





**Notes:**

- These factors are to be used to convert step-down compensation to a whole-life equivalent, for comparison against the compensation cap and, alongside the Commutation Factors published by the PPF, in the calculation of the maximum amount of cash that may be taken through commutation.
- Factors are shown for exact age at date of retirement.
- Factors are shown for the total length of time for which step-down compensation is to be paid, including both the original length from Normal Pension Age (NPA) and any additional length of time due to the date of retirement being before NPA. For example, if NPA is 60 with a step-down pension to be paid until age 65, and retirement is taken early at age 55, the total length of time over which step-down compensation is to be paid is 10 years.
- For intermediate ages, factors should be obtained by linear interpolation.
- If the length of time step-down compensation is to be paid for is not an integer, the factors for that length of time should be obtained by linear interpolation.
- Age or the total length of time over which step-down compensation is to be paid should be determined in complete years and days.
- Separate factors are available for application to lump sum entitlements.
- These factors will be reviewed from time to time and may be changed without notice.