

# REDUNDANCY AND REDEPLOYMENT POLICY

## 1 Introduction

- 1.1 It is the Council's aim, where possible, to maintain secure employment for its employees. However, circumstances may arise where the organisation's requirements may lead to the need for a reduction in the number of staff employed or organisational changes which result in some employees being redundant. The Redundancy and Redeployment Policy provides a procedure and guidance for managers to follow when the potential need to reduce staffing occurs. It ensures employees are treated fairly and consistently, and appropriate employee consultation takes place throughout the process.
- 1.2 This policy applies to all employees, including those with fixed term contracts but does not apply to agency temps or contractors. To qualify for a redundancy payment an employee must have been continuously employed in local government for two or more years at the effective date of termination.
- 1.3 The Council will be open and fair and give regard to equality and consistency in its treatment of all employees.
- 1.4 This policy is in accordance with good practice guidance notes and codes of practice issued by ACAS. The policy is also in line with employment law, including regulations dealing specifically with employment matters.
- 1.5 Where a post has been identified as being substantially altered, has disappeared or is one of several posts which will reduce as a result of organisational change, the employment status of the individual employee will be identified to be 'at risk'.

## 2. Decision Making

Decisions on principles of strategic direction or annual budgeting with HR implications lies with the Full Council and decisions to dismiss by reason of redundancy lies with the Chief Executive and those officers nominated for this purpose.

### General principles

## 3. Scope

- 3.1 For the purpose of this policy, employees are as defined in section 230 of the Employment Rights Act 1996 or any substituting or amending legislation
- 3.2 This policy will be varied for certain senior officers to ensure compliance with local government law and Joint National Conditions (JNC) conditions of service for chief executives and chief officers

3.3 This policy covers:

Approvals required

Consultation and communication process

Selection process

Methods to assist in reducing number of redundancies

Procedure to be followed in the event of a redundancy situation

3.4 A member of EMT will liaise with Staff Conference, where appropriate regarding the redundancy process. This includes providing details of redundancies and any amendments to this policy.

3.5 Staff Conference is the formal mechanism for consulting with officers at the council.

## **4 Purpose**

4.1 The purpose of this policy is to ensure there is a structured process for dealing with employment matters and supporting employees during periods of change where the deletion of posts and staff redundancies may be involved.

4.2 Employees are required to engage actively in the process of redeployment, with redundancy seen as the last resort.

4.3 In cases where services are transferring to another provider, the Transfer of Undertaking (Protection of Employment) ('TUPE') will apply. Separate advice should be sought from Legal Services and HR in these situations.

4.4 When redundancies arise, the Council will consult at an early stage and take appropriate steps to keep the number of redundancies to a minimum, whilst considering the needs of the organisation.

4.5 Line managers will seek to ensure the redundancy and redeployment process is conducted with fairness, transparency and confidentiality.

## **5 Procedure**

### **5.1 Voluntary redundancy (VR)**

5.1.2 The Council may, at its discretion and at times when the organisation is seeking to reduce staff numbers, explore whether there is scope to consider requests for voluntary redundancy.

The Head of Service or Chief Officer responsible for overseeing the changes will, in consultation with EMT, identify the categories of employees from whom it is prepared to accept volunteers and will consider applications from those employees directly affected.

Staff Conference will be advised by HR of the groups of employees approached and of the number of expressions of interest subsequently received.

The Council reserves the right to refuse individual requests for voluntary redundancy and there is no right of appeal. Where a request is refused the reasons for doing so will be put in writing to the individual concerned.

Expressions of interest for voluntary redundancy must be made using the EOI(VR) form which can be found on the Hub under HR Policies and must be submitted to the line manager responsible for the restructure or proposed change to the service. This can be completed by email or by printing the form provided and submitting it in person. Expressions of interest will be invited by the start of the consultation period at the latest. There will be a fixed time period in which applications will be accepted. At this stage, the expression of interest will not form a binding agreement on either side.

The line manager must contact HR and submit all expressions of interest immediately to: [hr@tandridge.gov.uk](mailto:hr@tandridge.gov.uk).

An individual estimate of benefits will be prepared for the employee based on an estimated end date. They will then be asked to confirm by a specified date whether they wish to proceed with an application or not.

In considering VR requests the Council will make it clear:

- It wishes to retain those employees who will best meet the needs of the Council in terms of delivering effective and efficient services to the public
- The need to retain a balance of key experience and skills within services and across the workforce to meet future needs;
- The impact of any financial implications.

If the employee is aged 55 or over and a member of the Local Government Pension Scheme, HR will obtain an estimate of pension retirement benefits and the cost to the organisation of releasing pension benefits early. (see also Retirement Policy)

HR will liaise with the relevant Head of Service and consider the request in accordance with the criteria set out in this policy.

For further information refer to the voluntary redundancy procedure at appendix A.

- 5.1.3 The decision will be made by the Chief Executive (if appropriate), Section 151 Officer and senior HR professional in conjunction with the relevant line manager. HR or the relevant line manager will notify the employee of the decision in writing.

The Council reserves the right to accept or reject applications for voluntary redundancy. There is no right of appeal.

## **5.2 Agreement of Voluntary Redundancy**

- 5.2.1 Voluntary redundancy may be approved if employees come under the following category:

- Employees who are in a post proposed for deletion, or whose post may be deleted in the future, as a result of the reorganisation
- Employees in any post where a reduction in employee numbers in that post is proposed as a result of reorganisation or may be in the future due to restructures and/or financial circumstances.
- When a role is identified for deletion, employees in posts of similar grade and responsibility, not proposed for deletion, may wish to apply for voluntary redundancy. The application for VR in such cases may be agreed if this would avoid a compulsory redundancy. The person at risk would be redeployed into the position.

### 5.3 Voluntary redundancy criteria

5.3.1 Each request for voluntary redundancy will be considered individually, based on the interests of the Council. It is paramount consideration is given to maintaining efficient services to the community and residents. The Council is obliged by law to consider ways of avoiding, and reducing, the number of redundancies. Given these legal obligations an EO(VR) will usually be declined if an employee can be:

- a) Assimilated into a role
- b) Placed within a ring-fenced role
- c) Offered reasonable alternative employment

5.3.2 All the above apply unless the Council considers there is a strong business case presented to demonstrate otherwise. For example, the voluntary redundancy will create a vacancy suitable for another redeployee and avoid their redundancy.

5.3.3 Where an employee volunteers to leave the Council on voluntary redundancy, consideration will be given to the following factors when assessing the request:

- **Financial** – Capital costs for the Council will be negatively impacted. An example of this is, the total cost of the voluntary severance package including the pension strain, outweigh the ability to recover the costs
- **Service delivery** – The employee is critical to delivering the service and the delivery would be seriously comprised if the employee left
- **Skills and knowledge** – Loss of competencies, skills and experience would have a material impact on the Council and service delivery. The individual has specialist skills that are required by the organisation, not available elsewhere in the service area.

### 5.4 Compulsory redundancy

5.4.1 Employees who remain at risk following consideration of assimilation, ring fencing and redeployment will face compulsory redundancy, unless they have made an application for voluntary redundancy which the Council has accepted.

5.4.2 In these cases, the employee will have a final meeting with their manager where the date of termination of employment, as notified to them previously in writing, will be confirmed.

Arrangements will be put in place by the employee's manager to support the employee during their remaining notice period, including continuing to look at potential opportunities within the Council as well as providing the time to attend interviews outside of the Council.

5.4.3 Consultation periods are dependent on the number of employees potentially facing redundancy. The following timescales apply:

- Less than 20 employees – 20 calendar days
- 20 – 99 employees – 30 calendar days
- 100 or more – a minimum of 45 calendar days

## 5.5 Calculation of redundancy and pension payments

5.5.1 For employees who leave the Council's employment either through voluntary or compulsory redundancy the following will apply:

- Entitlement to redundancy pay is based on contractual pay, length of continuous service and age (please see Redundancy Payment Ready Reckoner in Appendix C)
- The maximum service that can be considered for redundancy pay purposes is 20 years.
- The Council currently awards an enhanced sum based on full years of service, using a multiplier of 1.5 times actual weeks' pay, with the number of weeks determined by the Ready Reckoner. The calculator may be reviewed periodically subject to approval by Strategy & Resources committee.

Examples:

<b>Employee A</b>	M2	
Ave weekly pay	£779	
Multiplier x1.5	£1168	Weekly pay for calculation in ready reckoner
age	56	Will also be eligible to draw LGPS
Length of service (full years)	25 years	
Max length of service	20 years	Capped at 20 years
Weeks' pay	27.5	Weeks
Redundancy payment	£32,133	(£30,000 tax & NI free)

<b>Employee B</b>	TA2	
Ave weekly pay	£484	
Multiplier x1.5	£726	Weekly pay for calculation in ready reckoner
age	30	
Length of service (full years)	6 years	
Max length of service		
Weeks' pay	6	Weeks
Redundancy payment	£4,356	(under £30,000 so tax & NI free)

An employee aged 55 or over who is made redundant, may be entitled to early retirement and early release of his or her annual pension and a lump sum. (See also Retirement Policy).

There is a guide to the Local Government Pension Scheme on the Hub and where applicable, any pensions calculation will be included in redundancy or pensions calculation supplied to an employee.

## **6 Appeals against dismissal**

6.1 An employee may appeal in writing against dismissal on grounds of redundancy to the relevant the HR Business Partner.

6.1.2 Refer to the Council's appeal procedure.

## **7 Redeployment**

7.1 The Council will endeavour and find suitable alternative employment for all employees whose existing roles are declared redundant. Employees affected by redundancy will be advised of all suitable opportunities for redeployment. Employees also have a shared responsibility with the Council in seeking redeployment.

A record (Redeployment Pool) of all employees, who have been identified as 'at risk', will be held by HR who will provide support and advice to individuals and line managers throughout this process. See appendix A for details of this support.

Determining what type of work is suitable can be difficult as it encompasses both objective and subjective factors. The assessment as to whether a post is considered 'suitable' will be made by the manager of the post with advice from HR.

Staff employed within Southern Building Control Partnership – under the terms of the Inter Authority Agreement, member councils will be advised of redundant posts and will seek to redeploy any potentially redundant employees to other roles within the Councils.

### **7.1.2 Selection and appointment under the Redeployment Procedure provisions**

A role will be considered the same or similar if there is similarity in the nature of the tasks, level of responsibility and characteristics of the deleted role.

In general, suitable alternative employment means:

- Work the employee can reasonably be expected to do taking into account their level of seniority and skills;
- Work on terms and conditions not substantially less favourable to the employee.

Examples of factors that can be taken into account when assessing the suitability of an alternative role are:

- The rate of pay and value of any contractual benefits;
- The duties and level of responsibility of the new role;
- The place of work and its proximity to the employee's current workplace.

Employees being considered for redeployment to a post deemed to be the same or similar will be covered by the specific provisions of the redeployment procedure. They will be interviewed and considered for redeployment on their own merits, but not in competition, for such a vacancy.

Other permanent employees from within the department with the vacancy may apply at the same time but will only be offered the appointment if considered by the Head of Service/Manager to be significantly more suitable.

Normal selection criteria will apply i.e. the selection decision will depend on submission of an expression of interest form (EOI) and/or supporting statement, an interview, presentation or other exercise, as appropriate. Selection will be based on the person specification requirements, including relevant behaviours, skills, knowledge and experience. Retraining will be provided, where appropriate, to meet business needs.

Suitable alternative employment will be offered where possible within a reasonable timescale prior to the termination of contract.

### **7.1.3 Redeployment trial period**

Any offer of suitable alternative employment made to an employee under notice of redundancy will be offered subject to a statutory four- week trial period. If there are uncertainties regarding an employee's ability to carry out the duties of the post, the trial period may be extended up to a maximum of 8 weeks to assess the individual's suitability.

Prior to the trial period commencing the manager will meet with the employee to set out the objectives for successfully completing the trial period. There will also be at least one meeting before the end of the four weeks so that the employee is aware of their options.

Any employee offered redeployment will be given a written offer stating:

- the type of work and job description;
- the related training necessary;
- the location and hours of work;
- the salary and other conditions of service;
- the length of any trial period, (minimum of four weeks) allowing for related training to be undertaken; any extension to the trial period must be in writing setting out the start and finish of the trial period and the employee's terms and conditions after it ends;
- any other terms and conditions of employment relating specifically to the post into which they are being deployed.

Any redeployed employee will be given appropriate training in the responsibilities of the new job. A job description for the post must be supplied to the employee. It is not to be expected they will be able to perform the full range of duties immediately.

There may be occasions where a particular qualification, although normally required, should not be regarded a pre-condition of redeployment if the employee could be reasonably expected, within an agreed period, to undertake the duties of the post to an acceptable standard. It may be reasonable to make it condition of redeployment that the employee studies for a recognised qualification.

If an employee works beyond the end of the four-week trial period without having already given notice to terminate the employment during the trial period, the employee will be deemed to have accepted the new employment and any redundancy entitlement will be lost.

During the trial period the employee is free to terminate the new contract. If the employee's reasons for termination of the trial period are considered unreasonable, they will forfeit their right to any redundancy payment as this will be considered a resignation. There is an automatic right to appeal (see the Council's appeal process).

If the trial is unsuccessful, the employee will return to the Redeployment Pool which may result in redundancy and if this was the case it would be on the same terms that applied at the end of the former contract.

#### **7.1.4 Employee Rejection of Suitable Alternative**

In accordance with statutory requirements, where an offer of suitable alternative employment is unreasonably refused, the employee will forfeit their right to a statutory redundancy payment. The right to enhanced redundancy payments and any pension purchased on their behalf will also be forfeited if an offer of suitable alternative employment has been made and, in the opinion of the Council, the refusal is unreasonable.

#### **Pay protection during redeployment**

Please refer to section 6. of the Management of Organisational Change Procedure



## Appendix A – Employee procedure for voluntary redundancy

### 1 Procedure expressions of interest for voluntary redundancy

If as an employee, you wish to consider expressing interest in voluntary redundancy the first step is to request an estimate of the compensatory benefits which may be paid if voluntary redundancy is approved.

Requests for an estimate based on current age and continuous service are made by emailing the [HR@tandridge.gov.uk](mailto:HR@tandridge.gov.uk)

If, after obtaining an estimate you wish to pursue an expression of interest in voluntary redundancy, you should discuss this with your manager prior to completing the request for voluntary redundancy form. After completion of the form, you should forward the request to your manager.

EOI (VR) requests must be submitted within the fixed time period disclosed at the start of the consultation period

The manager should request the following information from HR and once received complete as follows;

- potential severance payment costs;
- the capital cost of releasing pension early if the employee is a member of the Local Government Pension Scheme and age 55 or over;
- the on-costs for the current role such as employer national insurance contributions, employer pension costs, allowances.

Once the EOI (VR) form is fully completed the manager will send it to [hr@tandridge.gov.uk](mailto:hr@tandridge.gov.uk) The HR team will acknowledge receipt of the form.

The expression will be reviewed by the relevant Head of Service and EMT.

By the end of the consultation period at the latest, the Head of Service will confirm to the volunteer(s), explaining whether they have been accepted or not for voluntary redundancy.

There is no right to appeal if an expression of interest for voluntary redundancy is declined.

If an individual is selected for voluntary redundancy, they will have a final consultation meeting and a consideration period of no less than five working days before being issued with a notice of dismissal on grounds of redundancy.

Where an application is accepted, notice of redundancy will be issued confirming the redundancy payment and, if relevant, pension figures based on the confirmed leaving date.

Notice will be issued in line with the employee's contractual entitlement.

An employee will be expected to work their notice period. If the employee wishes to leave early, then it may be possible to agree an early release, but they will waive the remainder of their paid notice period.

In exceptional circumstances, any offer of payment for voluntary redundancy may be withdrawn where an offer of suitable alternative employment is made and unreasonably refused by the employee prior to the date of termination.

## **2 Severance payments**

Full details regarding redundancy payments can be found at section 5.5.

## **3 Access to Local Government Pension Scheme (LGPS)**

If the employee is aged 55 or over and is a member of the Local Government Pension Scheme, they will receive the pension benefits due to them in accordance with the scheme regulations

## **Appendix B - Support available for employees covered by the provisions of the Redeployment Procedure**

### **1 Introduction**

- 1.1 When it is identified an employee's role is likely to be deleted from the Council's structure this gives rise to a potential redundancy situation. If you are in a role affected as 'at risk' you will have access to a range of support, training and advice.

The support includes:

- Information about redundancy figures and, where appropriate, pension estimates;
- Access to the Council's Employee Assistance Programme (EAP);
- Advice in finding alternative work including practical assistance; with writing CVs and handling interviews;
- Reasonable paid time off to find alternative work;
- Training for alternative employment outside the Council;

- 1.2 You may choose to be accompanied at meetings by a Staff Conference representative, work colleague or union representative.

### **2 Support from the Head of Service and your manager**

- 2.1 The Head of Service will confirm your admission to the redeployment pool. They will be available to discuss the situation with you and will be working with your manager and HR to identify alternative employment opportunities.

### **3 Support from the HR Team**

- 3.1 A member of HR will meet with you once you have been admitted to the redeployment pool. The initial meeting will give you the opportunity to discuss the situation in confidence and talk about any issues or concerns you have.

- 3.2 HR will discuss any questions you may have about the process and will advise you about the financial implications of the situation. It will also be an opportunity to discuss potential job opportunities, internally or externally.

- 3.3 HR will discuss your qualifications, skills, experience and areas of work in which you are interested. These details and your CV will be held on record to refer to if internal vacancies occur. HR will review your CV and redeployment profile details against the person specification of any vacancy approved for recruitment, determining whether there is the potential for redeployment into the vacancy.

- 3.4 The HR team will signpost you to support and advice throughout the period you are on the Redeployment Pool. Following the initial meeting, further meetings will be arranged based on individual needs. HR can provide advice on job search, and signpost to organisations who can help with CV presentation.

## **4 Priority access to internal vacancies similar to your current role**

- 4.1 Where a vacant role is deemed to be “the same or similar” in nature or level to your current role, recruitment will be frozen while details of the role are discussed with you.
- 4.2 Where there is a redeployment opportunity, a selection process will be run against the specification for the post to include an interview with recruiting manager and a member of the HR team, to ensure suitability for the role .

## **5 Information relating to pension**

- 5.1 You can access information about your pension by logging onto the Surrey Pensions Portal [Welcome - Altair Member Self-Service \(surreycc.gov.uk\)](https://www.surreycc.gov.uk) or e-mail [myhelpdeskpensions@surreycc.gov.uk](mailto:myhelpdeskpensions@surreycc.gov.uk) Tel 0300 2001031. If further information is required HR may be able to assist.

## **6 Time off to job search**

- 6.1 You may be granted reasonable time off to look for alternative work. Examples include time off to attend interviews, time at work to undertake online job search or to complete applications for roles. You will need to agree the time with your manager.

## **7 Counselling support**

- 7.1 If you find that you would like to speak with a counsellor in confidence about your situation at any point then this will be available to you and can be accessed via the Council’s EAP, details can be found on the Hub..

## **8 Communication about other internal vacancies**

- 8.1 When a new vacancy occurs HR team will circulate to all individuals on the Redeployment register.

## **9 Training**

- 9.1 If you have identified skills gap the Council may be able to provide training or source a course to support you, depending on cost, relevance and timescales. An example is excel/IT training. Once you have considered the potential training which may help you secure a role let the HR Team know by raising a Salesforce case or e-mailing [hr@tandridge.gov.uk](mailto:hr@tandridge.gov.uk)

## **10 Actions for you to take**

- 10.1 It is helpful before the initial meeting with HR if you send through your CV if you already have one prepared. Alternatively, if you don’t have a CV then prepare a summary of your career experience, outlining your qualifications and training courses undertaken and a short statement of your particular strengths and skills.
- 10.2 You are encouraged to proactively look at vacancies arising within the Council. If you wish to put yourself forward for an internal post that is not considered to be the same or similar to your existing post, then this will fall outside the protection of the Redeployment Procedure. This means that you would be invited to apply for it in the normal way and you would not have priority over other candidates.

- 10.3 You are also encouraged to look more widely and externally at potential employment opportunities which sit with your skills' set and interests.

## **11 Trial period**

- 11.1 There is a statutory right to a trial period where an offer of redeployment is made during an employee's notice period and the employment is to commence at the end of the notice period. The trial period will be included in the offer letter.
- 11.2 A trial period may be extended beyond four weeks to enable retraining, where appropriate.
- 11.3 If you are redeployed and should either you or the Council find that the role is not suitable the arrangement can be ended by the giving of one week's notice on either side. If the trial period proves unsuccessful or unsatisfactory, the employee will revert to being 'at risk' of redundancy.

## **12 Notice**

- 12.1. If no suitable alternative employment is identified, then you will be issued notice. This will confirm the date at which your employment with the Council will cease. The period of notice to which you are entitled is dependent on your grade and length of service. Further details can be found on Sharepoint (link).
- 12.2 Throughout the notice period efforts to secure alternative work will continue to try to avoid the redundancy. The HR team will help you to identify any new vacancies or opportunities that may be suitable.

## **13 Redundancy payments' modification orders**

- 13.1 It may not be a redundancy if you secure a role with another Local Government employer within four weeks of employment with Tandridge District Council ending. If you receive an offer of employment from another authority or body covered by the Redundancy Payments' Modification Orders and the new employment will start within four weeks of the current employment finishing, you must inform HR as a redundancy payment may not apply in these circumstances. The four weeks referred to may be extended by a weekend. If this is relevant to your situation, you are advised to seek further clarification from a member of the HR team.

## **14.0 Pension**

- 14.1 Employees who are made redundant and who are aged 55 and over at the effective date of termination and who have Local Government Pension Scheme membership of at least three months, are able to access their pension benefits. Pension benefits may not be actuarially reduced because of early access in these circumstances.

## **15.0 Entitlement to a redundancy payment**

- 15.1 All employees who are dismissed for reasons of redundancy and who have two years continuous service or more at the effective date of dismissal are entitled to a redundancy payment in accordance with the Tandridge redundancy scheme.

## Appendix C Redundancy Payment Ready Reckoner

If an employee is made redundant and has at least two years continuous service, they will receive the number of weeks' pay shown in the Redundancy Ready Reckoner. This number is worked out based on employees age and length of continuous service.

Service (Years)																				
Age (Yrs)	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
17	1																			
18	1	1½																		
19	1	1½	2																	
20	1	1½	2	2½	-															
21	1	1½	2	2½	3	-														
22	1	1½	2	2½	3	3½	-													
23	1½	2	2½	3	3½	4	4½	-												
24	2	2½	3	3½	4	4½	5	5½	-											
25	2	3	3½	4	4½	5	5½	6	6½	-										
26	2	3	4	4½	5	5½	6	6½	7	7½	-									
27	2	3	4	5	5½	6	6½	7	7½	8	8½	-								
28	2	3	4	5	6	6½	7	7½	8	8½	9	9½	-							
29	2	3	4	5	6	7	7½	8	8½	9	9½	10	10½	-						
30	2	3	4	5	6	7	8	8½	9	9½	10	10½	11	11½	-					
31	2	3	4	5	6	7	8	9	9½	10	10½	11	11½	12	12½	-				
32	2	3	4	5	6	7	8	9	10	10½	11	11½	12	12½	13	13½	-			
33	2	3	4	5	6	7	8	9	10	11	11½	12	12½	13	13½	14	14½	-		
34	2	3	4	5	6	7	8	9	10	11	12	12½	13	13½	14	14½	15	15½	-	
35	2	3	4	5	6	7	8	9	10	11	12	13	13½	14	14½	15	15½	16	16½	
36	2	3	4	5	6	7	8	9	10	11	12	13	14	14½	15	15½	16	16½	17	
37	2	3	4	5	6	7	8	9	10	11	12	13	14	15	15½	16	16½	17	17½	
38	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16½	17	17½	18	
39	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17½	18	18½	
40	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	18½	19	
41	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	19½	
42	2½	3½	4½	5½	6½	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	
43	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
44	3	4½	5½	6½	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	
45	3	4½	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	
46	3	4½	6	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	
47	3	4½	6	7½	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
48	3	4½	6	7½	9	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	23½	
49	3	4½	6	7½	9	10½	12	13	14	15	16	17	18	19	20	21	22	23	24	
50	3	4½	6	7½	9	10½	12	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	23½	24½	
51	3	4½	6	7½	9	10½	12	13½	15	16	17	18	19	20	21	22	23	24	25	
52	3	4½	6	7½	9	10½	12	13½	15	16½	17½	18½	19½	20½	21½	22½	23½	24½	25½	
53	3	4½	6	7½	9	10½	12	13½	15	16½	18	19	20	21	22	23	24	25	26	
54	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	20½	21½	22½	23½	24½	25½	26½	
55	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22	23	24	25	26	27	
56	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	23½	24½	25½	26½	27½	
57	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25	26	27	28	
58	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	26½	27½	28½	
59	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28	29	
60	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	29½	
61	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	30	

**Please note:** The above table ends at age 61. This is due to payments being capped at 61 years of age.