

**NEW FIREFIGHTERS' PENSION SCHEME 2006:  
TRANSFER VALUE GUIDANCE**

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## Introduction

This note sets out the general method for assessing Public Sector Transfer Club and non-Club (i.e. statutory CETV) transfer values, and the corresponding transfer-in service credits, for the New Firefighters' Pension Scheme introduced in April 2006.

This guidance should not be used for determining non-Club transfer values in cases where the firefighter has previously brought *any* kind of transfer into the New Firefighters' Pension Scheme from *any* other former pension arrangement. Additional guidance on those cases will be issued shortly.

Factors and guidance for transfers involving active members aged over 60 will also be issued shortly.

## **1 Club transfers out**

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- 1.1 Members of the New Firefighters' Pension Scheme 2006 (NFPS) are generally entitled to take a transfer value to another pension arrangement. Where the new pension scheme is another scheme that participates in the Public Sector Transfer Club, the transfer will normally be effected on Club terms. The same transfer value is normally paid for both Club and non-Club transfers.
- 1.2 The Firefighters' Pension Scheme (England) Order 2006 defines the circumstances under which a member is entitled to take a transfer value. Members with over 3 months of service would generally be entitled to a transfer value as an alternative to a deferred pension. Members with less than three months of qualifying service would normally be entitled to a refund of contributions.
- 1.3 *Guarantee Date*
- The relevant date for calculating a transfer value is the "guarantee date" as defined in The Occupational Pensions Schemes (Transfer Values) Regulations 1996, i.e. it must be within 3 months (or exceptionally 6 months) of the date of the member's application. The calculations should be delivered to the member within 10 days of the guarantee date.
- 1.4 A transfer value should be guaranteed for three months from the guarantee date. If a request to pay the transfer value is made within three months of the guarantee date, it will not be necessary to recalculate the transfer value.
- 1.5 *Calculation of pension benefits*
- The benefits to be valued for serving firefighters are those that would be payable if the member had left service on the date of the calculation – either deferred benefits or the payment of immediate benefits.
- 1.6 The benefits to be valued for a deferred member should include revaluation to the guarantee date. The accrued pension benefits should be calculated at the last day of service, and then increased in line with the Pensions Increase (Review) Orders. Guaranteed Minimum Pensions (GMPs) should be increased in line with the Revaluation of Earnings (Section 148) Orders.
- 1.7 *Contracted-out rights*
- NFPS is contracted out of the State Second Pension. The contracted-out liabilities – GMPs and post-1997 contracted-out rights – may be transferred if the receiving scheme is able to receive them. The value of post-1997 contracted-out rights (known as section 9(2B) rights) must be shown separately.

1.8 The transfer value includes an adjustment to reflect increases on the Guaranteed Minimum Pension which is the responsibility of the State Scheme after State Pension Age. Annual GMP figures can be obtained by multiplying the weekly GMP figures by 52.

1.9 *Adjustment for Market Conditions*

The transfer payment includes an Adjustment for Market Conditions (AMC). This AMC factor depends on the member's age at the guarantee date and the yield on index-linked government bonds. The appropriate yield to be used is that on the FT-Actuaries index of index-linked stocks for redemption periods of over 5 years with 0% inflation assumption. The yield on the first working day of the calendar month into which the guarantee date falls should be used.

1.10 The AMC factors for deferred members and active members entitled to deferred benefits from age 65 are shown in Table D. Where the appropriate yield is not a whole number, the factor should be obtained by interpolating between the closest two factors, to produce the AMC factor for the transfer value calculations. If the appropriate yield is below 2%, the AMC factor appropriate for a 2% yield is to be used.

1.11 *Survivor's pension*

The factor for the survivor's pension depends on the marital status of the member. The factor appropriate to a married member should be used for a member who has a civil partner or other registered adult partner.

1.12 *Calculation of the transfer value*

For deferred members and active members entitled to deferred benefits from age 65 the transfer value should be calculated using the following formula.

$$[ CP \times F_p + CWP \times F_{wid} - (PRE\ GMP + 0.45 \times POST\ GMP) \times F_{gmp} ] \times AMC$$

CP	member's pension
CWP	pension payable on the death of the member to their spouse or partner
PRE GMP	annual GMP accrued before 6 April 1988
POST GMP	annual GMP accrued from 6 April 1988
$F_p$	factor for member's pension – table A1 or A2
$F_{wid}$	factor for survivor's pension – table A1 or A2
$F_{gmp}$	factor for GMP – table A1 or A2
AMC	adjustment for market conditions – table D

### *1.13 Active members entitled to immediate benefits*

Paragraph 1.12 should not be used to calculate the transfer values for active members who are aged over 60 and entitled to immediate benefits. Factors and guidance appropriate for these members will be issued shortly.

## **2 Non-Club transfers out**

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- 2.1 Subject to paragraph 2.2 below, the calculation of non-Club transfer values is the same as for Club transfer values, as described in section 1 of this note.
- 2.2 This guidance *does not* apply to the calculation of non-Club transfer values for female members with a GMP entitlement. Any cases involving female members with a GMP entitlement must be referred to Home Office (and thence to GAD) for a special calculation.

### 3 Club transfers in

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3.1 Members of NFPS are generally entitled to bring a transfer value from another pension arrangement. Where the other pension scheme participates in the Public Sector Transfer Club, the transfer will normally be effected on Club terms. On receipt of a Club transfer value, the service credit awarded to the transferring member shall be calculated as follows.

#### 3.2 *Calculation of the service credit*

The service credit is calculated by applying the factors in Table B1 or B2 and Table D. The age, marital status, GMP and Adjustment for Market Conditions should be the same as those used by the previous scheme to calculate the Club transfer value.

3.3 The pensionable pay figure should be the same as that used by the previous scheme. Where, at the guarantee date, the previous scheme has increased the deferred benefits at leaving to allow for pensions increases or GMP revaluations, the pensionable pay figure used in the service credit calculations will also have to be increased. The pensionable pay used should be the pensionable pay at leaving increased by the same rate that the previous scheme used to increase the accrued pension benefits.

3.4 If the member either worked part time in the previous scheme or is working part time as a firefighter in NFPS, the service credit awarded shall nevertheless count as full time service. It shall be calculated using the member's full-time equivalent pensionable pay in the previous scheme, after revaluation if applicable.

3.5 The factor for the survivor's pension depends on the marital status of the member. The factor appropriate to a married member should be used for a member who has a civil partner or other registered adult partner.

3.6 The formula used to calculate the service credit is as follows:

$$[ TV \div AMC + (PRE\ GMP + 0.45 \times POST\ GMP) \times F_{gmp} ] \div 1yr$$

TV	the Club transfer value paid by the previous scheme
AMC	the adjustment for market conditions, as used by the previous scheme
PRE GMP	annual GMP accrued before 6 April 1988, as used by the previous scheme
POST GMP	annual GMP accrued from 6 April 1988, as used by the previous scheme
$F_{gmp}$	factor for GMP, as used by the previous scheme
1yr	the cost of one year's accrual, as calculated in 3.7 below

3.7 The cost of one year's accrual is calculated as

$$[ F_p + 0.5 \times F_{wid} ] \times PAY \div 60$$

$F_p$	factor for member's pension – table B1 or B2
$F_{wid}$	factor for survivor's pension – table B1 or B2
PAY	member's pay in the previous scheme, see 3.3 and 3.4 above

3.8 *Section 9 (2B) rights*

If the transfer value received includes benefits in respect of service after 6 April 1997 in a contracted out pension scheme, the NFPS service credit in respect of benefits identified by the former scheme as post-97 contracted-out rights must be recorded as section 9(2B) rights. The length of the service credit that counts as section 9(2B) rights is determined as follows:

$$[ TV_{post\ 97} \div AMC ] \div 1yr$$

$TV_{post\ 97}$	the portion of the transfer value identified as post-1997 contracted-out rights
AMC	adjustment for market conditions – table D
1yr	the cost of one year's accrual, as calculated in 3.7 above

3.9 *Members' records*

As well as service credit and GMP details, a record should be kept of:

- > amount of the transfer value received
- > length of service credit that is section 9(2B) rights
- > length of qualifying service transferred from the former scheme



## **4 Non-Club transfers in**

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4.1 On receipt of a non-Club transfer value, the service credit awarded to the transferring member shall be calculated as follows.

4.2 Club transfers are not permitted from the Firefighters' Pension Scheme 1992 to NFPS. The terms described below will therefore apply for any transfers from the Firefighters' Pension Scheme 1992 to NFPS where the initial special conversion terms are not applicable.

### *4.3 The relevant date*

The age, marital status, pensionable pay, GMP, and AMC used in the calculation should be determined as at the relevant date for the calculation. The relevant date is the date on which the transfer payment is received, except where:

4.3.1 The transfer payment is received within 12 months of the member joining or rejoining a fire and rescue authority, in which case the relevant date is the date of joining or rejoining.

4.3.2 A firefighter requests a quotation of the service credit in advance of the transfer value being paid. If the transfer payment is subsequently received within 3 months of the calculation date for the quotation, and if the amount of the transfer value is unchanged from the amount used in the quotation, the relevant date is the same as used for the quotation. (i.e. the quoted service credit is honoured.)

### *4.4 Receiving a transfer that includes a GMP*

The NFPS is able to receive non-Club transfers from former schemes that include GMPs. The GMP amount must be revalued to the relevant date. In cases where:

- > the last day of service in the former scheme is in the same tax year as the relevant date; or
- > the former scheme revalues GMP by Section 148 orders and the GMP has been revalued to the tax year in which the relevant date falls;

then the GMP given by the former scheme may be used.

4.5 Otherwise administrators should apply using the appropriate form to the National Insurance Contributions Office of HMRC requesting the GMP appropriate to the relevant date, revalued by reference to Section 148 orders. This GMP amount must be used in the check described at 4.6 below and in the service credit calculation at 4.11 below.

- 4.6 Before a non-Club transfer value is accepted a check must be conducted to ensure that the transfer value is large enough to ensure that the GMP liability will be covered. Such part of the transfer value as relates to pension benefit accrual before 6th April 1997 must be at least as great as the product of:
- > the annual amount of the GMP revalued up to the calculation date, and
  - > the factor specified below

Age	Factor
29 or under	8
30 to 39	9
40 to 49	10
50 or over	12

If this test is not satisfied, the transfer cannot be accepted by the NFPS.

- 4.7 In a case where a transfer cannot be accepted because the GMP test at paragraph 4.6 above is not satisfied, the NFPS would nevertheless be able to accept a transfer value in respect of the benefits in excess of the GMP, with the GMP liability remaining with the former scheme.

4.8 *Calculation of the service credit*

A non-Club service credit is calculated by applying the factors in Table C1 or C2 and Table D. The age, marital status, pensionable pay, GMP, and AMC used in the calculation should be determined as at the relevant date.

- 4.9 If the member is working part time as a firefighter in NFPS, the service credit awarded shall nevertheless count as full time service. It shall be calculated using member's full-time equivalent pensionable pay.

- 4.10 The factor for the survivor's pension depends on the marital status of the member. The factor appropriate to a married member should be used for a member who, at the relevant date, has a civil partner or other registered adult partner.

- 4.11 The formula used to calculate the service credit is as follows:

$$[ TV \div AMC + (PRE\ GMP + 0.45 \times POST\ GMP) \times F_{gmp} ] \div 1yr$$

TV	the transfer value
AMC	adjustment for market conditions – table D
PRE GMP	annual GMP accrued before 6 April 1988 revalued up to the relevant date
POST GMP	annual GMP accrued from 6 April 1988 revalued up to the relevant date
$F_{gmp}$	factor for GMP – table C1 or C2
1yr	the cost of one year's accrual, as calculated in 4.12 below

4.12 The cost of one year's accrual is calculated as

$$[ F_p + 0.5 \times F_{wid} ] \times PAY \div 60$$

$F_p$	factor for member's pension – table C1 or C2
$F_{wid}$	factor for survivor's pension – table C1 or C2
PAY	member's pensionable pay in NFPS expressed as an annual rate (i.e. as would be used in the calculation of lump sum death grant) as at the relevant date

#### 4.13 Section 9(2B) rights

If the transfer value received includes benefits in respect of service after 6 April 1997 in a contracted out pension scheme, the NFPS service credit in respect of benefits identified by the former scheme as post-97 contracted-out rights must be recorded as section 9(2B) rights. The length of the service credit that counts as section 9(2B) rights is determined as follows:

$$[ TV_{post97} \div AMC ] \div 1yr$$

$TV_{post97}$	the portion of the transfer value identified as post-1997 contracted-out rights
AMC	adjustment for market conditions – table D
1yr	the cost of one year's accrual, as calculated in 4.12 above

#### 4.14 Members' records

As well as service credit and GMP details, a record should be kept of:

- > amount of the transfer value received
- > length of service credit that is section 9(2B) rights
- > if the actual length of NFPS membership is less than two years, the length of qualifying service transferred from the former scheme

## **5 List of Tables**

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- Tables A1 and A2: Club and non-Club outgoing transfer value factors for deferred benefits payable from age 65.
- Tables B1 and B2: Club incoming transfer service credit factors.
- Tables C1 and C2: Non-Club incoming transfer service credit factors.
- Table D: Adjustment for market conditions.

**TABLE A1: MALES**
**Club and non-Club outgoing transfer value factors for deferred benefits payable from 65**

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum		Deduction for GMP of £1 per annum
		Married	Unmarried	
18	1.65	1.27	1.27	1.35
19	1.65	1.27	1.27	1.35
20	1.65	1.27	1.27	1.35
21	1.72	1.30	1.30	1.38
22	1.79	1.34	1.34	1.42
23	1.86	1.37	1.37	1.45
24	1.93	1.42	1.42	1.49
25	2.01	1.47	1.47	1.52
26	2.08	1.52	1.52	1.56
27	2.17	1.58	1.58	1.60
28	2.26	1.63	1.63	1.64
29	2.35	1.68	1.68	1.68
30	2.44	1.74	1.74	1.72
31	2.54	1.80	1.80	1.76
32	2.64	1.86	1.86	1.80
33	2.75	1.93	1.93	1.84
34	2.86	2.00	2.00	1.89
35	2.98	2.07	2.07	1.93
36	3.10	2.14	2.14	1.98
37	3.23	2.21	2.21	2.02
38	3.36	2.28	2.28	2.07
39	3.50	2.36	2.36	2.12
40	3.64	2.44	2.34	2.17
41	3.79	2.52	2.30	2.22
42	3.94	2.60	2.23	2.27
43	4.10	2.68	2.17	2.32
44	4.27	2.77	2.10	2.37
45	4.44	2.86	2.03	2.43
46	4.62	2.94	1.97	2.48
47	4.81	3.02	1.90	2.54
48	5.01	3.10	1.84	2.60
49	5.22	3.19	1.78	2.66
50	5.44	3.28	1.73	2.72
51	5.68	3.35	1.67	2.78
52	5.93	3.42	1.62	2.84
53	6.19	3.50	1.57	2.91
54	6.46	3.58	1.52	2.98
55	6.73	3.65	1.47	3.05
56	7.00	3.71	1.42	3.13
57	7.28	3.76	1.36	3.20
58	7.58	3.81	1.31	3.29
59	7.89	3.86	1.25	3.37
60	8.23	3.91	1.20	3.43
61	8.60	3.95	1.15	3.48
62	8.99	4.00	1.10	3.53
63	9.41	4.05	1.05	3.58
64	9.88	4.10	1.00	3.64

**Note:** 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 45% of the GMP amount in respect of service after that date.

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**TABLE A2: FEMALES**
**Club and non-Club outgoing transfer value factors for deferred benefits payable from 65**

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum		Deduction for GMP of £1 per annum (not for use in non-Club transfers)
		Married	Unmarried	
18	2.03	0.52	0.52	1.68
19	2.03	0.52	0.52	1.68
20	2.03	0.52	0.52	1.68
21	2.11	0.53	0.53	1.73
22	2.20	0.54	0.54	1.77
23	2.28	0.57	0.57	1.81
24	2.38	0.58	0.58	1.86
25	2.47	0.60	0.60	1.90
26	2.57	0.62	0.62	1.95
27	2.67	0.64	0.64	2.00
28	2.78	0.65	0.65	2.05
29	2.88	0.68	0.68	2.10
30	3.00	0.70	0.70	2.15
31	3.13	0.72	0.72	2.21
32	3.25	0.74	0.74	2.26
33	3.38	0.76	0.76	2.32
34	3.52	0.78	0.78	2.38
35	3.67	0.81	0.81	2.44
36	3.81	0.83	0.83	2.50
37	3.97	0.85	0.85	2.56
38	4.14	0.86	0.86	2.63
39	4.31	0.89	0.89	2.69
40	4.48	0.93	0.90	2.76
41	4.66	0.94	0.88	2.83
42	4.85	0.96	0.85	2.90
43	5.05	0.98	0.82	2.98
44	5.25	1.00	0.79	3.05
45	5.47	1.01	0.75	3.13
46	5.69	1.04	0.71	3.21
47	5.92	1.05	0.67	3.29
48	6.17	1.07	0.62	3.37
49	6.42	1.08	0.58	3.46
50	6.69	1.09	0.54	3.55
51	6.97	1.10	0.49	3.65
52	7.26	1.11	0.45	3.75
53	7.57	1.12	0.41	3.85
54	7.90	1.13	0.37	3.95
55	8.22	1.13	0.32	4.06
56	8.52	1.13	0.27	4.18
57	8.85	1.13	0.22	4.30
58	9.19	1.12	0.18	4.42
59	9.55	1.10	0.14	4.55
60	9.92	1.09	0.13	4.80
61	10.32	1.08	0.12	4.60
62	10.75	1.07	0.11	4.40
63	11.19	1.05	0.10	4.20
64	11.67	1.04	0.09	4.00

**Note:** 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 45% of the GMP amount in respect of service after that date.

**TABLE B1: MALES**
**Club incoming transfer service credit factors**

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum		Deduction for GMP of £1 per annum
		Married	Unmarried	
18	2.50	1.27	1.27	1.35
19	2.50	1.27	1.27	1.35
20	2.50	1.27	1.27	1.35
21	2.60	1.30	1.30	1.38
22	2.70	1.34	1.34	1.42
23	2.81	1.37	1.37	1.45
24	2.92	1.42	1.42	1.49
25	3.04	1.47	1.47	1.52
26	3.16	1.52	1.52	1.56
27	3.29	1.58	1.58	1.60
28	3.42	1.63	1.63	1.64
29	3.56	1.68	1.68	1.68
30	3.71	1.74	1.74	1.72
31	3.85	1.80	1.80	1.76
32	4.01	1.86	1.86	1.80
33	4.17	1.93	1.93	1.84
34	4.34	2.00	2.00	1.89
35	4.52	2.07	2.07	1.93
36	4.70	2.14	2.14	1.98
37	4.90	2.21	2.21	2.02
38	5.10	2.28	2.28	2.07
39	5.31	2.36	2.36	2.12
40	5.52	2.44	2.34	2.17
41	5.74	2.52	2.30	2.22
42	5.97	2.60	2.23	2.27
43	6.21	2.68	2.17	2.32
44	6.46	2.77	2.10	2.37
45	6.72	2.86	2.03	2.43
46	7.00	2.94	1.97	2.48
47	7.29	3.02	1.90	2.54
48	7.60	3.10	1.84	2.60
49	7.92	3.19	1.78	2.66
50	8.23	3.28	1.73	2.72
51	8.55	3.35	1.67	2.78
52	8.88	3.42	1.62	2.84
53	9.23	3.50	1.57	2.91
54	9.59	3.58	1.52	2.98
55	9.98	3.65	1.47	3.05
56	10.40	3.71	1.42	3.13
57	10.84	3.76	1.36	3.20
58	11.31	3.81	1.31	3.29
59	11.81	3.86	1.25	3.37

**Note:** 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 45% of the GMP amount in respect of service after that date.

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**TABLE B2: FEMALES**
**Club incoming transfer service credit factors**

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum		Deduction for GMP of £1 per annum
		Married	Unmarried	
18	2.90	0.52	0.52	1.68
19	2.90	0.52	0.52	1.68
20	2.90	0.52	0.52	1.68
21	3.02	0.53	0.53	1.73
22	3.14	0.54	0.54	1.77
23	3.26	0.57	0.57	1.81
24	3.39	0.58	0.58	1.86
25	3.53	0.60	0.60	1.90
26	3.67	0.62	0.62	1.95
27	3.82	0.64	0.64	2.00
28	3.98	0.65	0.65	2.05
29	4.13	0.68	0.68	2.10
30	4.30	0.70	0.70	2.15
31	4.48	0.72	0.72	2.21
32	4.66	0.74	0.74	2.26
33	4.85	0.76	0.76	2.32
34	5.04	0.78	0.78	2.38
35	5.25	0.81	0.81	2.44
36	5.46	0.83	0.83	2.50
37	5.69	0.85	0.85	2.56
38	5.92	0.86	0.86	2.63
39	6.16	0.89	0.89	2.69
40	6.41	0.93	0.90	2.76
41	6.67	0.94	0.88	2.83
42	6.94	0.96	0.85	2.90
43	7.22	0.98	0.82	2.98
44	7.51	1.00	0.79	3.05
45	7.82	1.01	0.75	3.13
46	8.14	1.04	0.71	3.21
47	8.47	1.05	0.67	3.29
48	8.82	1.07	0.62	3.37
49	9.18	1.08	0.58	3.46
50	9.55	1.09	0.54	3.55
51	9.90	1.10	0.49	3.65
52	10.27	1.11	0.45	3.75
53	10.66	1.12	0.41	3.85
54	11.06	1.13	0.37	3.95
55	11.49	1.13	0.32	4.06
56	11.93	1.13	0.27	4.18
57	12.40	1.13	0.22	4.30
58	12.89	1.12	0.18	4.42
59	13.41	1.10	0.14	4.55

**Note:** 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 45% of the GMP amount in respect of service after that date.



**TABLE C1: MALES**

**Non-Club incoming transfer service credit factors**

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum		Deduction for GMP of £1 per annum
		Married	Unmarried	
18	8.75	3.50	3.50	1.35
19	8.75	3.50	3.50	1.35
20	8.75	3.50	3.50	1.35
21	8.94	3.53	3.53	1.38
22	9.12	3.58	3.58	1.42
23	9.33	3.61	3.61	1.45
24	9.52	3.69	3.69	1.49
25	9.73	3.76	3.76	1.52
26	9.92	3.83	3.83	1.56
27	10.13	3.92	3.92	1.60
28	10.33	3.98	3.98	1.64
29	10.54	4.04	4.04	1.68
30	10.72	4.12	4.12	1.72
31	10.89	4.17	4.17	1.76
32	11.06	4.21	4.21	1.80
33	11.21	4.27	4.27	1.84
34	11.35	4.32	4.32	1.89
35	11.50	4.37	4.37	1.93
36	11.63	4.40	4.40	1.98
37	11.78	4.43	4.43	2.02
38	11.90	4.46	4.46	2.07
39	12.02	4.49	4.49	2.12
40	12.12	4.52	4.34	2.17
41	12.20	4.55	4.16	2.22
42	12.28	4.58	3.92	2.27
43	12.36	4.59	3.72	2.32
44	12.42	4.62	3.50	2.37
45	12.47	4.64	3.29	2.43
46	12.53	4.64	3.11	2.48
47	12.57	4.63	2.92	2.54
48	12.62	4.62	2.74	2.60
49	12.66	4.63	2.59	2.66
50	12.67	4.64	2.45	2.72
51	12.69	4.61	2.30	2.78
52	12.71	4.58	2.17	2.84
53	12.73	4.57	2.05	2.91
54	12.75	4.55	1.93	2.98
55	12.77	4.52	1.82	3.05
56	12.80	4.46	1.71	3.13
57	12.82	4.40	1.59	3.20
58	12.83	4.33	1.49	3.29
59	12.84	4.25	1.38	3.37

**Note:** 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 45% of the GMP amount in respect of service after that date.

**TABLE C2: FEMALES Non-Club incoming transfer service credit factors**

Age last birthday at relevant date	Pension of £1 per annum	Survivor's pension of £1 per annum		Deduction for GMP of £1 per annum
		Married	Unmarried	
18	10.15	1.43	1.43	1.68
19	10.15	1.43	1.43	1.68
20	10.15	1.43	1.43	1.68
21	10.38	1.44	1.44	1.73
22	10.61	1.44	1.44	1.77
23	10.82	1.57	1.57	1.81
24	11.05	1.51	1.51	1.86
25	11.29	1.54	1.54	1.90
26	11.52	1.56	1.56	1.95
27	11.76	1.59	1.59	2.00
28	12.00	1.61	1.61	2.05
29	12.23	1.63	1.63	2.10
30	12.46	1.66	1.66	2.15
31	12.67	1.67	1.67	2.21
32	12.85	1.67	1.67	2.26
33	13.03	1.68	1.68	2.32
34	13.19	1.69	1.69	2.38
35	13.36	1.70	1.70	2.44
36	13.51	1.71	1.71	2.50
37	13.68	1.71	1.71	2.56
38	13.81	1.70	1.70	2.63
39	13.95	1.70	1.70	2.69
40	14.07	1.70	1.70	2.76
41	14.18	1.70	1.59	2.83
42	14.28	1.69	1.50	2.90
43	14.37	1.68	1.40	2.98
44	14.44	1.67	1.32	3.05
45	14.51	1.65	1.22	3.13
46	14.57	1.63	1.12	3.21
47	14.60	1.61	1.03	3.29
48	14.64	1.60	0.92	3.37
49	14.67	1.57	0.84	3.46
50	14.70	1.54	0.76	3.55
51	14.70	1.51	0.67	3.65
52	14.70	1.49	0.60	3.75
53	14.70	1.46	0.54	3.85
54	14.70	1.44	0.47	3.95
55	14.71	1.40	0.40	4.06
56	14.71	1.36	0.32	4.18
57	14.71	1.32	0.26	4.30
58	14.71	1.27	0.20	4.42
59	14.72	1.21	0.15	4.55

**Note:** 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 45% of the GMP amount in respect of service after that date.

**TABLE D: MALES AND FEMALES Adjustment for market conditions**

Adjustment to be made to total transfer value calculated to allow for current yield on the FT Actuaries index of index-linked stocks for redemption periods of over 5 years with 0% inflation assumption

Age last birthday at relevant date	Yield on index-linked stocks at relevant date			
	2%	3%	4%	5%
16 – 25	1.60	1.23	1.00	0.84
26 – 28	1.57	1.22	1.00	0.85
29 – 31	1.54	1.21	1.00	0.85
32 – 33	1.51	1.20	1.00	0.86
34 – 35	1.50	1.19	1.00	0.86
36 – 37	1.46	1.18	1.00	0.87
38	1.45	1.18	1.00	0.87
39	1.44	1.17	1.00	0.88
40	1.43	1.17	1.00	0.88
41	1.42	1.17	1.00	0.88
42	1.40	1.16	1.00	0.88
43	1.39	1.16	1.00	0.88
44	1.38	1.15	1.00	0.89
45	1.37	1.15	1.00	0.89
46	1.36	1.15	1.00	0.89
47	1.35	1.14	1.00	0.89
48	1.33	1.14	1.00	0.90
49	1.32	1.13	1.00	0.90
50	1.31	1.13	1.00	0.90
51	1.30	1.13	1.00	0.90
52	1.29	1.12	1.00	0.91
53	1.28	1.12	1.00	0.91
54	1.25	1.11	1.00	0.91
55	1.23	1.11	1.00	0.91
56	1.20	1.10	1.00	0.92
57	1.17	1.08	1.00	0.92
58	1.15	1.06	1.00	0.92
59	1.12	1.04	1.00	0.92
60 – 64	1.12	1.04	1.00	0.92

The market level adjustment is obtained from the table above by interpolation between the columns. Two examples are given below.

In the case of a firefighter aged 30 who is leaving the fire service, and is entitled to a cash equivalent of £12,250 with a yield on index-linked stocks at the relevant (“guarantee”) date for the transfer of 1.93%, the relevant factor in the 2% column is 1.54. The adjusted transfer value payable would be:

$$£12,250 \times 1.54 = £18,865$$

In the case of a 25 year old firefighter joining the fire service with an entitlement to a cash equivalent of £7,500 where a yield on index-linked stocks at the relevant (“guarantee”) date for the transfer is 2.12%, the relevant factor in the 2% and 3% columns are 1.60 and 1.23 respectively. The amount to be applied for the purpose of calculating reckonable service credit would be:

$$£7,500 \div [(0.88 \times 1.60) + (0.12 \times 1.23)] = £4,821.29$$