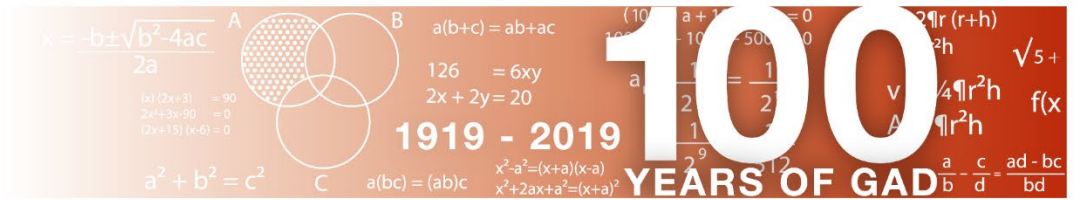




Government
Actuary's
Department



Armed Forces Pension Arrangements

AFPS05 and AFPS75 non-Club transfers

Factor guidance

Version 1.1

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1 Introduction

- 1.1 This note is provided for the Ministry of Defence (MoD) as scheme manager of the Armed Forces pension arrangements and sets out factors and guidance on service credits for AFPS05 incoming non-Club transfers and factors and guidance on outgoing non-Club transfers for AFPS 75 and AFPS05 members.
- 1.2 This note only relates to AFPS05 cases for non-Club transfers in. Any non-Club transfers into AFPS75 should continue to be referred to GAD on an individual basis. This note also relates to outgoing non-Club transfers for members of AFPS75 and AFPS05.
- 1.3 Guidance relating to non-Club transfers into and out of AFPS15 is provided in a separate guidance note.
- 1.4 This guidance supersedes any guidance previously issued, for the purposes of calculating incoming non-Club transfers for members of the AFPS05 scheme and outgoing AFPS75 and AFPS05 non-Club transfers.
- 1.5 The factors provided in this note have been prepared in light of our advice to MoD dated 28 February 2018 and 30 October 2018 and its instructions following that advice.

Transfer out factors

- 1.6 The spreadsheet sent to MoD on 8 November 2018 contains the relevant factors for use in non-Club transfer out calculations for members of AFPS75 and AFPS05. The tables for use in these cases are tables 201 and 202.
- 1.7 These factors are “MoD-Controlled” factors so it is MoD’s decision whether to update these factors after considering GAD’s recommendation. MoD has informed GAD that these factors came into force with effect from 29 October 2018.
- 1.8 Appendix A in this guidance sets out the assumptions used in the determination of transfer out factors.

Transfer in factors

- 1.9 The spreadsheet sent to MoD on 28 November 2018 contains the relevant factors for use in non-Club transfer in calculations for members of AFPS05 who are non-MODO officers or other ranks. The table for use in these cases is table 208ABC.
- 1.10 These factors are “GAD-Controlled” factors and these factors came into force with effect from 29 October 2018.
- 1.11 AFPS05 Non-Club transfer in cases for Medical Officers and Dental Officers (MODOs) should be referred to GAD.
- 1.12 Appendix B in this guidance sets out the assumptions used in the determination of transfer in factors.



Implementation and Review

- 1.13 This guidance has been written for pension administrators and assumes some knowledge of general pension terminology, and some familiarity with retirement calculations for the Armed Forces Pension Schemes. Any questions concerning the application of the guidance should, in the first instance, be referred to MoD.
- 1.14 In line with best practice and in order to make sure that factors are being used as intended and the instructions are fit for purpose, we suggest that some example calculations are sent to GAD for review.
- 1.15 The factors contained in this guidance will be subject to review periodically. This will depend on external circumstances, for example whenever there is a change in the SCAPE basis; when changes in the actuarial assumptions adopted for other scheme factors take place; or following each future actuarial valuation where mortality and other relevant experience is reviewed or if other credible and material information comes to light.



2 Non-Club transfer out factors (AFPS 75 and AFPS 05)

- 2.1 Deferred members of AFPS75 and AFPS05 are generally entitled to voluntarily take a transfer value to another pension arrangement. However, this right only applies to transfers to defined-benefit schemes from 6 April 2015; transfers to defined-contribution schemes and overseas schemes are prohibited.
- 2.2 This note covers transfers that are not made under the Public Sector Transfer Club arrangement (i.e. it covers non-Club transfer values or 'CETVs').
- 2.3 The circumstances under which members are entitled to take a CETV are set out in the regulations. The relevant AFPS05 regulations are the Armed Forces Pension Scheme Order 2005 (SI 2005/438), as amended ('the AFPS05 regulations'). F.5 of the AFPS05 regulations provides for the calculation of transfer values.
- 2.4 In respect of AFPS75, regulation F1 of the Armed Forces Pension Scheme 1975 and Attributable Benefits Scheme (Amendment) Order 2010 covers transfers out.
- 2.5 Although the AFPS05 regulations state that the Scheme Actuary is responsible for the factors, this is overridden by the transfer value regulations which state that the Scheme Manager is responsible.

Guarantee date

- 2.6 The calculation date used to calculate a CETV is defined as the 'guarantee date' in The Occupational Pensions Schemes (Transfer Values) Regulations 1996. This date is relevant for the purposes of determining a member's age (taken as age last birthday at guarantee date in complete years) and for applying revaluation (from date of leaving to guarantee date).

Benefits to be taken into account in the CETV calculation

- 2.7 The deferred benefits (member's pension, separate lump sum (if applicable) and survivor's pension) to be valued should generally include revaluation to the guarantee date.
- 2.8 When calculating cash equivalents for divorce purposes, see the "Armed Forces Pension Scheme – Pension Sharing on Divorce" guidance note for further details of the benefits to be allowed for.

Contracted out rights and Guaranteed Minimum Pensions (GMPs)

- 2.9 A CETV must be adjusted to reflect the statutory increases on the Guaranteed Minimum Pension (GMP), which are the responsibility of the State Scheme after GMP Payment Age (age 65 men, 60 women). However, please see section 4 for members who reach State Pension Age on or after 6 April 2016.



- 2.10 Where the GMP has not yet come into payment, the amount used is the annual amount including revaluation to the calculation date with Section 148 orders and any late payment uplifts as appropriate. The adjustment is determined by multiplying annualised GMP figures (as at the calculation date) by the relevant factors. Annualised GMP amounts can be obtained by multiplying weekly GMP figures by 52.
- 2.11 The sum of the GMP in respect of service up to 5 April 1988 and 15% of the GMP in respect of service after that date should be multiplied by the appropriate factor in the tables and the resulting figure used in the cash equivalent calculation. For females under age 60 with deferred benefits payable from age 65, the sum of the GMP in respect of service up to 5 April 1988 and 350% of the GMP in respect of service after that date should be multiplied by the appropriate factor in the tables and the resulting figure used in the cash equivalent calculation. For females over age 60 with a deferred pension payable from age 65, use the GMP factors in table 202C.
- 2.12 As discussed in section 4 of this guidance note, members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases.

Calculation of the Cash Equivalent Transfer Value

- 2.13 For deferred members and active members entitled to deferred benefits from age 60/65, the transfer value should be calculated in accordance with the standard procedures for calculating CETVs.
- 2.14 For reference, the tables for calculating CETVs are:
- Table 201 – for deferred benefits payable from age 60
 - Table 202 – for deferred benefits payable from age 65
- Table 201 factors should only be applied to benefits accrued in AFPS 75 before 6 April 2006.
- 2.15 Where the benefits have not yet come into payment, the amount quoted is the statutory CETV.
- 2.16 AFPS05 Members who retired on Tier 1 ill health benefits should be treated as deferred members as they are not provided with pension benefits until age 65.
- 2.17 AFPS05 members in receipt of EDP payments are treated as deferred members as EDP payments are not considered to be pension benefits.



Calculation of the Cash Equivalent

- 2.18 The cash equivalent for either an active not entitled to immediate benefits or a deferred member should be calculated as follows:

$$MP \times F_p + LS \times F_{ls} + SUR \times F_{sur} - (PRE\ GMP + 0.15^* \times POST\ GMP) \times F_{gmp}$$

MP	member's deferred pension
LS	member's lump sum
SUR	pension payable on the death of the member to their spouse or partner
PRE GMP	annual GMP accrued before 6/4/1988, including revaluation
POST GMP	annual GMP accrued after 6/4/1988, including revaluation
F_p	factor for member's pension – Tables 201 or 202
F_{ls}	factor for member's lump sum – Tables 201 or 202
F_{sur}	factor for survivor's pension – Tables 201 or 202
F_{gmp}	factor for GMP saving – Tables 201 or 202

* For a female under age 60 with a deferred pension payable from age 65, replace 0.15 with 3.5. For a female over age 60 with a deferred pension payable from age 65, use the GMP factors in table 202C.

- 2.19 GMP factors should be selected from the appropriate tables depending on whether the member reaches State Pension Age before or after 6 April 2016. For members who reach State Pension Age before 6 April 2016, GMP adjustment factors should be selected from column "Deduction for GMP of £1pa (members reaching SPA before 6 April 2016)" in the appropriate factor table. Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases. GMP should be set to zero for these cases (see column "Deduction for GMP of £1pa (members reaching SPA on or after 6 April 2016)").

Members with an existing pension debit

- 2.20 The transfer value should be calculated in two stages. Firstly the transfer value should be calculated ignoring the pension debit. Secondly, the value of the pension debit should be calculated as the transfer value of a deferred pension of the same amount as the debit. The CETV is the gross transfer value less the value of the pension debit.



Example CETV calculation

2.21 Data:

Scheme:	AFPS 05
Date of calculation:	26 May 2019
Member date of birth:	29 March 1964 (SPA post 6.4.16)
Date of leaving:	5 December 2013
Member age at calculation date:	55
Sex:	Male
Member's accrued pension at exit:	£6,515.36 per year
Spouse's pension at exit:	£4,072.10 per year
Lump sum at exit:	£19,546.08
Pre 88 GMP at exit:	£0.00 per year
Post 88 GMP at exit:	£600 per year

Factors

Pension increases from exit to date of calculation:	1.0878 (illustrative)
Member's pension factor (F_p):	13.29 (Table 202A)
Lump sum factor:	0.80 (Table 202A)
Survivor's pension factor (F_{sur}):	3.71 (Table 202A)

This member will reach State Pension Age on or after 6 April 2016. In line with section 4 of this guidance, no GMP adjustment should be applied to the calculation.

Member pension at date of calculation: £6,515.36 x 1.0878 = £7,087.41

Lump sum at date of calculation: £19,546.08 x 1.0878 = £21,262.23

Spouse's pension at date of calculation: £4,072.10 x 1.0878 = £4,429.63

Calculation Formula

$$MP \times F_p + LS \times F_{ls} + SUR \times F_{sur} - (PRE \text{ GMP} + 0.15 \times POST \text{ GMP}) \times F_{gmp}$$

Calculation

$$£7,087.41 \times 13.29 + £21,262.23 \times 0.80 + £4,429.63 \times 3.71 - (£0.00 + 0.15 \times £600 \times 0.00)$$

$$= £94,191.68 + £17,009.78 + £16,433.93 - (£0.00 + £0.00)$$

$$\text{CETV} = \text{£127,635.39}$$



3 Non-Club transfer in factors (AFPS05 only)

Background

- 3.1 AFPS05 allows members to transfer in benefits from previous pension arrangements (subject to some restrictions). Actuarial factors are required to convert the transfer amount into additional AFPS05 service.

AFPS 05 regulations

- 3.2 The relevant AFPS05 regulations are the Armed Forces Pension Scheme Order 2005 (SI 2005/438), as amended ('the AFPS05 regulations'). F.9(2) and F.10 of the AFPS05 regulations provide for reckonable service to be awarded in respect of an incoming transfer.
- 3.3 F.10 states that the service credited should be "*calculated in accordance with guidance and tables provided by the Scheme actuary for the purpose.*"
- 3.4 Paragraph F.5 of the AFPS 05 regulations requires that any transfer out subsequently paid must not be less than the transfer amount received, without allowance for interest.

tPR guidance

- 3.5 The Pensions Regulator (tPR) issued guidance on transfers in September 2008. The guidance suggests that the following principles should be taken into account:
- (a) from a transferring member's perspective, the transfer credit should be fair value for any transfer received;
 - (b) a transfer credit should not be expected to require additional financing from the employer in the long term unless agreed by the employer in advance.
- 3.6 The guidance also states that, within these principles, it will usually be appropriate to use assumptions that are consistent with the transfer out (i.e. CETV) basis. However tPR also recognises that it may be appropriate to allow for selection, particularly in respect of higher than average future pay.
- 3.7 The guidance expects disclosure of the assumptions used in the calculation of the transfer-in credits offered.

Medical and Dental Officers

- 3.8 Medical and Dental Officers (MODOs) are not normally entitled to an EDP in AFPS05. Given the small number of cases of this type, these cases are referred to GAD on an individual basis.
- 3.9 Table 208ABC should therefore not be used to calculate transfer in service credits for Medical and Dental Officers.



RFPS members

- 3.10 The factors in table 208ABC should not be used for any members of the RFPS. If a request for a non-Club transfer in should arise for a member of RFPS, please refer the case to GAD.

Guaranteed Minimum Pensions (GMPs)

- 3.11 As discussed in section 4 of this guidance note, members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases. GMP should be set to zero for these cases.

Calculation of transfer in service credit – AFPS05 member

- 3.12 The transfer-in service credit should be calculated by equating the transfer value to the value of the transfer-in pension:

$$\begin{aligned} \text{Incoming transfer value} = & \text{Transfer-in pension} \times F_p \\ & + \text{Transfer-in pension} \times 0.625 \times F_{sur} \\ & + \text{Transfer-in pension} \times 3 \times F_{ls} \\ & - (\text{PRE GMP} + 0.15 \times \text{POST GMP}) \times F_{gmp} \end{aligned}$$

Where

F_p	factor for member's pension – Table 208ABC
F_{ls}	factor for member's lump sum – Table 208ABC
F_{sur}	factor for survivor's pension – Table 208ABC
F_{gmp}	factor for GMP saving – Table 208ABC (factor dependent on when member reaches SPA – see paragraph 3.13 and section 4)

This rearranges to the following:

$$\text{Transfer-in pension} = \frac{\text{Incoming transfer value} + (\text{PRE GMP} + 0.15 \times \text{POST GMP}) \times F_{gmp}}{(F_p + 0.625 \times F_{sur} + 3 \times F_{ls})}$$

The service credit can then be related to the transfer-in pension:

$$\text{Transfer-in pension} = \frac{\text{Transfer-in service credit} \times \text{pensionable earnings}}{70}$$

This rearranges to:

$$\text{Transfer-in service credit} = \frac{\text{Transfer-in pension} \times 70}{\text{Pensionable earnings}}$$



- 3.13 GMP factors should be selected from the appropriate tables depending on whether the member reaches State Pension Age before or after 6 April 2016. For members who reach State Pension Age before 6 April 2016, GMP adjustment factors should be selected from column “Deduction for GMP of £1pa (members reaching SPA before 6 April 2016)” in the appropriate factor table. Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases. GMP should be set to zero for these cases (see column “Deduction for GMP of £1pa (members reaching SPA on or after 6 April 2016)”).
- 3.14 Please note that we have not provided factors for those who are aged 55 or older. If any such cases arise then they should be referred to GAD on an individual basis.

Example

- 3.15 An illustration of how the factors are used is given below:

A male member joins AFPS05 at age 29. He is not a Medical or Dental Officer. At age 51, he asks to transfer £100,000 into the scheme from a previous pension provider. His pensionable earnings are £40,000.

From table 208ABC:	Member Factor	= 20.58
	Spouse Factor	= 3.42
	Lump Sum factor	= 1.38

Transfer in pension =
$$\frac{\pounds 10,000}{(20.58 + 0.625 \times 3.42 + 3 \times 1.38)} = \frac{\pounds 100,000}{26.8575} = \pounds 3,723.35 \text{ per annum}$$

Transfer in service credit =
$$\frac{\pounds 3,723.35 \times 70}{\pounds 40,000} = 6.516 \text{ years} = 6 \text{ years, 188 days}$$

This member will reach State Pension Age on or after 6 April 2016. In line with section 4 of this guidance, no GMP adjustment should be applied to the calculation.



4 Adjustments for Guaranteed Minimum Pension

GMP equalisation: impact on calculations

- 4.1 The calculations and formulae in this guidance contain adjustments to reflect the inflationary increases on a member's Guaranteed Minimum Pension (GMP), which have historically been the responsibility of the State Scheme after GMP Payment Age.
- 4.2 Following the requirement to equalise GMPs, as set out in our letter "*GMP Equalisation: Calculations involving actuarial factors*" dated 31 July 2019:

GMP adjustment factors should no longer be applied in calculations for members who reach State Pension age (SPA) on or after 6 April 2016

- 4.3 The cohorts of members who will be affected by this change will be:
- Males with a date of birth on or after 6 April 1951 **and** an accrued GMP
 - Females with a date of birth on or after 6 April 1953 **and** an accrued GMP
- 4.4 For the category of members listed above, calculations should be undertaken using the methodology set out in this guidance note but with any GMP (pre or post 1988) set to zero.
- 4.5 For the majority of affected calculations the difference between the original and revised quotation is expected to be small, relative to the total transfer value. Not applying the GMP adjustment factors will increase the total transfer value for transfers-out. It will decrease the service credit awarded on transfers in.
- 4.6 However, for members who reached State Pension age before 6 April 2016, GMP adjustments should still be applied.



5 Exclusions and limitations

- 5.1 This guidance should not be used for any purpose other than those set out in this guidance.
- 5.2 The factors contained in this guidance are subject to regular review. Scheme managers and administrators need to ensure that they are using the latest factors, as relevant, when processing cases.
- 5.3 Advice provided by GAD must be taken in context and is intended to be considered in its entirety. Individual sections, if considered in isolation, may be misleading, and conclusions reached by a review of some sections on their own may be incorrect. GAD does not accept responsibility for advice that is altered or used selectively. Clarification should be sought if there is any doubt about the intention or scope of advice provided by GAD.
- 5.4 This guidance only covers the actuarial principles around the calculation and application of non-Club transfer in and out factors for AFPS05 and AFPS75. Any legal advice in this area should be sought from an appropriately qualified person or source.
- 5.5 Scheme managers and administrators should satisfy themselves that transfer in and out calculations and benefit awards comply with all legislative requirements including, but not limited to, tax and contracting-out requirements.
- 5.6 This guidance is based on the Regulations in force at the time of writing. It is possible that future changes to the Regulations might create inconsistencies between this guidance and the Regulations. If users of this guidance believe there to be any such inconsistencies, they should bring this to the attention of MoD and GAD. Under no circumstances should this guidance take precedence over the Regulations. Administrators should ensure that they comply with all relevant Regulations.

Third party reliance

- 5.7 This guidance has been prepared for the use of MoD and the scheme administrators for the purposes of demonstrating the application of the factors covered by this guidance only. This guidance may be published on MoD and the scheme administrator's website but must not otherwise be reproduced, distributed or communicated in whole or in part to any other person without GAD's prior written permission.
- 5.8 Other than MoD and the scheme administrators, no person or third party is entitled to place any reliance on the contents of this guidance, 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 guidance, whether or not GAD has agreed to the disclosure of its advice to the third party.



Appendix A: Assumptions underlying non-Club transfer out factors

Financial assumptions

Nominal discount rate	4.448% pa
CPI	2.00% pa
Real discount rate (in excess of CPI)	2.40% pa

Mortality assumptions

Base mortality tables	S2PMA and S2PFA
Base table adjustment	110% of standard tables
Future mortality improvement	Based on ONS principal UK population projections 2016
Year of Use	2020

Other assumptions

Proportion of male members for the purpose of unisexing factors	90%
Age difference between member and partner	Males assumed 3 years older than partner. Female members assumed to be 3 years younger than partner.
Proportions married/partnered at retirement	Male 95%, Female 70%
Allowance for commutation	Nil



Appendix B: Assumptions underlying non-Club transfer in factors

Financial assumptions

Nominal discount rate	4.448% pa
CPI	2.00% pa
Real discount rate (in excess of CPI)	2.40% pa
Pay inflation ¹	4.20% pa
Earnings growth (net of CPI inflation)	0.24% pa

Mortality assumptions

Base mortality tables	S2PMA and S2PFA
Base table adjustment	110% of standard tables
Future mortality improvement	Based on ONS principal UK population projections 2016
Year of Use	2020

In-service decrement rates

Death in service	As per 2016 valuation
Ill-health retirement	As per 2016 valuation
Withdrawal (without EDP)	As per 2016 valuation
EDP exit	37% of members who reach EDP point assumed to retire then, followed by 12.5% of members for the next 5 years, then 15% for 5 years and 20% of members for any remaining years before age 60.
Age retirement	Members still in service are assumed to retire at age 55

¹ Additionally, we make no allowance for short term salary increases but do make allowance for a promotional scale in line with the assumptions used for the 2016 valuation



Other assumptions

Proportion of male members for unisex factors	90%
Age difference between member and partner	Males assumed to be 3 years older than partner. Female members assumed to be 3 years younger than partner.
Proportions married/partnered at retirement	OF Male 95%, OF Female 70% OR Male 85%, OR Female 65%
Officer / Other rank proportion	50% OF / 50% OR
Allowance for commutation	Nil



Appendix C: Outgoing non-Club transfer factor tables

Table 201A: Non-Club transfers out PA 60

Males Age last birthday at relevant date	Gross Pension of £1 per annum	Lump Sum of £1	Survivor's Pension of £1 per annum		Deduction for GMP of £1 pa (Members reaching SPA before 6.4.16)	Deduction for GMP of £1 pa (Members reaching SPA on or after 6.4.16)	Deduction for NI Modification of £1 pa
			With Partner	Without Partner			
16	7.42	0.36	1.47	1.47	3.08	0.00	4.32
17	7.57	0.36	1.59	1.59	3.09	0.00	4.44
18	7.74	0.37	1.72	1.72	3.10	0.00	4.56
19	7.90	0.38	1.81	1.81	3.11	0.00	4.69
20	8.07	0.39	1.85	1.85	3.11	0.00	4.81
21	8.24	0.40	1.90	1.90	3.12	0.00	4.94
22	8.42	0.41	1.95	1.95	3.13	0.00	5.08
23	8.60	0.42	1.99	1.99	3.14	0.00	5.22
24	8.78	0.43	2.04	2.04	3.15	0.00	5.36
25	8.97	0.44	2.09	2.09	3.16	0.00	5.50
26	9.16	0.45	2.14	2.14	3.17	0.00	5.65
27	9.36	0.46	2.20	2.20	3.18	0.00	5.80
28	9.56	0.47	2.25	2.25	3.19	0.00	5.96
29	9.76	0.49	2.30	2.30	3.20	0.00	6.12
30	9.97	0.50	2.35	2.35	3.21	0.00	6.29
31	10.19	0.51	2.41	2.41	3.22	0.00	6.46
32	10.41	0.52	2.46	2.46	3.23	0.00	6.64
33	10.63	0.53	2.52	2.52	3.24	0.00	6.82
34	10.86	0.55	2.57	2.57	3.25	0.00	7.00
35	11.10	0.56	2.63	2.63	3.26	0.00	7.19
36	11.34	0.57	2.68	2.68	3.27	0.00	7.39
37	11.58	0.59	2.74	2.74	3.28	0.00	7.59
38	11.84	0.60	2.79	2.79	3.29	0.00	7.80
39	12.10	0.62	2.85	2.85	3.30	0.00	8.02
40	12.36	0.63	2.90	2.90	3.31	0.00	8.24
41	12.64	0.64	2.95	2.95	3.32	0.00	8.47
42	12.92	0.66	3.00	3.00	3.33	0.00	8.70
43	13.21	0.68	3.06	3.06	3.35	0.00	8.94
44	13.50	0.69	3.11	3.11	3.36	0.00	9.19
45	13.80	0.71	3.16	3.16	3.37	0.00	9.45
46	14.11	0.73	3.21	3.21	3.38	0.00	9.71
47	14.43	0.74	3.26	3.26	3.39	0.00	9.98
48	14.76	0.76	3.31	3.31	3.41	0.00	10.26
49	15.10	0.78	3.36	3.36	3.42	0.00	10.55
50	15.45	0.80	3.41	3.41	3.43	0.00	10.84
51	15.80	0.82	3.46	3.46	3.44	0.00	11.15
52	16.17	0.84	3.51	3.51	3.46	0.00	11.46
53	16.55	0.86	3.55	3.55	3.47	0.00	11.79



54	16.94	0.88	3.60	3.60	3.49	0.00	12.13
55	17.35	0.90	3.64	3.64	3.50	0.00	12.48
56	17.77	0.92	3.68	3.68	3.52	0.00	12.84
57	18.20	0.94	3.71	3.71	3.54	0.00	13.22
58	18.66	0.97	3.75	3.75	3.56	0.00	13.62
59	19.13	0.99	3.77	3.77	3.58	0.00	14.03

Notes:

- 1 When calculating the deduction for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5 April 1988 and 15% of the GMP amount in respect of service after that date.**
- 2 Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases.**
- 3 Appropriate factors should be selected based on whether member reaches State Pension Age (SPA) before or after 5 April 2016.**



Table 201B: Non-Club transfers out PA 60

Females

Age last birthday at relevant date	Gross Pension of £1 per annum	Lump Sum of £1	Survivor's Pension of £1 per annum		Deduction for GMP of £1 pa (Members reaching SPA before 6 April 2016)	Deduction for GMP of £1 pa (Members reaching SPA on or after 6 April 2016)	Deduction for NI Modification of £1 pa
			With Partner	Without Partner			
16	7.42	0.36	1.47	1.47	2.58	0.00	4.59
17	7.57	0.36	1.59	1.59	2.59	0.00	4.72
18	7.74	0.37	1.72	1.72	2.60	0.00	4.84
19	7.90	0.38	1.81	1.81	2.61	0.00	4.98
20	8.07	0.39	1.85	1.85	2.61	0.00	5.11
21	8.24	0.40	1.90	1.90	2.62	0.00	5.25
22	8.42	0.41	1.95	1.95	2.63	0.00	5.40
23	8.60	0.42	1.99	1.99	2.64	0.00	5.54
24	8.78	0.43	2.04	2.04	2.64	0.00	5.70
25	8.97	0.44	2.09	2.09	2.65	0.00	5.85
26	9.16	0.45	2.14	2.14	2.66	0.00	6.01
27	9.36	0.46	2.20	2.20	2.67	0.00	6.18
28	9.56	0.47	2.25	2.25	2.67	0.00	6.35
29	9.76	0.49	2.30	2.30	2.68	0.00	6.52
30	9.97	0.50	2.35	2.35	2.69	0.00	6.70
31	10.19	0.51	2.41	2.41	2.70	0.00	6.88
32	10.41	0.52	2.46	2.46	2.70	0.00	7.07
33	10.63	0.53	2.52	2.52	2.71	0.00	7.26
34	10.86	0.55	2.57	2.57	2.72	0.00	7.46
35	11.10	0.56	2.63	2.63	2.73	0.00	7.67
36	11.34	0.57	2.68	2.68	2.74	0.00	7.88
37	11.58	0.59	2.74	2.74	2.74	0.00	8.10
38	11.84	0.60	2.79	2.79	2.75	0.00	8.32
39	12.10	0.62	2.85	2.85	2.76	0.00	8.55
40	12.36	0.63	2.90	2.90	2.77	0.00	8.79
41	12.64	0.64	2.95	2.95	2.78	0.00	9.03
42	12.92	0.66	3.00	3.00	2.79	0.00	9.29
43	13.21	0.68	3.06	3.06	2.79	0.00	9.54
44	13.50	0.69	3.11	3.11	2.80	0.00	9.81
45	13.80	0.71	3.16	3.16	2.81	0.00	10.09
46	14.11	0.73	3.21	3.21	2.82	0.00	10.37
47	14.43	0.74	3.26	3.26	2.83	0.00	10.66
48	14.76	0.76	3.31	3.31	2.84	0.00	10.96
49	15.10	0.78	3.36	3.36	2.85	0.00	11.27
50	15.45	0.80	3.41	3.41	2.86	0.00	11.59
51	15.80	0.82	3.46	3.46	2.87	0.00	11.92
52	16.17	0.84	3.51	3.51	2.88	0.00	12.27
53	16.55	0.86	3.55	3.55	2.90	0.00	12.62
54	16.94	0.88	3.60	3.60	2.91	0.00	12.99



55	17.35	0.90	3.64	3.64	2.92	0.00	13.37
56	17.77	0.92	3.68	3.68	2.94	0.00	13.77
57	18.20	0.94	3.71	3.71	2.95	0.00	14.18
58	18.66	0.97	3.75	3.75	2.97	0.00	14.61
59	19.13	0.99	3.77	3.77	3.05	0.00	15.05

Notes:

- 1 When calculating the deduction for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5 April 1988 and 15% of the GMP amount in respect of service after that date.**
- 2 Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases.**
- 3 Cases for members with GMP: Appropriate factors should be selected based on whether member reaches State Pension Age (SPA) before or after 5 April 2016.**



Table 202A: Non-Club transfers out PA 65

Males

Age last birthday at relevant date	Gross Pension of £1 per annum	Lump Sum of £1	Survivor's Pension of £1 per annum		Deduction for GMP of £1 pa (Members reaching SPA before 6 April 2016)	Deduction for GMP of £1 pa (Members reaching SPA after 6 April 2016)	Deduction for NI Modification of £1 pa
			With Partner	Without Partner			
16	5.82	0.32	1.49	1.49	3.08	0.00	4.32
17	5.94	0.32	1.61	1.61	3.09	0.00	4.44
18	6.07	0.33	1.74	1.74	3.10	0.00	4.56
19	6.19	0.34	1.83	1.83	3.11	0.00	4.69
20	6.32	0.35	1.88	1.88	3.11	0.00	4.81
21	6.45	0.36	1.92	1.92	3.12	0.00	4.94
22	6.59	0.36	1.97	1.97	3.13	0.00	5.08
23	6.72	0.37	2.02	2.02	3.14	0.00	5.22
24	6.86	0.38	2.07	2.07	3.15	0.00	5.36
25	7.00	0.39	2.12	2.12	3.16	0.00	5.50
26	7.15	0.40	2.17	2.17	3.17	0.00	5.65
27	7.30	0.41	2.23	2.23	3.18	0.00	5.80
28	7.45	0.42	2.28	2.28	3.19	0.00	5.96
29	7.61	0.43	2.33	2.33	3.20	0.00	6.12
30	7.76	0.44	2.39	2.39	3.21	0.00	6.29
31	7.93	0.45	2.44	2.44	3.22	0.00	6.46
32	8.09	0.46	2.50	2.50	3.23	0.00	6.64
33	8.26	0.47	2.56	2.56	3.24	0.00	6.82
34	8.44	0.49	2.61	2.61	3.25	0.00	7.00
35	8.61	0.50	2.67	2.67	3.26	0.00	7.19
36	8.79	0.51	2.73	2.73	3.27	0.00	7.39
37	8.98	0.52	2.78	2.78	3.28	0.00	7.59
38	9.17	0.53	2.84	2.84	3.29	0.00	7.80
39	9.37	0.55	2.89	2.89	3.30	0.00	8.02
40	9.57	0.56	2.95	2.95	3.31	0.00	8.24
41	9.77	0.57	3.00	3.00	3.32	0.00	8.47
42	9.98	0.59	3.05	3.05	3.33	0.00	8.70
43	10.20	0.60	3.11	3.11	3.35	0.00	8.94
44	10.42	0.62	3.16	3.16	3.36	0.00	9.19
45	10.65	0.63	3.21	3.21	3.37	0.00	9.45
46	10.88	0.64	3.26	3.26	3.38	0.00	9.71
47	11.12	0.66	3.32	3.32	3.39	0.00	9.98
48	11.36	0.68	3.37	3.37	3.41	0.00	10.26
49	11.61	0.69	3.42	3.42	3.42	0.00	10.55
50	11.87	0.71	3.47	3.47	3.43	0.00	10.84
51	12.14	0.73	3.52	3.52	3.44	0.00	11.15
52	12.41	0.74	3.57	3.57	3.46	0.00	11.46
53	12.69	0.76	3.62	3.62	3.47	0.00	11.79
54	12.99	0.78	3.67	3.67	3.49	0.00	12.13
55	13.29	0.80	3.71	3.71	3.50	0.00	12.48



56	13.60	0.82	3.75	3.75	3.52	0.00	12.84
57	13.92	0.84	3.79	3.79	3.54	0.00	13.22
58	14.26	0.86	3.82	3.82	3.56	0.00	13.62
59	14.61	0.88	3.85	3.85	3.58	0.00	14.03
60	14.98	0.90	3.88	3.88	3.60	0.00	14.46
61	15.36	0.92	3.90	3.90	3.63	0.00	14.92
62	15.75	0.94	3.92	3.92	3.65	0.00	15.39
63	16.17	0.97	3.94	3.94	3.68	0.00	15.89
64	16.61	0.99	3.94	3.94	3.79	0.00	16.42

Notes:

- 1** When calculating the deduction for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5 April 1988 and 15% of the GMP amount in respect of service after that date.
- 2** Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases.
- 3** Appropriate factors should be selected based on whether member reaches State Pension Age (SPA) before or after 5 April 2016.



Table 202B: Non-Club transfers out PA 65

Females (Up to age 59)

Age last birthday at relevant date	Gross Pension of £1 per annum	Lump Sum of £1	Survivor's Pension of £1 per annum		Deduction for GMP of £1 pa (Members reaching SPA before 6 April 2016)	Deduction for GMP of £1 pa (Members reaching SPA after 6 April 2016)	Deduction for NI Modification of £1 pa
			With Partner	Without Partner			
16	5.82	0.32	1.49	1.49	-0.53	0.00	4.59
17	5.94	0.32	1.61	1.61	-0.54	0.00	4.72
18	6.07	0.33	1.74	1.74	-0.56	0.00	4.84
19	6.19	0.34	1.83	1.83	-0.57	0.00	4.98
20	6.32	0.35	1.88	1.88	-0.59	0.00	5.11
21	6.45	0.36	1.92	1.92	-0.60	0.00	5.25
22	6.59	0.36	1.97	1.97	-0.62	0.00	5.40
23	6.72	0.37	2.02	2.02	-0.63	0.00	5.54
24	6.86	0.38	2.07	2.07	-0.65	0.00	5.70
25	7.00	0.39	2.12	2.12	-0.67	0.00	5.85
26	7.15	0.40	2.17	2.17	-0.68	0.00	6.01
27	7.30	0.41	2.23	2.23	-0.70	0.00	6.18
28	7.45	0.42	2.28	2.28	-0.72	0.00	6.35
29	7.61	0.43	2.33	2.33	-0.74	0.00	6.52
30	7.76	0.44	2.39	2.39	-0.75	0.00	6.70
31	7.93	0.45	2.44	2.44	-0.77	0.00	6.88
32	8.09	0.46	2.50	2.50	-0.79	0.00	7.07
33	8.26	0.47	2.56	2.56	-0.81	0.00	7.26
34	8.44	0.49	2.61	2.61	-0.83	0.00	7.46
35	8.61	0.50	2.67	2.67	-0.84	0.00	7.67
36	8.79	0.51	2.73	2.73	-0.86	0.00	7.88
37	8.98	0.52	2.78	2.78	-0.88	0.00	8.10
38	9.17	0.53	2.84	2.84	-0.90	0.00	8.32
39	9.37	0.55	2.89	2.89	-0.92	0.00	8.55
40	9.57	0.56	2.95	2.95	-0.94	0.00	8.79
41	9.77	0.57	3.00	3.00	-0.96	0.00	9.03
42	9.98	0.59	3.05	3.05	-0.98	0.00	9.29
43	10.20	0.60	3.11	3.11	-1.00	0.00	9.54
44	10.42	0.62	3.16	3.16	-1.03	0.00	9.81
45	10.65	0.63	3.21	3.21	-1.05	0.00	10.09
46	10.88	0.64	3.26	3.26	-1.07	0.00	10.37
47	11.12	0.66	3.32	3.32	-1.09	0.00	10.66
48	11.36	0.68	3.37	3.37	-1.11	0.00	10.96
49	11.61	0.69	3.42	3.42	-1.14	0.00	11.27
50	11.87	0.71	3.47	3.47	-1.16	0.00	11.59
51	12.14	0.73	3.52	3.52	-1.19	0.00	11.92
52	12.41	0.74	3.57	3.57	-1.21	0.00	12.27
53	12.69	0.76	3.62	3.62	-1.24	0.00	12.62



54	12.99	0.78	3.67	3.67	-1.27	0.00	12.99
55	13.29	0.80	3.71	3.71	-1.29	0.00	13.37
56	13.60	0.82	3.75	3.75	-1.32	0.00	13.77
57	13.92	0.84	3.79	3.79	-1.35	0.00	14.18
58	14.26	0.86	3.82	3.82	-1.38	0.00	14.61
59	14.61	0.88	3.85	3.85	-1.44	0.00	15.05

Notes:

- 1** When calculating the deduction for GMP, the factor given should be applied to the sum of the GMP amount in respect of service up to 5 April 1988 and 350% of the GMP amount in respect of service after that date.
- 2** Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases.
- 3** Appropriate factors should be selected based on whether member reaches State Pension Age (SPA) before or after 5 April 2016.



Table 202C: Transfer value factors for deferred benefits payable from 65

Females (ages 60 and over)

Age last birthday at relevant date	Gross Pension of £1 pa	Lump Sum of £1	Survivor's Pension of £1 per annum		Deduction for Pre-88 GMP of £1 pa (members with pre 6.4.16 SPA)	Deduction for Post-88 GMP of £1 pa (members with pre 6.4.16 SPA)	Deduction for Pre-88 GMP of £1 pa (members with post 6.4.16 SPA)	Deduction for Pre-88 GMP of £1 pa (members with post 6.4.16 SPA)	Deduction for NI Modification of £1 pa
			With Partner	Without Partner					
60	14.98	0.90	3.88	3.88	-1.01	-3.68	0.00	0.00	15.52
61	15.36	0.92	3.90	3.90	-0.05	-2.79	0.00	0.00	16.00
62	15.75	0.94	3.92	3.92	0.95	-1.87	0.00	0.00	16.49
63	16.17	0.97	3.94	3.94	1.98	-0.92	0.00	0.00	17.01
64	16.61	0.99	3.94	3.94	3.05	0.07	0.00	0.00	17.55

Notes:

- 1 When calculating the deduction for GMP for females age 60 and above, the 'Pre-88' GMP factor should be applied to the GMP amount in respect of service up to 5 April 1988, and the 'Post-88' GMP factor applied to the GMP amount in respect of service after that date.
- 2 When calculating the deduction for GMP for females aged 60 or above, the factors given should be applied to the annual amount of the GMP after late retirement increase of 1/7% per week and for GMP accrued post-6 April 1988, GMP increase orders.
- 3 Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases.
- 4 Appropriate factors should be selected based on whether member reaches State Pension Age (SPA) before or after 5 April 2016.



Appendix D: Incoming non-Club transfer factor tables

Table 208A – Officers and Other Ranks – Pension Factor

UNISEX FACTORS

Per £1 per annum of Pension Accrued at Date of Transfer

Age last birthday at relevant date	Age last birthday at date joined scheme							
	18	19	20	21	22	23	24	25
18	25.83							
19	26.31	26.31						
20	26.78	26.78	26.78					
21	26.57	26.57	26.57	26.57				
22	26.41	26.41	26.41	26.41	26.30			
23	26.96	26.96	26.96	26.96	26.85	26.77		
24	27.07	27.07	27.07	27.07	26.95	26.87	26.86	
25	26.43	26.43	26.43	26.43	26.31	26.23	26.22	26.19
26	25.92	25.92	25.92	25.92	25.80	25.72	25.71	25.68
27	25.61	25.61	25.61	25.61	25.49	25.41	25.40	25.36
28	25.48	25.48	25.48	25.48	25.36	25.28	25.27	25.23
29	25.38	25.38	25.38	25.38	25.26	25.18	25.16	25.12
30	25.33	25.33	25.33	25.33	25.20	25.12	25.11	25.07
31	25.58	25.58	25.58	25.58	25.45	25.37	25.35	25.31
32	25.97	25.97	25.97	25.97	25.84	25.74	25.73	25.68
33	26.08	26.08	26.08	26.08	25.94	25.84	25.83	25.78
34	26.05	26.05	26.05	26.05	25.91	25.81	25.79	25.74
35	26.08	26.08	26.08	26.08	25.93	25.83	25.81	25.76
36	25.96	25.96	25.96	25.96	25.82	25.72	25.70	25.65
37	25.52	25.52	25.52	25.52	25.38	25.28	25.26	25.20
38	24.92	24.92	24.92	24.92	24.78	24.68	24.65	24.60
39	24.48	24.48	24.48	24.48	24.35	24.25	24.22	24.17
40	24.55	24.55	24.55	24.55	24.42	24.12	24.10	24.05
41	24.64	24.64	24.64	24.64	24.54	24.19	23.96	23.91
42	24.52	24.52	24.52	24.52	24.42	24.22	23.92	23.70
43	24.41	24.41	24.41	24.41	24.32	24.13	23.96	23.69
44	24.27	24.27	24.27	24.27	24.19	24.02	23.86	23.71
45	24.03	24.03	24.03	24.03	23.96	23.81	23.67	23.54
46	23.69	23.69	23.69	23.69	23.63	23.49	23.37	23.26
47	23.40	23.40	23.40	23.40	23.34	23.23	23.13	23.03
48	23.12	23.12	23.12	23.12	23.07	22.98	22.89	22.82
49	22.68	22.68	22.68	22.68	22.65	22.56	22.50	22.45
50	22.31	22.31	22.31	22.31	22.28	22.22	22.17	22.14
51	22.09	22.09	22.09	22.09	22.07	22.03	22.00	21.98
52	21.75	21.75	21.75	21.75	21.74	21.72	21.70	21.70
53	21.51	21.51	21.51	21.51	21.51	21.50	21.48	21.49
54	21.67	21.67	21.67	21.67	21.67	21.67	21.66	21.66



Table 208A – Officers and Other Ranks – Pension Factor (continued)

UNISEX FACTORS

Per £1 per annum of Pension Accrued at Date of Transfer

Age last birthday at relevant date	Age last birthday at date joined scheme							
	26	27	28	29	30	31	32	33
18								
19								
20								
21								
22								
23								
24								
25								
26	25.66							
27	25.35	25.32						
28	25.21	25.19	25.21					
29	25.10	25.07	25.10	25.12				
30	25.04	25.02	25.04	25.06	25.05			
31	25.28	25.25	25.28	25.30	25.29	25.32		
32	25.66	25.62	25.65	25.67	25.66	25.69	25.78	
33	25.75	25.72	25.75	25.77	25.75	25.78	25.88	25.85
34	25.72	25.68	25.71	25.73	25.71	25.74	25.84	25.81
35	25.74	25.70	25.72	25.75	25.73	25.76	25.85	25.83
36	25.62	25.58	25.60	25.62	25.60	25.64	25.73	25.70
37	25.18	25.14	25.16	25.18	25.16	25.19	25.28	25.26
38	24.57	24.53	24.56	24.58	24.56	24.58	24.67	24.65
39	24.14	24.10	24.12	24.14	24.12	24.15	24.24	24.21
40	24.02	23.98	24.00	24.02	23.99	24.02	24.11	24.08
41	23.88	23.84	23.86	23.87	23.85	23.88	23.96	23.94
42	23.67	23.63	23.65	23.66	23.64	23.67	23.75	23.72
43	23.50	23.46	23.48	23.49	23.47	23.49	23.58	23.55
44	23.48	23.29	23.31	23.32	23.30	23.32	23.40	23.38
45	23.43	23.19	23.06	23.07	23.05	23.07	23.16	23.13
46	23.17	23.06	22.87	22.76	22.73	22.75	22.84	22.81
47	22.96	22.87	22.78	22.63	22.49	22.52	22.60	22.57
48	22.77	22.69	22.62	22.56	22.41	22.31	22.39	22.36
49	22.42	22.36	22.30	22.26	22.21	22.09	22.03	22.00
50	22.13	22.08	22.04	22.01	21.99	21.97	21.86	21.71
51	22.00	21.96	21.94	21.92	21.91	21.91	21.88	21.74
52	21.73	21.71	21.69	21.68	21.69	21.70	21.68	21.67
53	21.54	21.53	21.52	21.51	21.51	21.54	21.53	21.53
54	21.69	21.69	21.69	21.69	21.68	21.70	21.70	21.70



Table 208A – Officers and Other Ranks – Pension Factor (continued)

UNISEX FACTORS

Per £1 per annum of Pension Accrued at Date of Transfer

Age last birthday at relevant date	Age last birthday at date joined scheme			
	34	35	36	Greater than or equal to 37
18				
19				
20				
21				
22				
23				
24				
25				
26				
27				
28				
29				
30				
31				
32				
33				
34	25.84			
35	25.86	25.99		
36	25.73	25.87	25.91	
37	25.28	25.42	25.46	26.16
38	24.67	24.81	24.85	25.53
39	24.24	24.37	24.41	25.08
40	24.11	24.24	24.28	24.95
41	23.96	24.09	24.13	24.81
42	23.75	23.88	23.92	24.59
43	23.57	23.70	23.74	24.41
44	23.40	23.53	23.57	24.23
45	23.15	23.28	23.31	23.98
46	22.83	22.95	22.99	23.65
47	22.59	22.71	22.75	23.40
48	22.38	22.50	22.54	23.19
49	22.02	22.14	22.17	22.82
50	21.73	21.85	21.89	22.53
51	21.60	21.72	21.75	22.40
52	21.51	21.41	21.44	22.08
53	21.52	21.36	21.17	21.80
54	21.69	21.69	21.48	21.80

Notes

1. This table only applies to Officers and Other Ranks in the AFPS 05.
2. These factors should not be used for any Medical and Dental Officers or members of the RFPS.
3. Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases.
4. Appropriate factors should be selected based on whether member reaches State Pension Age (SPA) before or after 5 April 2016.



Table 208B – Officers and Other Ranks – Lump Sum Factor

UNISEX FACTORS

Per £1 per annum of Lump Sum Accrued at Date of Transfer

Age last birthday at relevant date	Age last birthday at date joined scheme		Deduction for GMP of £1 pa (Members reaching SPA before 6 April 2016)	Deduction for GMP of £1 pa (Members reaching SPA after 6 April 2016)
	Less than 37	Greater than or equal to 37		
18	1.57		3.10	0.00
19	1.60		3.11	0.00
20	1.63		3.11	0.00
21	1.62		3.12	0.00
22	1.62		3.13	0.00
23	1.65		3.14	0.00
24	1.67		3.15	0.00
25	1.63		3.16	0.00
26	1.61		3.17	0.00
27	1.59		3.18	0.00
28	1.59		3.19	0.00
29	1.59		3.20	0.00
30	1.59		3.21	0.00
31	1.62		3.22	0.00
32	1.65		3.23	0.00
33	1.66		3.24	0.00
34	1.67		3.25	0.00
35	1.67		3.26	0.00
36	1.67		3.27	0.00
37	1.65	1.17	3.28	0.00
38	1.61	1.14	3.29	0.00
39	1.59	1.12	3.30	0.00
40	1.60	1.12	3.31	0.00
41	1.61	1.12	3.32	0.00
42	1.61	1.11	3.33	0.00
43	1.61	1.10	3.35	0.00
44	1.61	1.10	3.36	0.00
45	1.60	1.09	3.37	0.00
46	1.58	1.07	3.38	0.00
47	1.56	1.06	3.39	0.00
48	1.54	1.05	3.41	0.00
49	1.50	1.04	3.42	0.00
50	1.46	1.03	3.43	0.00
51	1.40	1.02	3.44	0.00
52	1.31	1.01	3.46	0.00
53	1.20	1.00	3.47	0.00
54	1.07	1.00	3.49	0.00

Notes

1. This table only applies to Officers and Other Ranks in the AFPS 05.
2. These factors should not be used for any Medical and Dental Officers or members of the RFPS.
3. Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases.
4. Appropriate factors should be selected based on whether member reaches State Pension Age (SPA) before or after 5 April 2016.



Table 208C – Officers and Other Ranks – Spouse's/Partner's Pension Factor

UNISEX FACTORS

Per £1 per annum of Spouse's/Partner's Pension Accrued at Date of Transfer

Age last birthday at relevant date	Age last birthday at date joined scheme	
	Less than 37	Greater than or equal to 37
18	4.26	
19	4.30	
20	4.32	
21	4.26	
22	4.21	
23	4.26	
24	4.22	
25	4.06	
26	3.94	
27	3.85	
28	3.78	
29	3.71	
30	3.66	
31	3.62	
32	3.61	
33	3.56	
34	3.50	
35	3.46	
36	3.41	
37	3.32	4.74
38	3.22	4.62
39	3.13	4.52
40	3.23	4.48
41	3.36	4.44
42	3.40	4.38
43	3.44	4.33
44	3.48	4.28
45	3.50	4.20
46	3.51	4.12
47	3.53	4.05
48	3.56	3.97
49	3.54	3.87
50	3.53	3.78
51	3.53	3.71
52	3.50	3.61
53	3.46	3.50
54	3.42	3.43

Notes

1. This table only applies to Officers and Other Ranks in the AFPS 05.
2. These factors should not be used for any Medical and Dental Officers or members of the RFPS.
3. Members who reach State Pension Age after 5 April 2016 will receive indexation on all of their pension and therefore no GMP adjustment factors are required for these cases.
4. Appropriate factors should be selected based on whether member reaches State Pension Age (SPA) before or after 5 April 2016.