



Government Actuary's Department

Principal Civil Service Pension Scheme

Actuarial valuation as at 31 March 2012
Report on data used for experience analysis

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1 Introduction

- 1.1 This report is addressed to the Cabinet Office. It is also being made available to the Principal Civil Service Pension Scheme ('PCSPS' or 'the Scheme') Governance Group as part of the consultation process relating to the actuarial valuation of the Scheme, which is being carried out as at 31 March 2012. This report should not be reproduced or disseminated to other parties without prior consent. The Government Actuary's Department (GAD) does not accept any liability to third parties, whether or not it has agreed to the disclosure.
- 1.2 The purposes of this report are:
- > to discuss and summarise the member experience data provided and to be used for the purposes of analysing the Scheme's experience over the period 1 April 2007 to 31 March 2012
 - > to ensure that users of the valuation report understand the issues relating to the data used and in particular those issues that may have a material impact on the valuation result.
- 1.3 This report should be read in conjunction with the individual reports on scheme specific assumptions, dated September 2013, for which experience analysis has been completed.
- 1.4 Membership data used for the actuarial valuation calculations are the subject of a separate report. Further details are set out in GAD's draft report *Principal Civil Service Pension Scheme: Valuation as at 31 March 2012: Report on membership data as at 31 March 2012* dated 16 June 2014¹.
- 1.5 All member experience data discussed in this report were supplied by MyCSP (in relation to active members) and Capita (in relation to non-active members) via the Cabinet Office. Cabinet Office accounts for the relevant period are publicly available.
- 1.6 Throughout this report the totals given for summed data may not be exactly the same as the sum of the components shown due to rounding effects.
- 1.7 In preparing this report, GAD has relied on data and other information supplied by Cabinet Office, MyCSP and Capita as described in the report. Any checks that GAD has made on this information are limited to those described in the report, including any checks on the overall reasonableness and consistency of the data. These checks do not represent a full independent audit of the data supplied. In particular, GAD has relied on the general completeness and accuracy of the information supplied without independent verification.

¹ The final membership data report is dated 14 July 2014.



2 Description of data provided

Movements data – actives

- 2.1 MyCSP provided data in the form of individual member records for active members who left or (re)joined over the inter-valuation period². These active movement extracts were called VALEXP tables. The data items provided for each member are set out in Appendix A.

Movements data – deferreds

- 2.2 Capita provided data showing deferred member deaths occurring in the inter-valuation period. The data items provided for each member are set out in Appendix B.

Movements data – pensioners

- 2.3 Capita provided data showing pensioner deaths occurring in the inter-valuation period. The data items provided for each member are set out in Appendix C.
- 2.4 The pensioner deaths data also indicated whether a member death gave rise to the payment of a pension to a dependant and this information has been analysed to inform the assumptions around proportions married or with an eligible dependant. The data does not directly provide information on the age difference between deceased members and their spouses.

Movements data – dependants

- 2.5 Capita provided data showing dependant deaths occurring in the inter-valuation period. The data items provided for each member are set out in Appendix D.

Year end data

- 2.6 We were provided full valuation extracts³ as at 31 March 2012 by MyCSP and Capita. The active membership extracts were called VALDATA tables. The data items provided for each member are summarised in Appendix E. We were not provided full valuation extracts or summaries of full membership statistics as at each year end from 31 March 2008 to 31 March 2011 inclusive. We were provided full valuation extracts as at 31 March 2007 for non-active members only (ie excluding active members) and the data was in the same format as summarised in Appendix E.

² The period 1 April 2007 to 31 March 2012 for the purposes of this report.

³ GAD's draft 'Report on membership data as at 31 March 2012' dated 16 June 2014 summarises the data provided by the administrators and comments on our assessment of its reliability and suitability for the valuation. The final membership data report is dated 14 July 2014.



Accounting information

- 2.7 Published accounts were available for the full inter-valuation period. These include summaries of the Scheme's membership as at the end of each accounting period. The accounts do not include summaries of the Scheme's membership movements for each accounting period.

Additional data

- 2.8 Additional data showing the experience of retiring members electing to take (additional) lump sum by commutation of pension was provided by Capita in respect of the period 1 April 2007 to 31 March 2012. The data items provided for each retiring member who commuted a pension for lump sum are set out in Appendix F.
- 2.9 MyCSP also provided an additional extract containing salary information for members who were active throughout the inter-valuation period (ie from 1 April 2007 to 31 March 2012). The data items provided for these members are set out in Appendix G.



3 Summary of membership movements

3.1 The table below summarises the membership movements over the inter-valuation period.

Table.1: Summary of membership movements over the inter-valuation period.

	Valuation data '000s	Accounts '000s
Actives		
Number at 31/3/12	532	523
Number at 31/3/12*	525	Not applicable
Additions		
• New entrants	106	Not available
• Rejoiners		
Deductions:		
• Deaths		
• Age retirements	249	Not available
• Ill-health retirements		
• Early retirements		
• Withdrawals		
Number estimated at 31/3/07	667	Not available
Data at 2007	638	594
Deferreds		
Number at 31/3/12	377	365
Number at 31/3/12*	368	Not applicable
Additions		
• New deferreds	Not available	Not available
Deductions:		
• Deaths		
• Age retirements	Not available	Not available
• Ill-health retirements		
• Rejoiners to active		
Number expected at 31/3/07	Not available	Not available
Data at 2007	329	316
Pensioners including dependants		
Number at 31/3/12	610	622
Number at 31/3/12*	604	Not applicable
Additions		
• New pensioners	159	Not available
• New dependants		
Deductions:		
• Deaths - no dependant	114	Not available
• Deaths - dependant		
Number estimated at 31/3/07	559	Not available
Data at 2007	555	569

* Before uprating (see Section 3.5)



- 3.2 The table above shows there are some discrepancies between the figures in the accounts compared to the valuation data. The table also demonstrates that we have not been able to recreate the membership data as at 31 March 2007, as quoted in the previous scheme actuary's (Aon Hewitt) 2007 valuation report dated 7 December 2007, as closely as we would have liked. However, we have used the information available to us to produce data sets that will provide credible experience analysis to inform the setting of the scheme specific valuation assumptions, though noting the limitations in section 4 of this report. Further comments on the reconciliation of membership can be found in Section 3 of our draft report *Principal Civil Service Pension Scheme: Valuation as at 31 March 2012: Report on membership data as at 31 March 2012* dated 16 June 2014⁴.
- 3.3 The membership was estimated in each of the inter-valuation years by applying membership movements between 2007-12 to the membership as at 31 March 2012, rather than applying the movements to the membership as at 31 March 2007 (as would normally be the case), for two main reasons:
- (i) the 2012 membership data reconciled better with the data summarised in the 2011-12 accounts than those in respect of the 2007 valuation data (as summarised in the 2007 valuation report) when compared with the 2007 membership summary in the 2006-07 accounts; and
 - (ii) given that GAD were not provided a complete set of the valuation extracts as at 31 March 2007, we would in any case have had to estimate active membership in previous years from the 2012 membership.
- 3.4 The basic principle in estimating membership in previous years is taking the membership as at 31 March 2012 and then adjusting for movements over the previous 12 month period to derive the membership as at 31 March 2011. This is then repeated to derive membership at 31 March in each of the years in 2010, 2009, 2008 and 2007.
- 3.5 The 2012 membership used as the starting point to derive membership in previous years was the membership set that omitted erroneous records (e.g. duplicate, nil data and Partnership scheme records). However, the membership set used to derive earlier scheme membership was before the dataset was uprated. This involves excluding missing or doubtful data, with remaining records being uprated (in line with average values for the remaining records) to the original number of records. The uprated data was used for the purposes of determining the scheme's liabilities.

⁴ The final membership data report is dated 14 July 2014.



- 3.6 Members were excluded if their dates of birth were missing so an artificial date of birth would have been used for the excluded members if the uprated data was used. The assumptions which vary by age are informed by the experience analysis, so it is important that the membership data used includes accurate members' dates of birth. Further details on the uprating of member data are set out in our draft report *Principal Civil Service Pension Scheme: Valuation as at 31 March 2012: Report on membership data as at 31 March 2012* dated 16 June 2014⁵.
- 3.7 The experience analysis concentrates on post-retirement mortality and assumptions about active membership exits as well as family statistics and commutation assumptions over the inter-valuation period (ie 1 April 2007 to 31 March 2012). That is, the analysis considers membership movements from active and pensioner (including dependant) membership. The following section sets out how the membership in previous years was estimated. The assumptions which vary by age are informed by the experience analysis, so it is important that the membership data used includes members' dates of birth.
- 3.8 When analysing the scheme experience over the inter-valuation period, we also compared it against the scheme experience over 2007-10 produced by the previous scheme actuary for the uncompleted 2010 valuation as set out in their draft report *Analysis of Scheme Experience between 1 April 2007 and 31 March 2010* dated 1 September 2010.

⁵ The final membership data report is dated 14 July 2014.



4 Limitations of analysis based on data

4.1 The data described in this report is to be used to inform the process of setting assumptions for the valuation to be undertaken as at 31 March 2012. The results of the analysis are dependent on the quality and correctness of the data used.

4.2 The following sections describe the manipulation of the movement data for the purposes of preparing datasets for the analysis of scheme experience.

Analysing membership movements in respect of active members

4.3 The active member movements between 1 April 2007 and 31 March 2012 (VALEXP tables) provided by MyCSP were used to derive active membership in previous years.

4.4 For example, the number of members as at 31 March 2007 should be equal to:

(i) Number of members as at 31 March 2012

(ii) Minus the number of entrants between 2007-12 who are in the 2012 data

(iii) Plus the number of exits between 2007-12 who started prior to 1 April 2007.

4.5 The formula in paragraph 4.4 was amended to consider entrants and exits over a one year period to derive membership at 31 March in 2011, 2010, 2009 and 2008.

4.6 Where some members had multiple exits from active membership in the inter-valuation period, our experience analysis and the derivation of membership in previous years only considers the first exit in that period.

4.7 The VALEXP tables also included information about rejoiners over the inter-valuation period. Rejoiners are those members who had previously left the Scheme but then rejoined thereafter. These were allowed for when deriving previous years' membership. We have also been able to identify new entrants to the Scheme (as long as they were still there as at 31 March 2012) by using the VALDATA tables, and these movements were allowed for when deriving previous years' membership.

4.8 However, whilst we have information of all active membership exits over 2007-12, we do not have information in the extracts to identify those members who had joined after 1 April 2007 (given there is no information on start date in the VALEXP tables). Therefore the number of members estimated in 2007 will be too large by the number of members who joined after 1 April 2007 and left before 31 March 2012. The estimated 2007 active membership (as summarised in Table 1) is around 30,000 members too high compared to the active membership as at 31 March 2007 in the 2007 valuation report.



- 4.9 There were around 190,000 exits listed as withdrawals or early retirements over the inter-valuation period. Moreover, there were around 27,000 withdrawals in the inter-valuation period for members aged 25 or less at date of exit, of which most would have more than likely joined after 31 March 2007. It does not seem unreasonable to assume that around 30,000 exits (ie around 15% of total leavers over the inter-valuation period) are as a result of members who joined since 2007.
- 4.10 As a result of using the larger population estimated as at 2007 in the pre-retirement decrement analysis, the expected exits on the previous valuation assumptions will tend to be overstated. However, if the increased estimated population at 2007 mainly reflects the younger members who joined and left the Scheme then they will tend to distort estimated exits at those younger ages. Most of the pre-retirement decrements analysed are not as important at earlier ages as they occur less at these ages.
- 4.11 We were provided with sufficient information to identify pre-Fresh Start prison officers, who have reserved rights that are more generous than standard Classic scheme benefits. The data for these members is limited as so few members still exist (compared with PCSPS as a whole). However, these members have their own assumptions in some areas, in particular in respect of ill-health and age retirements where the experience observed is very different from the Scheme as a whole. Whilst the data set is small, the bulk of the experience data is at the relevant ages for the particular decrements that are analysed.

Analysing age retirements and withdrawals

- 4.12 The experience data contained both full and partial retirements, with the number of partial retirements representing approximately a third of the total retirements over the period. The number of partial retirements has increased significantly since the 2010 analysis was completed by Aon Hewitt, who noted that approximately 20% of the total retirements were partial retirements, probably primarily due to the introduction of flexible retirement for all Scheme members from 1 March 2008. The data provided was insufficient for us to establish the proportion of benefits members took on partial retirement and hence we could not consider a separate assumption specifically for partial retirements. The age retirement therefore contains both full and partial retirement with only the first retirement record for any given member considered.
- 4.13 The results of the initial analysis showed that the rates of retirement before age 60 appeared very low. Aon Hewitt's experience report from the 2007 valuation noted that the withdrawal data included early retirements, which were not separately identifiable. The early retirements were not analysed separately because early retirement was generally considered to be cost neutral on a withdrawal basis.
- 4.14 Our understanding is that the 2012 data for withdrawals also contains a number of early retirements though there was insufficient evidence to determine this or accurately split the data accordingly. For the 2012 valuation HMT directions require scheme assumptions to allow for early retirement patterns and translate that to the later normal retirement ages that will occur in the future. On reviewing the available data it was estimated that 50% of the withdrawal exits for members aged 55-60 were in respect of early retirements and the data underlying the analysis for the age retirement and withdrawal assumptions was adjusted accordingly.



- 4.15 Aon Hewitt's draft report *Analysis of Scheme Experience between 1 April 2007 and 31 March 2010* dated 1 September 2010 for the uncompleted 2010 valuation noted that the withdrawal experience over the period from 2007 to 2010 was distorted by the data cleansing that had taken place. They noted that in 2007 some 60,000 members were noted as 'Members Awaiting an Award' (ie they were no longer active but did not appear in the Capita data either) but by 2010 the majority of records had been corrected but these corrections had been treated as withdrawals when they should not have been. Aon Hewitt therefore concluded that the experience data was not credible and did not propose any change to the assumption used for the 2007 valuation.
- 4.16 The experience data received for the 2012 valuation had similar issues in that the data analysed for the period 2007 to 2010 was consistent with the data received for the 2010 valuation. The data received for the period 2010 to 2012 also showed significantly higher than expected withdrawal rates and we were similarly not able to identify which records have been included due the "Members Awaiting an Award" amendments. In addition, we are unable to identify the large number of records which have arisen due to redundancy during this period.

Analysing ill-health retirements

- 4.17 The experience data received included information in respect of members retiring on the grounds of ill-health at ages above 60. However, the data at these ages is limited and not consistent between years. Given that the normal retirement age for the majority of the Scheme members is 60 we have some concerns over the accuracy of this data and have therefore excluded this data when considering our proposals.
- 4.18 We could not replicate the previous actuary's upper or lower tier ill-health retirement statistics, for members of Premium or Nuvos, for the period 1 April 2007 to 31 March 2010, as summarised in Aon Hewitt's draft report *Analysis of Scheme Experience between 1 April 2007 and 31 March 2010* dated 1 September 2010. The proposed assumptions were therefore based on the results of the analysis we undertook.

Analysing membership movements in respect of deferred members

- 4.19 We did not have sufficient information to trace movements in respect of deferred members. The extract in respect of deferred members provided death exits only and it did not provide information on other types of exit (eg transfers outs or contribution refunds etc).



Analysing mortality for pensioners and dependants

- 4.20 The death exit data over the inter-valuation provided by Capita was used to derive pensioner and dependant membership in previous years. The same formula in paragraph 4.4 above was used to derive pensioner and dependant membership as at 31 March 2007 and at 31 March in 2008, 2009, 2010 and 2011. For pensioners the formula is reasonably good at estimating previous membership numbers given that the data provided gives sufficient information to determine entrants and exits. That is, as at 31 March 2007 the actual pensioner membership (of about 429,000) reconciles reasonably well with the estimated membership (of about 436,000).
- 4.21 For example, the principal membership exit is death for a pensioner member. For each member as at 31 March 2012, and for those that died over 2007-12, we have been given the date pension commenced which means it is possible to identify new entrants into pensioner and dependant membership over the inter-valuation period.
- 4.22 For dependants the formula does not include exits for pensions that cease for adult dependants on remarriage or when child pensions cease due to reaching a certain age. The data extract did not provide information on pensions ceasing on remarriage but we do not expect this to materially affect the derivation of previous membership and therefore the proposed mortality assumption.
- 4.23 Child dependant members automatically exit the dependant membership as a result of reaching a certain age (eg no longer in full time education at age 21 or 23 years). We do not have information in the data extract to identify these exits which we believe would broadly explain the differences in the estimated and actual dependants membership as at 31 March 2007. That is the estimated 2007 dependant membership is understated by the number of child pensions that ceased over 2007-12. For example, as at 31 March 2007, the estimated number of male dependants was about 7,700 whereas the actual number was around 9,000 (based on the 2007 valuation report). The estimated number of female dependants as at 31 March 2007 was about 115,500 whereas the actual number was around 117,500.
- 4.24 As a result the analysis will understate expected deaths (and amounts of pensions ceasing) in respect of dependants – and this is especially more significant for male dependants - on the 2007 and 2010 valuation assumptions, and the 2012 valuation assumptions. We do not believe these overstatements will materially affect the best estimate assumptions for dependants' mortality as the majority of dependant members are over age 60 years and the overstatement of dependants relate mainly to child pensions – which are not a material part of the mortality assumption setting as child members are assumed to cease pensions at age 23 and therefore the mortality assumptions below age 23 not particularly important.
- 4.25 The mortality analysis in respect of pensioners and dependants was performed on an 'amounts' basis during the inter-valuation period. That is we compared the actual amount of pension ceasing due to deaths at each age against those amounts expected to cease under the 2007 and proposed 2010 assumptions.



Analysing commutation of pension for new pensioners

- 4.26 Capita provided information on commutation statistics for those members who commuted their pension when retiring between the inter-valuation period.
- 4.27 The commutation data provided shows all the transactions relating to each member who commuted their pension over 2007-12. In total there were around 51,000 records in the commutation extract in respect of around 39,000 individual pensioners. So there were around 12,000 records that were 'additional' records. After a data cleansing exercise, detailed below, we ended up with 41,350 commutation records.
- 4.28 The majority of the 51,000 records are denoted original awards (in the extract) whilst some of the additional records are denoted revisions to the original awards. Where possible we have, for each member, retained the revised commutation record and removed the original commutation record. Some records in the commutation data extract were genuine duplicates (ie the same entries for each data item) and these were removed so that only one record remained. For some members who had additional records, and it was clear that additional records should not have existed, it was not possible to determine which record was the revised record. In such cases we retained the record with either the higher gross pension or the higher pension commuted amount or was clearly an amendment to an earlier record. If there was any doubt over the validity of an extra record it was retained in the data.
- 4.29 The commutation data was then combined with new pensioners who did not commute any pension over 2007-12 to ensure all new pensioners were analysed. From this data set, we analysed the proportion of pension commuted for all members who retired during the inter-valuation period against the pensions expected to be commuted on retirement under the 2007 and proposed 2010 assumptions.
- 4.30 The analysis we conducted relates to members who commuted their pension on standard terms – ie a lump sum of £12 per £1 annual pension given up. The commutation analysis concentrated on those members that commuted their pension with an implied commutation factor of 12 (or very close to 12). This meant the analysis removed members who commuted on non-standard terms (eg typically serious ill health members who commuted their pension have different commutation terms). The implied commutation factor was determined by considering the lump sum commuted divided by the pension commuted (as contained in the data extract).

Analysing proportion married and age difference (family statistics)

- 4.31 Only pensioner deaths from the Classic section were analysed (there were insufficient pensioner deaths in the other sections to provide credible analysis). We did not combine the family statistics analysis with active or deferred member deaths for two reasons: (i) there are much fewer deaths for analysis and (ii) the deaths relate to members who are generally below normal pension age given they are active or deferred members.



- 4.32 The pensioner death exit data provided by Capita over the inter-valuation period indicated whether a spouse or child pension had come into payment and provided the identifier number for that dependant, which allowed us to analyse the proportion married assumption at the member's death.
- 4.33 There were 15 dependants identified as spouses who were younger than 16 years of age at the valuation date. There were over 50 dependants identified as child pensions who were aged 25 or older at the valuation date. This seemed to imply that there was potentially a problem in classifying the type of dependant pension that was in payment. However, we do not believe that this issue would materially affect the analysis of experience.
- 4.34 The identifier information was then compared with the 2012 dependant data (and the dependant death data in the inter-valuation period) so that an age difference between the member and spouse could be determined (based on their respective dates of birth).
- 4.35 There were around 1,300 dependants arising who could not be identified from the 2012 dependant data or from the dependant deaths over 2007-12, and were excluded from the family statistics analysis.

Analysing salary scales

- 4.36 An additional active extract was provided by MyCSP in respect of members at both the 2007 and 2012 valuation date. This extract provided, for each member, a history of basic salaries over the inter-valuation period. This extract was used to track promotional salary increases of all individuals who were in active service throughout the inter-valuation period.
- 4.37 The additional extract, for actives over 2007-12, provided information on each member's basic salary when there was a change in salary (and the date the salary was effective from). As a result we are only able to analyse member's salaries between 2008 to 2012 (ie a 4-year period), because this additional extract did not include salary information as at 31 March 2007. That is we constructed, for each individual member, rates of salary at 31 March for the years 2008, 2009, 2010, 2011 and 2012.
- 4.38 For some members in the additional salary extract we noticed that basic salary had fallen in 2010. MyCSP explained, in July 2013, that this was because part of their salary had been split and paid as an allowance from that time – so there was a restructuring of members' basic pay and pensionable allowances. Our analysis is in respect promotional pay increases, so we have analysed in respect of basic pay.

General issues

- 4.39 Past experience over a particular period does not necessarily correlate to an exact expectation for a particular future period. Therefore the weight that is attached to the precise outcome of the inter-valuation experience analysis depends on the analysis itself and an assessment of the extent to which recent experience is a guide to the future.



- 4.40 Where other information is considered as part of the process of agreeing assumptions for the valuation such information will be discussed within the report providing our advice on those assumptions.



Appendix A: Actives movements data

The following data (VALEXP tables) was provided for active staff who rejoined the Scheme or who left the Scheme during the inter-valuation period (1 April 2007 and 31 March 2012) :

(The full details of the data provided are set out in in Xafinity Claybrook's valuation extract table specification dated 26 April 2010.)

- a. member identifier number
- b. section of Scheme (ie Classic, Classic Plus, Premium, nuvos, partnership)
- c. date of birth
- d. gender
- e. marital status at extract date
- f. date of death exit
- g. number of times retired on age retirement
- h. date of last age retirement exit
- i. number of times partial retired
- j. date of last partial retirement
- k. number of times left Scheme or retired early
- l. date of last withdrawal or early retirement
- m. number of times retired on ill health
- n. date of last ill health retirement
- o. ill health tier indicator (eg upper/lower)
- p. number of times rejoined the Scheme
- q. date last rejoined the Scheme
- r. previous reckonable service available for aggregation
- s. aggregation indicator (ie opted to aggregate, opted to keep service separate, or not made an option)
- t. exposed to risk period (total period in the inter-valuation period during which the member was eligible for risk benefits)
- u. salary (including pensionable allowances) as at the valuation date/leaving date, if active at that date. For part-timers this value is the full-time equivalent
- v. contracted-out earnings for the year starting 1 April prior to the valuation/leaving date, if active at that date
- w. pensionable pay in the 12 months ending on valuation/leaving date, if active at that date.
- x. basic pensionable pay in the 12 months ending on valuation/leaving date, if active at that date
- y. Items t, u, v and w were also provided for the previous valuation date. So replace 'valuation/leaving date' with 'previous valuation date'
- z. contracted-out earnings for the year starting 1 April prior to valuation/leaving date, if active on that date
- aa. pensionable pay in the 12 months ending on valuation/leaving date, if active at that date
- bb. Prison Officer or reserved rights member indicator
- cc. Bulk transfer indicator (ie whether left the Scheme by bulk transfer)



Appendix B: Deferreds movements data

The following data was provided for deferred members who left the Scheme by death during the inter-valuation period (1 April 2007 and 31 March 2012):

- a. member identifier number (not consistent with active identifier number)
- b. prison officer indicator
- c. section of Scheme (ie Classic, Classic Plus, Premium, nuvos)
- d. gender
- e. date of birth
- f. current event status
- g. effective date for current event status
- h. marital status
- i. postcode (residential)
- j. CSCS member indicator
- k. service end date
- l. date left active service
- m. date pension due to commence (ie NPA date)
- n. date of death
- o. total member pension revalued to 2012 (but excludes April 2012 pension increase)
- p. dependant pension arising
- q. identifier number for the dependant
- r. dependant classification (eg spouse or child)



Appendix C: Pensioner deaths data

The following data was provided for pensioner members who left the Scheme by death during the inter-valuation period (1 April 2007 and 31 March 2012):

- a. member identifier number (not consistent with active identifier number)
- b. prison officer indicator
- c. section of Scheme (ie Classic, Classic Plus, Premium, nuvos)
- d. gender
- e. date of birth
- f. current event status
- g. effective date for current event status
- h. marital status
- i. postcode (residential)
- j. CSCS member indicator
- k. service end date
- l. date pension commenced
- m. reason for pension (ie age, early, ill health)
- n. type of ill health pension (ie upper/lower)
- o. date of death
- p. total member pension revalued to 2012
- q. dependant pension arising revalued to 2012
- r. identifier number for the dependant
- s. dependant classification (eg spouse or child)



Appendix D: Dependant deaths data

The following data was provided for dependant members who left the Scheme by death during the inter-valuation period (1 April 2007 and 31 March 2012):

- a. member identifier number (not consistent with active identifier number)
- b. section of Scheme (ie Classic, Classic Plus, Premium, nuvos)
- c. gender
- d. date of birth
- e. current event status
- f. effective date for current event status
- g. CSCS member indicator
- h. service end date
- i. beneficiary type (eg dependant, widow, widower, child, ex spouse)
- j. date pension commenced
- k. reason for pension (ie age, early, ill health)
- l. type of ill health pension (ie upper/lower)
- m. date of death
- n. total member pension revalued to 2012



Appendix E: Valuation data as at 31 March 2012

Data provided as at 31 March 2012 is as follows:

1. Active members (VALDATA tables)

- a. member identifier number
- b. date of birth
- c. gender
- d. section of Scheme (ie Classic, Classic Plus, Premium, nuvos)
- e. salary at valuation date (for part-timers this value is full-time equivalent)
- f. contracted-out earnings for year starting on 1 April prior to the valuation date
- g. pensionable pay in the 12 months ending on the valuation date
- h. basic pensionable pay in the 12 months ending on the valuation date
- i. final pensionable pay as at the valuation date
- j. reckonable service* at 80th
- k. reckonable service* at 60th
- l. unaggregated pension (ie pension arising from reckonable service excluding any option to aggregate)
- m. aggregated pension (ie pension arising from reckonable service including previous service from any option to aggregate)
- n. aggregated service (ie previous reckonable service which has been aggregated with current service)
- o. aggregation date (the date that the aggregation was notified to Capita)
- p. latest date joined Scheme
- q. family benefits service
- r. statutory family benefits service
- s. qualifying service
- t. transferred in service (reckonable service credited following non-bulk transfers into the Scheme)
- u. Club transferred in service
- v. NI modification
- w. part time indicator
- x. part-time fraction at valuation date
- y. whether a member has 'formally retired' and been re-employed
- z. prison officer indicator
- aa. valuation status (ie fully active or member has left payroll and not rejoined (but is active))
- bb. added pension credited to the member's account at the valuation date
- cc. nuvos pension revalued to the valuation date
- dd. postcode (where recorded)

* includes allowance for added years, transfers in (including Club), part time service, breaks in service, aggregation from previous awards and doubling of service for prison officers (classic only).



2. Deferred members

The same information as set out in Appendix B but excludes entries for n to r.

3. Pensioners

The same information as set out in Appendix C but excludes entries for o to s.

4. Dependants

The same information as set out in Appendix D but excludes entries for m and n.



Appendix F: Additional commutation data

Data provided in respect of pensioners commencing pension during the inter-valuation period (1 April 2007 to 31 March 2012):

- a. member identifier number
- b. current status indicator
- c. current status effective date
- d. section of Scheme
- e. award type (age, ill health, redundancy etc)
- f. amount of pre-commuted pension amount
- g. amount of pension commuted
- h. amount of post-commuted pension
- i. amount of lump sum by commutation
- j. amount of standard lump sum (80ths)

We have used the member identifier number to look up date of birth (to obtain age when retired) and gender against the main pensioner data extract as at 31 March 2012.



Appendix G: Additional salary data

Data was provided in respect of active members at both the 2007 and 2012 valuation dates as follows:

- a. Member identifier number
- b. Gender
- c. Date of birth
- d. Basic salary
- e. For each basic salary, when the salary start date was



Appendix H: Record of changes since 31 October 2013

This advice was issued in draft on 31 October 2013. The table below records the changes made since that draft.

Reference	Change
Section 1.2	Combined original sections 1.2 and 1.3 to provide greater clarity on purpose of report.
Various	Updated references to other reports issued as part of this, and former valuations, of the Scheme.
Table 1	Corrected number of active records as at 31/03/2012 (before uprating) [changed from 524 to 525 thousand].
Sections 3.5 and 3.6	Updated section 3.5 and added 3.6 to provide greater clarity over the process of uprating data.
Section 4.2	Added to describe remainder of Section 4.
Section 4.9	Updated to provide greater clarity.