

Scheme factor	Pre 2007 Scheme	2007 Scheme	Reference Scheme	Current Proposal
Scheme type	Final Salary	Final salary	Career average re-valued earnings	Career average re-valued earnings
Normal Pension Age (NPA)	60	65	State Retirement Age	State Retirement Age
Early retirement factors	5% reduction for each year before 60	5% reduction for each year before 65	5% per year reduction for each year before NPA	5% per year reduction each year below current NPA, 3% each year between current NPA and new NPA
Accrual rate	1/80	1/60	1/65	1/57
Revaluation index (in service)	CPI	CPI	A wages index	CPI + 1.6%
Revaluation index (in pay)	CPI	CPI	CPI	CPI
Members' contributions	6.4%	6.4%	Average 9.6% on a tiered structure	Average 9.6%, structure to be negotiated
Protection	None	None	None	<ol style="list-style-type: none"> 1. Actual final salary at end of career to be applied to benefits accrued under the current schemes 2. Members within 10 years of current NPA to remain in current schemes. 3. Tapered protection for those outside the '10 years', reducing to those aged approximately 46½. 4. Enhanced early retirement factors (see above) 5. Members who leave the scheme and return within 5 years will have their final salary applied to deferred pension.
Commutation to lump sum	Automatic 3x pension	1:12	1:12	1:12
Death benefits	Lump sum three times full time equivalent salary	As current	As current	As current
Dependents' benefits	1/160	1/120	1/120 of pensionable salary	1/120 of pensionable salary
Ill health benefits	Two tiers: No actuarial reduction or with added service	As current	As current	As current
Flexibilities	<ul style="list-style-type: none"> • Purchase added years (closed) • Purchase additional pension • Actuarially reduced retirement 	<ul style="list-style-type: none"> • Purchase additional pension • Actuarially reduced retirement 		<ul style="list-style-type: none"> • Pay increased contributions for a better accrual rate • Ability to pay for removal of actuarial reduction for potential service from 65-68
Transfers between Schemes	Public sector pensions transfer club	Public sector pensions transfer club		As current
Abatement	Cap on earnings if return to work after taking pension at 60	Cap on earnings if return to work after taking pension at 65		No abatement
Phased retirement	Reduce salary by 20%, take part of pension and continue to work	Reduce salary by 20%, take part of pension and continue to work		As current
Employer contributions	14.1% of salary	14.1% of salary		To be set by a valuation of the new scheme and to operate within a range of +2% to -2% of the baseline figure