Membership distribution*



*This chart does not show members aged below 40 years.

Where can I see more?

Appendix D – Tables of summary statistics

Appendix B

Detailed summaries: Movements data

Membership movements

31 March 2016 to 31 March 2020

Actives

New entrants to active status include people who are new to the LGPS, as well as those who may be returning to employment. Dependants include those who have become in receipt of a reversionary pension following the death of a member.

Cessations include member deaths, transfers, withdrawals, refunds and trivial commutations.

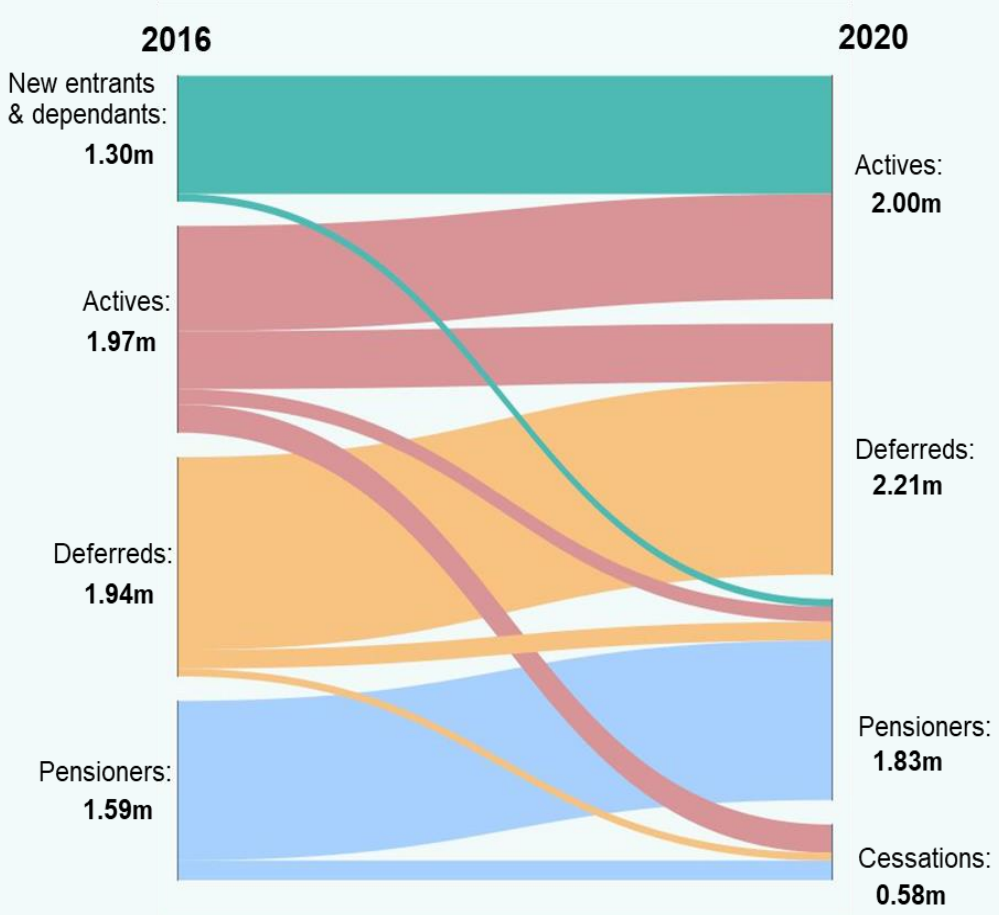
Deferreds

The movement between active and deferred status is shown on a net movements basis, that is the total number of members moving from active to deferred status less the number of deferred members returning to employment, where applicable.

Cessations include member deaths, transfers, refunds and trivial commutations.

Pensioners

Reasons for cessation from pensioner status include pensioner deaths and members no longer being eligible for a pension from the Scheme – for example, child pensions ceasing at a certain age or on leaving education.



Membership movements

31 March 2016 to 31 March 2020

This table shows how the number of members in each category has changed over the period 31 March 2016 (top row) to 31 March 2020 (bottom row).

The intermediate rows summarise the membership movements provided over the period, as illustrated in the previous slide.

Reconciliation

The expected number of members in each category at 31 March 2020 is set out in the third last row of the table. This reflects the starting position at 31 March 2016 and the movements data provided.

There are a number of differentials between this expected position and the actual position at 31 March 2020.

- Actives: **c190k** members
- Deferreds: **c62k** members
- Pensioners: **c27k** members.

Such differences are not unusual for a scheme of this size, where data was subject to up-rating at the 2016 valuation. Considering the number of members concerned, the differences are generally within typical tolerance levels.

Please note the columns may not sum exactly due to rounding.

	Actives ('000s)	Deferreds ('000s)	Pensioners ('000s)
Number at start of period:	**1,967**	**1,937**	**1,585**
New members:			
New entrants	1,225	-	-
New dependants	-	-	78
Movements between categories: *			
Leavers from active service	-548	607	-
Re-joiners and re-employed	-	-	-
Age-related retirements	-146	-189	381
Ill health retirements	-11	-4	17
Cessations with no ongoing liability:			
Member deaths	-6	-9	-128
Dependant deaths	-	-	-45
Other exits	-287	-70	-30
Exclusion adjustment	-	-	-
Number expected at end of period:	**2,194**	**2,270**	**1,858**
Valuation data at end of period:	**2,004**	**2,208**	**1,831**
Difference:	-190	-62	-27

*The figure for 'Leavers from active service' in the actives column is calculated based on records of active leavers with a withdrawal-related reason for leaving, whereas the corresponding figure in the deferreds column is calculated based on records of people who have entered the deferred population.

Although these two calculations should in theory yield the same number, in practice there are inconsistencies between these two datasets as the numbers of members leaving active service does not equal the number of entrants to the deferred populations. The same is true for ‘Age-related retirements' and ‘Ill health retirements’.

Appendix C

Checks, adjustments and uncertainties

Checking and adjustment process

1. Data received

Our work starts when schemes provide data. This is collated and processed to remove any unnecessary personal information and to encrypt any personal information that needs to be retained.

All member data provided and discussed in this report was supplied to GAD either directly by the individual local administering authorities or via their appointed administrators.

2. Aggregate checks and reconciliations

Initial checks carried out on the data are at an overall level, as opposed to an individual record basis.

Any unexpected changes compared to previous datasets are identified.

The data provided is then reconciled against that from a separate source (e.g. scheme resource accounts) to check for any potential issues.

3. 'Record by record' checks and adjustments

If the data passes our initial checks, we then undertake a series of automated, record-by-record checks to remove records that are deemed unreliable. For example, duplicate records, or those with missing key data. Where individual records are excluded, remaining records with similar characteristics are typically rated up to compensate for this, where appropriate.

4. Liability reconciliation

At the final checking stage, we use the adjusted data to calculate actuarial liabilities and reconcile them against those calculated in 2016, adjusted for cashflow information.

5. Final data, ready for use

After completion of checks and adjustments, the dataset is ready for calculating valuation results. We then decide whether, in our opinion, it is fit for the purpose of making decisions based on the valuation results.

If we notice significant issues at any stage of our checking process, we request new or additional data from the scheme administrator in order to correct or allow for them.

‘Record by record’ checks and adjustments

Process, limitations & uncertainty

We exclude individual records that have missing or unreliable key data and rate up similar remaining records to replace them, where appropriate.

This process assumes that the membership profile of excluded records is consistent with the profile of the similar reliable records. However, to the extent that this is not the case, there is a degree of uncertainty in the valuation results. Further details are set out in the section of this appendix titled “Residual Data uncertainty’.

Overall, we believe this is a reasonable approach to take given the scarcity of alternative information.

Top 3 reasons for excluding records*

12,121	Deferred pension is outside acceptable range (rated up)
7,459	Actual pay is outside of acceptable range (rated up)
6,814	Full-time equivalent pay is £10,000 (rated up)

* Some members may fail more than one exclusion check. Only one exclusion will apply in such cases. As a result, the total number of members failing a check can exceed the number of exclusions.

Summary of excluded records

Actives excluded	Deferreds excluded	Pensioners excluded
23,345	**16,801**	**3,492**
1.2% of total records	**0.8%** of total records	**0.2%** of total records
Improvement vs. the 3.7% 2016 exclusion	**Improvement vs. the 1.5% 2016 exclusion**	**Improvement vs. the 0.9% 2016 exclusion**

Overall 0.7% of total records were excluded (Improvement compared with the 2.1% excluded in 2016).

Further information

After finalising our checks and adjustments we will consider potential data improvements. We will engage with scheme managers on any issues we have identified to improve future data submissions, where possible and as appropriate.

Liability reconciliation

Summarised results

At the final data checking stage we carry out the following reconciliation.

Reconciliation against 2016 valuation results

This step assesses the expected versus calculated value of the scheme's actuarial liability as at 31 March 2020. The expected liability is calculated by adjusting the 2016 liabilities for cashflow information from the Local government pension scheme statistics, allowing for known pension increases and salary awards since 2016. Differences between expected and calculated liabilities could imply missing or incorrect data.

This check is within our tolerance levels.

Tolerance levels and uncertainty

All reconciliations have a **tolerance level**, within which we accept any differences and can progress. Our tolerance levels vary between checks, depending on the level of accuracy we believe appropriate.

If differences fall outside of the acceptable tolerance levels, further investigations are carried out before deciding whether to accept, adjust, or reject the data provided.

Limitations

The results of these checks are heavily dependent on the accuracy and completeness of the information contained in the Local government pension scheme statistics.

If any of this information is materially inaccurate the results of our checks will also be inaccurate. We believe this is a low risk, as the figures from the Local government pension scheme statistics are Official Statistics.

Other non-standard adjustments

Summary

In addition, we sometimes make adjustments to data provided to correct known data issues. This is performed where it is more efficient for us to make simple changes than to request new data from administrators.

The key adjustments we have made are detailed below.

Actives:

- Where a member is missing the actual pay value (about 88,000 records), this is substituted with 74% of the full-time equivalent pay. This was 73% at the 2016 valuation and the slight update reflects analysis of the 2020 data.
- A pay multiplier was applied (for members who joined less than one year ago) to the actual pay for each record to better reflect annual pay.

Deferreds:

- Within 'deferreds' we have included the main 'deferred' data set and 'undecided leaver' records in the 'frozen' dataset. We have not valued other records in the 'frozen' dataset, consistent with the previous valuation.
- CRA has been calculated for deferred members.

All records:

- Pension amounts have been adjusted to include the April 2020 CARE revaluation / pension increase.

Rate ups applied:

We apply a rate up where:

- A data record has been excluded, but we believe that a liability does exist in respect of that records (but no rate up is applied for some other types of excluded record)
- Data has not been provided by an administering authority: one authority did not provide active, deferred or dependant data, a second did not provide data on undecided leavers

Status	Rate up for exclusions	Rate up for missing data	Total rate up
Active	1.2%	0.2%	1.4%
Deferred	0.6%	1.3%	1.9%
Pensioner	0.2%	-	0.2%
Dependants	0.3%	0.5%	0.8%

Limitations and uncertainty

The extent to which the true data differs from the adjusted data we use in our calculations creates a degree of **uncertainty** in the valuation results. More details are set out in the section of this appendix titled 'residual data uncertainty'.

Residual data uncertainty

Summary

The previous sections of this appendix have described the checks and adjustments made to the data to ensure it is fit for the purpose of calculating valuation results.

However, there are risks that the adjustments we have made do not truly represent the underlying data of the scheme, or that the data provided did not truly represent the underlying data of the scheme and we have not made the necessary adjustments to ensure that it does.

Potential impact on valuation results

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

Member Outcomes: No impact expected

After making necessary adjustments detailed in this report, we conclude that the data is appropriate for the purpose of the 2020 LGPS valuation.

Appendix D

Tables of summary statistics

Summary statistics – introduction

Categorisation

The membership data in this appendix is categorised by section. Where applicable, members are assigned to the legacy sections (*CRA60*, *CRA between 61 and 64* and *CRA65 pre 2014 joiners*) that they have already accrued benefits in, even if they have now started to accrue benefits in the reformed section (*CRA65 post 2014 joiners*). This means that:

- Members who have legacy benefits only as at 31 March 2020 will be categorised under their respective legacy section.
- Members who have a combination of legacy and reformed benefits as at 31 March 2020 having transitioned from a legacy to reformed scheme will be categorised under their respective legacy section.
- Members who have reformed benefits only as at 31 March 2020 will be categorised under the reformed section.

Note that CRA65 categories include members that do not have a CRA.

Interpretation

This rest of this appendix summarises the scheme data, after adjustments, into a series of tables. An example is shown below.

The first number in each section of the table, in bold text, shows data as at 31 March 2020. The second number, in standard text, shows the change from data as at 31 March 2016 to data as at 31 March 2020.

Positive changes show increases between 2016 and 2020 and negative changes show decreases.

Example table

Section	Males	Females	Total
Legacy section 1	**100** +10	**100** +10	**200** +20
Legacy section 2	**100** +10	**100** +10	**200** +20
Reformed section	**100** +10	**100** +10	**200** +20
All sections	**300** +30	**300** +30	**600** +60

Summary statistics – actives 1

As at 31 March 2020

Number of members (000's)

Section	Males	Females	Total
CRA60	**104** - 25	**205** - 49	**309** - 74
CRA between 61 and 64	**22** - 6	**106** - 44	**128** - 50
CRA65 (pre 2014 joiners)	**112** - 92	**374** - 277	**486** - 369
CRA65 (post 2014 joiners)	**250** + 121	**830** + 408	**1,081** + 529
All sections	**489** - 2	**1,515** + 38	**2,004** + 37

Average age* (years)

Section	Males	Females	Total
CRA60	**50.5** + 2.1	**49.7** + 2.7	**50.0** + 2.4
CRA between 61 and 64	**56.1** + 1.3	**56.9** + 2.3	**56.7** + 2.1
CRA65 (pre 2014 joiners)	**48.3** + 2.0	**48.2** + 2.6	**48.3** + 2.4
CRA65 (post 2014 joiners)	**42.3** + 2.7	**41.6** + 2.3	**41.9** + 2.4
All sections	**46.8** + 0.5	**46.2** + 0.5	**46.4** + 0.5

* weighted by actual pay

The first number in each section, in bold text, shows the value as at 31 March 2020. The second number, in standard text, shows the change from data as at 31 March 2016 to data as at 31 March 2020. Positive changes show increases between 2016 and 2020 and negative changes show decreases.

Summary statistics – actives 2

As at 31 March 2020

Total full-time equivalent pay (£m pa)

Section	Males	Females	Total
CRA60	**3,596** - 9.8%	**6,056** - 8.8%	**9,652** - 9.2%
CRA between 61 and 64	**680** - 12.8%	**2,552** - 21.0%	**3,232** - 19.4%
CRA65 (pre 2014 joiners)	**3,240** - 36.7%	**8,822** - 34.0%	**12,062** - 34.7%
CRA65 (post 2014 joiners)	**6,141** + 135.2%	**17,529** + 138.3%	**23,670** + 137.5%
All sections	**13,657** + 9.3%	**34,958** + 14.3%	**48,616** + 12.8%

Total actual pay (£m pa)

Section	Males	Females	Total
CRA60	**3,622** - 9.4%	**5,202** - 6.7%	**8,824** - 7.8%
CRA between 61 and 64	**658** - 13.6%	**1,959** - 20.0%	**2,617** - 18.5%
CRA65 (pre 2014 joiners)	**2,984** - 34.9%	**6,257** - 30.5%	**9,241** - 31.9%
CRA65 (post 2014 joiners)	**5,271** + 145.6%	**11,369** + 148.4%	**16,640** + 147.5%
All sections	**12,536** + 9.1%	**24,787** + 14.8%	**37,323** + 12.8%

Summary statistics – actives 3

As at 31 March 2020

Average full-time equivalent pay (£ pa)

Section	Males	Females	Total
CRA60	**34,566** + 11.7%	**29,499** + 12.9%	**31,203** + 12.4%
CRA between 61 and 64	**30,347** + 12.0%	**24,183** + 11.9%	**25,263** + 12.3%
CRA65 (pre 2014 joiners)	**28,995** + 15.4%	**23,577** + 14.9%	**24,823** + 14.8%
CRA65 (post 2014 joiners)	**24,516** + 21.3%	**21,110** + 21.2%	**21,899** + 21.2%
All sections	**27,947** + 9.7%	**23,070** + 11.4%	**24,259** + 10.8%

Average actual pay (£ pa)

Section	Males	Females	Total
CRA60	**34,820** + 12.2%	**25,340** + 15.6%	**28,529** + 14.1%
CRA between 61 and 64	**29,373** + 11.0%	**18,563** + 13.2%	**20,457** + 13.5%
CRA65 (pre 2014 joiners)	**26,708** + 18.8%	**16,723** + 21.0%	**19,019** + 19.7%
CRA65 (post 2014 joiners)	**21,043** + 26.6%	**13,691** + 26.3%	**15,395** + 26.3%
All sections	**25,654** + 9.5%	**16,357** + 11.8%	**18,624** + 10.7%

Summary statistics – actives 4

As at 31 March 2020

Average reckonable service (years)*

Section	Males	Females	Total
CRA60	**18.6** - 1.2	**13.7** - 0.3	**15.3** - 0.6
CRA between 61 and 64	**11.3** - 1.3	**8.2** - 0.5	**8.7** - 0.6
CRA65 (pre 2014 joiners)	**4.2** - 0.7	**2.7** - 0.4	**3.0** - 0.5
CRA65 (post 2014 joiners)	**-** -	**-** -	**-** -
All sections	**11.2** + 0.3	**6.8** + 0.3	**7.9** + 0.3

*Unweighted (shown for final salary sections only)

Total post-reform CARE pension (£ m)

Section	Males	Females	Total
CRA60	**438** + 176.2%	**622** + 184.4%	**1,060** + 181.0%
CRA between 61 and 64	**81** + 167.3%	**237** + 146.2%	**318** + 151.3%
CRA65 (pre 2014 joiners)	**355** + 100.5%	**719** + 111.4%	**1,074** + 107.7%
CRA65 (post 2014 joiners)	**275** + 566.8%	**568** + 578.9%	**843** + 574.9%
All sections	**1,149** + 182.1%	**2,146** + 190.5%	**3,295** + 187.6%

Pension amount includes the April 2020 pension increase

Summary statistics – deferreds 1

As at 31 March 2020

Number of members (000's)

Section	Males	Females	Total
CRA60	**232** - 15	**518** - 2	**750** - 17
CRA between 61 and 64	**41** - 10	**209** - 33	**250** - 43
CRA65 (pre 2014 and post 2014 joiners)	**282** + 73	**927** + 258	**1,208** + 331
All sections	**555** + 48	**1,654** + 223	**2,208** + 271

Average age* (years)

Section	Males	Females	Total
CRA60	**51.5** + 1.4	**50.7** + 1.9	**51.0** + 1.7
CRA between 61 and 64	**57.1** + 2.5	**57.1** + 2.5	**57.1** + 2.5
CRA65 (pre 2014 and post 2014 joiners)	**45.0** - 1.6	**46.0** - 0.5	**45.6** - 0.9
All sections	**50.3** + 0.3	**50.1** + 0.8	**50.2** + 0.6

* weighted by pension

The first number in each section, in bold text, shows the value as at 31 March 2020. The second number, in standard text, shows the change from data as at 31 March 2016 to data as at 31 March 2020. Positive changes show increases between 2016 and 2020 and negative changes show decreases.

Summary statistics – deferreds 2

As at 31 March 2020

Total deferred pension (£m pa)

Section	Males	Females	Total
CRA60	**836** + 12.2%	**1,265** + 21.5%	**2,100** + 17.6%
CRA between 61 and 64	**113** - 19.7%	**300** - 1.4%	**413** - 7.2%
CRA65 (pre 2014 and post 2014 joiners)	**341** + 63.6%	**697** + 84.4%	**1,038** + 77.0%
All sections	**1,290** + 17.9%	**2,262** + 31.2%	**3,552** + 26.1%

Average deferred pension (£ pa)

Section	Males	Females	Total
CRA60	**3,600** + 19.4%	**2,442** + 22.0%	**2,800** + 20.3%
CRA between 61 and 64	**2,775** - 0.1%	**1,436** + 14.0%	**1,655** + 8.6%
CRA65 (pre 2014 and post 2014 joiners)	**1,210** + 21.1%	**752** + 33.1%	**859** + 28.5%
All sections	**2,326** + 7.6%	**1,368** + 13.5%	**1,608** + 10.6%

Pension amount includes the April 2020 pension increase

Summary statistics – pensioners 1

As at 31 March 2020

Number of members (000's)

Type	Males	Females	Total
Normal Health	**503** + 58	**893** + 193	**1,396** + 251
Ill Health	**84** - 15	**114** - 9	**198** - 24
Dependant	**70** + 14	**167** + 4	**237** + 18
All sections	**658** + 58	**1,173** + 187	**1,831** + 246

Average age* (years)

Type	Males	Females	Total
Normal Health	**71.7** + 1.1	**70.1** + 0.7	**71.0** + 0.9
Ill Health	**71.4** + 2.0	**70.7** + 1.4	**71.1** + 1.7
Dependant	**66.0** + 3.2	**77.3** + 0.7	**75.4** + 0.8
All sections	**71.5** + 1.3	**71.2** + 0.6	**71.4** + 1.0

* weighted by pension

The first number in each section, in bold text, shows the value as at 31 March 2020. The second number, in standard text, shows the change from data as at 31 March 2016 to data as at 31 March 2020. Positive changes show increases between 2016 and 2020 and negative changes show decreases.

Summary statistics – pensioners 2

As at 31 March 2020

Total pension (£m pa)

Type	Males	Females	Total
Normal Health	**4,004** + 17.1%	**3,286** + 35.5%	**7,290** + 24.7%
Ill Health	**621** - 5.4%	**540** + 3.0%	**1,162** - 1.6%
Dependant	**123** + 36.4%	**608** + 10.6%	**731** + 14.2%
All sections	**4,749** + 14.0%	**4,435** + 26.7%	**9,184** + 19.8%

Average pension (£ pa)

Type	Males	Females	Total
Normal Health	**7,956** + 3.5%	**3,682** + 6.2%	**5,223** + 2.3%
Ill Health	**7,378** + 11.0%	**4,742** + 11.3%	**5,862** + 10.1%
Dependant	**1,757** + 8.6%	**3,649** + 8.2%	**3,088** + 5.6%
All sections	**7,221** + 3.9%	**3,780** + 6.5%	**5,016** + 3.7%

Pension amount includes the April 2020 pension increase

Appendix E

Glossary

Glossary 1

Actuarial liability	The monetary amount assessed, in today's terms, as being required to meet all future payments due in respect of current benefit entitlements. It is dependent on assumptions about future financial conditions and membership changes.
CARE	CARE stands for Career Average Revalued Earnings and refers to a methodology whereby earnings over a member's working lifetime in the scheme are used in the calculation of their benefits in the reformed scheme (referred to as the post-2014 section in this report).
Cost cap cost	A way of measuring the cost of benefits being provided from the post-2014 section of the scheme, which is then compared to a 'target cost'. The LGPS target cost is set at 14.6% of pay. If the results of the valuation show that the cost cap cost is more than 3% of pensionable pay away from the target cost, and the cost of the scheme still results in a breach once the impact of the economic check is taken into account, changes must be made to the post-2014 section (e.g., to the benefits provided) to bring the cost cap cost back to the target cost.
CRA	The Critical Retirement Age (CRA), the age of a member at their Critical Retirement Date.
Critical Retirement Date (CRD)	Under the 85-year rule certain members can retire early without a reduction in their benefits. The Critical Retirement Date is the date at which this age plus service is 85 years, subject to a minimum of 60 and maximum of 65.
Directions	The Public Service Pensions (Valuations and Employer Cost Cap) Directions 2023. A document published by HM Treasury and made under the powers conferred in the Public Service Pensions Act 2013, which sets out the process and requirements for carrying out valuations, including the results which need to be disclosed. Directions were first published in 2014 and have been updated several times since then.
Employer contribution rates	The percentage of scheme members' salaries which employers are required to pay in order to: • meet the costs of benefits currently being built up by active members • make good any shortfall in the notional amounts set aside to cover benefits already built up. The result is heavily dependent on assumptions about future financial conditions and membership changes.

Glossary 2

McCloud	McCloud refers to a legal judgment made in December 2018. The England and Wales Court of Appeal judgment upheld claims of age discrimination brought by some firefighters and members of the judiciary against 'transitional protection' rules.
Normal pension/retirement age (NPA/NRA)	The age at which a member in normal health is entitled to unreduced benefits. For benefits built up since April 2014 NPA is equal to the member's State Pension age. Benefits accrued before April 2014 could be taken without reduction at age 65, and some members may be able to retire before age 65 without a reduction in benefits (see Critical Retirement Age).
Normal Retirement Date (NRD)	The date at which a member reaches their Normal Retirement Age.
Pension increase	Public service pensions are increased under the provisions of the Pensions (Increase) Act 1971 and Section 59 of the Social Security Pensions Act 1975.
Pension revaluation	The rate at which the CARE pension is revalued each year a member is an active member.
Professional actuarial requirements	The professional requirements that we have complied with when completing this actuarial valuation include: 1. Technical Actuarial Standards: TAS 100 and TAS 300, issued by the Financial Reporting Council (FRC) 2. The Actuaries' Code, issued by the Institute and Faculty of Actuaries (IFoA) 3. The Civil Service Code. GAD is also accredited under the IFoA's Quality Assurance Scheme. More details can be found in our terms of reference.

Glossary 3

Rate up	A term used to refer to any multiplicative adjustments made to data in order to correct for known issues. For example, if it appears that a group of members have been omitted from the data we've received and salaries are understated by 2% as a result, we might apply a 'rate up' of 2% to the salary data we actually hold as a correction. Although the term 'rate up' implies an increase, we might also 'rate down' if appropriate to do so.
Reformed (new) and legacy sections	As per the Public Service Pensions and Judicial Offices Act 2022 (PSPJOA 2022), the local government new scheme means a scheme under section 1 of the Public Service Pensions Act 2013 (PSPA 2013) which came into force on 1 April 2014 (referred to as the reformed/post 2014 section in this report). As per the PSPJOA 2022, the local government legacy scheme means an existing scheme mentioned in paragraphs 16 or 17 of Schedule 5 of PSPA 2013 (referred to as the legacy/pre 2014 section in this report).
Section	The membership data in Appendix D is categorised by Critical Retirement Age (CRA): • CRA60 – CRA of 60, or less • CRA62 – CRA between 61 and 64 • CRA65 – CRA of 65, or more, or where the member does not have a CRA Additionally, active CRA65 members are split between those who joined before 2014 and those new joiners with only post 2014 benefits