



Rt Hon Nick Thomas-Symonds MP
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Steve Thomas
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Our reference: MC2025/19564

Adrian Prandle
FDA Assistant General Secretary

By email: Joe.Bishop@prospect.org.uk

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Dear Steve and Adrian,

Thank you for your letter of 1 December, addressed to Anna Turley MP regarding the Gender Pensions Gap in the Civil Service Pension Arrangements and which highlights your concerns about this very important issue.

The gender pension gap figures quoted are in respect of the position for pensioners in payment and I am pleased to note that the data for the 2024 valuation indicates that the gap has continued to decline and is now standing at 42%. As the impact of equality legislation feeds through to retirement outcomes the position is expected to improve further.

As the Government is considering pensions adequacy in phase 2 of the Pension Commission, alongside reviews of Parental Leave and Carers Leave, it is an opportune time to consider how the alpha pension scheme operates and whether the design contributes to the gender pension gap for active members. I have therefore requested that the Government Actuary's Department (GAD) complete an in-depth analysis of the position as you have suggested.

The Cabinet Office welcomes opportunities to consider issues of fairness within the Civil Service Pension Scheme appropriately where they arise, and looks forward to engaging with you on this important issue once GAD have completed their analysis.

Thank you for taking the time to write about these important matters.

Yours sincerely,

**Rt Hon Nick Thomas-Symonds MP
MINISTER FOR THE CABINET OFFICE
HIS MAJESTY'S PAYMASTER GENERAL**