



Government
Actuary's
Department

Judicial Pension Schemes (JPS)

Membership data

Actuarial valuation as at 31 March 2020

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Highlights

JPS valuation data



11,583

Members as at
31 March 2020

+ 20.1% vs. 2016*

Initial data quality

96.5%

Proportion of 'at 31 March 2020' member records
provided which we are able to use.

Weakening vs. 98.0% in 2016*

Key headlines

The 2020 valuation data for the salaried and fee paid members was provided as at 31 March 2020. In order to prepare a data set appropriate for the purpose of this valuation, we received multiple data cuts from the scheme administrator, XPS. Even so, the proportion of membership data that we have been able to directly use has reduced compared with the previous valuation. However, in aggregate the data on salary (actives) and pensions (pensioners) agrees relatively well with the audited accounts, and we are able to reconcile the liabilities with the 2016 valuation.

Comparison with the data for the 2016 valuation is complex as FPJPS data was provided at 2017, not 2016. In addition, we understand that there are some ongoing exercises to validate and update the membership data to improve accuracy.

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 JPS valuation. However, a different approach to adjusting data could still lead to different valuation results.

*References to 2016/17 data throughout this report are references to aggregate of the data used at the last valuation, including 2016 data (JUPRA and 2015 scheme) and 2017 data (FPJPS).

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

At GAD (Government actuary's Department), 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 Lord Chancellor and will be made available to the JPS Scheme Advisory Board and the Ministry of Justice.

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 JPS 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 employers making different decisions due to paying too high or too low a contribution rate, or to benefit changes being made unnecessarily.

This data is often used for other important work as well, including JPS annual Resource Accounts.

Results

Assumptions

Data

Data is the first and most important building block of an actuarial valuation.

2. Data as at 31 March 2020

Who provided the data?

This data was wholly provided by the administrators of the JPS, Ministry of Justice, Department of Justice and XPS.

What is the data used for?

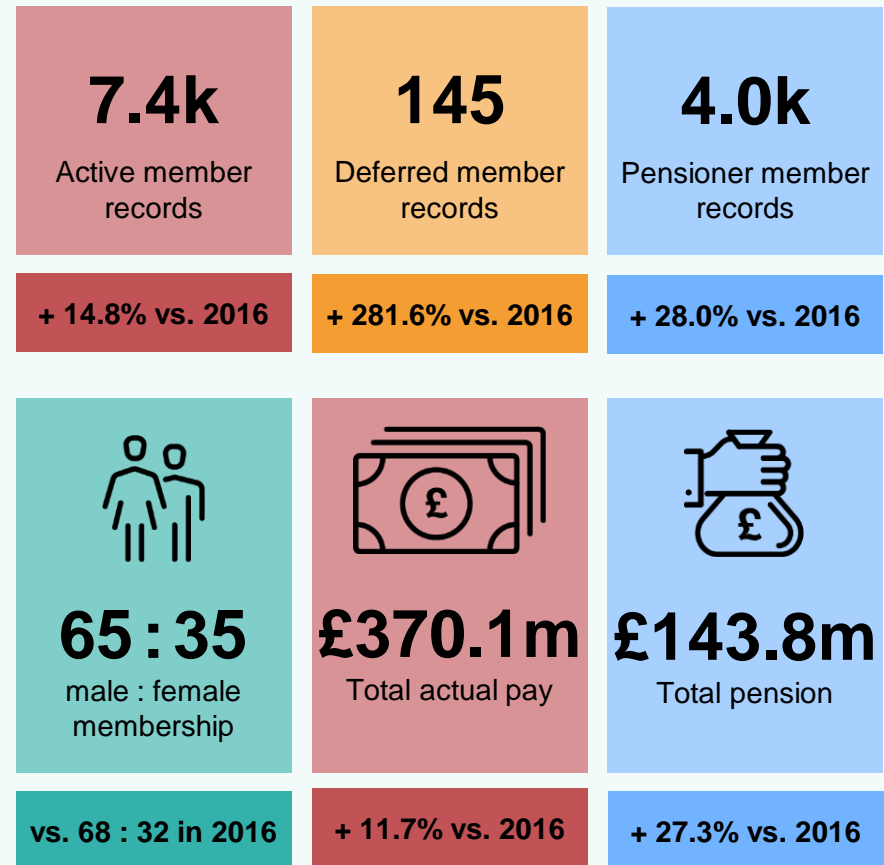
It will be used to calculate the results of the 2020 JPS valuation, specifically:

- employer contribution rates due from 2024 (including allowance for the introduction of 2022 scheme from 1 April 2022).
- actuarial liabilities as at 31 March 2020.
- an employer cost cap cost for the new 2022 scheme, against which the cost of the scheme will be tested at subsequent valuations. The 2020 valuation will be the 2022 scheme's first, meaning the Cost Cap Mechanism will not be tested at this valuation.

Detailed data summaries are included in [Appendix A – Detailed summaries: data as at 31 March 2020](#).

The main report data summaries only allow for membership information as at 31 March 2020 including data in respect of O'Brien 1 service. Northern Ireland Judges are also included within these data summaries.

Separate data summaries relating specifically to O'Brien 2 and Miller service are detailed in [Appendix E](#).



Deferred and pensioner 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 the administrators of the JPS, XPS.

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

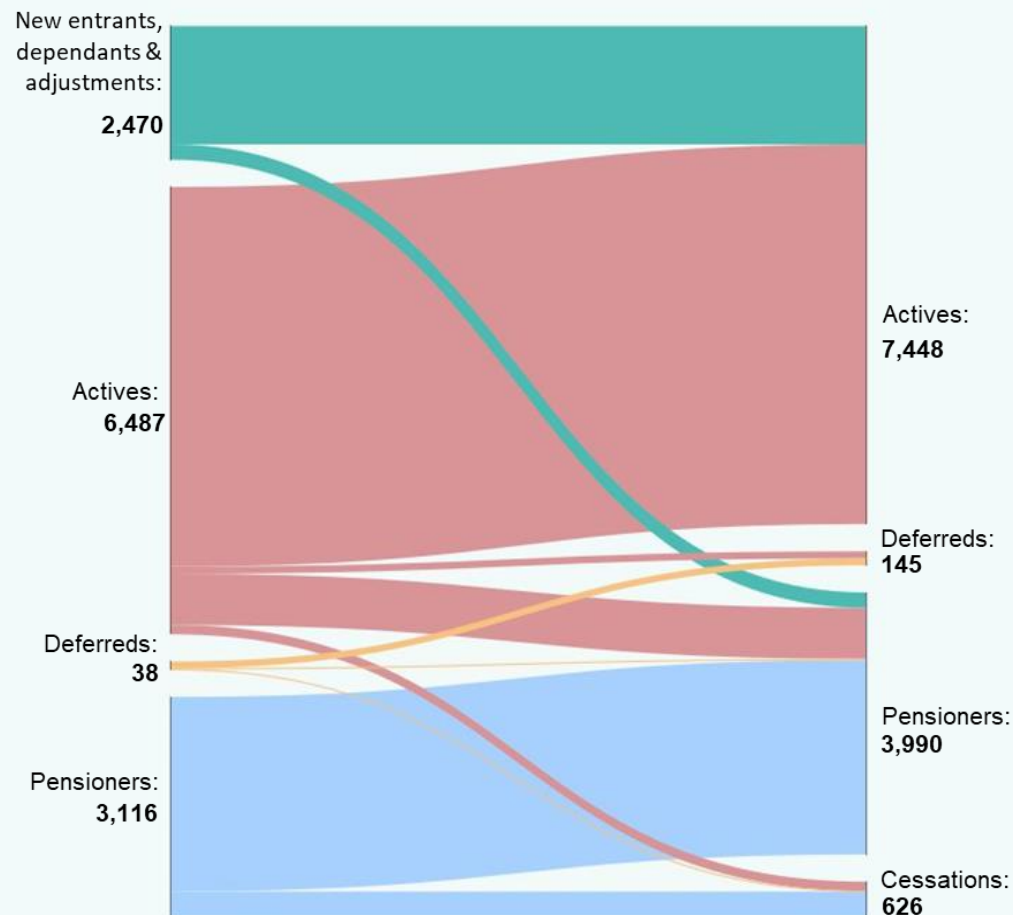
This movements data is used to perform a reconciliation which compares data as at 31 March 2016 and 31 March 2020 against movements occurring between this period to check that membership figures are in agreement. The chart opposite includes member records for multiple offices (so for example a Fee Paid Judge with two offices counts as two records) although for actives this excludes any active salary link records (i.e. those records in legacy schemes where there is no current active accrual at the valuation date).

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. This shows the combined membership movements of Great Britain and Northern Ireland Judges. The thicker the line, the greater the number of member movements occurring. Note the 2017 FP.IPS members are included in the 2016 numbers together with



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.

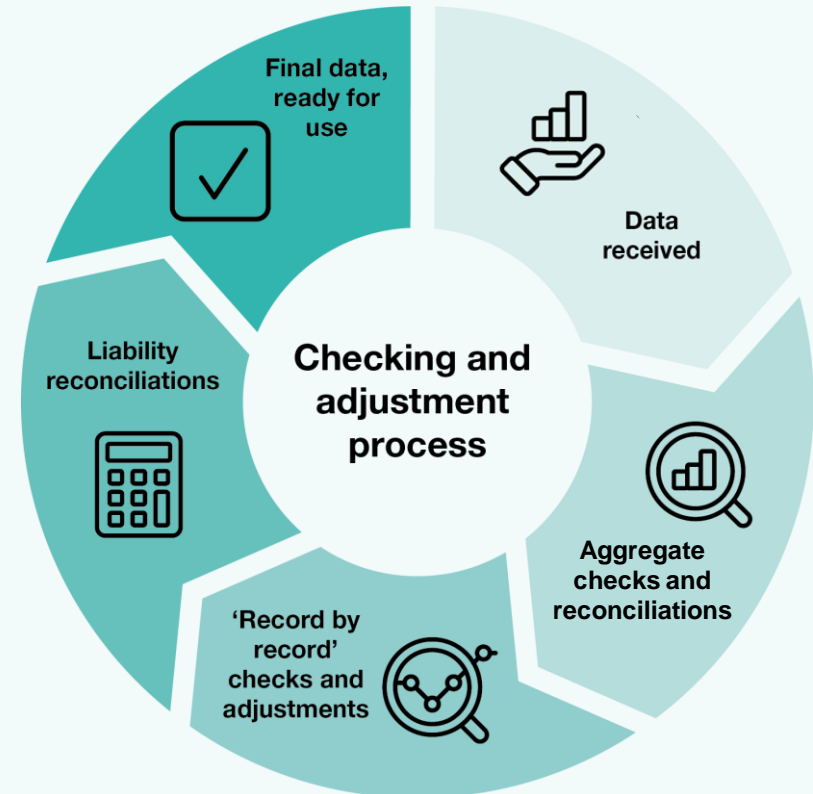
What happens to unreliable data?

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 member records, we typically compensate for this by scaling up similar, included member 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 Lord Chancellor is responsible for ensuring appropriate data is provided in order to support the legislative requirement to perform a valuation. It is the Ministry of Justice’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. The percentage used at 2020 has reduced compared with the previous valuation mainly due to issues with active member data in respect of CARE pension data member records, and historic reckonable service data. However there have been some data improvements since the previous valuation:

- The valuation data for the salaried and fee paid members was provided as at 31 March 2020. Whereas at 2016, it was necessary to merge 2016 data with 2017 data due to the introduction of the 2017 scheme.
- The 2020 data also includes approximately 180 member records where members have only been identified since 2016/17.

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

96.5%

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

Weakening vs. 98.0% in 2016

95.9%

Actives

69.8%

Deferreds

99.5%

Pensioners

Weakening vs. 98.8% in 2016

Improvement vs. 47.9% in 2016

Improvement vs. 97.7% 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 JPS 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 Ministry of Justice & XPS Administration as described in the report. GAD has not sought independent verification around its general completeness and accuracy (beyond our comparisons with the relevant Resource Accounts).

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 Lord Chancellor. We are content for the Ministry of Justice to release this report to third parties, provided:

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

Other than the Lord Chancellor and the Ministry of Justice, no person or third party is entitled to place any reliance on the contents of this report, except to any extent explicitly stated herein. GAD has no liability to any person or third party for any action taken or for any failure to act, either in whole or in part, on the basis of this report.

This report will be published by GAD 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

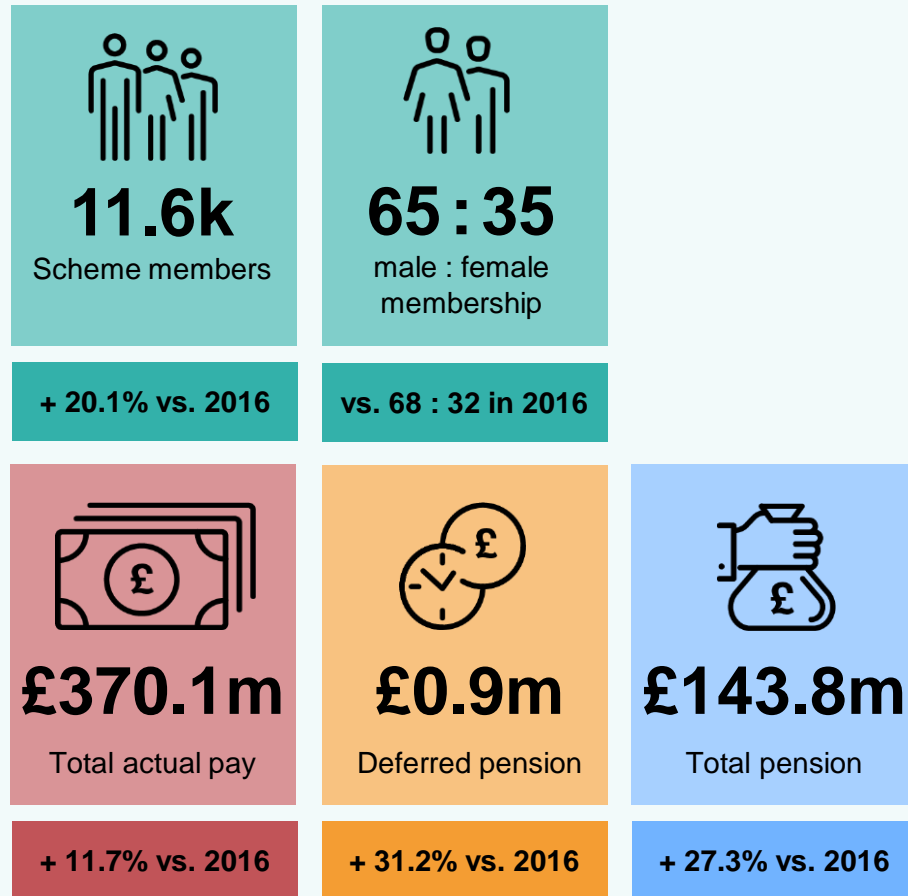
Detailed summaries: Data as at 31 March 2020



Scheme data

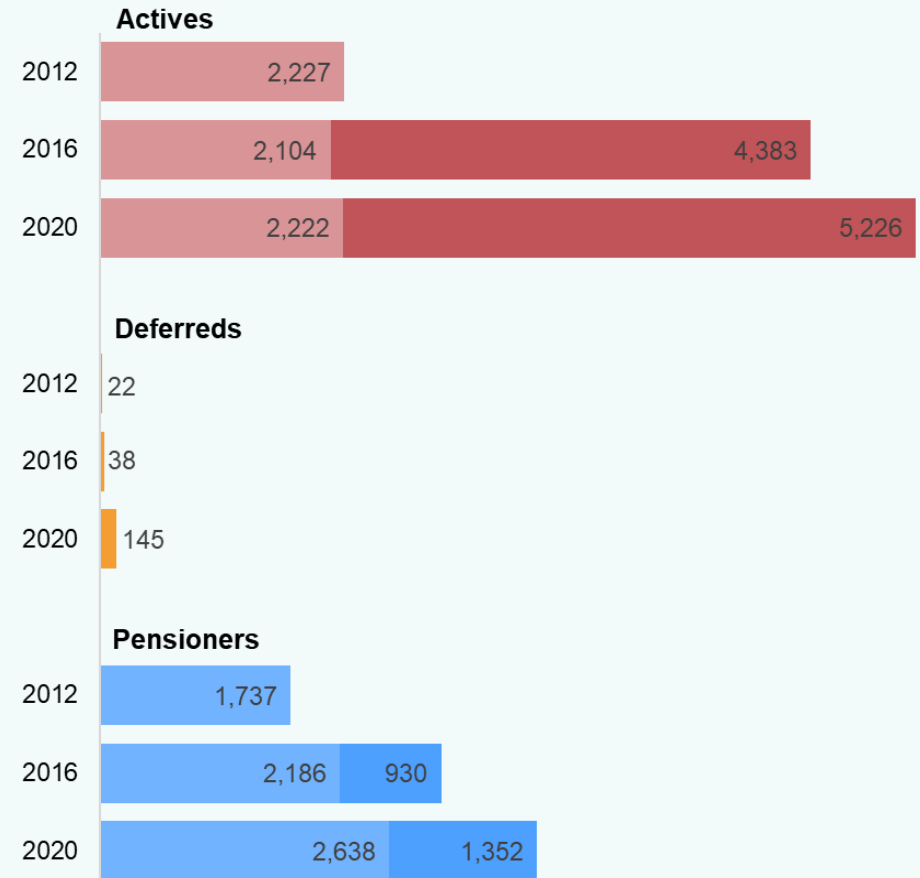
As at 31 March 2020

Summary statistics



Deferred and pensioner pension amount includes the April 2020 [pension increase](#)

Membership over time*



*The lighter shaded sections of the actives and pensioners membership bar charts represent salaried members, with the remaining being fee-paid members

Scheme membership

As at 31 March 2020

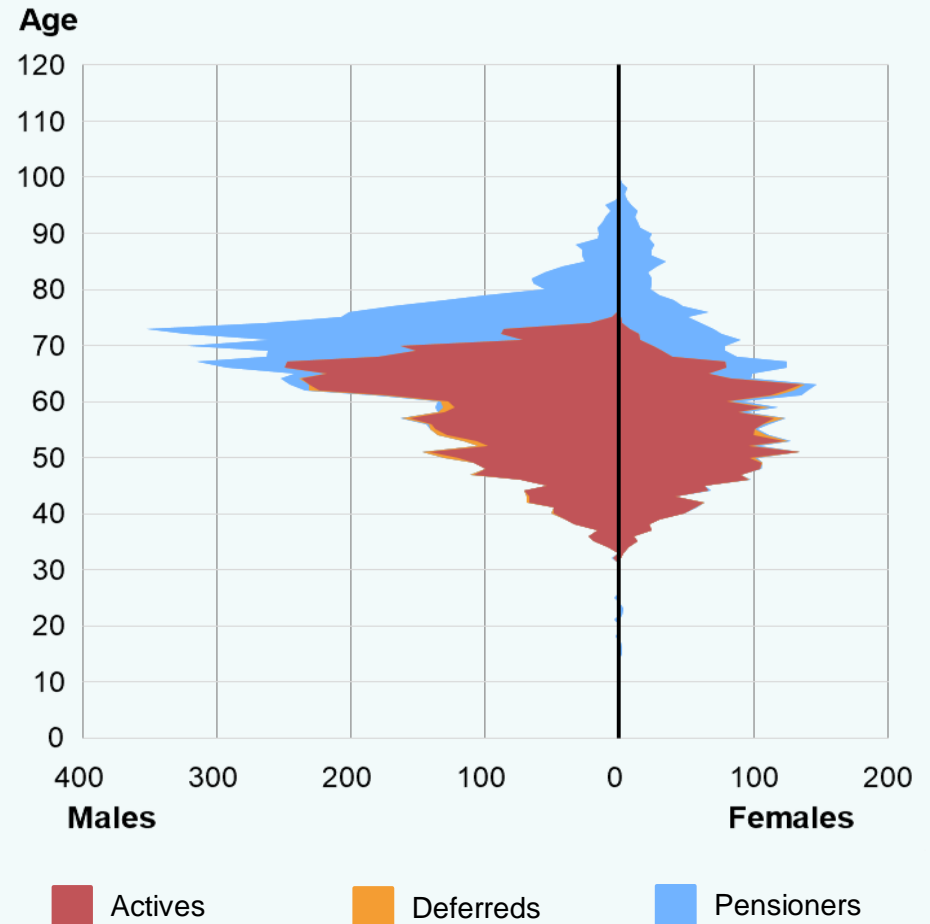
There are generally more male members than females members.

There are very few deferred members, suggesting that currently most members remain active until they retire.

The number of active member records begins increasing from around age 33, peaking at around age 60. More members then begin retiring and by age 75 most members are pensioners. This is indicative of the typical working life of a Judge, i.e. joining midway or later on into their career and remaining until retirement.

At age ages above 50, the majority of membership are men, but the ratio of men to women is more even at younger ages.

Membership distribution



Where can I see more?

[Appendix D – Tables of summary statistics](#)

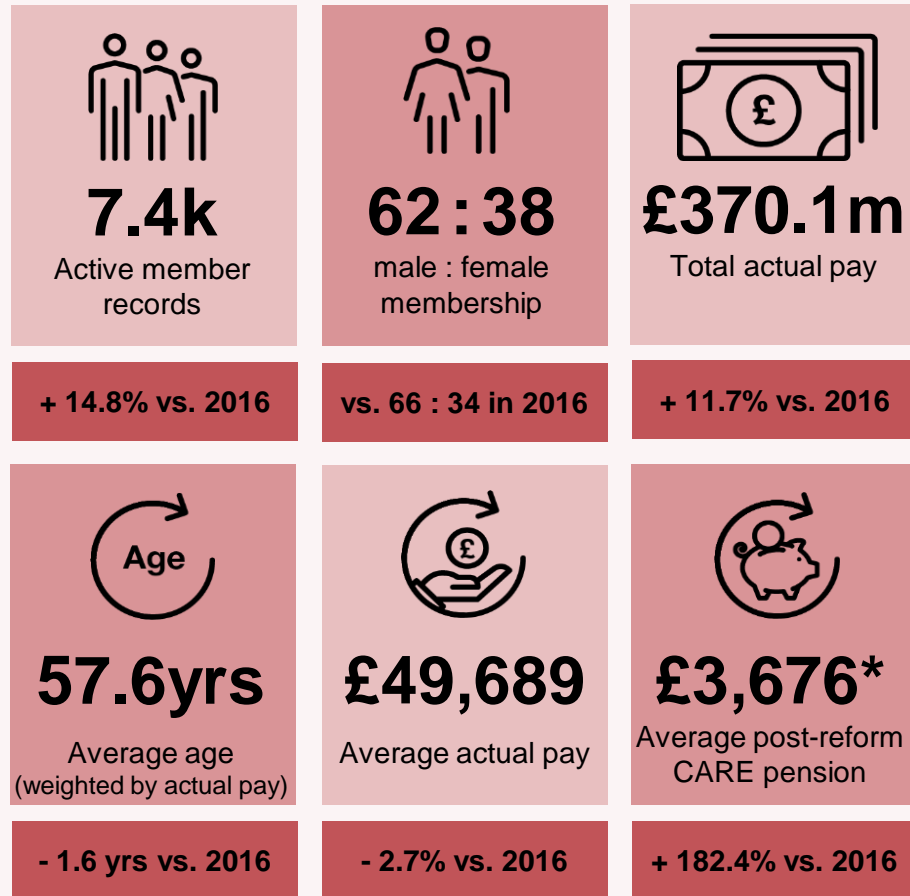
Actives



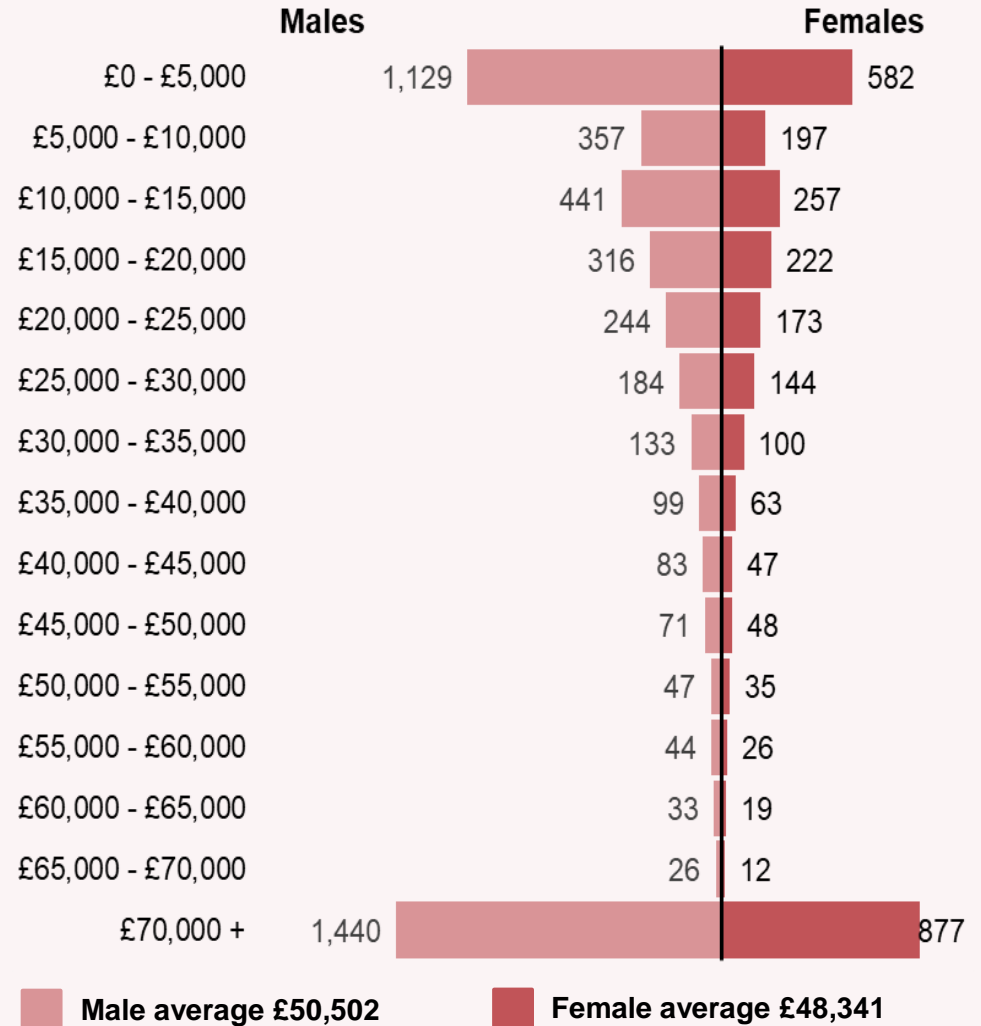
Actives data - Total

As at 31 March 2020

Summary statistics



Actual pay distribution

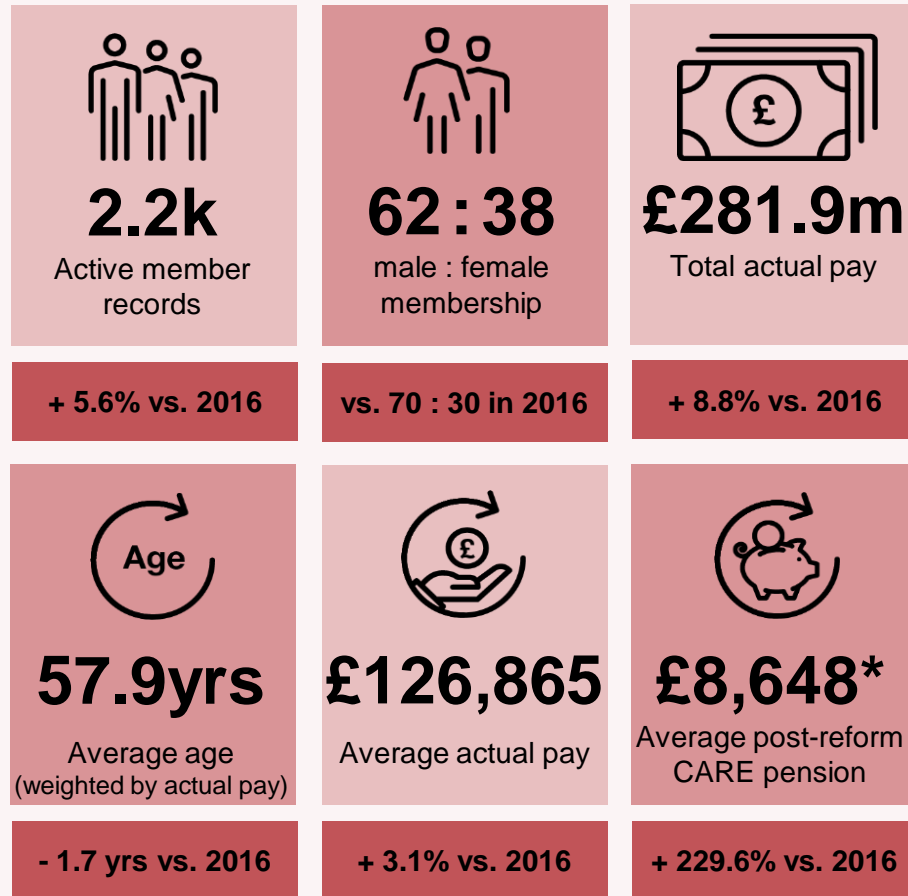


*Average is only for members who have post reform CARE pension

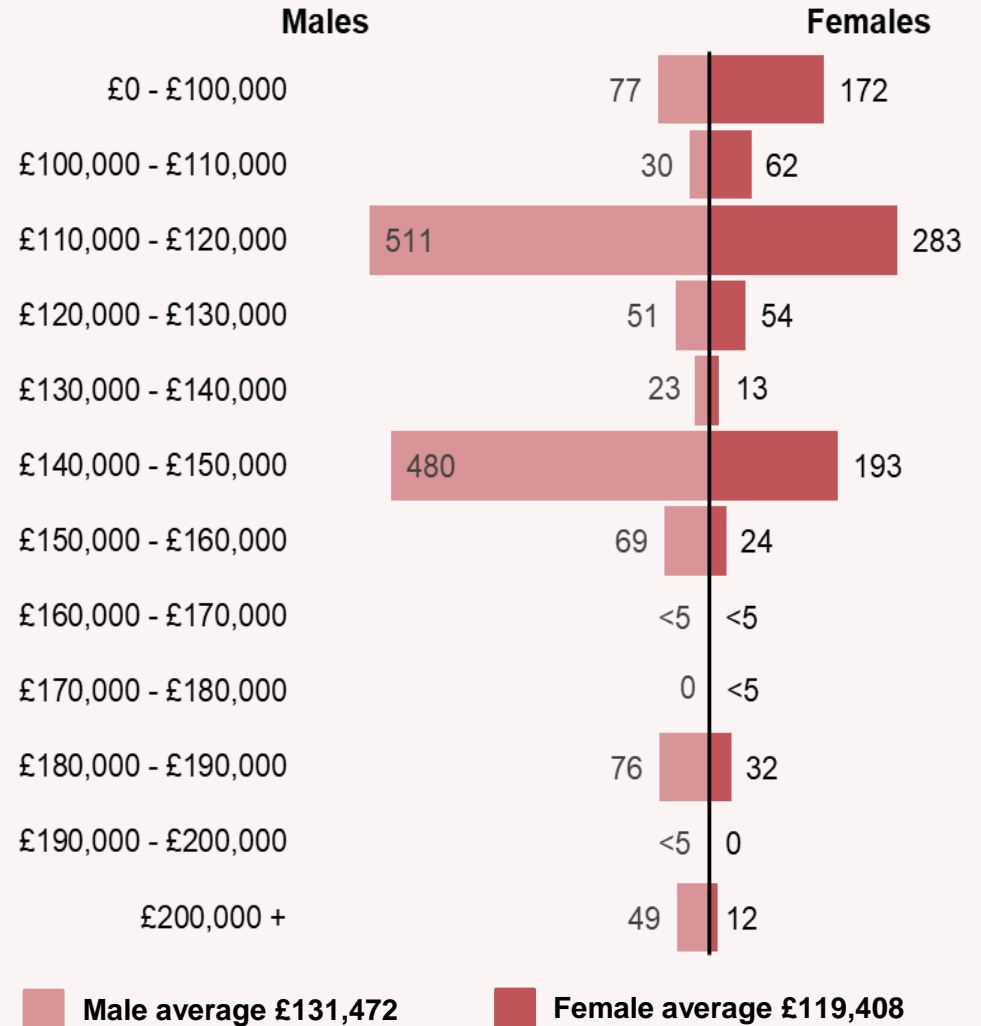
Actives data - Salaried

As at 31 March 2020

Summary statistics



Actual pay distribution

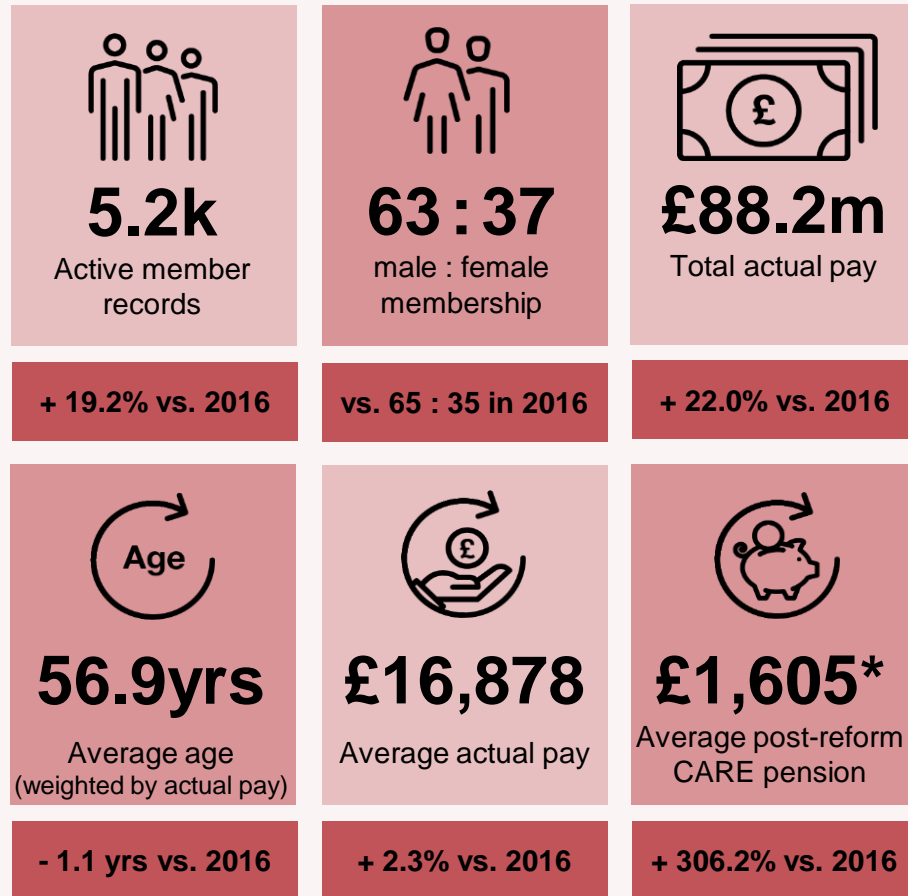


*Average is only for members who have post reform CARE pension

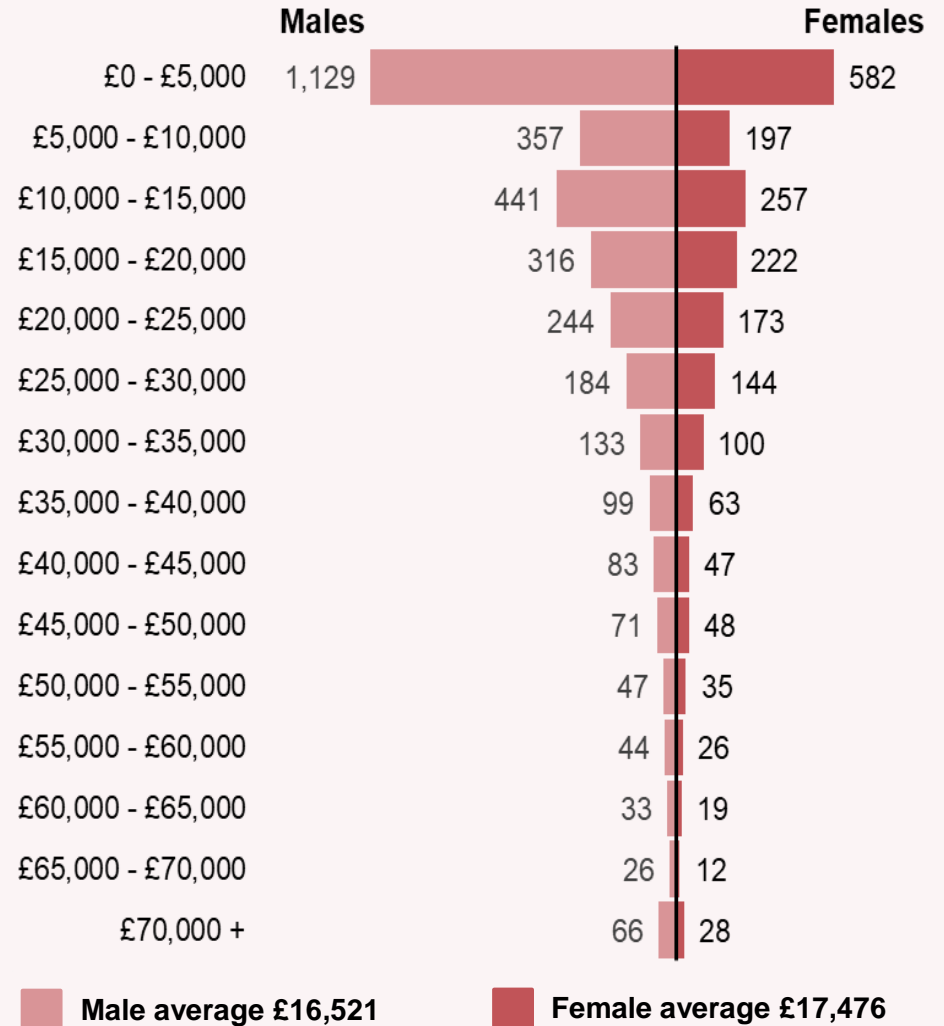
Actives data - Fee-Paid

As at 31 March 2020

Summary statistics



Actual pay distribution



*Average is only for members who have post reform CARE pension

Active membership

As at 31 March 2020

The membership data in this chart is categorised by section. Members are assigned to the scheme they are currently accruing benefits in. For example, a member that has transitioned into the 2015 Scheme would be categorised in the reformed 2015 Scheme section rather than the legacy section.

There are generally more male members than female members, particularly at ages above 60. However, the proportion of female members has increased slightly compared with 2016.

In general, as you move from younger to older ages:

- Initially the largest proportion of members is in the 2015 Scheme
- Then the proportion of members in JUPRA / FPJPS begins to increase
- From age 60 there are very few 2015 Scheme members

Where can I see more?

[Appendix D – Tables of summary statistics](#)

Membership distribution



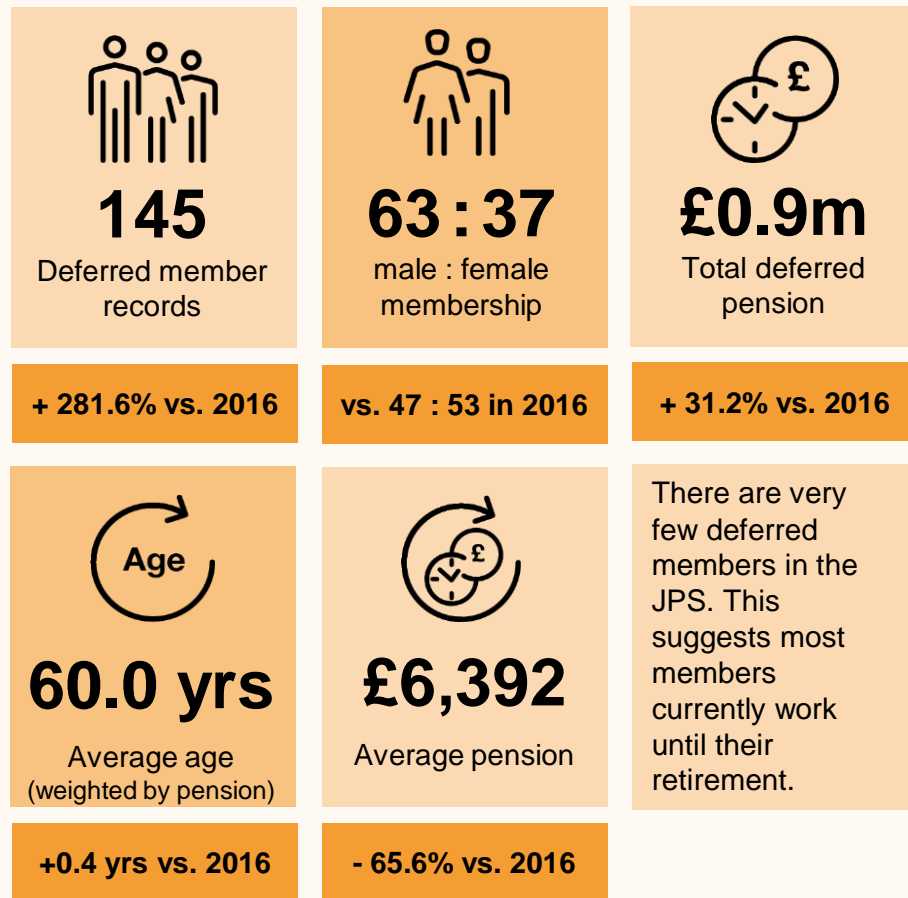
Deferreds



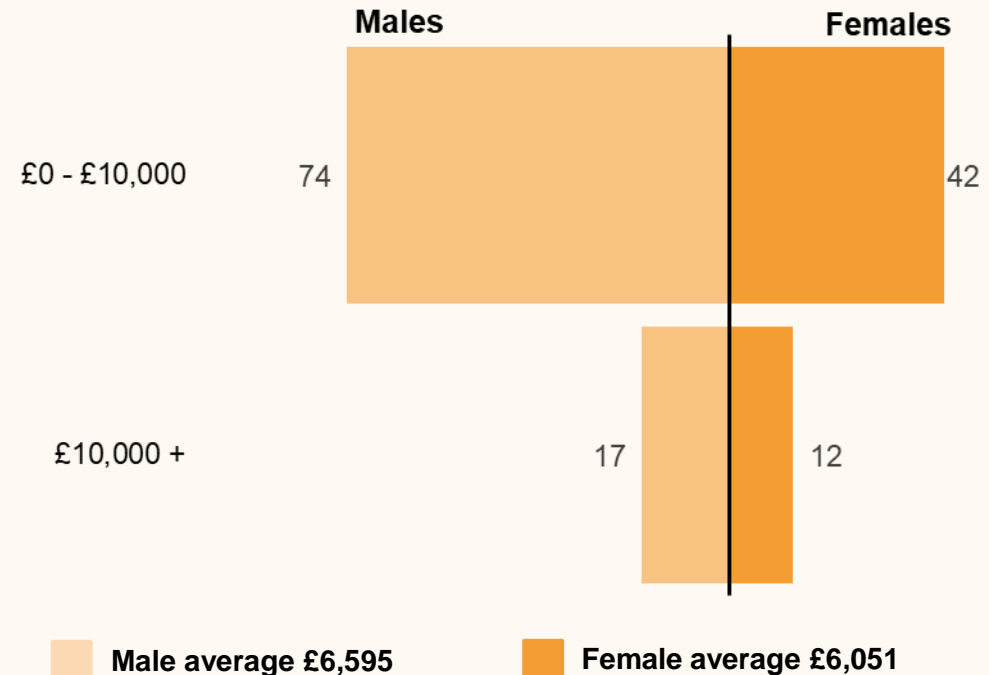
Deferreds data

As at 31 March 2020

Summary statistics



Deferred pension distribution



Where can I see more?

[Appendix D – Tables of summary statistics](#)

Pension amount includes the April 2020 pension increase

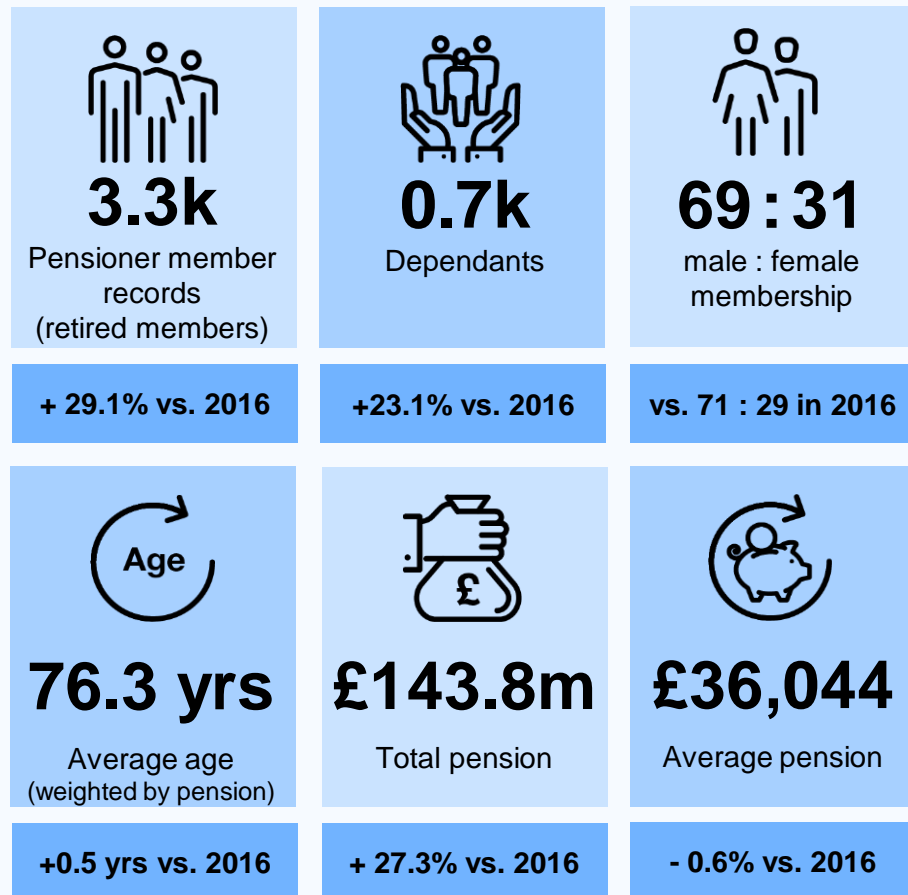
Pensioners



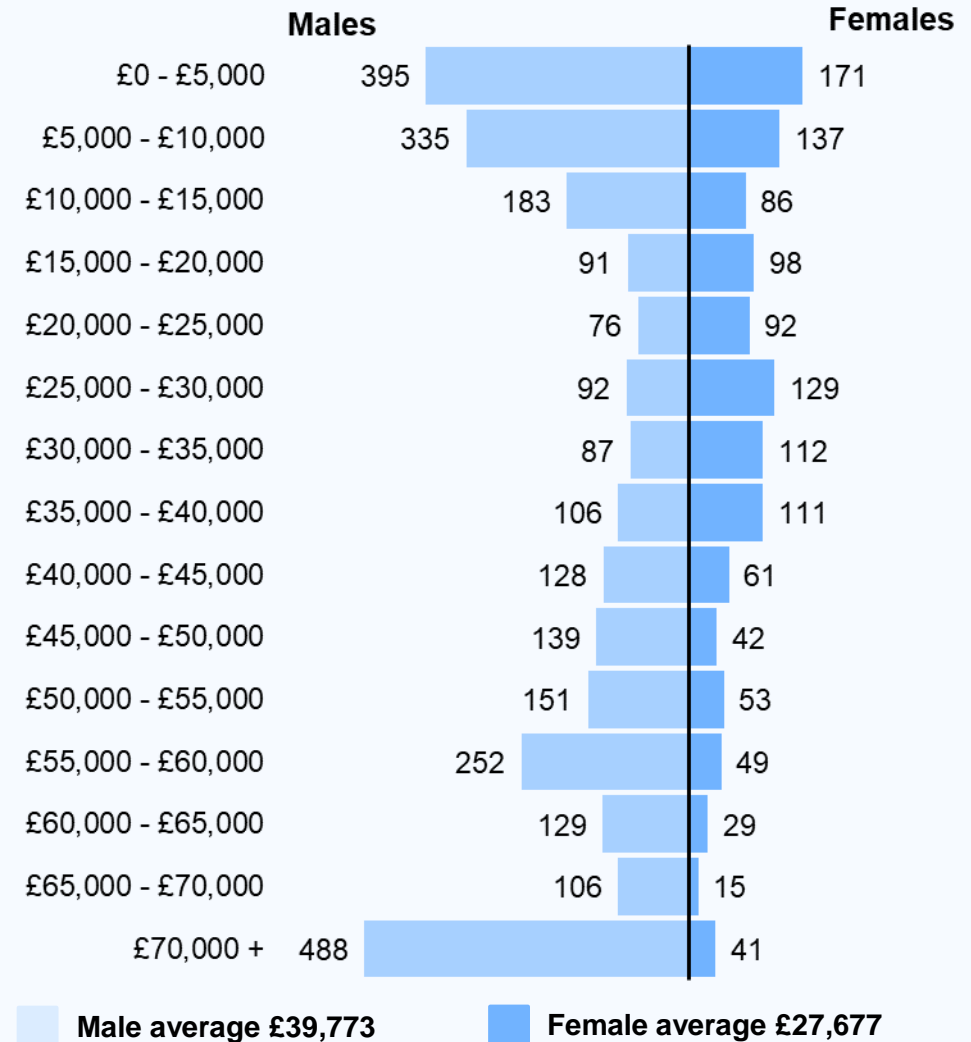
Pensioner data

As at 31 March 2020

Summary statistics



Pensioner data pension distribution



Pension amount includes the April 2020 pension increase

Pensioner membership

As at 31 March 2020

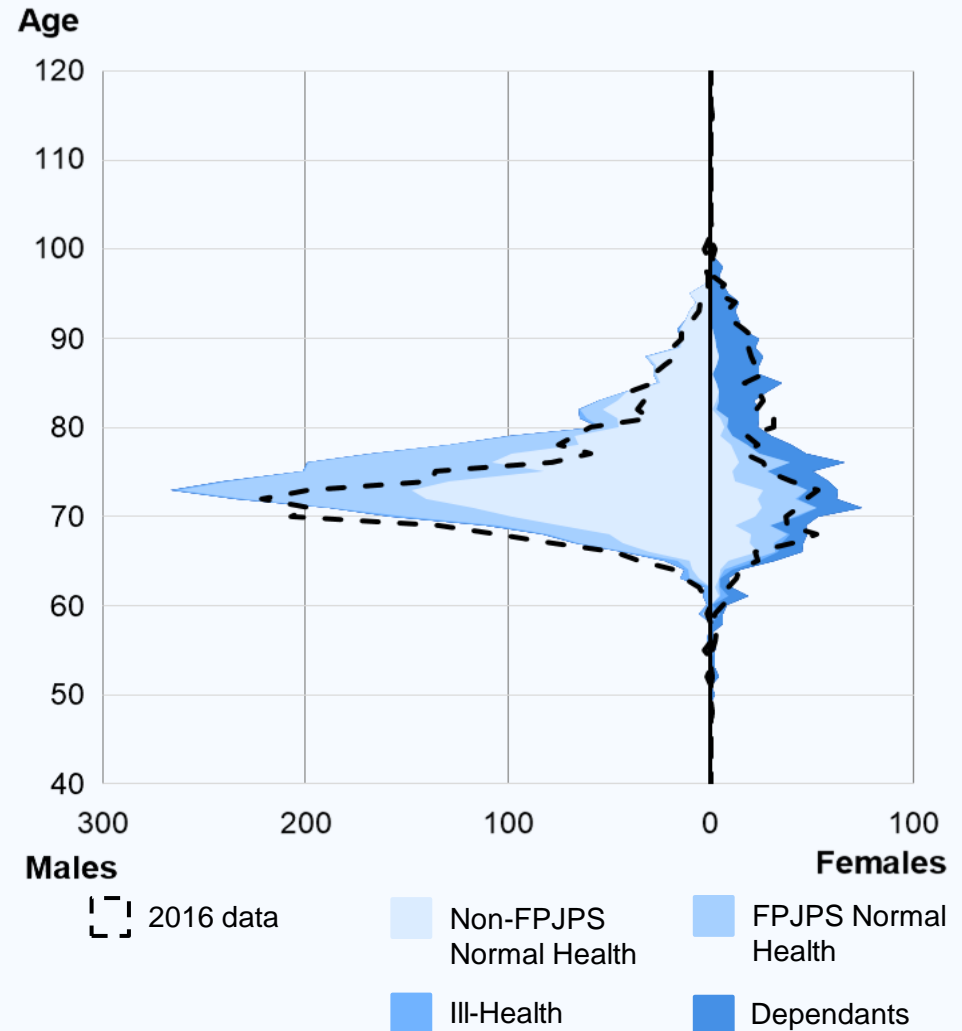
There are generally more male than female pensioners. In particular there is a significant peak in the number of male pensioners around age 73.

The majority of pensioners are those who retired in normal health (shown by the lightest two shades).

The majority of the dependants are female as shown by the darkest shade of blue.

Overall, compared with 2016 (shown by the dotted black line) the pensioner population has increased and aged.

Membership distribution*



Where can I see more?

[Appendix D – Tables of summary statistics](#)

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

Appendix B

Detailed summaries: Movements data



Membership movements 1

31 March 2016 to 31 March 2020

Actives

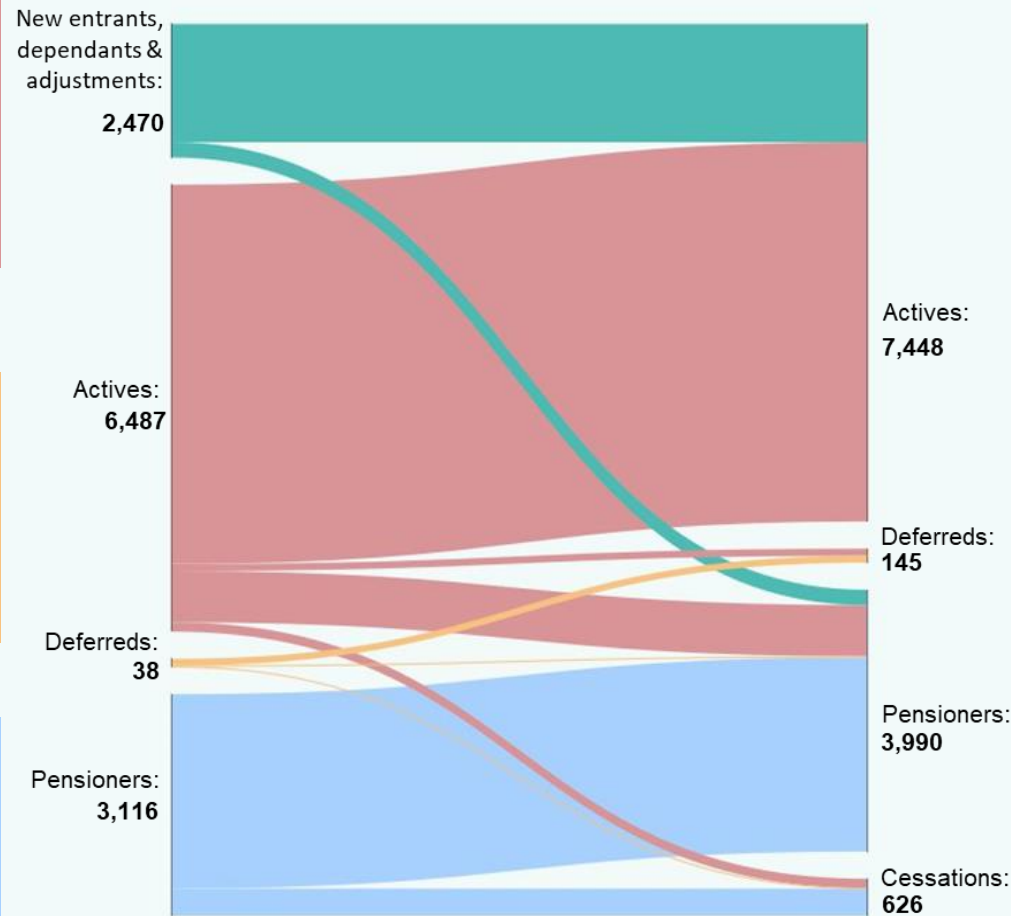
There has been an overall increase in the number of active member records from 2016/17 to 2020. This has mainly been driven by a significant increase in active Fee-Paid Judges.

Deferreds

There has been an increase in the number of deferred members from 2016/17 to 2020. However this group remain very small relative to the overall membership of JPS.

Pensioners

There has been an increase in the number of pensioner members from 2016/17 to 2020. There have been retirements from the Salaried Scheme, but the main reason for the increase is the retirements from the FPJPS over the period since the previous valuation.



Membership movements 2 – Total

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 table allows for both Great Britain and Northern Ireland Judges.

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 penultimate 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: **c80** members
- Deferreds: **<10** members
- Pensioners: **c180** members.

These differences are within our tolerance levels for a scheme of this size, so no further action needs to be taken.

Figures in intermediate rows are rounded to the nearest 10	Actives	Deferreds	Pensioners
Number at start of period*:	6,487	38	3,116
Adjustment to start**	210	-	-
New members:			
New entrants***	2,000	-	-
New dependants	-	-	260
Movements between categories:			
Leavers from active service	-130	130	-
Re-joiners and re-employed	-	-	-
Age related retirements	-840	-20	860
Ill-health retirements	-40	-	40
Cessations with no ongoing liability:			
Member deaths	-50	~0	-270
Dependant deaths	-	-	-160
Other exits	-110	-10	-40
Number expected at end of period:	7,530	140	3,810
Valuation data at end of period:	7,448	145	3,990
Difference:	-80	~0	180

~ means the figure is too small to report

*Start of period represents 2016 except for FPJPS member records which is as at 2017. For actives, figure at start is actives at 2016 (3,830) plus FPJPS actives at 2017 (4,598) less actives at 2017 had had transitioned to 2015 scheme so are already included in the 2016 data (1,941). For deferred and pensions, this is simply the sum of members at 2016 and 2017.

** An adjustment was made to include members that should have been in the data at the start of the period based on date joined scheme but were only first identified in the 2020 data. This also includes c. 30 unprotected Northern Ireland Judges who were enrolled in NIJPS 2015 on 1 April 2015.

Membership movements 2 – Salaried

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 table allows for both Great Britain and Northern Ireland Judges.

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 penultimate 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: **c100** members
- Deferreds: **<10** members
- Pensioners: **c210** members.

Figures in intermediate rows are rounded to the nearest 10	Actives	Deferreds	Pensioners
Number at start of period:	2,104	38	2,186
Adjustment to start*	30	-	-
New members:			
New entrants	710	-	-
New dependants	-	-	210
Movements between categories:			
Leavers from active service	-20	20	-
Re-joiners and re-employed	-	-	-
Age related retirements	-390	-10	410
Ill-health retirements	-30	-	30
Cessations with no ongoing liability:			
Member deaths	-20	~0	-230
Dependant deaths	-	-	-150
Other exits	-50	~0	-20
Number expected at end of period:	2,320	40	2,430
Valuation data at end of period:	2,222	45	2,642
Difference:	-100	5	210

~ means the figure is too small to report

* An adjustment was made to include members that should have been in the data at the start of the period based on date joined scheme but were only first identified in the 2020 data.

Membership movements 2 – Fee Paid

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 table allows for both Great Britain and Northern Ireland Judges.

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 penultimate 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: **c20** members
- Deferreds: **0** members
- Pensioners: **c30** members.

Figures in intermediate rows are rounded to the nearest 10	Actives	Deferreds	Pensioners
Number at start of period*:	4,383	0	930
Adjustment to start**	180	-	-
New members:			
New entrants	1,300	-	-
New dependants	-	-	50
Movements between categories:			
Leavers from active service	-110	110	-
Re-joiners and re-employed	-	-	-
Age related retirements	-450	~0	450
Ill-health retirements	-10	-	10
Cessations with no ongoing liability:			
Member deaths	-20	~0	-40
Dependant deaths	-	-	~0
Other exits	-60	~0	-20
Number expected at end of period:	5,210	100	1,380
Valuation data at end of period:	5,226	100	1,348
Difference:	20	-	-30

~ means the figure is too small to report

*Start of period represents 2016 except for FPJPS member records which is as at 2017.

** An adjustment was made to include members that should have been in the data at the start of the period based on date joined scheme but were only first identified in the 2020 data. This also includes c. 30 unprotected Northern Ireland Judges who were enrolled in NIJPS 2015 on 1 April 2015.

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 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 member records that are deemed unreliable. For example, duplicate member records, or those with missing key data. Where valid individual member records are excluded, remaining member 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 suitable 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 member records that have missing or unreliable key data and rate up similar remaining member records to replace them, where appropriate.

This process assumes that the membership profile of excluded member records is consistent with the profile of the similar reliable member 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 member records*

223	Nil post-2015 pension
172	Nil reckonable service
35	Date of leaving after valuation date (ie, not a deferred member but still an active member)

* Some member records 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 member records

413	64	20
Actives excluded	Deferreds excluded	Pensioners excluded
4.1%	30.2%	0.5%
of total member records	of total member records	of total member records
Weakening vs. the 1.2% 2016 exclusion	Improvement vs. the 52.1% 2016 exclusion	Improvement vs. the 2.3% 2016 exclusion

Overall 3.5% of total member records were excluded (Weakening compared with the 2.0% 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 scheme's resource accounts, 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 move on. 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 scheme's published resource accounts as at 31 March 2017, 2018, 2019 and 2020.

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 scheme's accounts have been audited.

Other non-standard adjustments

Summary

In addition, we sometimes make adjustments to data provided to correct known data issues.

We only do this when requested, and when it is more efficient for us to make simple changes than to request new data from administrators.

The key adjustments we have made for JPS are detailed below.

Actives:

- We were provided with two data sources, which were merged into a single dataset.
 - JUPRA and FPJPS member records (i.e. all pre-15 benefits for salaried and FP members)
 - NJPS member records (i.e. all post-15 benefits for salaried and FP members)

This is a different approach to the 2016 valuation.

- Following preliminary checks on the initial data received (February 2021), we were provided updated datasets in August 2021, December 2021, February 2022 and August 2022.

Actives continued

- CARE pension has been incorporated from the NJPS data provided in December 2021. Updated NJPS data was requested as the previous salary data did not look correct. The updated data provided resolved the issues with salaries, however the CARE pensions provided were different to the previous data provided, and obviously incorrect (CARE pensions on individual member records unfeasibly high; total CARE pension also unfeasibly high). We have therefore adopted the new data but retained the CARE pension from the previous version of the data provided.
- FPJPS service data has been incorporated from the data cut provided in August 2022. The original data provided included both FPJPS service after the 31 March 2020 valuation date and service before 1 April 2000 relating to the “O’Brien 2” judgement. The liability in respect of the O’Brien 2 judgement is allowed for separately.
- For simplicity, we propose to make no allowance for two data issues on grounds of materiality as we estimate they will broadly offset each other:
 - For some members with multiple member records, the 20 year service cap may not be being applied correctly leading to an overstatement of pension
 - For some fee paid members the salary information may be out of date and so too low leading to an understatement of pension

Other non-standard adjustments

Actives continued

- Post 2015 pension information, and/or reckonable service was missing for approximately 400 members. These member records have been excluded and a rate up applied.

Deferreds:

- If a pension debit record cannot be traced to an active or deferred record, it has been excluded without rate up. This assumes that the pension debit record is out of date, and the member has since retired or died (and their pension debit was appropriately allowed for at that time). Given the relative size of the pension debits / credits (and the size of the deferred membership as a whole) this is not expected to be material.

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.

O'Brien and Miller

O'Brien and Miller refers to a legal judgment where the UK courts and tribunals found that a historic lack of pension and other specified benefits amounted to less favourable treatment of some fee-paid judicial office holders in comparison to salaried judges doing the same or broadly similar work.

Initially a remedy was provided to fee-paid Judges with service on and after 7 April 2000 ('O'Brien 1'). However, this was expanded to those with pre 7 April 2000 service ('O'Brien 2') and fee-paid Judges who later became salaried ('Miller'). This data report only includes data in respect of the O'Brien 1 remedy. The liabilities in respect of O'Brien 2 and Miller will be based on separate data relating specifically to those remedies, and reported in due course.



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

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 the employer contribution rate and member outcomes is:

Employer contribution rate: The uncertainty will be captured together with other experience and changes through the 2024 (or subsequent) valuations and is expected to have an impact of the order of not more than $\pm 1\%$ of pensionable pay.

There also is additional significant uncertainty in relation to O'Brien 2 and Miller Judgement where the data is still developing. Further detail on this is set out in Appendix E and is expected to have an impact of the order of around $\pm 1\%$ of pensionable pay.

Member Outcomes: No impact expected

Appendix D

Tables of summary statistics



Summary statistics – introduction

Categorisation

The membership data in this appendix is categorised by section and combines Great Britain and Northern Ireland Judges. Where applicable, members are assigned to the reformed 2015 Scheme section even if they have already accrued benefits in their respective legacy section. 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 membership of the reformed 2015 Scheme.
- Members who have reformed benefits only as at 31 March 2020 will be categorised under the reformed section.

Treatment of member records

Throughout this report we have referred to “member records” rather than “members”. That is, where a member has two or more judicial offices, we count each office separately. Where a member has accrued pension in two different schemes in respect of one judicial office (e.g. JUPRA and 2015 scheme), we have counted that as a single ‘record’, although the data is provided separately for the active salary link record and 2015 Scheme record.

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 member records

Section	Males	Females	Total
Salaried 1981 Scheme	<10 #	<10 #	8 - 67
Salaried JUPRA Scheme	653 - 709	263 - 327	916 - 1,036
Salaried 2015 Scheme	714 + 674	584 + 547	1,298 + 1,221
Fee-Paid 2015 Scheme	1,704 + 810	1,412 + 580	3,116 + 1,390
Subtotal: Non-FPJPS	3,077 + 718	2,261 + 790	5,338 + 1,508
FPJPS	1,568 - 386	542 - 161	2,110 - 547
Total: Non-FPJPS and FPJPS	4,646 + 333	2,802 + 628	7,448 + 961

Average age* (years)

Section	Males	Females	Total
Salaried 1981 Scheme	71.0 + 3.3	71.7 + 6.4	71.2 + 3.8
Salaried JUPRA Scheme	64.2 + 3.5	61.9 + 5.1	63.6 + 4.0
Salaried 2015 Scheme	53.9 + 4.5	52.8 + 3.7	53.4 + 4.2
Fee-Paid 2015 Scheme	51.5 + 2.6	50.8 + 2.6	51.2 + 2.6
Subtotal: Non-FPJPS	58.0 - 2.0	54.7 - 0.6	56.8 - 1.8
FPJPS	67.5 + 3.4	64.8 + 3.2	66.8 + 3.4
Total: Non-FPJPS and FPJPS	59.0 - 1.6	55.3 - 0.8	57.6 - 1.6

#Splits not shown to avoid potentially disclosing information on individual members

* 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. For FPJPS, this comparison is against 2017 data.

Summary statistics – actives 2

As at 31 March 2020

Total full-time equivalent pay (£m pa)

Section	Males	Females	Total
Salaried 1981 Scheme	1 - 88.0%	~0 - 79.0%	1 - 86.6%
Salaried JUPRA Scheme	132 - 24.9%	65 - 9.1%	197 - 20.3%
Salaried 2015 Scheme	- -	- -	- -
Fee-Paid 2015 Scheme	- -	- -	- -
Subtotal: Non-FPJPS	133 - 27.9%	66 - 10.7%	198 - 22.9%
FPJPS	343 - 6.9%	182 + 2.5%	524 - 3.9%
Total: Non-FPJPS and FPJPS	475 - 13.9%	247 - 1.4%	723 - 10.0%

Total actual pay (£m pa)

Section	Males	Females	Total
Salaried 1981 Scheme	1 - 88.0%	~0 - 80.1%	1 - 86.7%
Salaried JUPRA Scheme	89 - 48.5%	32 - 52.7%	121 - 49.7%
Salaried 2015 Scheme	91 + >1000%	69 + >1000%	160 + >1000%
Fee-Paid 2015 Scheme	30 + 119.6%	26 + 94.5%	56 + 107.1%
Subtotal: Non-FPJPS	211 + 6.0%	127 + 45.8%	338 + 18.2%
FPJPS	24 - 26.2%	8 - 36.4%	32 - 29.0%
Total: Non-FPJPS and FPJPS	235 + 1.4%	135 + 35.5%	370 + 11.7%

Note: Full-time equivalent pay represents total of all records associated with a member. Table represents final salary members only.

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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. For FPJPS, this comparison is against 2017 data.

Summary statistics – actives 3

As at 31 March 2020

Average full-time equivalent pay (£ pa)

Section	Males	Females	Total
Salaried 1981 Scheme	172,401 + 26.1%	171,368 + 25.8%	172,143 + 26.0%
Salaried JUPRA Scheme	137,434 + 6.9%	131,175 + 7.6%	135,293 + 6.9%
Salaried 2015 Scheme	- -	- -	- -
Fee-Paid 2015 Scheme	- -	- -	- -
Subtotal: Non-FPJPS	137,752 + 6.8%	131,478 + 7.6%	135,612 + 6.8%
FPJPS	127,274 + 5.0%	120,093 + 5.6%	124,692 + 5.1%
Total: Non-FPJPS and FPJPS	134,215 + 7.0%	129,277 + 8.3%	132,519 + 7.3%

Average actual pay (£ pa)

Section	Males	Females	Total
Salaried 1981 Scheme	170,525 + 26.5%	159,713 + 19.3%	167,822 + 24.6%
Salaried JUPRA Scheme	135,605 + 7.4%	123,358 + 6.0%	132,090 + 7.1%
Salaried 2015 Scheme	127,366 + 14.5%	117,492 + 15.7%	122,926 + 15.3%
Fee-Paid 2015 Scheme	17,588 + 15.2%	18,511 + 14.6%	18,006 + 14.7%
Subtotal: Non-FPJPS	68,405 - 18.8%	56,398 - 5.1%	63,320 - 15.2%
FPJPS	15,362 - 8.1%	14,780 - 17.5%	15,212 - 10.7%
Total: Non-FPJPS and FPJPS	50,502 - 5.8%	48,341 + 5.1%	49,689 - 2.7%

Note: Full-time equivalent pay represents average of all records associated with a member. Table represents final salary members only.

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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. For FPJPS, this comparison is against 2017 data.

Summary statistics – actives 4

As at 31 March 2020

Average reckonable service (years)*

Section	Males	Females	Total
Salaried 1981 Scheme	27.6 + 4.2	26.5 + 4.7	27.4 + 4.2
Salaried JUPRA Scheme	10.2 +0.6	9.2 + 1.3	9.8 + 0.7
Salaried 2015 Scheme	- -	- -	- -
Fee-Paid 2015 Scheme	- -	- -	- -
Subtotal: Non-FPJPS	10.3 + 0.1	12.8 + 1.1	12.8 0.4
FPJPS	1.7 - 9.3	1.6 - 8.1	1.7 - 8.9
Total: Non-FPJPS and FPJPS	4.2 - 6.4	4.2 - 4.9	4.2 - 6.0

*Unweighted (shown for final salary sections only)

Total post-reform CARE pension (£ m)

Section	Males	Females	Total
Salaried 1981 Scheme	- -	- -	- -
Salaried JUPRA Scheme	- -	- -	- -
Salaried 2015 Scheme	6.4 + 595.5%	4.8 + 548.0%	11.2 + 574.3%
Fee-Paid 2015 Scheme	2.5 + 673.5%	2.5 + 595.8%	5.0 + 633.3%
Subtotal: Non-FPJPS	9.0 + 616.0%	7.3 + 563.4%	16.2 + 591.5%
FPJPS	- -	- -	- -
Total: Non-FPJPS and FPJPS	9.0 + 616.0%	7.3 + 563.4%	16.2 + 591.5%

CARE accrual only applies to 2015 section of the scheme.

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. For FPJPS, this comparison is against 2017 data.

Summary statistics – deferreds 1

As at 31 March 2020

Number of member records

Section	Males	Females	Total
Deferred and pension credit	91 + 73	54 + 34	145 + 107

Average age* (years)

Section	Males	Females	Total
Deferred and pension credit	59.5 - 0.8	60.1 + 1.6	60.0 +0.3

* weighted by pension

Summary statistics – deferreds 2

As at 31 March 2020

Total deferred pension (£000's pa)

Section	Males	Females	Total
Deferred and pension credit	600 + 66.0%	327 - 5.3%	927 + 31.2%

Average deferred pension (£ pa)

Section	Males	Females	Total
Deferred and pension credit	6,604 - 67.1%	6,037 - 65.0%	6,392 - 65.6%

Pension amount includes the April 2020 pension increase

Note: Numbers in the tables above include 10 pension credit records, with a total pension of £160k. Additionally, there are 20 pension debit member records excluded from the above tables with a total pension of £293k, which will be allowed for in the valuation calculations.

Summary statistics – pensioners 1

As at 31 March 2020

Number of members

Type	Males	Females	Total
Non-FPJPS Normal Health	1,712 + 310	300 + 105	2,012 + 415
Non-FPJPS III-Health	30 + 8	26 + 17	56 + 25
Non-FPJPS dependants	28 + 6	550 + 14	578 + 20
Subtotal: Non-FPJPS	1,770 + 324	876 + 136	2,646 + 460
FPJPS Normal Health	959 + 200	260 + 96	1,219 + 296
FPJPS III-Health	9 + 6	7 + 3	16 + 9
FPJPS Dependants	23 + 23	86 + 86	109 + 109
Subtotal: FPJPS	991 + 229	353 + 185	1,344 + 414
Total: Non-FPJPS and FPJPS	2,761 + 553	1,229 + 321	3,990 + 874

Average age* (years)

Type	Males	Females	Total
Non-FPJPS Normal Health	76.7 + 0.6	73.4 + 0.8	76.3 + 0.5
Non-FPJPS III-Health	67.5 + 1.6	64.1 + 1.4	65.9 + 1.1
Non-FPJPS dependants	70.6 + 9.7	80.6 + 1.3	80.3 + 1.5
Subtotal: Non-FPJPS	76.6 + 42.7	76.8 + 43.4	76.6 + 42.9
FPJPS Normal Health	73.8 + 1.9	72.0 + 1.2	73.4 + 1.7
FPJPS III-Health	64.3 + 1.0	61.4 + 4.8	62.8 + 4.1
FPJPS Dependants	53.3 -	66.7 -	64.4 -
Subtotal: FPJPS	73.5 + 1.7	71.0 + 1.2	72.9 + 1.5
Total: Non-FPJPS and FPJPS	76.3 + 0.6	76.3 + 0.2	76.3 + 0.5

* 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
Non-FPJPS Normal Health	100 + 22.3%	14 + 65.4%	114 + 26.4%
Non-FPJPS III-Health	1 + 42.5%	1 + 150.1%	2 + 77.9%
Non-FPJPS dependants	1 + 27.4%	16 + 12.5%	17 + 12.9%
Subtotal: Non-FPJPS	102 + 31.8%	31 + 54.6%	133 + 36.6%
FPJPS Normal Health	8 + 49.7%	2 + 82.7%	10 + 56.2%
FPJPS III-Health	~0 + 120.3%	~0 + 10.3%	~0 + 45.2%
FPJPS Dependants	~0 -	~0 -	~0 -
Subtotal: FPJPS	8 + 51.5%	3 + 100.5%	11 + 61.6%
Total: Non-FPJPS and FPJPS	110 + 24.3%	34 + 38.2%	144 + 27.36%

Average pension (£ pa)

Type	Males	Females	Total
Non-FPJPS Normal Health	58,408 + 0.2%	47,156 + 7.6%	56,731 + 0.3%
Non-FPJPS III-Health	40,742 + 4.5%	40,465 - 13.4%	40,613 - 1.5%
Non-FPJPS dependants	18,529 - 0.2%	29,146 + 9.6%	28,630 + 9.0%
Subtotal: Non-FPJPS	57,476 + 7.7%	35,649 + 30.6%	50,251 + 12.8%
FPJPS Normal Health	8,253 + 0.2%	9,071 + 7.5%	8,427 + 0.3%
FPJPS III-Health	10,685 - 26.6%	14,784 - 37.0%	12,478 - 36.5%
FPJPS Dependants	2,846 -	3,645 -	3,477 -
Subtotal: FPJPS	8,149 + 16.5%	7,862 - 4.5%	8,074 + 11.8%
Total: Non-FPJPS and FPJPS	39,773 - 0.6%	27,667 + 2.1%	36,044 - 0.6%

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Pension amount includes the April 2020 pension increase

Appendix E

O'Brien 2 / Miller data



O'Brien 2 and Miller

Background

Data in relation to members and service in scope of O'Brien 1 is summarised in the 'FPJPS' data in appendix D of this report.

Following the initial 2013 O'Brien 1 Judgement, further salaried judges were found to also be eligible for benefits (Miller Judgment) and service before 7 April 2000 was found to be eligible for the FPJPS (O'Brien 2). The data we have been provided for both O'Brien 2 and Miller as at 31 March 2023 is summarised in this appendix.

Data has improved rapidly in recent years, but is still developing. For example, data provided for the JPS's annual accounts included data for around 11% of the Miller membership and around 76% of the O'Brien 2 membership. As shown below, the 2023 data used in this valuation covers around 83% of cases. However, significant uncertainty remains in the scheme data and the total number of cases.

Initial data quality

83%

Member records at 31 March 2023 which we are able to use as a proportion of total case numbers

83%
Actives

vs. 95.9% in
membership data

83%
Pensioners

vs. 99.5% in
membership data

Process

We undertake checks and adjustments on this additional data consistent where possible with those described in section 4. *Checks and adjustments.*

We were provided with data as at 31 March 2023. We have carried out some non-standard adjustments to this data which reflect the particularities in the data, in particular:

- processing for some known membership movements (e.g. retirements) to 31 March 2023; and
- scaling according to total case numbers provided by the administrator, which allows us to scale by status only (e.g. single rate up factors for O'Brien 2 and Miller, actives and pensioners), rather than that taking accounts of other factors (e.g. age, salary, sex etc) for the scheme membership data.

Since the data is still developing:

- there are no independent sources of data which can be used to validate the additional data;
- overall, the quality of the data is relatively poor by comparison to the scheme membership data.

However, we are satisfied that overall the data is adequate for the purpose of the 2020 JPS valuation within the context of the wider uncertainties in scheme data and the liabilities of the scheme as a whole.

O'Brien 2/Miller summary statistics: actives

As at 31 March 2023

Number of records	Males	Females	Total
O'Brien 2	601	246	847
Miller	1028	401	1429
Average age			
O'Brien 2	70.2	67.8	69.6
Miller	69.1	65.0	67.9
Average full-time equivalent pay (£ per annum)			
O'Brien 2	126,972	119,010	124,658
Miller	126,937	123,113	125,864
Average reckonable service (years)			
O'Brien 2	0.6	0.5	0.6
Miller	1.0	1.1	1.0
Data provided*	Total		
O'Brien 2	54.4%		
Miller	100.0%		

***Data provided** shows the proportion of the membership for which detailed individual member has been provided. The data for these members has been scaled up to reflect the total number of members provided by MoJ.

We have not been provided with separate data for deferred members, although it is our understanding that any deferred members are picked up through scaling up. Given the general profile of the judge's membership and the limited size of the deferred membership this adjustment will have minimal impact.

O'Brien 2/Miller summary statistics: pensioners

As at 31 March 2023

Number of records	Males	Females	Total
O'Brien 2 pensioners	828	227	1055
O'Brien 2 dependants	8	48	56
Miller pensioners	1082	251	1332
Miller dependants	12	97	110
Average age			
O'Brien 2 pensioners	77.0	74.9	76.7
O'Brien 2 dependants	80.6	75.3	75.7
Miller normal health	75.3	71.4	74.7
Miller dependants	68.8	73.4	72.9
Total pension (£m per annum)			
O'Brien 2 pensioners	3.9	0.8	4.7
O'Brien 2 dependants	0.0	0.1	0.1
Miller pensioners	4.7	0.9	5.6
Miller dependants	0.0	0.3	0.3
Average pension (£thousands pa)			
O'Brien 2 pensioners	4.7	3.7	4.5
O'Brien 2 dependants	1.1	2.4	2.2
Miller pensioners	4.3	3.6	4.2
Miller dependants	2.3	2.7	2.6
Data provided			
O'Brien 2 pensioners	95.9%		
O'Brien 2 dependants			
Miller pensioners	73.0%		
Miller dependants			

Appendix F

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 2015 Scheme in this report).
Cost cap cost	<p>A way of measuring the cost of benefits being provided from the JPS 2022 section of the scheme, which is then compared to a ‘target cost’. The JPS target cost will need to be recalculated for the implementation of the new JPS 2022 Section.</p> <p>If the results of subsequent valuations 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 2022 section (e.g., to the benefits provided) to bring the cost back to the target cost.</p>
Directions	<p>A document published by HM Treasury and referred to in The Public Service Pensions Act 2013, which sets out the process and requirements for carrying out valuations, including the results which need to be disclosed.</p> <p>Directions were first published in 2014 and have been amended several times since then.</p>
Employer contribution rates	<p>The percentage of scheme members’ salaries which employers are required to pay in order to:</p> <ul style="list-style-type: none"> • 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. <p>The result is heavily dependent on assumptions about future financial conditions and membership changes.</p>
JUPRA	The JUPRA (Judicial Pension and Retirement Act 1993 or 1993 scheme) was introduced from April 1995, providing benefits for the salaried judiciary. Similar to other legacy public sector pension schemes benefits have a fixed accrual for each year of service and linked to a members final salary at retirement.
FPJPS	The FPJPS (or 2017 scheme) was introduced from April 2017, with benefits backdated to provide a scheme for the fee-paid judiciary analogous to the JUPRA scheme for salaried judiciary. The FPJPS has the same transitional arrangements as the other “pre-2015” schemes.

Glossary 2

Active Salary link records

Records for active members at 31 March 2020 which related to a period of service ceasing before this date but where they retain a salary link for this benefit. For example, unprotected Judges who transferred to NJPS at 31 March 2015 who had service in a legacy scheme.

NJPS 2015

A reformed Scheme, the New Judicial Pension Scheme ('NJPS') or 'JPS 2015' or '2015 Scheme', was introduced from 1 April 2015. The main differences compared to the previous arrangements were to provide benefits on a career average basis with normal pension age linked to State Pension age, and it was tax registered.

NIJPS 2015

A reformed Scheme, the Northern Ireland Judicial Pension Scheme ('NIJPS') or 'NIJPS 2015 Scheme', was introduced from 1 April 2015 for Judges in Northern Ireland. This has the same scheme design as JPS 2015.

JPS 2022

A reformed Scheme, the Judicial Pension Scheme 2022 ('JPS 2022') or '2022 Scheme', was introduced from 1 April 2022. Similar to the previous NJPS arrangements providing benefits on a career average basis with normal pension age linked to State Pension Age, however, with a more generous accrual rate and tax unregistered.

Normal pension age

The age at which a member in normal health is entitled to unreduced benefits. This age varies in different scheme sections:

- Age 65 for the legacy scheme benefits (1981 Scheme, JUPRA, FPJPS)
- State Pension Age ('SPA') (i.e. currently ages 65 to 68 depending on date of birth) for the reformed scheme benefits (2015 Scheme and 2022 Scheme).

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.

Glossary 3

<p>Professional actuarial requirements</p>	<p>The professional requirements that we have complied with when completing this actuarial valuation include:</p> <ol style="list-style-type: none"> 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. <p>GAD is also accredited under the IFoA's Quality Assurance Scheme. More details can be found in our terms of reference.</p>
<p>Rate up</p>	<p>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.</p>
<p>Reformed and legacy sections</p>	<p>The reformed section of the scheme is the section that was set up in line with The Public Service Pensions Act 2013, and which came into force on 1 April 2015 (referred to as the 2015 section in this report). All non-reformed sections are known as legacy sections. This terminology is used in the McCloud judgment.</p>
<p>Section</p>	<p>The membership data in Appendix D is categorised by section. Members who have legacy and reformed benefits, or legacy only benefits, will be categorised under the legacy section. Members who have reformed benefits only will be categorised under the reformed section.</p>
<p>Scheme Advisory Board</p>	<p>The Board set up in line with section 7 of the Public Service Pensions Act 2013, with responsibility for providing advice on potential changes to the scheme and other matters relating to the efficient administration and management of the scheme.</p> <p>Scheme Advisory Board is commonly shortened to 'SAB'.</p>

Glossary 4

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. These rules determined the date on which some members would move between reformed and legacy sections of the scheme.
O'Brien and Miller	O'Brien and Miller refers to a series of legal judgments where the UK courts and tribunals found that a historic lack of pension and other specified benefits amounted to less favourable treatment of some fee-paid judicial office holders in comparison to salaried judges doing the same or broadly similar work. This led to a commitment by the Ministry of Justice to implement a retrospective remedy – a Fee-Paid Judicial Pension Scheme ('FPJPS').
O'Brien 1	The term 'O'Brien 1' refers to the 2013 Judgment which entitles eligible fee-paid judges to pension benefits in respect of service after 6 April 2000.
O'Brien 2	The term 'O'Brien 2' refers to the November 2018 Judgment which entitles eligible fee-paid judges to pension benefits in respect of service before 7 April 2000.
Miller	The term 'Miller' refers to the December 2019 Judgment which expands the number of fee-paid judges eligible for FPJPS benefits. In particular, to include Salaried judges active in 2013 which were originally out of scope of O'Brien 1.