The instructions below indicate the changes introduced for April to June 2006.

Program changes for April to June 2006

There have been few changes made to the questionnaire for this quarter. These changes are discussed below.

1 Parallel Blocks

A Parallel Block is the provision within the questionnaire to break out of the usual sequential order, allowing you to jump straight to that set of questions. Till now, these have been accessible by pressing <Ctrl> + <Enter>. This key combination will continue as an option, so Interviewers can continue to use this method of accessing them.

New to this questionnaire, however, is that the parallel blocks will also be displayed as tabs across the top of the screen. Using the mouse pointer (if available) to select a tab will take you to that set of questions.

Previously, there was a General Blaise Help parallel block serving as an aide-memoir for certain functions and keystrokes that activates these within the questionnaire. This has now been decommissioned.

Screen 3: Parallel Block tabs
2 New Questions

2.1 Transition from work into retirement

Each year the European Statistic Commission (EuroStat) requires all Member States of the EU to include an ad-hoc module in their Labour Force Survey. This year the module is on the transition from work into retirement.

Why this topic? A part of the EU’s employment strategy is to promote “active ageing and prolongation of working life”. Member States are committed to “.. promote active ageing, notably by fostering working conditions conducive to job retention, - such as access to continuing training, recognising the special importance of health and safety at work, innovative forms of work organisation – and eliminating the incentives for early exit from the labour market, notably by reforming early retirement schemes and ensuring that it pays to remain active in the labour market; and encouraging employers to employ older workers.” To monitor progress on these there is a need for a comprehensive and comparable set of data across Member States, hence the justification for this module.

The aims of this module are:

- To know how the transition at the end of the career towards full retirement is expected to take place / takes place / took place. This included plans for transitions / past transitions towards full retirement, and plans for exit from work.
- To know which factors would be / were at play in determining the exit from work, and which factors could make / could have made persons postpone the exit from work. For example working conditions factors (e.g. health and safety, flexible working time arrangements), other factors linked to work (e.g. training), financial factors (e.g. financial incentives to remain at work or to exit), and personal factors (e.g. health, family reasons).

This block will appear after the ‘Employment 12 months ago’ questions and before the ‘Qualifications’ section.

CheckWk50

Mr Fred Smith (1)  
Ask or record  
May I just check,  
Have you done any paid work at any time since your 50th birthday?

1. Yes  
2. No

General  
This question is asked if the respondent is aged 50 to 69 and they are not currently in work, and…
- The respondent gave a response to LEFTYR, and the year they left their last paid job was the same year in which they turned 50 years of age.
- The respondent did not give a valid response to LEFTYR, but did give a response of ‘yes’ at EVERWK

AHIntro  

Mr Fred Smith (1)  
I’m now going to ask you about your pension and future work arrangements.  
1. Press 1 to continue

General  
This preamble appears if the respondent is aged 50 to 69 and
- currently in work, or
- not currently in work but has worked since they turned 50

The text ‘and future work’ only appears for those respondents that are currently in work.
In total, how many years have you spent in paid work either as an employee or in self-employment - please include all full- and part-time jobs?

Probe for any breaks in employment and refer to instructions/help screen re what to include here. Please only record full years. If necessary round to the nearest whole year.
Approximate answers can be accepted if the respondent can not remember exactly.
Enter a numeric value between 1 and 60.

General
This question is asked if the respondent is aged 50 to 69 and
- currently in work, or
- not currently in work but has worked since they turned 50

The aim is to get an approximate measure of the duration of their working career.

Guidance
The total should be recorded as the number of years, since starting the first significant job, the person has spent working for pay or profit, whether as an employee or self-employed. Do not report part-time work as full-time equivalent – if a respondent has worked part-time for 20 years then please record 20 years at this question. It is the total number of years that they have spent in work (regardless of the number of hours they worked during those years) that we are interested in.

Include in the total: Paid maternity / paternity leave and temporary disability.
Exclude from the total: Career breaks and parental leave.

Career breaks (e.g. a break to look after the home or family that was not maternity / paternity leave) are excluded; periods of unemployment or parental leave are also excluded. Maternity/paternity leave and temporary disability are not considered as career breaks (see below).

When a person had a job, but was temporarily absent because of maternity leave, injury or temporary disability, slack work for technical or economical reasons, the related period is to be included.

First significant job: vacation jobs taken by students, from which they return to studies or to other non-work situations are disregarded, as are also other casual jobs undertaken from time to time. Part-time jobs the person may have engaged in while still in school or university are not included. This is partly a subjective definition (self-assessment); on the other hand, the aim is to get an approximate measure of the duration of the working career.

A check will appear at this question if it the respondent has said that they have been working since they were ten years of age or less. In other words, if the respondent is now 60 years old and it has been recorded that they have been working for 50 years, a check will appear asking you to confirm that this is correct.

At what age do you plan to no longer do any paid work. This includes any paid job, working full- or part-time?
Enter a numeric value between 50 and 97.
Aged 92 or more = 94
State Pension Age = 95
Does not know exactly = 96
Plans to work as long as possible = 97

General
This question is asked if the respondent is aged 50 to 69 and
- currently in work, or
- not currently in work but has worked since they turned 50 AND LOOK4 = Yes or WAIT = Yes or LIKEWK = Yes, or FUTWK = Definitely will / Probably will / Don’t Know.

**Guidance**

This question is trying to establish the planned age for stopping all work for pay or profit: with the intention not to return to the labour force.

A check will appear in cases where a female is 61 or older or a male is 66 or older and has answered that they plan to no longer do any paid work at the State Pension Age. In other words, a respondent cannot be older than the State Pension Age and select code 95.

### StpWrka

**Mr Fred Smith (1)**

Do you think you will stop all paid work...

**Running Prompt**

1. before you are 60 {only shown if respondent is under 60}
2. some time between 60 and 64
3. or when you are 65 or older?
4. Does not know at all when it will be

### General

This question is asked if the respondent is less than 65 years old and if STPWRK = 96 (Does not know exactly).

**Guidance**

We are trying to establish the planned age for stopping all work for pay or profit: with the intention **not** to return to the labour force.

### ExitWrk

**Mr Fred Smith (1)**

When you left your last job or business in March 2000 did you consider yourself to be...

**Code first that applies**

1. unemployed and looking for work?
2. retired and not expecting to work again?
3. long term sick or disabled?
4. or would you describe your situation in some other way?

### General

This question is asked if the respondent is aged 50 to 69 and is not currently in work but has worked since they turned 50.

This is an opinion question and therefore should not be probed.

The month and year that the respondent left their last job, given in the question text, only appears if the respondent gave valid answers to LEFTM and/or to LEFTYR. Please emphasise the month and year when asking the question, if applicable. **Respondents should be encouraged to think about their situation at the time they left their most recent spell of employment and NOT their current situation.**

This variable aims to get information on pathways between work and retirement by assessing the status just after the exit from last job, and on the differences of pathways between countries.
Guidance

“When you left your last job or business” means “just after the person last worked”.

The variable is based on self-assessment. All the codes can apply for ex employees and ex self-employed.

Code 2 – Retired and not expecting to work again
Use this code if the respondent does not expect to work again because they are retired – regardless of the reason for retiring. The reason(s) for retirement will be collected at the next question. E.g. if they say they stopped work due to caring responsibilities and don’t think they will work again, use this code.

ReasRet

<table>
<thead>
<tr>
<th>Mr Fred Smith (1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Why did you decide to retire at that particular time?</td>
</tr>
<tr>
<td>Code all that apply – Prompt as necessary</td>
</tr>
<tr>
<td>1. Job lost</td>
</tr>
<tr>
<td>2. Had reached compulsory retirement age</td>
</tr>
<tr>
<td>3. Own health or disability</td>
</tr>
<tr>
<td>4. Care responsibilities</td>
</tr>
<tr>
<td>5. Problems related to job</td>
</tr>
<tr>
<td>6. Favourable financial arrangements to leave</td>
</tr>
<tr>
<td>7. Preference to stop working other than previous codes</td>
</tr>
<tr>
<td>8. Other</td>
</tr>
</tbody>
</table>

Spring

General

This question is asked if EXITWRK = 2 (retired and not expecting to work again).

This variable aims to get the main factor that made person exit from work (financial factor, personal or “legal” factor) using categories of responses more adapted/oriented to older workers.

Guidance

At the moment of the exit from last job (after the person last worked).

Code 1: voluntary redundancy not included.
Code 2: compulsory legal maximum retirement age; person was forced to exit because of his/her age. This may be the compulsory retirement age of the company or organisation for which the respondent works, or the compulsory state retirement age (60 for women; 65 for men).
Code 4: person had to care for children or dependant persons (e.g. due to lack of care facilities).
Code 5: For example, working time patterns, tasks, health and safety, job stress, too demanding, skills not adequate or not valued, or employer’s attitude.
Code 6: includes financial terms to retire early, took voluntary redundancy, prime/compensation from employers, golden handshakes, and other early retirement schemes.
Code 7: includes preference to stop working for personal or family reasons, persons who did not need to work or preferred not to work. This also includes persons who reached the minimum or standard retirement age (but not the maximum/compulsory), so who could have stayed longer at work but who preferred to stop working.
**ReasRMn**

Mr Fred Smith (1)  
May I just check,  
What was the main reason you decided to retire?  

1. Job lost  
2. Had reached compulsory retirement age  
3. Own health or disability  
4. Care responsibilities  
5. Problems related to job  
6. Favourable financial arrangements to leave  
7. Preference to stop working other than previous codes  
8. Other  

**General**

This question is asked if more than one response is given at REASRET.

**Guidance**

If it is really impossible for the interviewed person to choose a “main reason”, the first code that applies in the order of the list should be coded (the first codes refer rather to “obligations” and the last codes rather to “preferences”).

**SlowDwn**

Mr Fred Smith (1)  
If working: Have you reduced your working hours or taken a part-time job in a move towards full retirement?  
If not working: Before stopping all paid work, did you reduce your working hours or take a part-time job in a move towards full retirement?  
If the respondent queries the time period, please advise them it is in the last 5 years of paid work.  
1. Yes  
2. No, including not yet  

**General**

This question is asked if the respondent is aged 50 to 69 and  
- currently in work, or  
- not currently in work but has worked since they turned 50  

The text “or taken a part-time job” in the question text asked of working people will not appear for respondents currently working full-time. Also, the text “including not yet” in the second response option will only appear for those respondents who are currently working.

This question is **not just referring to the respondents’ current job** – if they changed jobs in order to reduce their working hours or moved from full-time to part-time work in a move towards retirement, then use code 1 – Yes.

If the respondent is already working part-time, then this question is still relevant – the objective here is to see whether either of the changes (reduction in hours / taking part-time job) have occurred “in a move towards full retirement”, e.g. this may be the reason they are working part-time.

**Guidance**

Reduction of hours worked in a move to full retirement: e.g. if the person worked 50% part-time during their whole working life (or very early in the career), this should be coded “No” (the part-time was not taken in a move to full retirement, not to prepare for retirement).

For Example: If a person took a classic part-time job AND after that, a progressive retirement in a move to full retirement, it should be coded 1.
Mr Fred Smith (1)

In the next five years are you planning to reduce your working hours or to take a part-time job in a move towards full retirement?

1. Yes, you plan to do so in the next five years
2. No, you plan not to do so in the next five years
3. You have not made plans for the next five years or plans are not relevant

General

This question is asked if the respondent is aged 50 to 69 and is currently in work and SLOWDWN = 2 (No, including not yet).

This question is not just referring to the respondents’ current job – if they plan to change jobs in order to reduce their working hours or plan to move from full-time to part-time work in a move towards retirement, then use code 1 – Yes.

Persons who plan not to do so (reduce hours) within the next 5 years because they can not (e.g. no possibility in the work supply) should be coded ‘no’ here.

Code 3 can apply for unemployed persons, for persons whose job will stop in the following months or for persons with an uncertain job (“plans are not relevant”).

Mr Fred Smith (1)

If you were to work again in the next five years, would you work fewer hours than you have done previously in a move towards full retirement?

1. Yes, you would plan to do so within the next five years
2. No, you do not plan to do so in the next five years
3. You have not made plans for the next five years or plans are not relevant

General

This question is asked if the respondent is aged 50 to 69 and is not currently in work but has worked since they turned 50, and LOOK4 = Yes or WAIT = Yes or LIKEWK = Yes, or FUTWK = Definitely will / Probably will / Don’t Know, and SLOWDWN = 2 (No, including not yet).

Mr Fred Smith (1)

When you reduced your working hours, did you take a progressive retirement scheme. A progressive retirement scheme is one in which your employer agrees to reduce your pay by less than the reduction in the hours you work. It can also be called a part-time pension?

1. Yes
2. No

General

This question is asked if SLOWDWN = 1 (Yes).

The aim is to know if persons did or plan to do a gradual move into retirement; if they did, if it was in a “progressive retirement scheme/part-time pension” or not.
Guidance

“Progressive retirement scheme/part-time pension”: this measure concerns older employees in some countries. To avoid the exit from work, in case the employee wishes to decrease his/her working time before retiring, he/she could take a part-time job for example. It could be a “classic” part-time or what is called a “progressive retirement scheme/part-time pension”. The latter ensures a better remuneration than the “classic” part-time (e.g. 50% work paid 80%). This is part of measures to keep older employees in employment (incentives to stay at work). In other words, it corresponds to a reduction of the number of hours worked with a less than proportional reduction in salary (e.g. 50% work paid 80%).

StayLa

General

This question is asked if the respondent is aged 50 to 69 and
- currently in work, or
- not currently in work but has worked since they turned 50

This question deals with factors that could have contributed to person staying longer at work/could contribute to person staying longer at work. It aims to know if improvement of this working factor could have made/could make person postpone the exit from work. Therefore, if the respondent already has/ had flexible working time arrangements, they need to consider whether making them even more flexible would help or have helped them stay in work.

Guidance

“Yes” and “to some extent” are in the same category of response: this means that this aspect would have contributed to person staying at work or would contribute to person staying longer at work. In other words, it may not be the only factor but if it was/is one of them, then it should be coded.

StayLb

General

This question is asked if the respondent is aged 50 to 69 and
- currently in work, or
- not currently in work but has worked since they turned 50

This question deals with factors that could have contributed to person staying longer at work/could contribute to person staying longer at work. It aims to know if improvement of this working factor could have made/could make person postpone the exit from work.
Guidance

"Yes" and “to some extent” are in the same category of response: this means that this aspect would have contributed to person staying at work or would contribute to person staying longer at work. In other words, it may not be the only factor but if it was/is one of them, then it should be coded.

StayLc

Mr Fred Smith (1)
If working: Would any of the following help you to remain in work...
If not working: Would you still be in work if you had any of the following...
better health and safety at work?
1. Yes
2. No

General

This question is asked if the respondent is aged 50 to 69 and
- currently in work, or
- not currently in work but has worked since they turned 50

This question deals with factors that could have contributed to person staying longer at work/could contribute to person staying longer at work. It aims to know if improvement of this working factor could have made/could make person postpone the exit from work.

Guidance

"Yes” and “to some extent” are in the same category of response: this means that this aspect would have contributed to person staying at work or would contribute to person staying longer at work. In other words, it may not be the only factor but if it was/is one of them, then it should be coded.

AnyPen

Mr Fred Smith (1)
Are you currently receiving income from...
Code all that apply - individual prompt
1. A State Retirement Pension?
2. An occupational or company pension?
3. Some other private personal pension?
4. No, none of these

General

This question is asked if the respondent is aged 50 to 69 and
- currently in work, or
- not currently in work but has worked since they turned 50

Response option 1, ‘A State Retirement Pension’, does not appear if the respondent has already said they were receiving this pension at PENBEN3, or if they are women under 60 / men under 65.

Guidance

Code 1: State Retirement Pension
This is a taxable weekly benefit for women on reaching 60 and men on reaching 65. The basic pension rate is the same for men, women who have paid their own NI contributions at the standard rate, and for widows on their husbands NI contributions. Married women who are not entitled to a pension on their own contributions may receive a pension on their husband’s contributions.
Those who have paid NI contributions as an employee after April 1978 may also receive an additional earnings related pension. Those who have been in a contracted-out occupational pension scheme may receive a guaranteed minimum pension, which is the minimum amount that must be paid under such a scheme. Guaranteed minimum pension is also known as contracted-out deduction. Those who decide not to claim their pension on reaching retirement age can earn additional pension increments.

**Code 2: A company or occupational pension scheme**

Employees may be a member of an employer’s pension or superannuation scheme on a voluntary basis. Some employers require employees to be members of their scheme unless they ‘opt out’ whilst others require them formally to ‘opt in’ before they can become members.

**Code 3: Some other private personal pension**

These may be taken out by self-employed persons or by employees who either do not have a company pension scheme or have opted out of it to set up their own ‘personal pension’. The arrangement will normally be directly between an individual and a pension provider such as a bank, building society or insurance company.

Stakeholder pensions became available from 6th April 2001 and are intended to provide a low charge, privately funded, supplement to the basic state pension. Many people can pay in to them even if they have an existing occupational pension. You can pay in up to £3600 each year. Contributions can be made direct to pension providers or often, through an employer. Tax relief is usually given on contributions. The schemes are regulated so that a limit is set on the amount providers can charge for servicing the pension.

“Retirement pensions”: This includes own full-time retirement pensions, own part-time pensions/progressive retirement schemes and more generally all “old age pensions”. Therefore included as “retirement pensions” are the following:

- **Old age pension**: periodic payments intended to i) maintain the income of the beneficiary after retirement from gainful employment at the standard age or ii) support the income of old persons.

- **Anticipated old age pension**: periodic payments intended to maintain the income of beneficiaries who retire before the standard age as defined in the relevant scheme or in the scheme of reference. This may occur with or without a reduction of the normal pension.

- **Partial retirement pension**: periodic payment of a portion of the full retirement pension to older workers who continue to work but reduce their working hours or whose income from a professional activity is below a defined ceiling. This may occur before or after standard retirement age. The partial pension is converted into a full pension when the beneficiary retires completely or when he or she ceases to earn professional income above the defined level.

Excluded from the definition of “retirement pensions” are the following:

- **Disability pension**: periodic payment intended to maintain or support the income of someone below standard retirement age as established in the reference scheme who suffers from a disability which impairs his or her ability to work or earn beyond a minimum level laid down by legislation.

- **Early retirement in case of reduced ability to work**: periodic payments (of Statutory Sick Pay or Incapacity Benefit) to older workers who retire before reaching standard retirement age as established in the reference scheme as a result of reduced ability to work. These payments normally cease when the beneficiary becomes entitled to an old age pension.

- **Early retirement for labour market reasons**: periodic payments to older workers who retire before reaching standard retirement age due to unemployment or to job reduction caused by economic measures such as the restructuring of an industrial sector or of a business enterprise. These payments normally cease when the beneficiary becomes entitled to an old age pension.

Personal pension: only individual/“direct” pensions are included. Pensions from derived rights are excluded; for example, survivor’s pensions/widow’s pensions are therefore excluded.

**WhenPen**

Mr Fred Smith (1)

How old were you when you first received income from your pension / any of your pensions?

Enter a numeric value between 20 and 69

**Spring**

**General**

This question is asked if ANYPEN = 1 (A State Retirement Pension), 2 (An occupational or company pension), or 3 (Some other private personal pension), or if PENBEN3 = 1 (A Retirement or Old Age Pension).
**Guidance**

Please record the age at which the person started to receive it for the first time; this means that if person receives several retirement pensions, among those she/he receives, the age at the first reception should be taken into account.

<table>
<thead>
<tr>
<th>PossPen</th>
<th>Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mr Fred Smith (1)</strong> &lt;br&gt; Could you currently be receiving income from either a State Pension, an occupational or company pension, or a private personal pension, but have delayed doing so?</td>
<td></td>
</tr>
<tr>
<td>1. Yes</td>
<td></td>
</tr>
<tr>
<td>2. No</td>
<td></td>
</tr>
</tbody>
</table>

**General**

This question is asked if ANYPEN = 4 (No, none of these) and the respondent has not said they are in receipt of a Retirement or Old Age Pension at PENBEN3.

The question text “State Pension” will only appear if the respondent is at or above state pensionable age and they have not said they are receiving a State Pension at either PenBen3 or AnyPen.

**Guidance**

This includes persons who would be allowed to receive a retirement pension at the moment of the survey but do not receive one because they want to wait in order to increase the remuneration of the future retirement pension.

<table>
<thead>
<tr>
<th>ORetInc</th>
<th>Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mr Fred Smith (1)</strong> &lt;br&gt; Aside from benefits and pensions you have already told me about, do you have any other retirement income?</td>
<td></td>
</tr>
<tr>
<td>1. Yes</td>
<td></td>
</tr>
<tr>
<td>2. No</td>
<td></td>
</tr>
</tbody>
</table>

**General**

This question is asked if the respondent is aged 50 to 69 and not currently in work but has worked since they turned 50. The relevant wording in the first part of the question text will only appear if the respondent has said that they receive income from benefits (e.g. any of the benefits listed at TPBEN03, except State Pension) and/or from pensions (e.g. any of the pension schemes listed at ANYPEN or State Pension at TPBEN03). If the respondent is not receiving any benefits or pensions then only the second part (i.e. the bold text) of the question text will appear.

**Guidance**

If the respondent has some other source of retirement income, excluding benefits they have already reported in the Benefits section, then code ‘yes’ here. An example might be an early retirement allowance which some employers operate.

**Personal pension:** only individual/“direct” pensions are included. **Pensions from derived rights are excluded; for example, survivor’s pensions/widow’s pensions are therefore excluded.**
Mr Fred Smith (1)
Would you say that your main reason for working at this moment is ...
Running prompt
3- to improve your pension entitlements
4- to provide sufficient household income
5- or are you currently working for some other reason?

General

This question is asked if the respondent is working and ANYPEN = 1 (A State Retirement Pension), 2 (An occupational or company pension), or 3 (Some other private personal pension), or if PENBEN3 = 1 (A State Retirement or Old Persons Pension) or POSSPEN = 1 (Yes).

The aim is to know the main financial incentive to stay at work. If the respondent finds it difficult to choose between options 1 and 2, then code first that applies.

Guidance

Code 1 includes “to meet the current financial needs of the household”.
Code 2 includes “to increase future retirement pension”.
If it is really impossible for the interviewed person to choose between code 1 and code 2, then code first that applies.
3 Amended Questions

3.1 Benefits

TpBen03

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>FRED</td>
<td>(1)</td>
</tr>
<tr>
<td>Ask or record</td>
<td>Which of the following types of benefit or Tax Credits were you claiming:</td>
</tr>
<tr>
<td>Code all that apply</td>
<td></td>
</tr>
<tr>
<td>Enter at most 8 values</td>
<td></td>
</tr>
</tbody>
</table>

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2.</td>
<td>Income Support (not as an unemployed person)?</td>
<td>7.</td>
<td>Housing, or Council Tax Benefit?</td>
</tr>
<tr>
<td>3.</td>
<td>Sickness or Disability benefits?</td>
<td>8.</td>
<td>Tax credit?</td>
</tr>
<tr>
<td>4.</td>
<td>State Pension (including Widow’s Allowance and Bereavement Allowance)?</td>
<td>9.</td>
<td>Other?</td>
</tr>
<tr>
<td>5.</td>
<td>Family-related benefits (excluding child benefit and tax credits)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Guidance

This question has not changed but there is now extra guidance:

From April 2006 the eligibility for Child Benefit will include:

i) 19 year olds completing non-advanced education/training starting before they were 19, up to an age limit of 20
(ii) unwaged trainees aged 16-18
(iii) 15 year old school-leavers in Scotland.

4 Quarterly Specific questions

There are several sections of quarterly specific questions in this quarter. Please see relevant section in your main instructions regarding these questions.

Residence 3 months & 1 year age: M3CRY to OYRESC

Owner-Manager: NOCUST, PREMPA, WHYSE

Why not full time: YNOTFT, YPTCIA

Permanent/Temporary employment: TEMLEN

Homeworkers: EVHM98, HOMED, TELEQA, TELEQB, ATFROM, SMESIT
Maternity leave: **MATLVE**

Shift work, shift pattern: **SHFTWK99** to **DAYSPZ**

Days worked: **USUWRKM** to **EVSUN**

Homeworkers (2\textsuperscript{nd} job): **HOMED2** to **SMEST2**

Under employment: **EXTOTH**

Full time / part time: **AXPA** to **AXFB**

Employment 12 months ago: **OYCIRC** to **OYFTPT**

Where highest qualification gained: **QALPL99** to **VCQPLO**

Qualifications from study in last 4 weeks: **NEWQUL** to **HSTQUL**

Site of Training: **TRSITE, TRATIR**

Time spent training: **TRNLEN, TRNDAY, TRHR93, TRONJB**
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