

Table 1
Early retirement factors - Revaluing Periodic Compensation (Pre 1997)

NPA	75	74	73	72	71	70	69	68	67	66	65	64	63	62	61	60	59	58	57	56	55	54	53	52	51	50
Age																										
50	0.356	0.376	0.396	0.417	0.438	0.460	0.482	0.504	0.527	0.550	0.574	0.598	0.623	0.648	0.674	0.701	0.728	0.756	0.785	0.815	0.845	0.876	0.908	0.940	0.971	1.000
51	0.363	0.384	0.405	0.427	0.449	0.471	0.494	0.517	0.541	0.565	0.590	0.615	0.641	0.668	0.695	0.723	0.752	0.781	0.811	0.842	0.874	0.906	0.938	0.970	1.000	
52	0.372	0.393	0.415	0.438	0.460	0.484	0.507	0.532	0.557	0.582	0.608	0.634	0.661	0.689	0.717	0.747	0.776	0.807	0.838	0.871	0.904	0.937	0.969	1.000		
53	0.381	0.403	0.426	0.449	0.473	0.497	0.522	0.547	0.573	0.600	0.627	0.654	0.683	0.712	0.742	0.772	0.803	0.835	0.868	0.902	0.936	0.969	1.000			
54	0.391	0.414	0.438	0.462	0.487	0.512	0.538	0.564	0.591	0.619	0.647	0.676	0.706	0.736	0.767	0.799	0.832	0.865	0.900	0.934	0.968	1.000				
55	0.402	0.426	0.451	0.476	0.502	0.528	0.555	0.582	0.611	0.640	0.669	0.700	0.731	0.763	0.795	0.828	0.863	0.898	0.933	0.967	1.000					
56	0.413	0.438	0.464	0.490	0.517	0.545	0.573	0.602	0.631	0.662	0.693	0.725	0.757	0.791	0.825	0.860	0.895	0.931	0.966	1.000						
57	0.425	0.451	0.478	0.506	0.534	0.563	0.592	0.623	0.654	0.686	0.718	0.752	0.786	0.821	0.857	0.893	0.930	0.966	1.000							
58	0.438	0.466	0.494	0.523	0.552	0.582	0.613	0.645	0.678	0.712	0.746	0.781	0.816	0.853	0.890	0.928	0.965	1.000								
59	0.453	0.481	0.511	0.541	0.572	0.604	0.637	0.670	0.704	0.739	0.775	0.812	0.850	0.888	0.926	0.964	1.000									
60	0.469	0.499	0.529	0.561	0.594	0.627	0.662	0.697	0.733	0.770	0.807	0.846	0.885	0.924	0.963	1.000										
61	0.486	0.517	0.550	0.583	0.617	0.653	0.689	0.726	0.763	0.802	0.841	0.882	0.922	0.962	1.000											
62	0.504	0.538	0.572	0.607	0.643	0.680	0.718	0.757	0.796	0.837	0.878	0.920	0.961	1.000												
63	0.525	0.560	0.596	0.633	0.671	0.710	0.750	0.790	0.832	0.875	0.917	0.959	1.000													
64	0.547	0.584	0.622	0.661	0.701	0.742	0.784	0.827	0.871	0.915	0.958	1.000														
65	0.571	0.610	0.650	0.692	0.734	0.777	0.821	0.866	0.912	0.957	1.000															
66	0.598	0.639	0.682	0.725	0.770	0.815	0.862	0.909	0.955	1.000																
67	0.628	0.671	0.716	0.762	0.809	0.857	0.905	0.953	1.000																	
68	0.660	0.706	0.753	0.802	0.852	0.902	0.952	1.000																		
69	0.695	0.744	0.795	0.846	0.898	0.950	1.000																			
70	0.735	0.787	0.840	0.894	0.947	1.000																				
71	0.778	0.833	0.889	0.945	1.000																					
72	0.826	0.884	0.943	1.000																						
73	0.879	0.940	1.000																							
74	0.937	1.000																								
75	1.000																									

Table 2
Early retirement factors - Revaluing Periodic Compensation (Post 1997)

NPA	75	74	73	72	71	70	69	68	67	66	65	64	63	62	61	60	59	58	57	56	55	54	53	52	51	50
Age																										
50	0.317	0.336	0.356	0.377	0.398	0.420	0.443	0.466	0.490	0.514	0.539	0.564	0.591	0.618	0.645	0.674	0.703	0.733	0.764	0.796	0.828	0.861	0.895	0.930	0.966	1.000
51	0.324	0.345	0.366	0.387	0.410	0.432	0.456	0.480	0.505	0.530	0.556	0.583	0.610	0.638	0.667	0.697	0.728	0.759	0.791	0.824	0.858	0.893	0.929	0.965	1.000	
52	0.333	0.354	0.376	0.399	0.422	0.446	0.470	0.495	0.521	0.547	0.575	0.602	0.631	0.661	0.691	0.722	0.754	0.787	0.821	0.855	0.891	0.927	0.964	1.000		
53	0.343	0.365	0.388	0.411	0.435	0.460	0.485	0.512	0.539	0.566	0.595	0.624	0.654	0.685	0.717	0.749	0.783	0.817	0.852	0.888	0.925	0.963	1.000			
54	0.353	0.376	0.400	0.424	0.450	0.475	0.502	0.529	0.558	0.587	0.616	0.647	0.679	0.711	0.744	0.778	0.813	0.849	0.886	0.924	0.962	1.000				
55	0.365	0.389	0.414	0.439	0.465	0.492	0.520	0.549	0.578	0.609	0.640	0.672	0.705	0.739	0.774	0.810	0.846	0.884	0.922	0.962	1.000					
56	0.377	0.401	0.427	0.454	0.481	0.510	0.539	0.569	0.600	0.632	0.665	0.699	0.733	0.769	0.805	0.843	0.881	0.921	0.961	1.000						
57	0.389	0.415	0.442	0.470	0.499	0.529	0.560	0.591	0.624	0.657	0.692	0.727	0.764	0.801	0.840	0.879	0.919	0.960	1.000							
58	0.403	0.430	0.459	0.488	0.518	0.550	0.582	0.615	0.650	0.685	0.721	0.758	0.796	0.836	0.876	0.917	0.959	1.000								
59	0.418	0.447	0.477	0.507	0.539	0.572	0.606	0.641	0.677	0.714	0.753	0.792	0.832	0.873	0.915	0.958	1.000									
60	0.435	0.465	0.496	0.529	0.562	0.597	0.633	0.670	0.708	0.747	0.786	0.828	0.870	0.913	0.957	1.000										
61	0.452	0.484	0.517	0.552	0.587	0.624	0.661	0.700	0.740	0.781	0.823	0.866	0.911	0.956	1.000											
62	0.472	0.506	0.541	0.577	0.614	0.653	0.692	0.733	0.775	0.819	0.863	0.908	0.955	1.000												
63	0.493	0.529	0.566	0.604	0.644	0.684	0.726	0.769	0.814	0.859	0.906	0.953	1.000													
64	0.517	0.554	0.593	0.634	0.676	0.719	0.763	0.808	0.855	0.903	0.952	1.000														
65	0.542	0.582	0.624	0.666	0.710	0.756	0.803	0.851	0.900	0.950	1.000															
66	0.570	0.613	0.656	0.702	0.748	0.797	0.846	0.897	0.949	1.000																
67	0.601	0.646	0.693	0.740	0.790	0.841	0.893	0.947	1.000																	
68	0.635	0.683	0.732	0.783	0.836	0.890	0.945	1.000																		
69	0.673	0.723	0.776	0.830	0.886	0.943	1.000																			
70	0.714	0.768	0.824	0.882	0.941	1.000																				
71	0.760	0.818	0.877	0.939	1.000																					
72	0.811	0.872	0.936	1.000																						
73	0.867	0.934	1.000																							
74	0.931	1.000																								
75	1.000																									

Notes:

Factors should be applied to the deferred compensation including revaluation (where applicable) to the date of early retirement. The amount of revaluation should be determined for the relevant period in a manner consistent with Schedule 7 to the Pensions Act 2004 and associated regulations.

Factors are shown for age exact at date of retirement.

For intermediate ages factors should be obtained by linear interpolation for that Normal Pension Age.

If the relevant Normal Pension Age is not an integer the factors for that Normal Pension Age should be obtained by linear interpolation.

Ages should be determined in complete years and months rounded to the nearest whole month.

Separate factors are available for application to lump sums where the lump sum is a separate entitlement from pension under the scheme.

These factors will be reviewed from time to time and may be changed without notice.