NHS Pension Scheme
Summary of the 2020 assumptions used in the actuarial valuation as at 31 March 2020

This report is supplemental to the Advice on assumptions report dated 19 October 2023 and should be read in conjunction with that report. This report contains further details of the 'scheme-set' assumptions to be adopted for the actuarial valuation of the NHS Pension Scheme as at 31 March 2020, including sample rates and values. The assumptions adopted at the previous valuation as at 31 March 2016 are set out in our Advice on assumptions report for that valuation, located at the following https://www.gov.uk/government/publications/public-service-pensions-2016-actuarial-valuation-reports/public-service-pensions-2016-actuarial-valuation-reports.

Mortality after retirement

Baseline mortality	Standard table	Adjustment
Males		
Retirements in normal health	S3NMA	91%
Current ill-health pensioners	S3IMA	134%
Future ill-health pensioners	S3IMA	134%
Dependants	S3DMA	82%
Females		
Retirements in normal health	S3NFA	103%
Current ill-health pensioners	S3IFA	134%
Future ill-health pensioners	S3IFA	134%
Dependants	S3DFA	89%

Commutation of pension for cash at retirement

	1995 section	2008 section	2015 scheme
Males and females	10% (M)/ 12% (F)	20%	20%

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Retirement ages

Age retirement rates for 1995 section

	Male rates					Female rates				
Age	Non-manual	MHO	Manual	Practitioner	Special Class Nurses	Non-manual	MHO	Manual	Practitioner	Special Class Nurses
50	0.01	0.03	0.02	0.01	0.02	0.01	0.03	0.01	0.00	0.01
51	0.01	0.02	0.01	0.01	0.02	0.01	0.02	0.01	0.00	0.01
52	0.01	0.02	0.02	0.01	0.02	0.01	0.02	0.01	0.00	0.01
53	0.01	0.02	0.02	0.01	0.02	0.01	0.02	0.01	0.00	0.01
54	0.02	0.13	0.02	0.02	0.05	0.01	0.11	0.01	0.01	0.05
55	0.04	0.50	0.05	0.06	0.30	0.05	0.48	0.03	0.05	0.35
56	0.04	0.24	0.05	0.05	0.13	0.04	0.22	0.02	0.05	0.15
57	0.05	0.27	0.06	0.10	0.16	0.05	0.20	0.04	0.07	0.16
58	0.08	0.25	0.06	0.16	0.21	0.06	0.23	0.04	0.14	0.18
59	0.12	0.29	0.09	0.28	0.16	0.10	0.26	0.07	0.21	0.20
60	0.33	0.33	0.25	0.63	0.42	0.30	0.35	0.19	0.69	0.39
61	0.19	0.27	0.14	0.32	0.31	0.24	0.30	0.23	0.27	0.35
62	0.20	0.34	0.17	0.25	0.24	0.31	0.38	0.31	0.35	0.40
63	0.22	0.28	0.17	0.25	0.29	0.27	0.35	0.23	0.23	0.34
64	0.32	0.72	0.37	0.28	0.76	0.30	0.69	0.25	0.29	0.62
65	0.51	1.00	0.59	0.47	1.00	0.39	1.00	0.35	0.57	1.00
66	0.30		0.32	0.23		0.27		0.25	0.26	
67	0.28		0.29	0.33		0.28		0.19	0.28	
68	1.00		1.00	1.00		1.00		1.00	1.00	

Age retirement rates for 2008 Section

	Male rates			Female rates		
Age	Non-Manual	Manual	Practitioner	Non-Manual	Manual	Practitioner
55	0.02	0.02	0.02	0.02	0.02	0.02
56	0.02	0.02	0.02	0.02	0.02	0.02
57	0.02	0.02	0.02	0.02	0.02	0.02
58	0.02	0.02	0.02	0.02	0.02	0.02
59	0.03	0.03	0.03	0.03	0.03	0.03
60	0.04	0.04	0.04	0.04	0.04	0.04
61	0.05	0.05	0.05	0.05	0.05	0.05
62	0.06	0.06	0.06	0.06	0.06	0.06
63	0.07	0.07	0.07	0.07	0.07	0.07
64	0.08	0.08	0.08	0.08	0.08	0.08
65	0.94	0.90	0.87	0.92	0.94	0.87
66	0.55	0.70	0.32	0.45	0.50	0.40
67	0.50	0.55	0.32	0.40	0.50	0.40
68	0.50	0.50	0.32	0.35	0.50	0.40
69	0.55	0.40	0.32	0.35	0.50	0.40
70	1.00	1.00	1.00	1.00	1.00	1.00

Age retirement rates for 2015 Scheme

	All members (and applicable to all service)
NPA*	1.00
NPA-1	0.08
NPA-2	0.07
NPA-3	0.06
NPA-4	0.05
NPA-5	0.04
NPA-6	0.03
NPA-7	0.02
NPA-8	0.02
NPA-9	0.02
NPA-10	0.02
NPA-11}	0.01
NPA-12} to min age 55	0.01
NPA-13}	0.01

* NPA in 2015 scheme in all cases

Retirements are assumed to occur on a member's birthday.

Rates of leaving service

No net withdrawals are assumed for practitioner or special class members in the 1995 Section. The following table shows the rates (net of re-entry within 5 years) for all other members.

Age	Duration of service			
	0-1 year	1-2 years	2-3 years	>3 years
< 20	0.3780	0.2397	0.2155	0.2104
25	0.2520	0.1798	0.0862	0.0631
30	0.1260	0.1079	0.0539	0.0421
35	0.1260	0.0719	0.0539	0.0421
40	0.1260	0.0719	0.0539	0.0316
45	0.1260	0.0719	0.0539	0.0316
50+	0.1260	0.0719	0.0539	0.0316

Promotional pay increases

Age	Non-manual Officers and Practitioners		Manual Officers	
	Males	Females	Males	Females
	Index value*	Index value*	Index value*	Index value*
20	73	77	83	83
25	100	100	100	100
30	132	125	120	120
35	165	140	136	132
40	195	151	146	140
45	215	157	155	144
50	229	162	161	147
55	236	166	165	148
60	242	169	165	148
65	242	169	165	148

*Relative to an index value of 100 at age 25

Rates of ill-health retirement

Age	Males	Females
20	0.0001	0.0001
25	0.0002	0.0002
30	0.0002	0.0002
35	0.0004	0.0004
40	0.0006	0.0005
45	0.0013	0.0008
50	0.002	0.001
55	0.004	0.003
60	0.005	0.006
62	0.006	0.007
64	0.006	0.008
66	0.007	0.009
68	0	0

*Rates are zero if above the NPA of the relevant section

In all scheme sections, 75% of ill-health retirements are assumed to qualify for upper tier awards.

Mortality before retirement

Age	Males	Females
20	0.0002	0.0002
25	0.0002	0.0002
30	0.0003	0.0002
35	0.0005	0.0003
40	0.0006	0.0003
45	0.0009	0.0005
50	0.0012	0.0008
55	0.0019	0.0011
60	0.0030	0.0017
65	0.0048	0.0025

Family statistics

Proportion married or partnered at death

Age	Members leaving service before 31 March 2008		Members in service on or after 31 March 2008	
	Males	Females	Males	Females
50	72%	52%	76%	54%
60	72%	52%	76%	54%
70	72%	45%	74%	46%
80	60%	22%	61%	23%
90	34%	7%	34%	7%

Other assumptions

Only a legal spouse of a member leaving before 31 March 2008 is eligible for a dependant's pension. Other dependants may be eligible to dependant's pension for members in service on or after 1 April 2008.

Dependants are assumed to be of the opposite gender as the member.

Male members are assumed to be three years older than their partners and female members are assumed to be three years younger than their partners.

19 October 2023