

Avon Pension Fund

Actuarial valuation report
as at 31 March 2010

March 2011

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MERCER

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Summary

An actuarial valuation of the Avon Pension Fund has been carried out as at 31 March 2010.

The key conclusions from the valuation are:

- The Fund showed a deficit of £552m at the valuation date based on the assumptions made for calculating its funding target. This measure compares the Fund's assets with the value of the past service benefits at 31 March 2010. It represents a funding level of 82% relative to the Fund's funding target.
- Based on the assumptions made for assessing the cost of future accrual, the Common Contribution Rate (i.e. the average employer contribution rate in respect of future service only) is 11.8% of Pensionable Pay.
- If the actuarial assumptions were to be based purely on the returns available on conventional and index-linked gilts (a so-called "least risk" basis) the deficit would have increased to £1,689m.
- If the deficit is recovered through additional employer contributions over a period of approximately 23 years, in line with the deficit recovery plan set out in the Funding Strategy Statement (FSS), then the average employer contribution rate required to meet the deficit emerging from the valuation is equivalent to 4.8% of Pensionable Pay per annum (as at the valuation date).
- As stated above the FSS sets out the deficit recovery plan which enables, as far as possible, the stability of employer contribution rates. This has been facilitated by extending the period over which any deficit may be recovered from individual employers to a maximum of 30 years.
- This leads to a required overall average employer contribution rate, of 16.6% of Pensionable Pay. For each individual employer the funding objective, method, assumptions and recovery plan depend on the particular employer's circumstances and different approaches have been adopted where applicable in order to achieve, as far as possible, stability of contributions. Contributions for each separate

employer will be levied as a combination of a percentage of payroll in respect of future accrual of benefits and £s amounts in respect of deficit contributions under the recovery plan. These contributions will commence from 1 April 2011.

- The recommended employer contributions for the period 1 April 2011 to 31 March 2014 are set out in Appendix I to this report. Employee contributions are payable in addition to the employer contributions. These contributions are adequate to meet the funding objective based on the actuarial assumptions detailed in this report. No additional contributions are required from employers to meet normal scheme expenses since allowance for these are included in the recommended contributions.
- Additional capital contributions will be paid on top of the rates shown in respect of non-ill health early retirements.
- Any further possible adjustments to contributions for employers in the inter-valuation period are noted on the Certificate in Appendix H.

Signature



Fund Actuary	Paul Middleman
Date of signing	31 March 2011
Qualification	Fellow of the Institute and Faculty of Actuaries

Compliance Statements

This report is addressed to the Administering Authority and has been prepared in accordance with the version of the Board for Actuarial Standards' 'Guidance Note 9: Funding Defined Benefits – Presentation of Actuarial Advice' current at the date this report is signed. Technical Actuarial Standard R: Reporting Actuarial Information and Technical Actuarial Standard D: Data issued by the Board for Actuarial Standards also apply to this report and the report complies with their requirements, where relevant.

However the following aspects of GN9 are not relevant to the LGPS in the current circumstances and so have not been reported on:

- Paragraph 3.4.16 of GN9 requires the actuary to include the certification of technical provisions in relation to a valuation under Part 3 of the Pensions Act 2004. As Part 3 of the Pensions Act 2004 does not apply to the LGPS, this report does not comply with paragraph 3.4.16 of GN9; and
- Paragraph 3.5 of GN9 requires the actuary to report on the value of the liabilities that would arise had the Fund wound up on the valuation date (based on the cost of buying out the accrued benefits with insurance policies). As the LGPS is a statutory scheme, there is no regulatory provision for scheme wind up and the scheme members have a statutory right to their accrued benefits. Therefore the concept of solvency on a buy-out basis does not apply. Accordingly, this report does not comply with paragraph 3.5 of GN9.

The calculations in the report use methods and assumptions appropriate for reviewing the financial position of the Scheme and determining the appropriate contribution rate for the future. Mercer does not accept liability to any third party in respect of this report; nor does Mercer accept liability to the Administering Authority if the advice is used for any purpose other than that stated (for example for accounting disclosures or corporate mergers/acquisitions).

The data for the actuarial valuation was provided by the Administering Authority and its accuracy has been relied upon. Whilst reasonableness checks on the data have been carried out, they do not guarantee the completeness or the accuracy of the data. Consequently Mercer does not accept any liability in respect of its advice where it has relied on data which is incomplete or inaccurate.

The report may be disclosed to participating employers and others who have a statutory right to see it. It may also be disclosed, if the Administering Authority and Mercer consent, to any other third parties.

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- I. Schedule to the Rates and Adjustment Certificate dated 31 March 2011

1

Introduction

1.1 This report sets out the results of the actuarial valuation of the Avon Pension Fund ('the Fund') as at 31 March 2010. The valuation has been carried out on the instructions of Bath and North East Somerset Council (the "Administering Authority") in accordance with the requirements of Regulation 36 of the Local Government Pension Scheme (Administration) Regulations 2008, as amended (the "Administration Regulations").

Purpose of valuation

1.2 The primary aims of the valuation are to review the financial position of the Fund and to determine appropriate employer contributions to the Fund for the future.

1.3 In particular, the valuation aims:

- to assess the Fund's funding position relative to its funding objective;
- taking the above into account, to determine the appropriate future level of employer contributions.

1.4 Under the provisions of the Administration Regulations employer contributions are calculated by the actuary having regard to the assumptions and methodology set out in the Fund's Funding Strategy Statement (FSS). In accordance with the LGPS Regulations, the FSS has been determined by the Fund's Administering Authority, having taken the advice of the Fund's Actuary and after consultation with those parties as it considers appropriate.

Funding objective

1.5 The Administering Authority has reviewed its approach to funding strategy and this is published in the Funding Strategy Statement. Consistent with the FSS the funding objective for the valuation is to achieve and then maintain assets equal to the funding target. The funding target is the present value of 100% of projected

accrued liabilities, including allowance for projected final pay. This approach is also considered appropriate to comply with the requirement of the Administration Regulations to secure the solvency of the Fund.

- 1.6 The funding objective is the same as at the previous valuation.
- 1.7 The methodology and assumptions by which the funding target and contribution rates are calculated have also been determined in accordance with the Fund's FSS.
- 1.8 The FSS specifies a maximum period for achieving full funding of 30 years. This compares to a maximum period of 20 years adopted at the 2007 valuation in accordance with the then published FSS. The maximum recovery period has been extended in order to facilitate rate stability. For each individual employer, the funding objective, method and assumptions depend on the particular employer's circumstances and different approaches have been adopted where applicable, in accordance with the FSS. The FSS also specifies any transitional arrangements ("phasing") for the implementation of revised employer contribution requirements. On average for the Fund as a whole the recovery period to achieve rate stability is approximately 23 years.

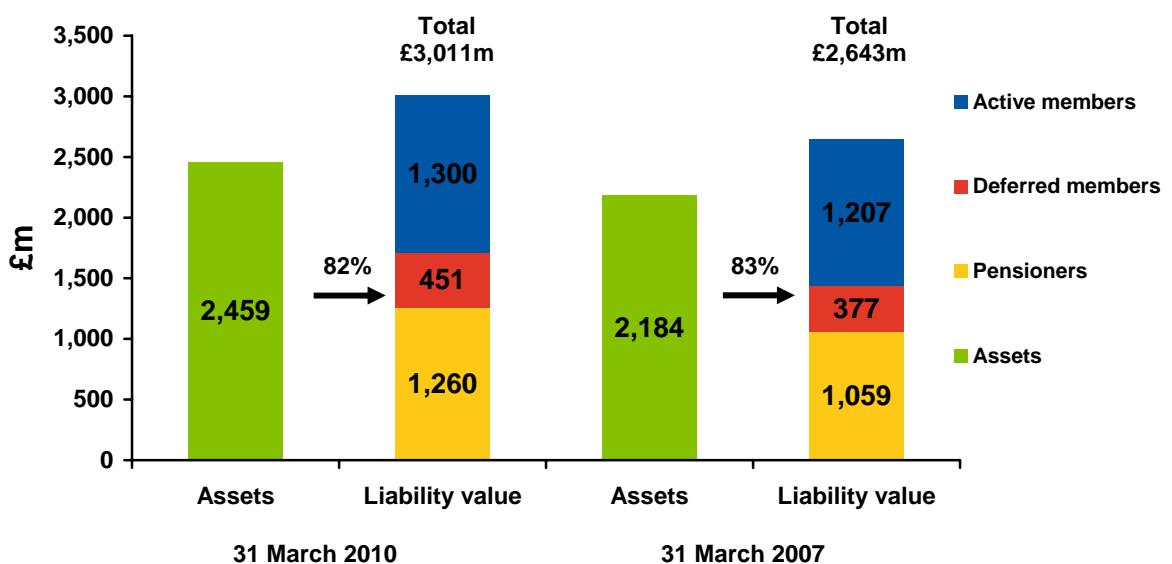
Previous actuarial valuation

- 1.9 The previous actuarial valuation of the Fund was carried out as at 31 March 2007 by ourselves.
- 1.10 At the previous valuation an average employer contribution rate of 16.6% of Pensionable Pay was determined, made up of a normal contribution rate for benefits and expenses of 11.7% of pensionable pay plus deficit recovery contributions of 4.9% of pensionable pay. The report on the 2007 actuarial valuation sets out the agreed contribution rates for individual employers for the period 1 April 2008 to 31 March 2011 (the corresponding rates for the year to 31 March 2008 being shown in the 2004 actuarial valuation report). Appendix F includes the amounts of employer contributions which have actually been paid since the last actuarial valuation.

2

Funding results – funding target

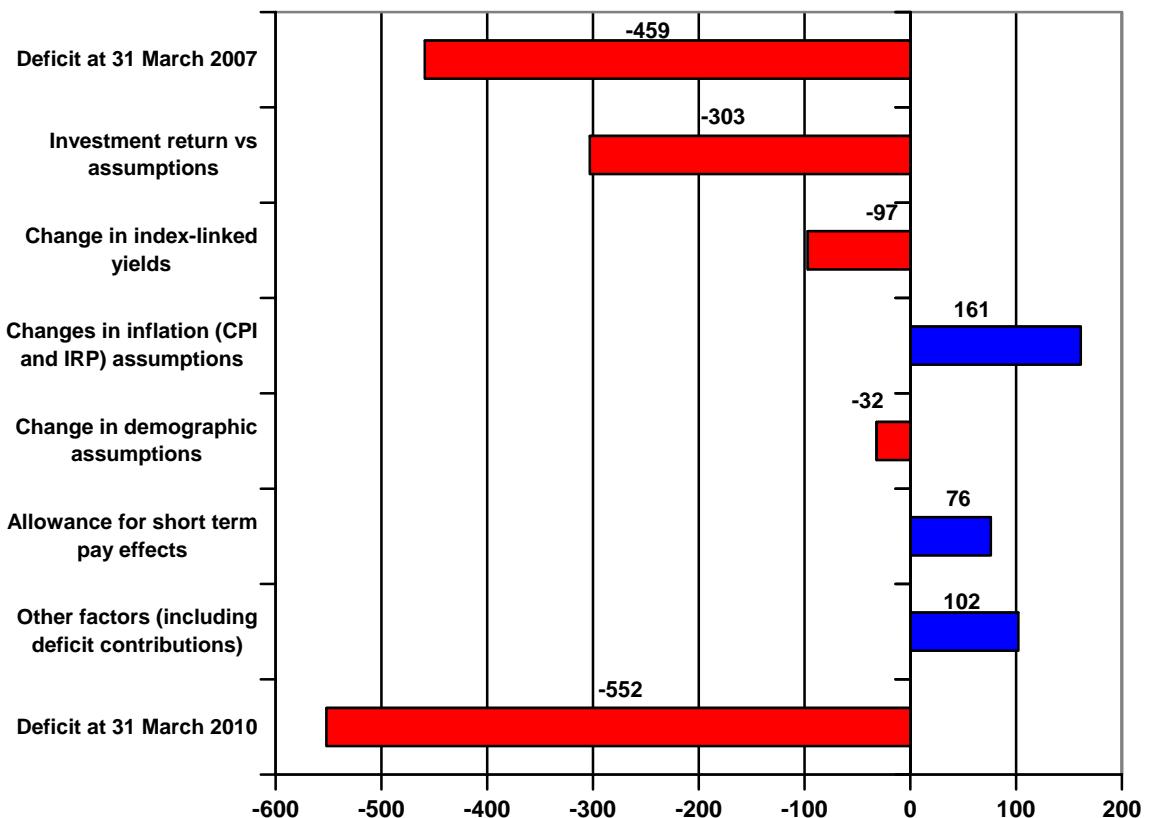
2.1 The market value of the Fund's assets at the valuation date is compared with the value of the Fund's past service liabilities (the funding target) below. The funding position at the previous valuation is shown for comparison.



2.2 The shortfall against the funding target at the valuation date was £552 million (£459 million at 2007). This represents a funding level of 82% relative to the funding target (83% at 2007).

Analysis of change in funding position

2.3 The key factors influencing the change in the value of the liabilities since the previous valuation are shown below (figures in £m):



2.4 The above analysis highlights a number of material developments affecting the Fund since the previous valuation:

- The introduction of an Inflation Risk Premium (IRP) into the determination of the pension increase assumption used for the valuation has offset to a degree the adverse impact of the falls in market yields since the last valuation. Indeed the effect of the IRP in conjunction with the change from

RPI to CPI indexation more than offsets the negative impact of the yields change.

- Revision of the demographic assumptions adopted for the 2010 valuation, specifically rates of mortality, ill health retirements and allowance for dependants' benefits, has overall acted to place a higher value on liabilities, increasing the deficit. This is mainly due to the effect of assuming a higher level of future improvements in life expectancy on accrued benefits.
- The allowance for reduced levels of short term pay growth has had a positive effect on the funding position.

2.5 It also highlights the key differences between what was assumed at the previous valuation and experience since then:

- Investment returns have been below the level required to keep pace with the assumptions adopted at the previous valuation.
- Liabilities have increased due to a reduction in the yields on index-linked gilts. This is because the market is now expecting a higher rate of future inflation than it was in 2007 which increases expected benefit payments.

3

Funding results – contribution requirements

- 3.1 This section provides details of the contribution requirements assessed for the Fund as a whole. The contributions payable by the employers for the period 1 April 2011 to 31 March 2014, and the timing and frequency of the contributions, have been certified in Appendices I and H respectively, as is required in accordance with the Administration Regulations.
- 3.2 These contributions have been determined using the funding objective described in Section 1, and are made up of the following elements:
 - a contribution to cover the “normal cost” of the future service accrual (including death benefits and expenses), known as the “Common Contribution Rate”;
 - an adjustment to address any imbalance of assets relative to the funding target.
- 3.3 In practice, each employer’s position is assessed separately. The individual levels of contributions shown in Appendix I take into account the differing circumstances of each employer and the funding plan, as laid down in the Funding Strategy Statement, in particular in relation to deficit recovery period, assumed level of investment returns over the deficiency recovery period, and implementation of changes in employer contributions where these are required.
- 3.4 The Administering Authority has determined that in order to reduce the risk associated with certain admitted bodies the contribution requirement should be determined with reference to more cautious actuarial assumptions based on corporate bond yields. Full details of this policy and approach are set out in the Administering Authority’s Funding Strategy Statement.

Common Contribution Rate

3.5 The table below shows the first of these elements. This cost is calculated as the value of benefits expected to accrue to the membership in respect of one year's service based on projected salaries. To this is added an allowance for expenses. The figures are expressed as percentages of Pensionable Pay (as defined in Appendix H) and apply for the period to the next formal actuarial valuation.

	2010 %	2007 %
Normal contribution rate for retirement and death benefits	17.8	17.8
Allowance for administrative expenses	0.4	0.4
Total normal contribution rate	18.2	18.2
Average member contribution rate	6.4	6.5
Employer normal contribution	11.8	11.7

Contributions to address shortfall

3.6 The FSS specifies that deficit contributions will be expressed in £s amounts as opposed to the previous practice of collecting deficit contributions as a percentage of Pensionable Pay. The change has been introduced in order to guarantee deficit contributions even if Pensionable Pay contracts significantly during the valuation period

3.7 The funding objective is to achieve and maintain a funding level of 100% of liabilities (the funding target). By extending the deficit recovery period for the Fund as a whole from 20 years (at 2007 valuation) to 23 years, the deficit of £552 million could be eliminated by an average contribution addition equivalent to 4.8% of Pensionable Pay. This would imply an average employer contribution rate of 16.6% of Pensionable Pay which corresponds to the average rate assessed at the 2007 valuation.

3.8 The Schedule to the Rates and Adjustments Certificate (attached as Appendix I) sets out the contributions for each employer over the three year period to 31 March 2014 towards the shortfall against the funding target. The corresponding figures for 2010/11 are set out in the report on the actuarial valuation of the Fund as at 31 March 2007. Contribution requirements for the period from 1 April 2014 onwards will be revised as part of the next actuarial valuation as at 31 March 2013 and will be confirmed in the Rates and Adjustments Certificate and Schedule accompanying that valuation report.

4

Method and assumptions

Funding method

- 4.1 The funding method adopted is known as the “projected unit method” under which the salary increases assumed for each member are projected until the member is assumed to leave active service.
- 4.2 Under the projected unit method, if the membership profile remains stable in terms of age and sex, and the assumptions are borne out, then the normal cost of benefit accrual i.e. the future service contribution rate (as a percentage of salaries) will remain stable. The method therefore implicitly allows for new entrants replacing leavers.
- 4.3 For those employers which are closed to new entrants an alternative method is adopted, known as the “attained age method”. This method makes advance allowance for the anticipated future ageing of the current closed membership group.
- 4.4 The method as specified above is the same as was used at the previous valuation.

Assumptions

- 4.5 The financial and demographic assumptions used to assess the funding target, the future service contribution rate and the recovery plan are set out in Appendix D. A number of changes have been made to the assumptions used, compared with the previous valuation, as noted below and in Appendix D.
- 4.6 The table below sets out a summary of the market (gilts) yields at the valuation date, implied inflation and inflation adjustment assumptions, together with the equivalent details at the date of the previous valuation:

	31 March 2010	31 March 2007
Long-dated gilt yield	4.5%	4.4%
Long-dated index-linked gilt yield	0.7%	1.3%
Market expectation for long-term inflation (RPI basis)	3.8%	3.1%
Adjustment for Inflation Risk Premium (IRP) and CPI Indexation	-0.8%	0.0%
Adjusted CPI inflation	3.0%	n/a

4.7 The assumptions to which the valuation results are particularly sensitive are shown below.

	2010 funding target	2010 future service	2007 funding target	2007 future service
Investment return pre-retirement	6.85% p.a.	6.75% p.a.	6.75% p.a.	6.5% p.a.
Investment return post-retirement	5.7% p.a.	6.75% p.a.	5.6% p.a.	6.5% p.a.
Salary increases	4.5% p.a.	4.5% p.a.	4.35% p.a.	4.0% p.a.
Pension increases in payment	3.0% p.a.	3.0% p.a.	3.1% p.a.	2.75% p.a.
Retired members' mortality – base tables	CMI Self Administered Pension Schemes (SAPS) tables with scheme and member category specific adjustments		PA92 YoB tables + 1 year	
Retired members' mortality – future improvements	CMI 2009 model methodology with long term trend of 1.5% p.a. *		CMI Medium Cohort model	

* Long term trend of 1% p.a. in respect of future service.

4.8 The mortality rates shown above relate to members retiring in normal health. At this valuation, members retiring in ill-health are assumed to be 3 years older than the above tables (5 years older assumed at the 2007 valuation).

4.9 For the majority of employers an adjustment has been made to the active member liabilities reflecting the short term pay restraint in place for public sector employees.

4.10 At this valuation, it has been assumed that, on average, 50% of retiring members will take the maximum tax-free cash available at retirement and 50% will take the standard 3/80ths cash sum. The option which members have to commute part of their pension at retirement in return for a lump sum is a rate of £12 cash for each £1 p.a. of pension given up. This assumption is unchanged from the last actuarial valuation.

4.11 The contributions payable under the recovery plan are calculated using the same assumptions as those used to calculate the funding target.

4.12 As an illustration of the mortality rates adopted for the valuation, the future life expectancies for a male/female at age 65 are shown in the table below:

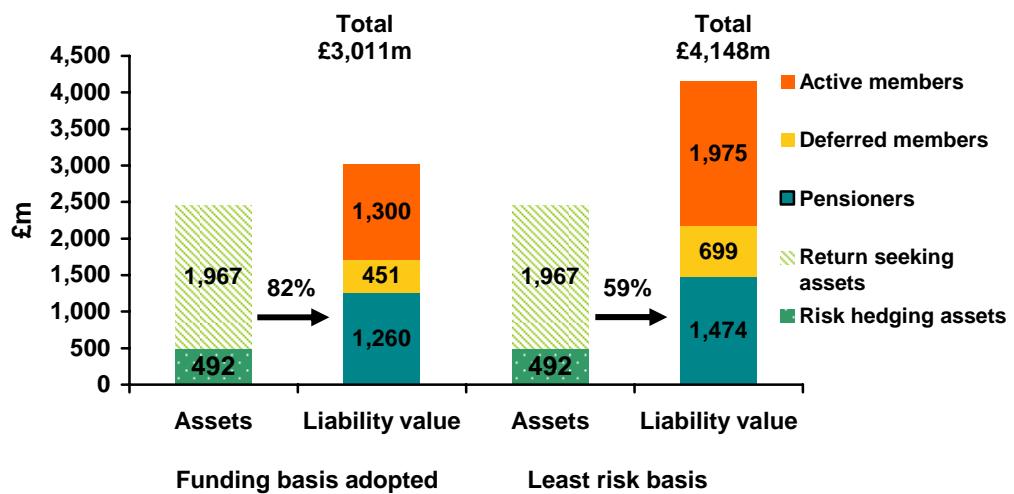
Pensioners - life expectancy	Life expectancy currently aged 65	
	2007 valuation funding target	2010 valuation funding target
Males normal health	21.2	22.5
Female normal health	24.1	25.5
Males ill health	17.1	20.1
Female ill health	19.8	22.9
Male dependants	21.2	21.0
Female dependants	24.1	24.2

4.13 The basis of valuing the assets (market value) is consistent with the assumptions used in assessing the funding target liabilities and the recovery plan.

5

Least risk funding results

- 5.1 The results of the 2010 valuation show the funding target to be 82% covered by the current assets.
- 5.2 In assessing the value of the Fund's liabilities (the funding target), allowance has been made for asset out-performance as described in Section 4, taking into account the investment strategy adopted by the Fund, as set out in the Fund's Statement of Investment Principles (SIP).
- 5.3 It is not possible to construct a portfolio of investments which produces a stream of income exactly matching the expected future benefit payments in terms of cashflow. However, it is possible to construct a portfolio which closely matches the liabilities and represents the least risk investment position. Such a portfolio would consist mainly of a mixture of long-term index-linked and fixed interest gilts. Investment of the Fund's assets in line with the least risk portfolio would minimise fluctuations in the Fund's ongoing funding level between successive actuarial valuations.
- 5.4 If, at the valuation date, the Fund had been invested in this portfolio, then in carrying out the valuation it would not be appropriate to make any allowance for out-performance of the Fund investments. On this basis of assessment, the assessed value of the Fund's liabilities at the 2010 valuation would have been significantly higher, by approximately 38% and the declared funding level would be correspondingly reduced to approximately 59%. This is illustrated in the following chart, which also shows the assets of the Fund broken down into return seeking and risk hedging classes, giving a broad indication of the degree to which a risk based investment strategy is being adopted in funding for the liabilities.



On a least risk basis the deficiency at the valuation date is £1,689 million which compares to a deficit on the ongoing basis of £552 million.

5.5 Departure from a least risk investment strategy, in particular to include equity and other risk based return seeking investments, means that contribution requirements at this valuation are reduced because of the expectation of out-performance by the return seeking assets. The funding target might in practice therefore be achieved by a range of combinations of funding plan, investment strategy and investment performance.

6

Variability and risks

- 6.1 The employer contributions set out in the Schedule to the Rates and Adjustments Certificate have been determined as described in section 3 of this report. These in turn depend on the financial and demographic assumptions used as described in section 4.
- 6.2 The funding of defined benefits is by its nature uncertain. When actual experience is not in line with the assumptions adopted a surplus or shortfall will emerge at the next actuarial assessment and will require a subsequent contribution adjustment to bring the funding back into line with the target.
- 6.3 It is likely, especially in the short-term, that the assumptions will not be borne out in practice. It is therefore important to consider the potential impact on the employer contribution rates of actual experience differing from what has been assumed. The details in this section do this, based on the valuation results for the Fund as a whole.

Sensitivity to key assumptions

- 6.4 Real investment return, salary increase and life expectancy assumptions impact significantly on the funding position and the following table illustrates the sensitivity to variations in these key assumptions over the long term. The base point is the funding level of 82%. Each row of the table considers one change in isolation, with all other assumptions being unaltered. An equivalent change in the assumption in the opposite direction would change the funding level value by the equivalent amount in the opposite direction.

Change in assumption	Revised funding level at 31 March 2010
Investment return reduced by 0.25% p.a.	78%
Salary increases reduced by 0.25% p.a.	83%
Life expectancy increased by 1 year	80%

6.5 Similarly these assumptions impact significantly on the cost of the benefits accruing over the year. The following table illustrates the sensitivity to variations in these key assumptions over the long term. The starting point is the normal contribution rate of 11.8% of Pensionable Pay. Each row of the table considers one change in isolation, with all other assumptions being unaltered. As before, a change in the assumption in the opposite direction would give rise to a change in the employer normal contribution rate of an equivalent amount in the opposite direction.

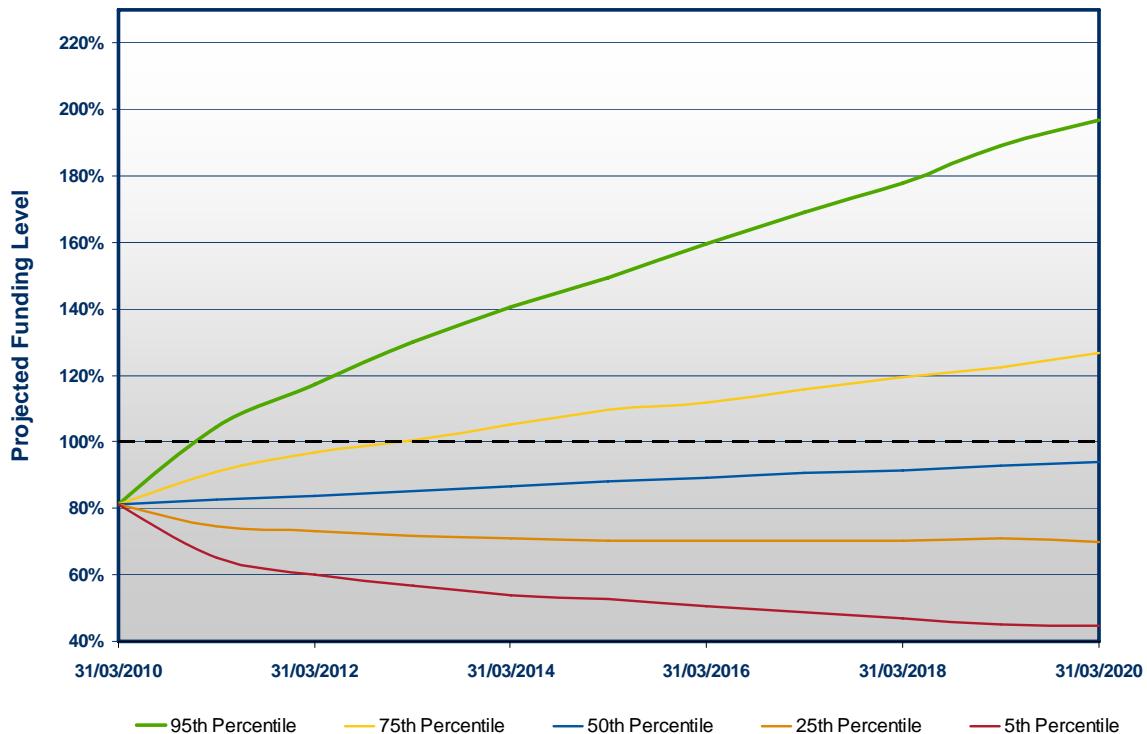
Change in assumption	Revised employer average future service rate at 31 March 2010 (% of Pensionable Pay)
Investment return reduced by 0.25%	12.8
Real salary growth reduced by 0.25% p.a.	11.3
Life expectancy increased by 1 year	12.0

Funding level sensitivity to investment markets

6.6 The chart below shows a “funnel of doubt” funding level graph. This illustrates the range and uncertainty in the future progression of the funding level, relative to the funding target adopted at the valuation, due to possible changes in various risk factors such as investment markets and interest rates.

6.7 Using a simplified model, the chart shows the probability of exceeding a certain funding level over a 10 year period from the valuation date. For example, the top line shows the 95th percentile level (i.e. there is a 5% chance of the funding level at each point in time being better than the funding level shown, and a 95% chance of the funding level being lower).

6.8 The chart adopts the 2010 actuarial valuation results as a starting point, and allows for the planned contributions into the Fund based on the valuation and funding strategy. The chart assumes median investment returns in line with “best estimate” market expectations and variability of those returns broadly in line with historic experience. It assumes continuation of the Fund’s current investment strategy, over the projection period.



Risks that the funding objective will not be met

- 6.9 The Administering Authority's policy for meeting the funding objective carries a number of risks outside of the Administering Authority's control. The following paragraphs comment on some potentially material risks.
- 6.10 If any employer becomes unable to pay contributions or to make good deficits in the future, the Fund's assets will be lower than expected and the funding level will be worse than expected. If the reason for the employer not paying the agreed contributions is one of financial difficulties, then the Administering Authority's focus would switch to the need to secure as far as possible that any debt from the employer on it exiting the fund can be recovered. This risk can be mitigated by regular employer covenant review, and where possible, by strengthening of the covenant. In the ultimate default of an employer any shortfall would then become the responsibility of a guarantor or all other employers in the Fund.
- 6.11 If the future investment return on assets falls short of the rates assumed in the calculation of the funding target and recovery plan, the funding position will be worse than expected. In these circumstances it is likely that an increase in future employer contributions will be required. The analysis shown earlier in this section illustrates the potential volatility of contribution rates and funding levels to future investment returns.
- 6.12 If market levels and/or market yields change such that the liability values increase by more than the assets, or decrease by less than the assets, the funding position would be worse than expected. An increase in employer contributions

would be expected as a result. The same comments would apply if general population mortality studies and analysis of the Fund show that pensioners are living longer, or if improvements in mortality are found to be at a faster rate than allowed for. The analysis shown earlier in this section illustrates the quantitative impact of such changes.

- 6.13 If members make decisions around their options such that those decisions increased the Fund's liabilities (e.g. by not commuting pensions for cash to the extent assumed), the funding position would be worse than expected. As a result, future employer contributions might then need to be increased.
- 6.14 There is a specific investment matching risk that is particularly relevant for the Fund. This is the risk inherent in the predominantly equity-based strategy, such that actual asset out-performance between successive valuations could diverge significantly from the investment return assumptions made, as set out in Appendix D.
- 6.15 As mentioned in Section 5, alternative investment strategies could be followed that would minimise the risk of deterioration in the funding position assessed relative to the funding target, for example by raising the proportion of bond investment. Such a strategy would reduce the risk that changing economic conditions would cause deterioration in the Fund's funding position. It would also tend to produce a more stable contribution rate but at a higher overall level than indicated in Section 3. There may still be an element of mismatch between the returns achieved on the investments and the movements in the liabilities, however, due largely to differences between the assets held and liabilities in term and inflation.

Appendix A

Summary of benefits

[Local Government Pension Scheme Regulations](#)

The benefits and contributions payable under the Fund are set out in the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as amended). These regulations have replaced the Regulations as were in force at the previous valuation, except for a number of saved regulations as specified by the Local Government Pension Scheme (Transitional Provisions) Regulations 2008.

With effect from 1 April 2008 new rules were introduced replacing the 1997 scheme, under the provisions of the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (SI2007/1166). The principal changes were: the replacement, for future service, of the existing benefits structure based on a pension of 1/80th of Pensionable Pay for each year of pensionable service plus an automatic lump sum of three times this amount by one based on 1/60th of Pensionable Pay for each year of pensionable service; and an increase in the average level of employee contributions from that date. These changes were taken into account at the 2007 valuation.

The following supplementary Regulations have also been laid in relation to the new scheme:

- The Local Government Pension Scheme (Transitional Provisions) Regulations 2008 (SI2008/238)
- The Local Government Pension Scheme (Administration) Regulations 2008 (SI2008/239)
- The Local Government Pension Scheme (Management and Investment of Funds) Regulations 2009 (SI2009/3150)

The following further amendments to the above Regulations have subsequently been issued:

- The Local Government Pension Scheme (Benefits, Membership and Contributions) (Amendment) Regulations 2011 Statutory Instrument No. 561
- The Local Government Pension Scheme (Miscellaneous) Regulations 2010 Statutory Instrument No. 2090
- The Local Government Pension Scheme (Amendment) Regulations 2010 Statutory Instrument No. 528
- The Local Government Pension Scheme (Miscellaneous) Regulations 2009 Statutory Instrument No. 3150
- The Local Government Pension Scheme (Amendment) Regulations 2009 Statutory Instrument No. 1025
- The Local Government Pension Scheme (Administration) (Amendment) Regulations 2009 Statutory Instrument No. 447
- The Local Government Pension Scheme (Administration) (Amendment) Regulations 2008 Statutory Instrument No. 3245
- The Local Government Pension Scheme (Amendment) (No.2) Regulations 2008 Statutory Instrument No. 2989
- The Local Government Pension Scheme (Miscellaneous) Regulations 2008 Statutory Instrument No. 2425
- The Local Government Pension Scheme (Amendment) Regulations 2008 Statutory Instrument No. 1083 (including amendments as per Correction Slip issued in September 2009)

We have made no allowance for other changes which may be introduced in the future.

Benefits recharged to individual employers on a £ for £ basis have been excluded from the calculation of the valuation liabilities.

The benefits that will emerge from money purchase AVCs paid by members, and SCAVCs paid by employers, and the corresponding invested assets in respect of these AVCs and SCAVCs, have been excluded from the valuation.

UK and European law requires pension schemes to provide equal benefits to men and women in respect of service after 17 May 1990 (the date of the “Barber” judgement) and this includes providing equal benefits accrued from that date to reflect the differences in GMPs. There is no consensus or legislative guidance as to what adjustments have to be made to scheme benefits to correct these inequalities for ongoing schemes (i.e. for schemes other than those which are in the Pension Protection Fund). The valuation makes a small allowance for the removal of these inequalities. It is consequently possible that additional funding will be required for equalisation once the law has been

clarified. It is recommended that the Administering Authority seek further professional advice if it is concerned about this issue.

The Government announced in June 2010 that the rate of increase and revaluation that applies to pensions in payment and deferment in the LGPS and the other public sector schemes will in future be determined by reference to the Consumer Price Index (CPI) rather than the Retail Prices Index (RPI). Historically, CPI increases have on average been lower than RPI increases and, due to the nature of the two calculations, they are expected to remain so over the long term. The change is expected, therefore, to lead to lower increases to pensions, both in deferment and once in payment. This change has been taken into account in determining the financial assumptions adopted at this valuation.

Appendix B

Summary of membership data

Pensionable Employees

	At 31 March 2007	At 31 March 2010	Increase (%)
Number	34,652	33,594	-3.0
Annual Pensionable Pay ¹ (£000s)	535,780	577,422	7.8
Average Pensionable Pay (£)	15,462	17,187	11.1
Average Age ² (years)	49.3	50.0	N/A
Average Pensionable Service ³ (years)	6.6	6.8	3.0

Preserved Pensioners*

	At 31 March 2007	At 31 March 2010	Increase (%)
Number	21,827	27,880	27.7
Annual Pensions inclusive of Pension Increase (£000s)	25,256	30,445	20.5
Average Pension including Pension Increase (£)	1,157	1,092	-5.6
Average Age ² (years)	47.8	48.5	N/A

* including frozen refunds and leaver options pending

Current Pensioners

	At 31 March 2007	At 31 March 2010	Increase (%)
Number	15,760	18,465	17.2
Annual Pensions inclusive of Pension Increase (£000s)	66,212	80,653	21.8
Average Pension including Pension Increase (£)	4,201	4,368	4.0
Average Age ² (years)	69.1	69.6	N/A

Current Widow/Widower Pensioners etc.

	At 31 March 2007	At 31 March 2010	Increase (%)
Number	2,953	3,167	7.2
Annual Pensions inclusive of Pension Increase (£000s)	6,989	8,095	15.8
Average Pension including Pension Increase (£)	2,367	2,556	8.0
Average Age ² (years)	76.3	76.9	N/A

In addition there were 240 current dependant pensioners as at 31 March 2010 with pensions in payment totalling £302,000 per annum.

Notes: 1 – Pensionable Pay figures include actual pay for part-time employees.

2 – Weighted by accrued pension.

3 – Weighted by salary.



Appendix C

Distribution of membership by employing bodies

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
Ashley House Hostel	4	10	4
Active Community Engagement Limited	9	0	0
Agincare BANES Limited	61	1	6
Aquaterra Leisure	41	22	4
Aramark	21	7	5
Avon Fire & Rescue Service	182	62	91
BANES Council	4,679	3,382	2,292
BANES Racial Equality Council	2	1	0
Backwell Parish Council	3	2	1
BAM Construction UK Limited	17	4	6
Bath Spa University	322	221	96
Bath Tourism Plus	16	4	2
Bespoke Cleaning Services Ltd	4	0	0
Bradley Stoke Town Council	10	3	4
Bristol Cathedral Choir School	17	0	0
Cabot Learning Federation	133	17	0
Centre For The Deaf	5	5	9
Charter Trustees of City of Bath	2	0	1
Churchill Contract Services	15	0	0
City Of Bath College	156	172	77
City of Bristol College	642	593	241
City Of Bristol Council	11,290	9,708	7,571
Clevedon Town Council	1	0	0
Clifton Suspension Bridge Trust	17	6	19
Colston's Girls' School Academy	14	3	0
Destination Bristol	13	21	4
Dodington Parish Council	4	2	1
Downend and Bromley Heath PC	1	0	0
Easton In Gordano Parish Council	2	0	0
Eden Food Services	195	56	15

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
English Landscapes Ltd	17	0	0
Filton College	243	230	65
Filton Town Council	8	3	1
Frampton Cotterell Parish Council	2	1	2
Hanham Abbots Parish Council	1	0	0
Hanham Parish Council	1	0	0
Holburne Museum Of Art	11	12	2
ISS Mediclean (Cabot)	4	0	0
ISS Mediclean Ltd (Bristol City Council)	12	4	1
Keynsham Town Council	9	5	3
Learning Partnership West Ltd	219	247	90
Long Ashton Parish Council	1	0	0
Mama Bears Day Nursery Ltd	2	5	0
Mangotsfield Rural Parish Council	2	1	0
Merchants Academy	43	7	1
Merlin Housing Soc Ltd (MH)	71	24	3
Merlin Housing Soc. Ltd. (SG)	150	36	43
Mouchel	32	15	4
Mouchel Business Service - Nailsea IT	2	0	0
Nailsea Town Council	4	1	2
North Somerset Council	4,473	3,188	1,982
North Somerset Housing Trust	171	36	25
Norton Radstock College	114	110	39
Norton Radstock Town Council ¹	9	0	4
Oasis Academy Brightstowe	36	5	2
Oasis Academy Bristol	54	2	4
Off the Record - B&NES	17	23	0
Oldland Parish Council	1	0	0
Patchway Parish Council	6	1	1
Paulton Parish Council	5	0	0
Portishead & North Weston Town Council	3	1	0
Prospect Services Limited	98	20	4
Quadron Services Limited	15	0	0
Ridings Fed Winterbourne	68	1	2
Ridings Federation Yate	51	1	0
RM Data Solutions Ltd	3	0	0
Salford Parish Council	1	1	0
SHAW Healthcare (North Som.)	18	8	30
Sita Holdings UK LTD	2	7	15
Skanska (Cabot Learning Fed.)	2	0	0
Skanska Rashleigh Weatherfoil	5	1	1
SLM Community Leisure	82	24	3
SLM Fitness & Health	17	4	0
Somer Community Housing Trust	157	93	75
Somer Housing Group	38	33	7
South Glos Leisure Trust	157	122	13
South Gloucestershire Council	6,198	4,097	2,265
South Gloucestershire Leisure Trust (2)	9	0	0

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
Southern Brooks CP	5	2	0
Southwest Grid for Learning Trust	14	1	0
St. Brendan's Sixth Form College	55	28	14
Stoke Gifford Parish Council	5	1	1
Team Clean Limited	7	1	0
The Brandon Trust	33	5	24
The Care Quality Commission	9	7	6
The City Academy	120	48	3
Thornbury Town Council	9	1	8
Uni. of The West of England	1,710	1,312	584
University Of Bath	872	1,107	577
West of England Sport Trust	14	3	0
Westerleigh Parish Council	1	0	0
Weston Super Mare Town Council	21	9	0
Weston-Super-Mare College	168	143	73
Whitchurch Parish Council	1	0	1
Winterbourne Parish Council	1	1	0
Woodspring Assoc For The Blind	6	1	3
Yate Town Council	17	5	5
Yes Dining Limited	4	1	0
<i>Former Employers with no Active Members</i>	<i>0</i>	<i>2,533</i>	<i>5,435</i>
Total	33,594	27,880	21,872

¹ Norton Radstock Town Council will cease to exist on 31 March 2011. We understand that due to a reorganisation of the parishes, the Council will be replaced by three new ones:

Radstock Town Council
 Midsomer Norton Town Council, and
 Westfield Parish Council

Appendix D

Actuarial assumptions used

Funding target and recovery plan assumptions

Financial assumptions

Investment return (discount rate)

A yield based on market returns on UK Government gilt stocks and other instruments which reflects a market consistent discount rate for the profile and duration of the Scheme's accrued liabilities, plus an Asset Out-performance Assumption ("AOA") of 2.35% p.a. for the period pre-retirement and 1.2% p.a. post-retirement.

The asset out-performance assumption represents the allowance made, in calculating the funding target, for the long term additional investment performance on the assets of the Fund relative to the yields available on long dated gilt stocks as at the valuation date. The allowance for this out-performance is based on the liability profile of the Scheme, with a higher assumption in respect of the "pre-retirement" (i.e. active and deferred pensioner) liabilities than for the "post-retirement" (i.e. pensioner) liabilities. This approach thereby allows for a gradual shift in the overall equity/bond weighting of the Fund as the liability profile of the membership matures over time.

Individual Employers

Having determined the AOAs as above for the Fund overall, it is important to consider how the financial assumptions in particular impact on individual participating employers. As employers in the Fund will have different mixes of active, deferred and pensioner members, adopting a different pre/post retirement investment return approach is equivalent to hypothecating a different equity/bond mix investment strategy for each employer. Such an approach would be inconsistent with the Fund practice, as set out in the FSS, of allocating investment performance pro rata across all employers based on a "mirror image" investment strategy to the whole Fund (other than for any employers adopting a bespoke investment strategy in accordance with the FSS). In completing the calculations for individual employers therefore, a single, composite, pre and post

retirement asset out-performance assumption of 1.6% p.a. has been calculated which, for the Fund as a whole, gives the same value of the funding target as the separate pre and post retirement AOAs.

For certain admitted bodies the discount rate is based on corporate bond yields. At the valuation date this corresponded to an AOA (pre and post retirement) of 1.1% p.a. over gilt yields (i.e. leading to a discount rate of 5.6% p.a.).

Inflation (Consumer Prices Index)

The inflation assumption will be taken to be the investment market's expectation for RPI inflation as indicated by the difference between yields derived from market instruments, principally conventional and index-linked UK Government gilts as at the valuation date, reflecting the profile and duration of the Scheme's accrued liabilities but subject to the following two adjustments:

- an allowance for supply/demand distortions in the bond market is incorporated and
- an allowance for retirement pensions being increased annually by the change in the Consumer Price Index rather than the Retail Price Index, as announced in June 2010. This change will apply from April 2011 and the assumptions make due allowance for this revision.

The overall reduction to market implied RPI inflation at the valuation date is 0.8% per annum.

Salary increases

The assumption for real salary increases (salary increases in excess of price inflation) will be determined by an allowance of 1.5 % p.a. over the CPI inflation assumption as described above. This includes allowance for promotional increases. This has been modified from the assumption at the previous valuation (of 1.25% above the RPI inflation assumption) to reflect future expectations, averaged over the long-term, for real salary increases, and the change in inflation assumption from RPI to CPI.

In the majority of cases an adjustment has been made to the active member liabilities reflecting the short term pay restraint in place for public sector employees, in particular the pay freeze for at least 2 years for employees earning £21,000 per annum or over and flat annual pay rises for those earning under £21,000 per annum.

Pension increases

Increases to pensions are assumed to be in line with the inflation (CPI) assumption described above. The pension increase assumption is modified appropriately to reflect any benefits which are not fully indexed in line with inflation (e.g. Guaranteed Minimum Pensions in respect of service prior to April 1997).

Demographic assumptions

Mortality

The mortality assumptions will be based on the most up-to-date information in relation to self-administered pension schemes published by the Continuous Mortality Investigation CMI, making allowance for future improvements in longevity and the experience of the scheme. The mortality tables used reflect the Fund's membership profile, and are set out in the summary section below. Members who retire on the grounds of ill health are assumed to exhibit average mortality equivalent to that for a good health retiree at an age 3 years older. For all members, it is assumed that the accelerated trend in longevity seen in recent years will continue in the longer term and as such, the assumptions build in a minimum level of longevity 'improvement' year on year in the future in line with the CMI projections with a long-term rate of improvement of 1.5% per annum (although in relation to future service the long-term rate has been taken as 1% per annum in recognition of potential cost savings or controls for employers arising from the recommendations of the Hutton Commission).

Early retirement

Some members are entitled to receive their benefits (or a part of their benefits) unreduced from an age prior to the Fund's normal pension age under the "Rule of 85" provisions of the Regulations. This age will be at some point between ages 60 and 65, depending on the length of a member's pensionable service. The calculations in respect of the relevant service to which these terms apply (basically pre April 2008 service but with transitional protections for certain members) allow for a proportion of the active membership to retire in normal health prior to age 65, as set out below.

Age	% retiring per annum	
	Males	Females
60	24	41
61	15	20
62	21	20
63	22	19
64	26	23

For post April 2008 service (other than protected service) the situation is different since the "Rule of 85" rule has been removed (and for post October 2006 service for new entrants to the Scheme from that date). For this service we have assumed the earliest age at which unreduced benefits become an entitlement is 65, except for those members who have protected status under the transitional provisions.

No allowance has been made for non-ill health early retirements prior to the ages specified above. Additional capital contributions will be paid by employers in respect of the cost of these retirements.

III health retirement

A small proportion of the active membership has been assumed to retire owing to ill health. As an example of the rates assumed, the following is an extract from the decrement table used:

Age	% leaving per annum	
	Males	Females
35	0.03	0.02
45	0.07	0.07
55	0.31	0.27

The proportion of ill health early retirements falling into each tier category, split by males and females, has been assumed to be as set out below:

	Tier 1	Tier 2	Tier 3
Males	72%	9%	19%
Females	73%	14%	13%

Details on the ill health tiers and the eligibility conditions associated with them are provided in the guidance issued by Communities and Local Government in November 2008.

Withdrawals

This assumption relates to those members who leave the scheme with an entitlement to a deferred pension or transfer value. It has been assumed that active members will leave the Scheme at the following sample rates:

Age	% leaving per annum	
	Males	Females
25	13.50	14.92
35	3.39	4.18
45	1.69	2.59

Commutation

It has been assumed that, on average, 50% of retiring members will take the maximum tax-free cash available at retirement and 50% will take the standard 3/80ths cash sum. The option which members have to commute part of their pension at retirement in return for a lump sum is a rate of £12 cash for each £1 p.a. of pension given up.

Proportion married/in civil partnership and age difference

It has been assumed that the proportions of members below will on death give rise to a spouse's/civil partner's/dependant's pension, and that spouses/partners of female (male) members are three years older (younger), on average than the member.

Age	% spouse/partner	
	Males	Females
25	45	25
35	45	47
45	54	55

Expenses

Administration costs are met out of the Fund, in accordance with the Regulations. This is allowed for by adding 0.4% of Pensionable Pay to the contributions as required from participating employers. This addition is reassessed at each valuation. Investment expenses have been allowed for implicitly in determining the discount rates.

Discretionary Benefits

The costs of any discretion exercised by an employer in order to enhance benefits for a member through the Fund will be subject to additional contributions from the employer as required by the Regulations as and when the event occurs. As a result, no allowance for such discretionary benefits has been made in the valuation.

Assumptions used in calculating the cost of future service accrual

The cost of future service accrual (the common contribution rate) has been calculated using the same actuarial assumptions as used to calculate the funding target as set out above except that the financial assumptions adopted are as described below.

The financial assumptions for assessing the future service contribution rate should take account of the following points:

- contributions will be invested in market conditions applying at future dates, which are unknown at the effective date of the valuation, and which are not directly linked to market conditions at the valuation date; and
- the future service liabilities for which these contributions will be paid have a longer average duration than the past service liabilities.

The financial assumptions in relation to future service are not specifically linked to investment conditions as at the valuation date itself, and are based on an overall assumed real return (i.e. return in excess of price inflation) of 3.75% per annum, with a long term average assumption for price inflation of 3.0 % per annum. These two assumptions give rise to an overall discount rate of 6.75% p.a.

Adopting this approach the future service rate is not subject to variation solely due to different market conditions applying at each successive valuation, which reflects the requirement in the Regulations for stability in the common rate of contributions. This approach smoothes out the short term fluctuations in the future service rate to support the Regulatory requirement for stability.

At each valuation the cost of the benefits accrued since the previous valuation will become a past service liability. At that time any mismatch against gilt yields and the asset out-performance assumptions used for the funding target is fully taken into account in assessing the funding position.

For some employers for whom the funding target assumptions were based on a corporate bond yield approach, this same approach is also used in setting the discount rate in relation to future accrual. In the case of certain admitted bodies for whom the future service rate is based on the corporate bond yield approach, the discount rate is 5.6% per annum.

Summary of key assumptions used for calculating funding target and cost of future accrual for the 2010 actuarial valuation

Long-term gilt yields

Fixed interest	4.5% p.a.
Index linked	0.7% p.a.

Past service Funding Target financial assumptions

Investment return pre-retirement	6.85% p.a.*
Investment return post-retirement	5.7 % p.a.*
CPI price inflation	3.0% p.a.
Salary increases	4.5% p.a.**
Pension increases	3.0 % p.a.

Future service accrual financial assumptions

Investment return	6.75% p.a.*
CPI price inflation	3.0% p.a.
Salary increases	4.5 % p.a.
Pension increases	3.0 % p.a.

* The equivalent funding target and future service assumptions discount rate when based on a corporate bond yield approach is 5.6% p.a.

**before applying the short term salary adjustment

Post retirement mortality

	Table	Adjustment *
Males normal health pensioners	S1PMA CMI_2009_M [1.5%]	97%
Female normal health pensioners	S1PFA CMI_2009_F [1.5%]	90%
Males ill health pensioners	As for male normal health pensioners +3 years	
Female ill health pensioners	As for female normal health pensioners +3 years	
Male dependants	S1PMA CMI_2009_M [1.5%]	117%
Female dependants	S1DFA CMI_2009_F [1.5%]	99%
Male future dependants	S1PMA CMI_2009_M [1.5%]	102%
Female future dependants	S1DFA CMI_2009_F [1.5%]	94%

In recognition of potential cost savings or controls for employers from changes resulting from the recommendations of the Hutton Commission, the assumed long-term rate of mortality improvements in respect of future service is taken as 1% per annum.

* An **age rating** applied to an actuarial table has the effect of assuming that beneficiaries have a life expectancy equal to those older (or younger) than their actual age.

For example, a “+1 year” rating would mean beneficiaries are assumed to have the mortality of someone one year their senior which has the effect of reducing their life expectancy and hence reducing the assessed value of the corresponding liabilities.

A **weighting** applied to an actuarial table has the effect of increasing or reducing the chance of survival at each age, which increases or reduces the corresponding life expectancy.

For example, a “106%” weighting would mean beneficiaries have mortality rates 6% higher than the unadjusted table which reduces the assessed value of the corresponding liabilities.

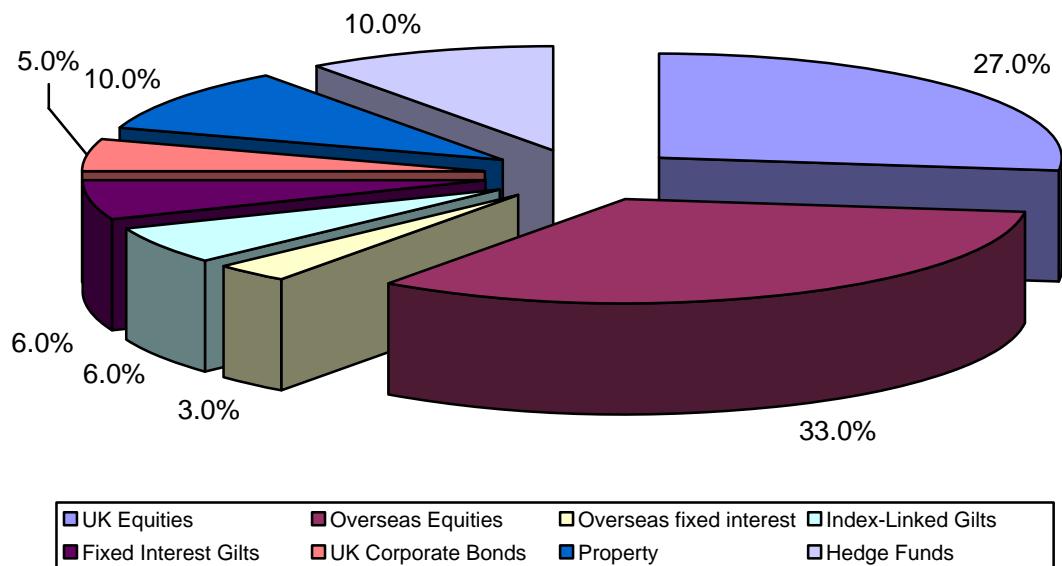
Other Demographic assumptions

Pre-retirement mortality	PA92 MC YoB tables + 1 year
Commutation	One half of members take maximum lump sum, others take 3/80ths
III health retirement and proportions married/civil partnerships	Revised at the 2010 valuation based on up to date detailed analysis of general LGPS experience
Withdrawal and other demographics	As for 2007 Valuation

Appendix E

Summary of assets

Based on the information supplied, the market value of the assets of the Fund (excluding those additional voluntary contribution funds (AVCs) which are separately invested) was £2,459 million on the valuation date. The distribution of assets by asset class as per the Fund's Statement of Investment Principles was as follows:-



The details of the assets at the valuation date and the financial transactions during the inter-valuation period (as summarised in Appendix F) have been obtained from the audited accounts for the Scheme.

Appendix F

Summary of income and expenditure

INCOME	Year ending 31 March			
	2008 £000s	2009 £000s	2010 £000s	Total £000s
Fund at beginning of year	2,183,758	2,177,666	1,819,082	2,183,758
Contributions to Fund:				
Employees	32,603	36,709	38,120	107,432
Employers	79,861	88,640	96,561	265,062
Other Income	117	272	361	750
Transfer values received	12,770	14,118	14,934	41,822
Investment income	32,566	19,847	16,014	68,427
Change in market value of investments	-55,012	-396,433	612,435	160,990
Realised Gains	5,866	5,957	6,131	17,954
TOTAL:	2,292,529	1,946,776	2,603,638	3,218,689

EXPENDITURE	Year ending 31 March			
	2008 £000s	2009 £000s	2010 £000s	Total £000s
Pensions for members/spouses/partners/dependants	100,908	111,161	121,232	333,301
Lump sum benefits				
Payments to and on account of Leavers	7,217	9,259	14,618	31,094
Transfer values paid				
Investment expenses	4,753	5,020	6,860	16,633
Administration expenses	1,985	2,254	2,340	6,579
Fund at end of year	2,177,666	1,819,082	2,458,588	2,831,082
TOTAL:	2,292,529	1,946,776	2,603,638	3,218,689

Appendix G

Experience analysis of the membership of the Fund for the period 1 April 2007 to 31 March 2010

The analysis below compares the actual experience over the 3 year period with the assumptions used for the 2010 valuation.

III Health Retirements

	Actual Numbers	Expected Numbers	%
Males	104	65	160
Females	230	109	211
Total	334	174	192

In considering the above it should be noted that the above analysis only considers the number of ill health retirements over the period and not the financial impact. The financial impact was marginally beneficial to the funding position at this valuation.

The introduction of the 2008 scheme included substantial changes to the eligibility criteria for ill health retirement and so the experience over the period is not expected to be representative of that going forward. The actual experience over the period led to a lower cost than had been allowed for at the 2007 valuation. The ill health assumptions for this 2010 valuation are in accordance with the analysis and advice reported separately to the Administering Authority, based on observed experience across all Mercer LGPS clients.

Withdrawals

	Actual	Expected	%
Males	2,829	821	345
Females	9,790	2,701	362
Total	12,619	3,522	358

Note that actual withdrawals include members moving to another LGPS Fund, bulk transfers and also transfers under the special transfer club terms.

Pensioner Deaths

- a. Based on amounts of pension payable

	Actual (£000s)	Expected (£000s)	%
Males	3,933	3,961	99
Females	2,234	2,382	94
Total	6,167	6,343	97

- b. Based on number of pensions in payment

	Actual	Expected	%
Males	875	689	127
Females	733	860	85
Total	1,608	1,549	104

Appendix H

Rates and Adjustments Certificate issued in accordance with Regulation 36 of the Administration Regulations

Name of Fund

Avon Pension Fund

Primary Contribution Requirements

I hereby certify that, in my opinion, the common rate of employers' contributions payable in each year of the period of three years beginning 1 April 2011 should be at the rate of 11.8 per cent of Pensionable Pay.

I hereby certify that, in my opinion, the amount of the employers' contributions payable in each year of the period of three years beginning with 1 April 2011, as set out above, should be individually adjusted as set out in the attached schedule.

Subject to any special arrangements agreed between the employer, the Fund's actuary and the Administering Authority, contributions will be payable monthly in arrears with each payment normally being due by the 19th of the following month. Pensionable Pay is pay as determined under the LGPS regulations for the calculation of employee contributions.

Further Adjustments

A further individual adjustment shall be applied in respect of each non-ill health early retirement occurring in the period of the Rates and Adjustments Certificate. This further individual adjustment will be calculated in accordance with methods agreed from time to time between the Fund's actuary and the Administering Authority.

The contributions set out in the attached schedule represent the minimum contribution which may be paid by each employer. Additional contributions may be paid if requested by the employer concerned. The total contributions payable by each employer in each year will be subject to a minimum of zero.

The contributions may be varied as agreed by the Actuary and Administering Authority to reflect any changes in contribution requirements as a result of any benefit costs being insured with a third party.

In cases where a material element of an existing Scheme employer's deficit is transferred to a new employer on its inception, the Scheme employer's deficit recovery contributions set out in the attached schedule may be reallocated between the Scheme employer and the new employer to reflect this, as agreed by the Administering Authority on the advice of the Actuary.

Regulation 36(8)

No allowance for non-ill health early retirements has been made in determining the results of the valuation, on the basis that the costs arising will be met by additional contributions. Allowance for ill health retirements has been included in each employer's contribution rate, on the basis of the method and assumptions set out in the report.

Signature



Name	Paul Middleman
Date of signing	31 March 2011
Qualification	Fellow of the Institute and Faculty of Actuaries

Appendix I

Schedule to the Rates and Adjustment Certificate dated 31 March 2011

Employers	2011/12		2012/13		2013/14	
	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)
Academy of Trinity C of E	TBC	TBC	TBC	TBC	TBC	TBC
Active Community Engagement Ltd	1.9% less £3,330	13.7% less £3,300	1.9% less £3,400	13.7% less £3,400	1.9% less £3,600	13.7% less £3,600
Agilisys Limited	2.5%	14.3%	2.5%	14.3%	2.5%	14.3%
Agincare Ltd	3.9%	15.7%	3.9%	15.7%	3.9%	15.7%
Aquaterra Leisure	-3.0% plus £28,400	8.8% plus £28,400	-3.0% plus £28,400	8.8% plus £28,400	-3.0% plus £28,400	8.8% plus £28,400
Aramark	3.8%	15.6%	3.8%	15.6%	3.8%	15.6%
Ashley House Hostel	2.8% plus £4,100	14.6% plus £4,100	2.8% plus £4,300	14.6% plus £4,300	2.8% plus £4,500	14.6% plus £4,500
Avon Fire Brigade	-0.9% plus £221,500	10.9% plus £221,500	-0.9% plus £231,500	10.9% plus £231,500	-0.9% plus £241,900	10.9% plus £241,900
BANES Racial Equality Council	3.5% plus £500	15.3% plus £500	3.5% plus £500	15.3% plus £500	3.5% plus £600	15.3% plus £600
Backwell Parish Council	2.2% plus £1,100	14.0% plus £1,100	2.2% plus £1,200	14.0% plus £1,200	2.2% plus £1,200	14.0% plus £1,200

Employers	2011/12		2012/13		2013/14	
	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)
Bam Construct Uk Limited (Formerly H B G)	4.8% plus £8,600	16.6% plus £8,600	4.8% plus £9,200	16.6% plus £9,200	4.8% plus £9,500	16.6% plus £9,500
Bath and NE Somerset Council	0.4% plus £4,146,600	12.2% plus £4,146,600	0.4% plus £4,333,200	12.2% plus £4,333,200	0.4% plus £4,528,200	12.2% plus £4,528,200
Bath Spa University College	-0.6% plus £365,900	11.2% plus £365,900	-0.6% plus £382,400	11.2% plus £382,400	-0.6% plus £399,600	11.2% plus £399,600
Bath Tourism Plus	2.3%	14.1%	2.3%	14.1%	2.3%	14.1%
Bespoke Cleaning	3.9%	15.7%	3.9%	15.7%	3.9%	15.7%
Bradley Stoke Town Council	1.6% plus £6,400	13.4% plus £6,400	1.6% plus £6,700	13.4% plus £6,700	1.6% plus £7,000	13.4% plus £7,000
Bristol Cathedral Choir School	1.4% less £4,700	13.2% less £4,700	1.4% less £5,000	13.2% less £5,000	1.4% less £5,200	13.2% less £5,200
Bristol City Council	0.0% plus £12,281,900	11.8% plus £12,281,900	0.0% plus £12,834,600	11.8% plus £12,834,600	0.0% plus £13,412,200	11.8% plus £13,412,200
Cabot Learning Federation	-1.0%	10.8%	-1.0%	10.8%	-1.0%	10.8%
Centre For Deaf People	3.1% plus £19,500	14.9% plus £19,500	3.1% plus £20,400	14.9% plus £20,400	3.1% plus £21,300	14.9% plus £21,300
Charter Trustees Of The City Of Bath	2.5% plus £3,200	14.3% plus £3,200	2.5% plus £3,200	14.3% plus £3,200	2.5% plus £3,500	14.3% plus £3,500
Churchill Contract Services	3.8%	15.6%	3.8%	15.6%	3.8%	15.6%
City Academy Bristol	-1.4% plus £13,400	10.4% plus £13,400	-1.4% plus £14,000	10.4% plus £14,000	-1.4% plus £14,600	10.4% plus £14,600
City Of Bath College	-0.6% plus £66,600	11.2% plus £66,600	-0.6% plus £69,600	11.2% plus £69,600	-0.6% plus £72,700	11.2% plus £72,700
City Of Bristol College	-0.4% plus £414,500	11.4% plus £414,500	-0.4% plus £433,200	11.4% plus £433,200	-0.4% plus £452,700	11.4% plus £452,700
Clevedon Town Council	1.4%	13.2%	1.4%	13.2%	1.4%	13.2%
Clifton Suspension Bridge Trust	4.1% plus £2,300	15.9% plus £2,300	4.1% plus £2,500	15.9% plus £2,500	4.1% plus £2,600	15.9% plus £2,600
Colston Girls School Academy	2.4% less £650	14.2% less £650	2.4% less £680	14.2% less £680	2.4% less £710	14.2% less £710
Care Quality Commission (Formerly Commission For Social Care Inspection)	4.9% plus £33,000	16.7% plus £33,000	4.9% plus £34,400	16.7% plus £34,400	4.9% plus £36,000	16.7% plus £36,000
Destination Bristol (Formerly Bristol Tourism)	0.7% plus £7,100	12.5% plus £7,100	0.7% plus £7,400	12.5% plus £7,400	0.7% plus £7,700	12.5% plus £7,700

Employers	2011/12		2012/13		2013/14	
	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)
Dodington Parish Council	3.0% Plus £1,100	14.8% plus £1,100	3.0% Plus £1,100	14.8% plus £1,100	3.0% Plus £1,100	14.8% plus £1,100
Downend And Bromley Heath Parish Council	-0.3% plus £100	11.5% plus £100	-0.3% plus £100	11.5% plus £100	-0.3% plus £100	11.5% plus £100
Easton In Gordano Parish Council	1.1%	12.9%	1.1%	12.9%	1.1%	12.9%
Eden Food Services (Initial Catering)	2.0% plus £75,500	13.8% plus £75,500	2.0% plus £78,800	13.8% plus £78,800	2.0% plus £82,400	13.8% plus £82,400
English Landscapes	4.3% plus £1,400	16.1% plus £1,400	4.3% plus £1,500	16.1% plus £1,500	4.3% plus £1,600	16.1% plus £1,600
Filton College	-1.4% plus £173,200	10.4% plus £173,200	-1.4% plus £181,000	10.4% plus £181,000	-1.4% plus £189,100	10.4% plus £189,100
Filton Town Council	-1.6% plus £1,100	10.2% plus £1,100	-1.6% plus £1,100	10.2% plus £1,100	-1.6% plus £1,200	10.2% plus £1,200
Frampton Cotterell Parish Council	2.2% plus £1,000	14.0% plus £1,000	2.2% plus £1,000	14.0% plus £1,000	2.2% plus £1,100	14.0% plus £1,100
Hanham Abbots Parish Council	-1.8%	10.0%	-1.8%	10.0%	-1.8%	10.0%
Hanham Parish Council	1.1% plus £2,800	12.9% plus £2,800	1.1% plus £2,900	12.9% plus £2,900	1.1% plus £3,000	12.9% plus £3,000
Holburne Museum Of Art	-1.8% plus £14,000	10.0% plus £14,000	-1.8% plus £14,700	10.0% plus £14,700	-1.8% plus £15,300	10.0% plus £15,300
ISS Mediclean (Cabot)	5.0% plus £800	16.8% plus £800	5.0% plus £800	16.8% plus £800	5.0% plus £900	16.8% plus £900
ISS Mediclean Ltd (Bristol City Council)	2.1%	13.9%	2.1%	13.9%	2.1%	13.9%
Keynsham Town Council	2.7% plus £10,900	14.5% plus £10,900	2.7% plus £11,390	14.5% plus £11,390	2.7% plus £11,900	14.5% plus £11,900
Kier Facilities	2.8%	14.6%	2.8%	14.6%	2.8%	14.6%
Learning Partnership West Limited	-0.7% plus £211,300	11.1% plus £211,300	-0.7% plus £220,800	11.1% plus £220,800	-0.7% plus £230,700	11.1% plus £230,700
Liberata Limited	2.5%	14.3%	2.5%	14.3%	2.5%	14.3%
Long Ashton Parish Council	12.6% plus £600	24.4% plus £600	12.6% plus £600	24.4% plus £600	12.6% plus £600	24.4% plus £600
Mangotsfield Rural Parish Council	-1.1% plus £1,500	10.7% plus £1,500	-1.1% plus £1,600	10.7% plus £1,600	-1.1% plus £1,700	10.7% plus £1,700
Merchants Academy	-0.6%	11.2%	-0.6%	11.2%	-0.6%	11.2%

Employers	2011/12		2012/13		2013/14	
	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)
Merlin Housing - New Employees *	4.1% plus £420,900	15.9% plus £420,900	4.1%	15.9%	4.1%	15.9%
Merlin Housing - Transferring Employees	2.4%	14.2%	2.4%	14.2%	2.4%	14.2%
Midsomer Norton Schools Partnership Academy	TBC	TBC	TBC	TBC	TBC	TBC
Midsomer Norton Town Council	TBC	TBC	TBC	TBC	TBC	TBC
Mouchel Business Services Ltd (Formerly HBS)	2.6% plus £58,500	14.4% plus £58,500	2.6% plus £61,200	14.4% plus £61,200	2.6% plus £63,900	14.4% plus £63,900
Mouchel Business Services Ltd (Nailsea It) (North Somerset Council)	3.6%	15.4%	3.6%	15.4%	3.6%	15.4%
Nailsea Town Council	2.2% plus £3,100	14.0% plus £3,100	2.2% plus £3,200	14.0% plus £3,200	2.2% plus £3,400	14.0% plus £3,400
North Somerset Council	0.0% plus £4,508,000	11.8% plus £4,508,000	0.0% plus £4,710,000	11.8% plus £4,710,000	0.0% plus £4,922,000	11.8% plus £4,922,000
North Somerset Housing	1.8% plus £65,900	13.6% plus £65,900	1.8% plus £68,900	13.6% plus £68,900	1.8% plus £72,000	13.6% plus £72,000
Norton Radstock College	0.5% plus £32,000	12.3% plus £32,000	0.5% plus £33,400	12.3% plus £33,400	0.5% plus £34,900	12.3% plus £34,900
Oasis Academy Brightstowe	-0.3%	11.5%	-0.3%	11.5%	-0.3%	11.5%
Oasis Academy John Williams (Previously Bristol)	0.3%	12.1%	0.3%	12.1%	0.3%	12.1%
Off The Record - Bath & NE Somerset *	-2.9% plus £10,500	8.9% plus £10,500	-2.9% plus £11,000	8.9% plus £11,000	-2.9% plus £11,500	8.9% plus £11,500
Oldfield School Academy Trust	TBC	TBC	TBC	TBC	TBC	TBC
Oldland Parish Council	-0.1% plus £200	11.7% plus £200	-0.1% plus £300	11.7% plus £300	-0.1% plus £300	11.7% plus £300
Patchway Town Council	0.2% plus £5,600	12.0% plus £5,600	0.2% plus £5,900	12.0% plus £5,900	0.2% plus £6,200	12.0% plus £6,200
Paulton Parish Council	1.6% plus £1,600	13.4% plus £1,600	1.6% plus £1,600	13.4% plus £1,600	1.6% plus £1,700	13.4% plus £1,700
Portishead & North Weston Town Council	4.4% plus £2,500	16.2% plus £2,500	4.4% plus £2,600	16.2% plus £2,600	4.4% plus £2,700	16.2% plus £2,700
Prospects Services Limited (Formerly Direxions For Success)	1.7% plus £119,000	13.5% plus £119,000	1.7% plus £119,000	13.5% plus £119,000	1.7% plus £119,000	13.5% plus £119,000

Employers	2011/12		2012/13		2013/14	
	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)
Quadron Services	3.5% less £3,600	15.3% less £3,600	3.5% less £3,800	15.3% less £3,800	3.5% less £4,000	15.3% less £4,000
Radstock Town Council	TBC	TBC	TBC	TBC	TBC	TBC
RM Data Solutions Ltd Formerly Forvs (Sir UK) *	11.7% less £3,900	23.5% less £3,900	11.7% less £4,100	23.5% less £4,100	11.7% less £4,300	23.5% less £4,300
Salford Parish Council	2.1% plus £300	13.9% plus £300	2.1% plus £300	13.9% plus £300	2.1% plus £400	13.9% plus £400
Shaw Healthcare (North Somerset) Ltd	3.7% plus £16,100	15.5% plus £16,100	3.7% plus £16,800	15.5% plus £16,800	3.7% plus £17,500	15.5% plus £17,500
Sita Holdings *	10.1% plus £48,600	21.9% plus £48,600	10.1% plus £50,800	21.9% plus £50,800	10.1% plus £53,100	21.9% plus £53,100
Skanska Rashleigh Weatherfoil	0.9% plus £500	12.7% plus £500	0.9% plus £500	12.7% plus £500	0.9% plus £500	12.7% plus £500
Skanska (Cabot Learning Federation)	15.5% less £1,600	27.3% less £1,600	15.5% less £1,700	27.3% less £1,700	15.5% less £1,800	27.3% less £1,800
SLM Community Leisure	2.0% plus £4,600	13.8% plus £4,600	2.0% plus £4,800	13.8% plus £4,800	2.0% plus £5,000	13.8% plus £5,000
SLM Fitness & Health	0.6% plus £4,400	12.4% plus £4,400	0.6% plus £4,500	12.4% plus £4,500	0.6% plus £4,700	12.4% plus £4,700
Sodexo Limited	5.3%	17.1%	5.3%	17.1%	5.3%	17.1%
Somer Community Housing Trust	2.8% plus £211,200	14.6% plus £211,200	2.8% plus £220,700	14.6% plus £220,700	2.8% plus £230,700	14.6% plus £230,700
Somer Housing Group	0.6% plus £24,400	12.4% plus £24,400	0.6% plus £25,400	12.4% plus £25,400	0.6% plus £26,600	12.4% plus £26,600
South Gloucestershire Council	0.1% plus £4,677,000	11.9% plus £4,677,000	0.1% plus £4,888,000	11.9% plus £4,888,000	0.1% plus £5,108,000	11.9% plus £5,108,000
South Gloucestershire Leisure Trust	-2.3% plus £28,800	9.5% plus £28,800	-2.3% plus £30,100	9.5% plus £30,100	-2.3% plus £31,500	9.5% plus £31,500
South Gloucestershire Leisure Trust 2	-2.6%	9.2%	-2.6%	9.2%	-2.6%	9.2%
Southern Brooks Community Partnership *	-0.8% plus £4,500	11.0% plus £4,500	-0.8% plus £4,700	11.0% plus £4,700	-0.8% plus £4,900	11.0% plus £4,900
Southwest Grid For Learning Trust	-0.6% plus £22,900	11.2% plus £22,900	-0.6% plus £23,900	11.2% plus £23,900	-0.6% plus £25,000	11.2% plus £25,000
St Brendans College	-0.4% plus £24,300	11.4% plus £24,300	-0.4% plus £25,400	11.4% plus £25,400	-0.4% plus £26,500	11.4% plus £26,500

Employers	2011/12		2012/13		2013/14	
	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)	Individual Adjustment	Future Service Rate (% of pay) plus Lump Sum (£s)
Stoke Gifford Parish Council	3.1% plus £5,600	14.9% plus £5,600	3.1% plus £5,900	14.9% plus £5,900	3.1% plus £6,200	14.9% plus £6,200
Team Clean Ltd	1.8% plus £200	13.6% plus £200	1.8% plus £200	13.6% plus £200	1.8% plus £200	13.6% plus £200
The Brandon Trust	3.4% plus £22,000	15.2% plus £22,000	3.4% plus £23,000	15.2% plus £23,000	3.4% plus £24,000	15.2% plus £24,000
The Ridings' Federation Winterbourne International Academy	0.0% less £19,600	11.8% less £19,600	0.0% less £20,400	11.8% less £20,400	0.0% less £21,300	11.8% less £21,300
The Ridings' Federation Yate International Academy	-0.4% less £8,700	11.4% less £8,700	-0.4% less £9,100	11.4% less £9,100	-0.4% less £9,500	11.4% less £9,500
Thornbury Town Council	5.3% plus £10,600	17.1% plus £10,600	5.3% plus £11,000	17.1% plus £11,000	5.3% plus £11,500	17.1% plus £11,500
University Of Bath	-0.2% plus £496,100	11.6% plus £496,100	-0.2% plus £518,500	11.6% plus £518,500	-0.2% plus £541,800	11.6% plus £541,800
University Of The West Of England	-0.8% plus £1,484,200	11.0% plus £1,484,200	-0.8% plus £1,551,100	11.0% plus £1,551,100	-0.8% plus £1,620,800	11.0% plus £1,620,800
West Mendip Internal Drainage Board*	-11.8% plus £4,300	0.0% plus £4,300	-11.8% plus £4,300	0.0% plus £4,300	-11.8% plus £4,300	0.0% plus £4,300
West Of England Sports Trust *	2.0% plus £12,300	13.8% plus £12,300	2.0% plus £12,900	13.8% plus £12,900	2.0% plus £13,500	13.8% plus £13,500
Westerleigh Parish Council	0.1%	11.9%	0.1%	11.9%	0.1%	11.9%
Westfield Parish Council	TBC	TBC	TBC	TBC	TBC	TBC
Weston College	-1.4% plus £147,300	10.4% plus £147,300	-1.4% plus £153,900	10.4% plus £153,900	-1.4% plus £160,800	10.4% plus £160,800
Weston Super Mare Town Council	-1.2% plus £4,500	10.6% plus £4,500	-1.2% plus £4,600	10.6% plus £4,600	-1.2% plus £4,800	10.6% plus £4,800
Whitchurch Parish Council	0.5% plus £100	12.3% plus £100	0.5% plus £100	12.3% plus £100	0.5% plus £100	12.3% plus £100
Winterbourne Parish Council	5.5% plus £300	17.3% plus £300	5.5% plus £300	17.3% plus £300	5.5% plus £300	17.3% plus £300
Woodspring Association For Blind People	3.7% plus £8,300	15.5% plus £8,300	3.7% plus £8,700	15.5% plus £8,700	3.7% plus £9,100	15.5% plus £9,100
Yate Town Council	-0.5% plus £9,000	11.3% plus £9,000	-0.5% plus £9,400	11.3% plus £9,400	-0.5% plus £9,800	11.3% plus £9,800
Yes Dining Ltd	0.7%	12.5%	0.7%	12.5%	0.7%	12.5%

* - denotes those employers for whom the funding target assumptions have been determined by reference to corporate bond yields

Former Employers	Proportion of Pension Increases to be Recharged %
Bristol Waterworks	100
National Health Service	100
Wessex Water Authority	100

Norton Radstock Town Council will cease to exist on 31 March 2011. We understand that due to a reorganisation of the parishes, the Council will be replaced by three new ones

Radstock Town Council
Midsomer Norton Town Council, and
Westfield Parish Council

Argentina	Mexico
Australia	Netherlands
Austria	New Zealand
Belgium	Norway
Brazil	Philippines
Canada	Poland
Chile	Portugal
China	Saudi Arabia
Colombia	Singapore
Czech Republic	South Korea
Denmark	Spain
Finland	Sweden
France	Switzerland
Germany	Taiwan
Hong Kong	Thailand
India	Turkey
Indonesia	United Arab Emirates
Ireland	United Kingdom
Italy	United States
Japan	Venezuela
Malaysia	

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