

## Voluntary early and late retirement factors

NHS Pension Scheme transitional members, who have pension benefits in the 1995 or 2008 Sections **and** the 2015 Scheme, must have their benefits calculated separately using the relevant guidance and factors.

Because the Normal Pension Age (NPA) in the 2015 Scheme is not a standard age and is related to the State Pension Age (SPA), there is a change in use of the factor tables. That is, they are based on the length of time to the member's 2015 Scheme NPA. Incomplete months are rounded up to the next whole month. The 1995/2008 Scheme factors are unchanged in their method of use as they continue to be based on the member's age in complete years and months at the time that NHS Pension Scheme benefits are claimed.

No GMP test is required for member's who have 'transferred in' pension benefits from another pension scheme to the 2015 Scheme. However, a GMP test may be required for members who have built up pension benefits in the 1995/2008 Scheme.

The three tables below outline the relevant factors:

- Table 1 provides the early retirement factors that are applied to both the 2015 Scheme pension benefits and the Additional Pension benefits (if first purchased on or after 1 April 2015).
- Table 2 provides the late retirement factors that are applied where the member builds up membership, and takes their 2015 Scheme benefits, after their NPA.
- Table 3 provides the late retirement factors that are applied to the Additional Pension benefit or the amount debited as a result of a Pension Sharing Order where the member builds up membership, and takes their 2015 Scheme benefits, after their NPA.

**Table 1****NHS Pension Scheme 2015 - Actuarial factors**

Benefits payable to the member on Voluntary Early Retirement (with actuarial reduction)

Factors applicable to main Scheme pension and Additional Pension

Time to NPA: Months	0	1	2	3	4	5	6	7	8	9	10	11
<b>Pension Factors</b>												
Years												
0	1.000	0.995	0.991	0.986	0.982	0.977	0.973	0.968	0.964	0.959	0.955	0.950
1	0.946	0.942	0.937	0.933	0.929	0.925	0.921	0.917	0.912	0.908	0.904	0.900
2	0.896	0.892	0.888	0.884	0.880	0.876	0.873	0.869	0.865	0.861	0.857	0.853
3	0.849	0.846	0.842	0.839	0.835	0.832	0.828	0.824	0.821	0.817	0.814	0.810
4	0.807	0.803	0.800	0.797	0.793	0.790	0.787	0.783	0.780	0.777	0.773	0.770
5	0.767	0.764	0.761	0.757	0.754	0.751	0.748	0.745	0.742	0.739	0.736	0.733
6	0.730	0.727	0.724	0.721	0.718	0.715	0.713	0.710	0.707	0.704	0.701	0.698
7	0.695	0.693	0.690	0.687	0.685	0.682	0.679	0.676	0.674	0.671	0.668	0.666
8	0.663	0.661	0.658	0.656	0.653	0.651	0.648	0.646	0.643	0.641	0.638	0.636
9	0.633	0.631	0.628	0.626	0.624	0.621	0.619	0.617	0.614	0.612	0.610	0.607
10	0.605	0.603	0.600	0.598	0.596	0.594	0.592	0.589	0.587	0.585	0.583	0.581
11	0.578	0.576	0.574	0.572	0.570	0.568	0.566	0.564	0.562	0.560	0.558	0.556
12	0.554	0.552	0.550	0.548	0.546	0.544	0.542	0.540	0.538	0.536	0.534	0.532

**Notes:**

The Additional Pension (AP) benefits should be pro-rata to take account of any unpaid contributions at date of retirement. Any paid up AP entitlement should include pensions indexation to the date of retirement.

The appropriate factor is based on the period between the date of retirement and NPA in years and months, rounded up to the next higher month.

**Example:**

1. 2015 Scheme member with an NPA of 66 elects to take their 2015 benefits at age 65. The relevant factor to be applied is 0.946.
2. 2015 Scheme member with an NPA of 66 elects to take their 2015 benefits at age 65 and 6 months. The relevant factor to be applied is 0.973.

**Table 2**

**NHS Pension Scheme 2015 - Actuarial factors**

Benefits payable to the member on late retirement (with actuarial uplift)

Factors applicable to main Scheme pension for members retiring from active service

After NPA: Months	0	1	2	3	4	5	6	7	8	9	10	11
<b>Pension Factors</b>												
Years:												
0	1.000	1.003	1.006	1.009	1.012	1.015	1.018	1.020	1.023	1.026	1.029	1.032
1	1.035	1.038	1.041	1.044	1.047	1.050	1.053	1.056	1.059	1.062	1.065	1.068
2	1.071	1.074	1.077	1.081	1.084	1.087	1.090	1.093	1.096	1.099	1.102	1.106
3	1.109	1.112	1.115	1.118	1.122	1.125	1.128	1.131	1.135	1.138	1.141	1.144
4	1.148	1.151	1.154	1.158	1.161	1.164	1.168	1.171	1.174	1.178	1.181	1.184
5	1.188	1.191	1.195	1.198	1.202	1.205	1.208	1.212	1.215	1.219	1.222	1.226
6	1.229	1.233	1.236	1.240	1.244	1.247	1.251	1.254	1.258	1.262	1.265	1.269
7	1.272	1.276	1.280	1.283	1.287	1.291	1.295	1.298	1.302	1.306	1.309	1.313
8	1.317	1.321	1.324	1.328	1.332	1.336	1.340	1.344	1.348	1.351	1.355	1.359
9	1.363	1.367	1.371	1.375	1.379	1.383	1.387	1.391	1.395	1.399	1.403	1.407

**Table 3****NHS Pension Scheme 2015 - Actuarial factors**

Benefits payable to the member on late retirement (with actuarial uplift)

Factors applicable for Additional Pension and Pension Debits for members retiring from active status

After NPA: Months	0	1	2	3	4	5	6	7	8	9	10	11
<b>Pension Factors</b>												
Years:												
0	1.000	1.005	1.010	1.015	1.019	1.024	1.029	1.034	1.039	1.044	1.049	1.053
1	1.058	1.064	1.069	1.074	1.079	1.085	1.090	1.095	1.101	1.106	1.111	1.116
2	1.122	1.127	1.133	1.139	1.145	1.150	1.156	1.162	1.168	1.173	1.179	1.185
3	1.191	1.197	1.203	1.210	1.216	1.222	1.228	1.235	1.241	1.247	1.253	1.260
4	1.266	1.273	1.280	1.287	1.293	1.300	1.307	1.314	1.321	1.328	1.335	1.341
5	1.348	1.356	1.363	1.371	1.378	1.386	1.393	1.401	1.408	1.416	1.423	1.431
6	1.438	1.447	1.455	1.463	1.471	1.480	1.488	1.496	1.504	1.513	1.521	1.529
7	1.537	1.546	1.555	1.564	1.574	1.583	1.592	1.601	1.610	1.619	1.628	1.637
8	1.646	1.656	1.666	1.676	1.686	1.696	1.706	1.716	1.726	1.736	1.746	1.756
9	1.766	1.777	1.788	1.799	1.810	1.822	1.833	1.844	1.855	1.866	1.877	1.888