

FUNDING REPORT OF THE ACTUARIAL VALUATION AS AT 31 MARCH 2013 AVON PENSION FUND

MARCH 2014



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1

Introduction

This report is addressed to Bath and North East Somerset Council as the Administering Authority of the Avon Pension Fund ("the Administering Authority") and is provided to meet the requirements of Regulation 36 of the Local Government Pension Scheme (Administration) Regulations 2008 (as amended). It describes the factors considered when carrying out the actuarial valuation as at 31 March 2013 and the decisions reached as a result.

The purpose of the actuarial valuation is for the Administering Authority to determine:

- The expected cost of providing the benefits built up by members at the valuation date (the "liabilities"), and compare this against the funds held by the Fund (the "assets").
- An appropriate plan for making up the shortfall if there are less assets than liabilities.
- The contributions needed to cover the cost of the benefits that active members will build up in the future and other costs incurred in running the Fund.

Signature:



Date of signing: 31 March 2014

Name:

Paul Middleman

Qualification: Fellow of the Institute and Faculty of Actuaries

This report has been prepared in accordance with the version of the *Pensions Technical Actuarial Standard* current at the date this report is signed. It also complies with the relevant requirements of *Technical Actuarial Standards R: Reporting Actuarial Information, D: Data and M: Modelling*, where they apply to this report. These Standards are all issued by the Financial Reporting Council. The calculations referred to in the report use methods and assumptions appropriate for reviewing the financial position of the Fund and determining contribution rates for the future for participating employers. The funding updates referred to in this report are not as accurate as those that would arise from a full actuarial valuation as some approximations have been made and they are not based on updated individual membership data. Mercer does not accept liability to any third party in respect of this report; nor do we accept liability to the Administering Authority if the information provided in this report is used for any purpose other than that stated. The report may be disclosed to members and others who have a statutory right to see it. It may also be disclosed to any participating employer and, if the Administering Authority and Mercer consent, it may be disclosed to other third parties.

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Key results of the funding assessment

2.1. Past service funding position

The table on the right compares the assets and liabilities of the Fund at 31 March 2013. Figures are also shown for the last valuation as at 31 March 2010 for comparison.

The table shows that at 31 March 2013 there was a shortfall of £876m. An alternative way of expressing the position is that the Fund's assets were sufficient to cover 78% of its liabilities – this percentage is known as the funding level of the Fund.

At the previous valuation at 31 March 2010 the shortfall was £552m, equivalent to a funding level of 82%. The key reasons for the changes between the two valuations are considered in 3.2.

The liability value at 31 March 2013 shown in the table is known as the Fund's "funding target". The funding target is calculated using assumptions that the Administering Authority has determined are appropriate, having consulted with the actuary, and are also set out in the Administering Authority's Funding Strategy Statement (FSS).

Further details of the way in which the funding target has been calculated are set out in Appendix A.

	£m	31 March 2013	31 March 2010
Total assets	3,146	2,459	
Liabilities:			
Active members	1,528	1,300	
Deferred pensioners	749	451	
Pensioners	1,745	1,260	
Total liabilities	4,023	3,011	
Past service surplus / (shortfall)	(876)	(552)	
Funding level	78%	82%	

2.2. Normal contribution rate

The valuation looks at the normal employer contribution rate required to cover the cost of the benefits (including death benefits and expenses) that will be built up over the year after the valuation date (the “Common Contribution Rate”). A summary of the assumptions used is provided in Appendix A.

The table on the right gives a breakdown of the Common Contribution Rate at 31 March 2013 and also shows the corresponding rate at 31 March 2010 for comparison. In calculating the average Common Contribution rate we have allowed for 5% of existing and future members to opt for the 50:50 scheme (see page 16). For individual employers allowance has been made in line with the Funding Strategy Statement.

The benefits earned under the LGPS change with effect from 1 April 2014, and the Common Contribution Rate at 31 March 2013 allows for these changes. The impact of these benefit changes on the Common Contribution Rate is given in section 3.3.

Active members pay contributions to the Fund as a condition of membership in line with the rates required under the governing Regulations (see Appendix E).

2.3. Correcting the shortfall

The funding objective as set out in the FSS is to achieve and maintain a funding level of 100% of liabilities (the Funding Target). In line with the FSS, where a shortfall exists at the effective date of the valuation a deficit recovery plan will be put in place which requires additional contributions to correct the shortfall (or contribution reductions to refund any surplus). The average deficit recovery period for the Fund is 20 years versus 23 years at the last valuation.

	% of Pensionable Pay	
	31 March 2013	31 March 2010
Normal contribution rate for retirement and death benefits	19.8*	17.8
Allowance for administrative expenses	0.4	0.4
Total normal contribution rate	20.2*	18.2
Average member contribution rate	6.3*	6.4
Common Contribution rate	13.9*	11.8

*Allowing for 5% 50:50 take-up

Adopting the same method and assumptions as used for calculating the funding target, the deficit of £876 million could be eliminated by a contribution addition of £49m per annum increasing at 4.1% per annum (equivalent to 8.7% of projected Pensionable Pay at the valuation date) for 20 years. This would imply an average employer contribution rate of 13.9% plus £49m per annum increasing at 4.1% per annum. The average employer contribution at the previous valuation was 16.6% of Pensionable Pay, calculated as the future service rate of 11.8% p.a., plus 4.8% p.a. deficit recovery contributions.

2.4. Allowance for post valuation market changes

Since 31 March 2013 there have been significant changes in the financial market position. In particular there has been an increase in gilt yields, which underpin the assessment of the past service liability values and therefore the long term funding target. As the new contribution rates are effective from 1 April 2014, if required, it is appropriate to allow for this improvement as part of the stabilisation of contribution requirements for individual employers.

Considering changes in the major financial factors only, as at 31 August 2013 the impact of market changes meant the funding level had increased to approximately 83% (from 78% at 31 March), equivalent to an approximate reduction at a whole Fund level of £226m in the shortfall disclosed in 2.1 above leaving a net shortfall of £650m to recover via employer contributions. As an illustration this would imply an a deficit contribution of £34m per annum increasing at 4.1% per annum for 20 years.

This improvement has largely been maintained up to the date of signing of this report, and as part of the consultation with employers, myself and the Administering Authority have agreed that the improvement can be built into the recovery plan to stabilise contribution requirements if appropriate. However as a minimum, employers would be required to continue to pay at least what they would have paid under the existing 2010 valuation plan, except in exceptional circumstances.

In practice, each employer's position is assessed separately. 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 2017. The individual contributions take into account the differing circumstances of each employer or employer group and the funding plan, as laid down in the FSS. Contribution requirements for the period from 1 April 2017 onwards will be revised as part of the next actuarial valuation as at 31 March 2016 and will be confirmed in the Rates and Adjustments Certificate and Schedule accompanying that valuation report.

3

Experience since the last valuation

3.1. Summary of key inter-valuation experience

The last actuarial valuation was carried out with an effective date of 31 March 2010. Since the last valuation the Government announced that the benefit structure under the LGPS will change with effect from 1 April 2014. The changes do not affect benefits earned prior to 1 April 2014, and so do not directly affect the funding level or shortfall of the Fund as detailed in section 2.1, but do affect the Common Contribution Rate for the Fund as quoted in section 2.2 (the impact of the changes is given below). Details of the updated Regulations detailing the changes to benefits are given in Appendix E.

The average salary increase (weighted by liability) for the Fund members who were in service for the whole of the inter-valuation period was 1.4% per annum.

Pensions in payment (in excess of Guaranteed Minimum Pensions (GMPs)) were increased as guaranteed under the Fund as follows:

- April 2011 3.1%
- April 2012 5.2%
- April 2013 2.2%

During the inter-valuation period, the investment return on the Fund's assets has averaged 8.3% per annum (net of expenses).

3.2. Reasons for the change in funding position since the last actuarial valuation

As noted in 2.1, the shortfall at 31 March 2010 was £552m. The table below sets out the main reasons for the change in the shortfall between 31 March 2010 and 31 March 2013.

Analysis of changes in funding position	£m
Shortfall at 31 March 2010	(552)
<i>Unwinding of interest on 2010 shortfall</i>	(108)
<i>Investment returns versus expectations</i>	189
<i>Deficit contributions paid</i>	91
<i>Salary increases versus expectations</i>	52
<i>Change in demographic assumptions</i>	34
<i>Change in financial assumptions</i>	(506)
<i>Member movements and other factors</i>	(76)
Shortfall at 31 March 2013	(876)

The above analysis highlights the key factors affecting the Fund since the previous valuation:

- Experience over the inter-valuation period has been largely positive, with improvements in the position due to positive investment performance, the impact of contributions paid by employers and lower than expected pay increases for active members.
- The shortfall increased significantly due to changes in underlying financial conditions, principally reductions in real gilt yields.
- Certain changes made to the underlying assumptions to reflect the current economic climate and the current state of public sector finances have also had a positive impact on the shortfall. These changes are discussed in detail in Appendix A.
- As discussed in section 2.4, the financial conditions have improved since 31 March 2013 (although not to 31 March 2010 levels), reducing the impact on shortfalls to some degree and this has been allowed for in the assessment of contribution requirements in accordance with the FSS parameters.

3.3. Reasons for the change in Common Contribution Rate since the last actuarial valuation

The table below sets out the main reasons for the change in the Common Contribution Rate between 31 March 2010 and 31 March 2013.

Analysis of changes in Common Contribution Rate	%
Common Contribution Rate at 31 March 2010	11.8
<i>Change in membership profile</i>	0.0
<i>Change in demographic assumptions</i>	0.6
<i>Change in financial assumptions</i>	3.6
<i>Impact of LGPS changes from 1 April 2014 including allowance for 50:50 Scheme take-up</i>	(2.1)
Common Contribution Rate at 31 March 2013	13.9

- The change in the long-term assumptions adopted has caused a significant increase in the employer contribution requirement. This has been driven in large part by the significant fall in gilt yields over the inter-valuation period (the assumptions used to calculate the contribution rate, and their derivation, are discussed in Appendix A).
- This effect has been offset to some degree by the upcoming changes to the LGPS, which produce a significant reduction in employer costs at a Whole Fund level. At an individual employer level, the impact varies depending on profile and in some cases can result in an increased cost. Employers have been notified separately of the impact.

4

Variability and risk

The contributions for participating employers set out in the Schedule to the Rates and Adjustments Certificate (Appendix I) have been determined as described in Appendix A of this report and in line with the parameters as set out in the Funding Strategy Statement.

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.

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 as at 31 March 2013. As noted in section 2.4 allowance has been made for post valuation date experience.

It should be borne in mind that the valuation results set out in Section 2 of this report, and the assumptions on which they are based, represent only one outcome, and measures which are set for funding purposes might well not be appropriate in other circumstances.

4.1. Projected funding position at next actuarial valuation

As part of this valuation the Fund has agreed with the Employers, where appropriate, to put in place a recovery plan to pay off the shortfall allowing for an updated position as set in Section 2.4. The next actuarial valuation will take place with an effective date of 31 March 2016. If experience up to that date from 31 August 2013 is in line with the assumptions made for this current actuarial valuation and the illustrative average contributions are paid assuming a 20 year recovery period, the expected funding level would be 85% at 31 March 2016.

4.2. Least risk basis

In assessing the value of the Fund's liabilities (the funding target), allowance has been made for asset out-performance and an Inflation Risk Premium as described in Appendix A, taking into account the investment strategy adopted by the Fund, as set out in the Fund's Statement of Investment Principles (SIP).

It is not possible to construct a portfolio of investments which produces a stream of income exactly matching the expected liability outgo. 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.

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 or an Inflation Risk Premium. On this basis of assessment, the assessed value of the Fund's liabilities at the 2013 valuation would have been significantly higher, by approximately 43% and the declared funding level would be correspondingly reduced to approximately 55% and an equivalent deficit of £2,619 million at 31 March 2013.

4.3. Material risks faced by the Fund

This section provides a broad overview of the risks faced by the Fund and their potential mitigation. However, this issue is covered in greater detail in the Funding Strategy Statement.

The Fund is subject to some potentially material risks that are, to an extent, outside the Administering Authority's control, but could affect the funding level. Any material worsening of the funding level will mean more contributions are needed (either at an increased rate or at the same rate over a longer period) to be able to provide the benefits built up in the Fund – unless market movements or membership related experience (e.g. lower than expected salary growth etc) improve the funding level.

Examples of such risks, and how the Administering Authority manages them, are:

- 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 reviews, strengthening of covenant as appropriate, and monitoring of changes in employer covenant. In the ultimate default of an employer any shortfall would then become the responsibility of any guarantor, or other employers in the Fund. If an employer terminates participation and becomes an Existing Employer under the Regulations then the shortfall will be determined in line with the termination policy set out in the FSS.
- If real gilt yields that are used to value the liabilities change such that the liability values increase by more (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 below illustrates the quantitative impact of such changes.
- If future investment returns on assets are lower than assumed in the valuation, the Fund's assets will be lower, and the funding level worse, than expected. The Administering Authority has a process in place to monitor investment performance, and they review the Fund's investment strategy alongside each actuarial valuation to ensure it is consistent with the funding strategy adopted.
- If members make decisions around their options such that those decisions increase 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.

4.4. Sensitivity of funding position to changes in key assumptions

The value placed on the Fund's liabilities is critically dependent on the assumptions used to carry out the calculations. If future experience differs from the assumptions used, then the projected future funding level will be different from the level described above in 4.1.

To illustrate how sensitive the funding level is to experience being different from the assumptions, the table below shows how the valuation results at 31 March 2013 would have differed given small changes in the key assumptions.

	Increase in shortfall at 31 March 2013 (£m)	Increase in the average future service contribution rate at 31 March 2013 (% of Pensionable Pay)
Discount rate reduces by 0.25% p.a.	+187	+1.5
Long-term inflation is 0.25% p.a. higher than assumed	+177	+1.5
Pensionable Salary growth is 0.5% p.a. higher than assumed	+84	Nil
Members live one year longer than assumed	+86	+0.4
Growth assets fall by 25%	+590	Nil

The same changes in the opposite direction would reduce the shortfall and the average future service contributions rate.

APPENDIX A

Assumptions

A.1. How the benefits are valued

In order to calculate the liabilities, there is a need to make assumptions about various factors that affect the cost of the benefits provided by the Fund – for example, how long members will live, or the future level of inflation. The table below explains the key assumptions being made in the valuation.

Assumption	Why it is important and how it impacts on the liabilities
Discount rate	<p>The majority of benefits in a pension scheme are paid many years in the future. In the period before the benefits are paid, the Administering Authority invests the funds held by the scheme with the aim of achieving a return on those funds. When calculating how much money is needed now to make these benefit payments, it is appropriate to make allowance for the investment return that is expected to be earned on these funds. This is known as "discounting".</p> <p>The higher the investment return achieved, the less money needs to be set aside now to pay for benefits. The calculation reflects this by placing a lower value on the liabilities if the discount rate is higher.</p> <p>The discount rate adopted to set the Funding Target is derived by mapping projected cashflows arising from accrued benefits to a yield curve (which is based on market returns on UK Government gilt stocks and other instruments of varying durations), in order to derive a market consistent gilt yield for the profile and duration of the Scheme's accrued liabilities. To this an Asset Out-performance Assumption ("AOA") of 1.6% per annum is added to reflect the Fund's actual investment strategy. Certain employers' liabilities are backed by a portfolio of high quality corporate bond assets. The discount rate used is consistent with this based on AA corporate bond yields.</p> <p>Details of the discount rate used to calculate the cost of future service are detailed in section A.3.</p>

Assumption	Why it is important and how it impacts on the liabilities
Inflation	<p>Pensions in payment increase in line with price inflation. Salary growth is also normally linked to price inflation in the long term. A higher inflation assumption will, all other things being equal, lead to a higher value being placed on the liabilities.</p> <p>The inflation assumption will be taken to be the investment market's expectation for RPI inflation based on the difference between yields derived from conventional and index-linked UK Government gilts as at 31 March 2013, reflecting the profile and duration of the Scheme's accrued liabilities but subject to the following two adjustments:-</p> <ul style="list-style-type: none"> • An allowance for supply/demand distortions in the bond market and • An adjustment due to retirement pensions being increased annually by the change in the Consumer Price Index rather than the Retail Price Index. <p>The overall reduction to market implied RPI inflation at the valuation date is 1.0% per annum, compared to 0.8% per annum in 2010. The change in this assumption reflects a general increase in expectations of the long term difference between RPI and CPI. Of this 1% per annum reduction, 0.3% per annum relates to the "Inflation Risk Premium" i.e. representing the allowance for supply/demand distortions in the bond market.</p>
Pensionable Salary growth	<p>Benefits earned prior to 1 April 2014 for active members are based on their salaries immediately before retirement, so it is necessary to make an assumption about future Pensionable Salary growth. The higher this assumption, the higher the value placed on the liabilities for active members.</p> <p>The assumption for real salary increases in the long term is 1.5% per annum over the CPI inflation assumption described above. This includes allowance for promotional increases.</p> <p>For the purpose of the whole Fund results shown in this report the short term pay assumption has been taken as 1% per annum for 3 years in line with that adopted by Government for the major public bodies. The allowance for other employers depends on information provided and this is set out in the FSS.</p>
Pension increases	<p>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.</p>

Assumption	Why it is important and how it impacts on the liabilities
Life expectancy	<p>Pensions are paid while the member (and potentially their spouse or partner) is alive. The longer people live, the greater is the cost of providing a pension. Allowing for longer life expectancy therefore increases the liabilities.</p>
	<p>The mortality assumptions will be based on 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 are adjusted to reflect the Fund's membership profile and recent mortality experience, and are set out in the summary section below.</p>
	<p>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 an allowance for longevity 'improvement' year on year in the future in line with the 2012 CMI projections subject to a long-term improvement trend of 1.5% per annum, in line with the 2010 valuation assumption for past service and an increase from the 1.0% per annum assumed at the 2010 valuation for future service.</p>
	<p>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 current pensioners, and 4 years older for future pensioners.</p>
Commutation	<p>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 a 3/80ths cash sum (the standard for pre April 2008 service). The members have the option to commute part of their pension at retirement in return for a lump sum at a rate of £12 cash for each £1 per annum of pension given up.</p>

Assumption	Why it is important and how it impacts on the liabilities
Early retirements (non-ill health)	<p>Active Members</p> <p>Joiners before 1 October 2006 with an eligible retirement age of 65 for receiving unreduced benefits earned prior to 1 April 2008 and all Joiners on or after 1 October 2006: Members are assumed to retire in normal health at age 65.</p> <p>Joiners before 1 October 2006 with an eligible retirement age of less than 65 for receiving unreduced benefits earned prior to 1 April 2008: Each member in this category is assumed to retire in normal health prior to age 65 in the proportions shown in A.2.</p> <p>This assumption has changed since 2010, with members retiring at later ages on average (based on analysis of historic trends in the LGPS). The change in the assumption compared to that in 2010 is equivalent to an increase in the average assumed retirement age of around one year.</p> <p>For both the liability and Common Contribution Rate calculations, early retirement factors are applied where the assumed retirement age described above is below the member's eligible retirement age for unreduced benefits for the relevant tranche of service (i.e. pre 1 April 2008 and 1 April 2008 – 31 March 2013 for calculation of the liabilities, and 1 April 2013 – 31 March 2014 and post 1 April 2014 for the calculation of the Common Contribution Rate). The early retirement factors are in line with the standard Scheme factors produced by the Government Actuary's Department.</p> <p>Deferred Members</p> <p>It has been assumed that deferred members retire at their earliest retirement age for receiving unreduced benefits. For pre 1 April 2008 service, the retirement age will be at some point between ages 60 and 65 depending on the length of a member's pensionable service and taking into account the "Rule of 85" provisions of the Regulations. For post 1 April 2008 service the retirement age will be 65, except for those members who have protected status under the transitional provisions.</p> <p>For both active and deferred members, 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.</p>

Assumption	Why it is important and how it impacts on the liabilities
Early retirements (ill-health)	<p>Members can retire before their normal retirement age due to ill-health in certain circumstances. There are three levels of ill-health retirement, with each giving rise to different levels of benefit.</p> <p>A small proportion of the active membership is assumed to retire due to ill-health, as set out in the table in the next section. In addition the proportion assumed to fall into each ill health tier is also shown.</p>
Proportions with dependants on death	<p>The Fund pays benefits to qualifying dependants (spouse/civil partner/dependent child) on the death of a member. Therefore, the proportion of members with a qualifying dependant impacts on the total cost of benefit provision, with a higher proportion of dependants meaning a higher cost. The valuation calculations assume a proportion of the active membership to retire in normal health prior to age 65, as set out in the table in the A.2.</p> <p>The proportion of members assumed to have a qualifying dependant has been increased compared to the 2010 valuation. The change is based on ONS statistics with an underpin at older ages (the underpin is effective from the mid 80s in age), and allows for the estimated impact of an increase in the number of members with qualifying civil partners/dependants. The impact of this change is to increase the assumption by around 10% (but with the underpin at older ages remaining unchanged).</p>
Expenses	<p>Expenses are met out of the Fund, in accordance with the Regulations. Expenses of administration are 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.</p>
Discretionary benefits	<p>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.</p>
50:50 option	<p>From 1 April 2014 there is a 50:50 option available to members, whereby they can opt to receive 50% of the standard Fund benefits in return for paying 50% of the standard employee contributions. When calculating the average Common Contribution Rate we have assumed 5% of the total active membership will select this option. The allowance, if any, for individual employers is as per the Funding Strategy Statement and the individual employer rates shown in the Rates & Adjustments Certificate have been adjusted accordingly.</p>

The liabilities of the Fund are calculated by projecting forward all of the future benefit cash flows and discounting them back to the effective date of the valuation, using these assumptions. For example, the liability for a single pensioner is calculated by estimating the amount of each pension payment they will receive in the future, multiplying by the probability that the member will be still be alive by the date of each payment, and then discounting each payment back to the effective date of the valuation; and then summing up all of these discounted payments. The liabilities for the whole Fund are calculated by summing the liabilities for each of the individual members.

A.2. Assumptions used to calculate the funding target

The tables below summarise the key assumptions used in the calculation of the Funding Target and those used for the 31 March 2010 actuarial valuation.

Financial assumptions	31 March 2013	31 March 2010
Discount rate:	4.8 % p.a.*	6.1 % p.a. *
Assumed long term CPI inflation	2.6 % p.a.	3.0 % p.a.
Salary increases – Long term	4.1 % p.a.	4.5 % p.a.
– Short term (3 years)	1.0 % p.a.	N/A
Pension increases in payment	2.6 % p.a.	3.0 % p.a.

*the corporate bond discount rate used is 4.2% p.a. at 2013 and 5.6% p.a. at 2010

Demographic assumptions	31 March 2013	31 March 2010
Pre retirement mortality – base table	AC00 tables with adjustments of 73% (male) and 60% (female) to reflect the Fund's membership profile	PA92 year of birth tables adjusted by 1 year to reflect the Fund's membership profile
Pre retirement mortality – future improvements:		
Males	N/A	Medium cohort projections

Demographic assumptions	31 March 2013	31 March 2010
Females	N/A	Medium cohort projections
Post retirement mortality – base table	CMI Self Administered Pension Schemes (SAPS) tables with scheme and member category specific adjustments (see further detail below)	CMI Self Administered Pension Schemes (SAPS) tables with scheme and member category specific adjustments (see 2010 report for further detail)
Post retirement mortality – future improvements:		
Males	CMI_2012_M [1.5%]	CMI_2009_M [1.5%]*
Females	CMI_2012_F [1.5%]	CMI_2009_F [1.5%]*
III health retirement	(see further detail below)	(see further detail in 2010 valuation report)
Withdrawal	(see further detail below)	As 2013 valuation
Proportions married	(see further detail below)	(see further detail in 2010 valuation report)

* 1% p.a. for future service.

Post retirement mortality

		Base Table	Improvements	Adjustment (M / F)
Current pensioners	Normal health	S1PA	CMI_2012 [1.5%]	94% / 93%
	III-health	S1PA	CMI_2012 [1.5%]	Normal health + 3 years
	Dependants	S1PMA / S1DFA	CMI_2012 [1.5%]	147% / 107%
	Future dependants	S1PMA / S1DFA	CMI_2012 [1.5%]	106% / 98%
Current active / deferred	Active normal health	S1PA	CMI_2012 [1.5%]	92% / 87%

	Base Table	Improvements	Adjustment (M / F)
Active ill-health	S1PA	CMI_2012 [1.5%]	Normal health + 4 years
Deferred	S1PA	CMI_2012 [1.5%]	112% / 101%
Future dependants	S1PMA / S1DFA	CMI_2012 [1.5%]	106% / 98%

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 “94%” weighting would mean beneficiaries have mortality rates 6% lower than the unadjusted table which increases the assessed value of the corresponding liabilities.

The mortality assumptions used for the 31 March 2013 valuation result in the following life expectancies.

Years	
Life expectancy for a male aged 65 now	23.2
Life expectancy at 65 for a male aged 45 now	25.6
Life expectancy for a female aged 65 now	25.7
Life expectancy at 65 for a female aged 45 now	28.6

Early retirement

For those members who are entitled to receive their accrued benefits (or part of those benefits) prior to the Fund's normal pension age, a proportion of the active membership is assumed to retire in normal health prior to age 65, as set out below:

% retiring per annum		
Age	Males	Females
60	10	20
61	8	15
62	8	15
63	8	15
64	8	15
65	100	100

The appropriate early retirement factors applied to the relevant tranche of benefits are in line with GAD guidance.

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:

% retiring per annum		
Age	Males	Females
35	0.04	0.05
45	0.10	0.14
55	0.46	0.56

The proportion of ill health early retirements falling into each tier category (summarised briefly below), 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%

	Conditions	Benefits based on
Tier 1	No reasonable prospect of undertaking gainful employment before age 65	Accrued membership plus prospective membership to age 65
Tier 2	Unlikely to undertake gainful employment within 3 years, but likely to be able to before age 65	Accrued membership plus 25% of prospective membership to age 65
Tier 3	Likely to undertake gainful employment within 3 years	Accrued membership only. Reviews are made after 18 months.

Withdrawal

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:

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

Partners and Dependents Proportions

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

% spouse/partner		
Age	Males	Females
25	45	25
35	45	52
45	59	61
55	66	66
65	72	64

A.3. Assumptions used to calculate future service cost

The cost of future accrual (normal cost) has been calculated using the same actuarial assumptions as used to calculate the funding target and recovery plan 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 so the base yield is currently higher due to the shape of the yield curve.

The financial assumptions in relation to future service (i.e. the normal cost) 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% per annum. This represents a reduction of 0.75% per annum compared to the 2010 valuation, to reflect the reduction in gilt yields (and so the increase in the expected cost of providing LGPS benefits) over the period. With a long term average assumption for price inflation of 2.6% per annum, this gives rise to an overall discount rate of 5.6% per annum. Where a body is funding on a corporate bond basis the discount rate is 4.2% per annum which consistent with past service discount rate.

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.

	31 March 2013	31 March 2010
Discount rate	5.6 % p.a.	6.75% p.a.
Salary increases	4.1 % p.a.	4.5 % p.a.
Pension increases in payment	2.6 % p.a.	3.0 % p.a.

A.4. Assumptions used to calculate the contributions payable under the recovery plan

Post valuation improvements in market conditions

The contributions payable under the recovery plan are calculated using the same assumptions as those used to calculate the funding target with the exception that, for certain employers as noted in section 2.4 allowances has been made for post valuation date changes in the funding position where appropriate when determining the contributions payable to recover the shortfall. In terms of assumptions the major change is that the discount rate has increased by 0.4% per annum to 5.2% per annum.

Additionally, for certain employers which are considered by the Administering Authority to provide a high level of financial covenant and are required to increase contributions (compared to the 2014/15 levels that would have been payable under the previous valuation funding plan), a further allowance may be made as part of the recovery plan for yields to revert to higher levels over a period of 10 years.

In isolation, the effect of this increase in yields is to reduce the funding deficit by primarily lowering the value of the Fund's projected liabilities over time, thus reducing the level of deficit contributions required by the employer during the recovery period. The maximum allowance is 0.4% per annum.

APPENDIX B

Summary membership data

The membership data is summarised in the table, with figures at the previous valuation shown for comparison.

Data in relation to members of the Fund were supplied by the Administering Authority. The accuracy of the data provided has been relied on. While 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 that is incomplete or inaccurate.

In addition to the current pensioners and spouses in the table, there were 250 current dependant pensioners as at 31 March 2013 with pensions totalling £316,945 per annum.

	31 March 2013	31 March 2010
Active members		
Number	34,294	33,596
Total Pensionable Salaries (£000s p.a.) ¹	560,939	577,422
Average Pensionable Salary (£ p.a.)	16,357	17,187
Average age ²	50.2	50.0
Average past service ³	9.9	10.2
Deferred pensioners⁴		
Number	34,843	27,880
Total deferred pensions revalued to valuation date (£000s p.a.)	41,360	30,445
Average deferred pension (£ p.a.)	1,187	1,092
Average age ²	48.9	48.5
Current Pensioners and Spouses		
Number	25,262	21,632
Total pensions payable (£000s p.a.)	112,125	89,051
Average Pension	4,439	4,071
Average Age ²	70.4	70.0

¹ Including actual pay for part time members

² Weighted by accrued pension/deferred pension/pension

³ Weighted by salary

⁴ Including frozen refunds

APPENDIX C

Distribution of membership by employing bodies as at 31 March 2013

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
Abbeywood Community School Academy	49	2	0
Academy of Trinity C of E	25	4	1
Active Community Engagement Limited	8	2	0
Agilisys Limited	63	28	8
Agincare BANES Limited	35	13	19
Alliance Homes	131	56	40
Almondsbury Parish Council	1	0	0
Aquaterra Leisure	32	34	3
Aramark	11	12	9
Ashley House Hostel	5	8	6
Avon Fire & Rescue Service	142	96	107
B&NES Council	3,713	4,288	2,709
Backwell Parish Council	3	1	2
Backwell School Academy	80	10	5
BAM Construction UK Limited	9	7	10
Bank Leaze Primary School (Oasis Community Learning)	19	1	0
Bannerman Road Primary (sponsor Bristol Academy Trust)	34	1	0
Bath Community Academy Culverhay (Cabot Learning Federation)	32	0	0

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
Bath Spa University	363	300	124
Bath Tourism Plus	12	7	3
Bedminster Down School	38	0	1
Beechen Cliff School Academy	47	2	3
Begbrook Primary School Academy (CLF)	51	0	0
Bespoke Cleaning Services Ltd	3	1	0
Bradley Stoke Community School	68	7	1
Bradley Stoke Town Council	11	2	5
Bridge Learning Campus	60	5	0
Bristol Cathedral Choir School	34	14	2
Bristol Drugs Project Ltd	2	0	0
Bristol Free School	9	0	0
Bristol Music Trust	28	1	2
Broadlands School (Academies & Enterprise Trust)	44	1	0
Broadoak Math & Computing College	55	7	0
Cabot Learning Federation	163	54	7
Centre For The Deaf	1	7	9
Chew Stoke Primary School	16	0	0
Christchurch Primary School Academy	33	3	0
Churchill Academy	71	8	3
Churchill Contract Services	23	1	1
Churchill Contract Services (previously Team Clean)	6	1	1
Circadian Trust (No 1) (formerly South Glos Leisure)	169	146	20
Circadian Trust (No 2) (formerly South Glos Leisure No 2)	8	5	0
City Of Bath College	179	234	97
City of Bristol College	600	727	337
City Of Bristol Council	10,629	11,501	8,756

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
Clevedon School Academy	52	4	1
Clevedon Town Council	1	0	0
Clifton Suspension Bridge Trust	12	6	24
Colston's Primary School Academy	15	0	0
Colston's Girls' School Academy Trust	20	10	3
Connaught Primary School (Oasis Community Learning)	23	1	0
Cotham School Academy	79	2	1
Creative Youth Network (East) (Hillfields Youth Centre)	6	0	0
Creative Youth Network (West) (The Station)	2	0	0
CT Plus (CIC)	13	0	1
Destination Bristol	15	25	4
Direct Cleaning Services (SW)	4	0	0
Disability Equality Forum	1	0	0
Dodington Parish Council	3	3	1
Dolphin Primary School (sponsor Colston Girls' School Trust)	1	0	0
Downend and Bromley Heath PC	1	0	0
Downend School Academy	47	0	0
Eden Food Services	134	99	36
Elmlea Junior School Academy	20	6	1
English Landscapes Ltd	15	0	2
Filton Avenue Infants School	21	1	0
Filton Town Council	11	5	1
Fishponds Church of England Academy - (Bristol Church Academies Trust proprietor/sponsors)	54	1	0
Fosseway School Academy	70	13	2
Frampton Cotterell Parish Council	2	1	2
Frome Vale Academy - CLF	22	0	0

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
Gordano School Academy	95	22	1
Greenfields Primary School (E-Act)	36	1	0
Hanham Abbots Parish Council	1	0	0
Hanham Parish Council	1	0	0
Hans Price Academy	59	8	1
Hareclive Academy	22	0	2
Hayesfield Girls School Academy	89	6	1
Henbury School	40	2	1
Henleaze Junior School Academy	13	2	1
Heron's Moor Academy Trust	41	2	0
Holburne Museum Of Art	8	11	5
Ilminster Avenue Academy (E-Act)	19	1	1
ISS Mediclean (Bristol)	9	5	2
ISS Mediclean (Cabot Learning Federation)	4	0	0
Keeping Kids Company	5	0	0
Keynsham Town Council	11	6	4
Kier Facilities Services Ltd	2	0	0
Kings Oak Academy	37	0	2
Learning Partnership West Ltd	61	392	129
Liberata UK Limited	43	6	6
Little Mead Primary Academy (sponsor Little Mead Academy Trust)	42	0	0
LPW (LOT1) Learning Partnership West CIC (Brentley Lodge Youth Centre)	4	0	0
LPW (LOT2) Learning Partnership West CIC (Lockleaze Youth & Play Space)	5	0	0
LPW (LOT3) Learning Partnership West CIC (The Mill)	13	0	0
LPW (LOT6) Learning Partnership West CIC (Eagle House)	2	0	0
LPW (LOT7) Learning Partnership West CIC (Hareclive Youth Centre)	3	0	1

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
Mangotsfield Rural Parish Coun	1	3	0
Merchants Academy	73	19	2
Merlin Housing Soc Ltd (MH)	160	48	6
Merlin Housing Soc. Ltd. (SG)	111	56	67
Midsomer Norton Schools Partnership	122	20	7
Midsomer Norton Town Council	1	1	0
Minerva Primary Academy(Cabot Learning Federation)	21	1	0
Mouchel	27	14	8
Mouchel Business Service - Nailsea IT	2	0	0
Mouchel Business Service - Schools IT	2	0	0
Nailsea School	54	4	0
Nailsea Town Council	5	1	2
New Oak Primary School (Oasis Community Learning)	33	2	0
North Somerset Council	3,920	4,170	2,369
Norton Radstock College	72	144	58
Oasis Academy Brightstowe	39	16	4
Oasis Academy John Williams (previously Bristol)	50	15	10
Off the Record - B&NES	17	25	1
Oldfield School Academy Trust	16	2	1
Oldland Parish Council	1	0	0
One World Learning Trust (formerly City Academy)	91	119	14
Orchard School	45	1	0
Parson Street Primary School	44	0	0
Patchway Parish Council	7	0	1
Paulton Parish Council	5	1	0
Pill & Easton -Gordano Parish council	1	1	0
Portishead & North Weston Town Council	6	1	1

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
Priory Community School Academy	91	17	3
Prospect Services Limited	63	49	23
Quadron Services Limited	13	1	1
Radstock Town Council	3	0	0
Ralph Allen School Ltd	51	1	1
Redland Green School Academy	77	1	0
Ridings Fed Winterbourne	81	21	4
Ridings Federation Yate	90	24	10
Salford Parish Council	1	1	0
SHAW Healthcare (North Somerset) Ltd ¹	7	7	41
Sirona Care & Health CIC	441	34	11
Sita Holdings UK LTD	2	6	16
Skanska (Cabot Learning Fed.)	2	0	0
Skanska Rashleigh Weatherfoil	6	0	2
SLM Community Leisure	72	31	3
SLM Fitness & Health	15	8	2
Sodexo Ltd	4	0	0
Somer Community Housing Trust	126	91	104
Somer Housing Group	32	38	7
South Gloucestershire and Stroud College	408	0	0
South Gloucestershire Council	5,857	5,500	2,916
Southern Brooks CP	5	3	0
Southwest Grid for Learning Trust	6	12	1
St Bedes School Academy	56	5	0
St Nicholas of Tolentine Primary	22	0	0
St Patrick's Catholic School	24	1	0
St Teresa Primary School	21	0	0

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
St Ursula's Academy (E-ACT)	6	1	0
St. Brendan's Sixth Form College	77	42	18
Stoke Gifford Parish Council	5	1	2
Summerhill Academy - CLF	21	0	0
The Brandon Trust	26	5	30
The Care Quality Commission	5	8	7
The Castle School (Sponsor Castle School Education Trust)	127	1	0
The Park Community Trust Ltd	9	0	0
Thornbury Town Council	9	1	7
Tone Leisure LTD	6	1	1
Trust In Learning (Academies)	1	0	0
Trustees of City of Bath	3	0	1
University Of Bath	852	1,258	709
University of the West of England	1,615	1,761	760
UPP Residential Services Limited	1	0	0
Vista SWP Ltd (Bristol Social Work Practice)	12	0	0
Waycroft Junior School Academy	62	5	2
Wellsway School Academy	65	5	0
West of England Sport Trust	11	7	0
West Town Lane Primary	51	6	1
Westbury on Trym C of E Academy	33	6	0
Westbury Park Primary School	23	3	0
Westerleigh Parish Council	1	0	0
Westfield Parish Council	2	1	2
Weston Super Mare Town Council	23	17	7
Weston-Super-Mare College	228	206	96
Whitchurch Parish Council	1	0	1

Employing Body	Pensionable Employees	Preserved Pensioners	Pensioners
Winterbourne Parish Council	1	1	0
Woodspring Assoc For The Blind	5	1	4
Writhlington Academy Trust	71	17	0
Yate Town Council	13	7	8
Yatton Parish Council	3	0	0
<i>Former employers with no active members</i>	<i>0</i>	<i>2,729</i>	<i>5,383</i>
Total	34,294	34,843	25,262

In addition, there were 250 current dependant pensioners across all employers as at 31 March 2013.

Note

1. Shaw Healthcare (North Somerset) Ltd separated into two arrangements on 1 January 2014. These were Shaw Healthcare (North Somerset) Ltd (*The Granary*) and Shaw Healthcare (North Somerset) Ltd (*Petersfield*) and contributions for each of these bodies are set out in Appendix I.

APPENDIX D

Assets

The market value of the Fund's assets was £3,145,656,000 on the valuation date.

The Administering Authority's investment strategy is to proportion the Fund's assets by asset class. Details of the investment strategy are shown in the Statement of Investment Principles.

The actual distribution of assets will vary over time due to changes in financial markets. The table shows the distribution of assets at the valuation date. Some of the assets are held in pooled investment vehicles as opposed to segregated funds.

The Administering Authority also holds additional voluntary contributions (AVCs), which are separately invested. These assets have been excluded from the market value shown as they exactly match the value of the benefits they cover.

The details of the assets at the valuation date and the financial transactions during the inter-valuation period have been obtained from the audited accounts for the Fund. Details of the investment strategy can be found in the Statement of Investment Principles.

Actual market value of assets at 31 March 2013		
	£000s	%
Fixed interest securities	124,342	4.0
Index-linked securities	209,876	6.7
UK equities	577,371	18.3
Overseas equities	1,422,916	45.2
Sterling bonds	193,549	6.2
Non-Sterling bonds	81,488	2.6
Hedge Funds	221,147	7.0
Property	222,341	7.1
Cash deposits	85,895	2.7
Investment balances	(3,549)	(0.1)
Net current assets/(liabilities)	10,280	0.3
Total	3,145,656	100

APPENDIX E

Scheme Benefits

The benefits valued within our calculations are those in force at the effective date of the valuation. Full details of these can be found in the Local Government Pension Scheme Regulations 2007/2008 (as amended). The principal regulations relating to benefits earned up to 31 March 2014 are:

The Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007
(<http://timeline.lge.gov.uk/LGPS2008Regs/SI20121989/20071166.htm>)

The Local Government Pension Scheme (Administration) Regulations 2008
(<http://timeline.lge.gov.uk/LGPS2008Regs/SI20121989/20080239.htm>)

The Local Government Pension Scheme (Transitional Provisions) Regulations 2008
(<http://timeline.lge.gov.uk/LGPS2008Regs/SI20121989/20080238.htm>)

The benefits offered under the LGPS will change with effect from 1 April 2014, and the regulations relating to benefits earned after that date are:

The Local Government Pension Scheme Regulations 2013 (<http://www.lgpsregs.org/images/SI/2014regsSept2013>)

The Local Government Pension Scheme (Transitional Provisions, Savings and Amendment) Regulations 2014
(<http://www.legislation.gov.uk/uksi/2014/525/contents/made>)

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

The benefits arising from the award of compensatory added years (CAY) of service on premature retirement have been treated as follows:

- The general position is that the CAY benefits (together with associated pension increases) are recharged to the relevant employer. These benefits are therefore excluded from the valuation.

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 no allowance for 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.

APPENDIX F

Summary of Income and Expenditure

INCOME	Year ending 31 March			
	2011	2012	2013	Total
	£000s	£000s	£000s	£000s
Fund at beginning of year	2,458,588	2,668,063	2,766,294	2,458,588
Contributions to Fund:				
Employees	37,651	35,976	35,297	108,924
Employers	101,868	102,007	99,561	303,436
Transfer Values received	9,571	7,066	7,255	23,892
Investment income	22,663	27,667	29,025	79,355
Change in market value of investments	177,861	71,241	362,285	611,387
EXPENDITURE				
EXPENDITURE	Year ending 31 March			
	2011	2012	2013	Total
	£000s	£000s	£000s	£000s
Retirement and Spouses' Benefits	90,317	97,229	106,097	293,643
Retiring allowances and death gratuities	31,428	31,926	30,558	93,912
Withdrawals	22	19	17	58
Transfer Values paid	9,072	5,306	5,156	19,534
Investment expenses	7,194	9,228	10,148	26,570
Administration expenses	2,106	2,018	2,085	6,209
Fund at end of year	2,668,063	2,766,294	3,145,656	3,145,656

APPENDIX G

Analysis of experience of the membership of the Fund for the period 1 April 2010 to 31 March 2013

The analysis below compares the actual experience over the 3 year period with the assumptions used for the 2013 valuation.

	Actual	Expected	%
III Health Retirements	295	245	120
Withdrawals	11,573	3,295	351
Pensioner Deaths	1,542	1,676	92

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

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 2014 should be at the rate of 13.9 per cent of Pensionable Pay (including those in respect of members of the LGPS under the 50:50 option).

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 2014, as set out above, should be individually adjusted as set out in the attached schedule. Contributions will be paid monthly in arrears with each payment normally being due by the 19th of the following month (or the 22nd if paid electronically) unless otherwise noted in Appendix I or in a separate agreement with an individual employer, and the contributions in the attached schedule take account of any such agreements.

Further Adjustments

A further individual adjustment shall be applied in respect of each non-ill health early retirement occurring in the period of three years covered by this 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 in total over the 3 years covered by the certificate. Additional contributions or a different pattern of contributions may be paid if requested by the employer concerned at the sole discretion of the Administering Authority as agreed with the Actuary. The total contributions payable by each employer will be subject to a minimum of zero.

The individual employer 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 or parties including where the third party or parties participate in the Fund.

In cases where an element of an existing Scheme employer's deficit is transferred to a new employer on its inception, the Scheme employer's deficit recovery contributions, as shown on the schedule to this Certificate in Appendix I, may be reallocated between the Scheme employer and the new employer to reflect this, on advice of the Actuary and as agreed with the Administering Authority so that the total payments remain the same overall.

The Administering Authority and employer with advice from the Fund's Actuary can agree that contributions payable under this certificate can be sourced under an alternative financing arrangement which provides the Fund with equivalent cash contributions and/or increased security.

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



Date of signing: 31 March 2014

Name: Paul Middleman

Qualification: Fellow of the Institute and Faculty of Actuaries

APPENDIX I

Schedule to the Rates and Adjustment Certificate dated 31 March 2014

Employers	2014/15	Future Service Rate (% of pay) plus Lump Sum (£s)	2015/16	Future Service Rate (% of pay) plus Lump Sum (£s)	2016/17	Future Service Rate (% of pay) plus Lump Sum (£s)
	Individual adjustment		Individual adjustment		Individual adjustment	
Authorities						
Avon Fire & Rescue Service	-2.1% plus £272,800	11.8% plus £272,800	-1.2% plus £304,100	12.7% plus £304,100	-0.3% plus £343,300	13.6% plus £343,300
B&NES Council*	-0.7% plus £4,633,000	13.2% plus £4,633,000	-0.7% plus £4,905,800	13.2% plus £4,905,800	0.3% plus £5,216,500	14.2% plus £5,216,500
City Of Bristol Council*	-1.4% plus £13,785,900	12.5% plus £13,785,900	-0.7% plus £14,503,100	13.2% plus £14,503,100	0.1% plus £15,301,200	14.0% plus £15,301,200
North Somerset Council*	-0.9% plus £4,992,800	13.0% plus £4,992,800	-0.9% plus £5,198,600	13.0% plus £5,198,600	0.3% plus £5,413,400	14.2% plus £5,413,400
South Gloucestershire Council*	-1.0% plus £5,348,600	12.9% plus £5,348,600	-0.2% plus £5,766,100	13.7% plus £5,766,100	0.6% plus £6,269,900	14.5% plus £6,269,900
Academies & Schools						
Abbeywood Community School Academy	-1.2% plus £38,700	12.7% plus £38,700	-0.3% plus £40,900	13.6% plus £40,900	0.5% plus £43,500	14.4% plus £43,500
Academy of Trinity C of E	-0.9% plus £6,500	13.0% plus £6,500	-0.4% plus £7,100	13.5% plus £7,100	-0.2% plus £7,900	13.7% plus £7,900
Backwell School Academy	0.6% plus £89,200	14.5% plus £89,200	1.4% plus £104,600	15.3% plus £104,600	2.3% plus £124,400	16.2% plus £124,400
Bank Leaze Primary School (Oasis Community Learning)	-3.5% plus £10,700	10.4% plus £10,700	-3.0% plus £10,900	10.9% plus £10,900	-2.4% plus £11,100	11.5% plus £11,100

Employers	2014/15		2015/16		2016/17	
	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)
Bannerman Road Primary (sponsor Bristol Academy Trust)	-3.2% plus £19,200	10.7% plus £19,200	-2.2% plus £19,200	11.7% plus £19,200	-1.2% plus £19,200	12.7% plus £19,200
Bath Community Academy Culverhay (Cabot Learning Federation)	-1.0% plus £18,600	12.9% plus £18,600	-0.5% plus £22,200	13.4% plus £22,200	-0.3% plus £27,000	13.6% plus £27,000
Bedminster Down School	0.4% plus £30,300	14.3% plus £30,300	1.3% plus £31,200	15.2% plus £31,200	2.1% plus £32,000	16.0% plus £32,000
Beechen Cliff School Academy	-0.6% plus £31,400	13.3% plus £31,400	0.3% plus £35,100	14.2% plus £35,100	1.2% plus £39,700	15.1% plus £39,700
Begbrook Primary School Academy (CLF)	-0.4% plus £18,000	13.5% plus £18,000	0.6% plus £18,500	14.5% plus £18,500	1.6% plus £18,900	15.5% plus £18,900
Birdwell School	-0.2% plus £14,700	13.7% plus £14,700	0.9% plus £17,400	14.8% plus £17,400	2.0% plus £20,200	15.9% plus £20,200
Bradley Stoke Community School	-2.3% plus £55,400	11.6% plus £55,400	-1.6% plus £62,200	12.3% plus £62,200	-0.9% plus £70,800	13.0% plus £70,800
Bridge Learning Campus	-1.6% plus £57,400	12.3% plus £57,400	-1.0% plus £60,800	12.9% plus £60,800	-0.4% plus £64,600	13.5% plus £64,600
Bristol Cathedral Choir School	0.0%	13.9%	0.0% plus £1,400	13.9% plus £1,400	0.0% plus £2,800	13.9% plus £2,800
Bristol Free School	0.3% plus £100	14.2% plus £100	1.1% plus £100	15.0% plus £100	2.0% plus £200	15.9% plus £200
Broadlands School (Academies & Enterprise Trust)	-1.8% plus £36,800	12.1% plus £36,800	-0.8% plus £37,500	13.1% plus £37,500	0.3% plus £37,800	14.2% plus £37,800
Broadoak Math & Computing College	-1.3% plus £64,000	12.6% plus £64,000	-0.3% plus £67,700	13.6% plus £67,700	0.7% plus £71,800	14.6% plus £71,800
Cabot Learning Federation	-2.3% plus £10,800	11.6% plus £10,800	-1.5% plus £22,000	12.4% plus £22,000	-0.7% plus £37,300	13.2% plus £37,300
Cathedral Primary School	0.9%	14.8%	2.1%	16.0%	3.3%	17.2%

Employers	2014/15	2015/16	2016/17			
	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)
Charfield Primary School	1.5% plus £5,600	15.4% plus £5,600	2.7% plus £6,700	16.6% plus £6,700	3.9% plus £7,800	17.8% plus £7,800
Chew Stoke Primary School	-0.8% plus £5,200	13.1% plus £5,200	0.3% plus £5,200	14.2% plus £5,200	1.4% plus £5,200	15.3% plus £5,200
Christchurch Primary School Academy	-0.7% plus £10,300	13.2% plus £10,300	0.3% plus £10,900	14.2% plus £10,900	1.3% plus £11,500	15.2% plus £11,500
Churchill Academy	-0.3% plus £84,900	13.6% plus £84,900	0.3% plus £92,500	14.2% plus £92,500	0.9% plus £101,800	14.8% plus £101,800
Clevedon School Academy	-1.2% plus £52,600	12.7% plus £52,600	-0.6% plus £54,600	13.3% plus £54,600	0.0% plus £56,700	13.9% plus £56,700
Colston's Primary School Academy	-2.5% plus £6,100	11.4% plus £6,100	-2.0% plus £6,600	11.9% plus £6,600	-1.7% plus £7,200	12.2% plus £7,200
Colston's Girls' School Academy Trust	1.3% less £900	15.2% less £900	2.3% less £1,200	16.2% less £1,200	3.3% less £1,500	17.2% less £1,500
Connaught Primary School (Oasis Community Learning)	-0.7% plus £10,400	13.2% plus £10,400	-0.7% plus £11,900	13.2% plus £11,900	-0.7% plus £13,800	13.2% plus £13,800
Cotham School Academy	-1.5% plus £59,400	12.4% plus £59,400	-0.8% plus £67,900	13.1% plus £67,900	-0.2% plus £78,700	13.7% plus £78,700
Dolphin Primary School (sponsor Colston Girls' School Trust)	-5.0% plus £100	8.9% plus £100	-5.0% plus £100	8.9% plus £100	-5.0% plus £100	8.9% plus £100
Downend School Academy	-0.6% plus £40,100	13.3% plus £40,100	0.4% plus £40,100	14.3% plus £40,100	1.5% plus £40,100	15.4% plus £40,100
Elmlea Junior School Academy	-0.5% plus £9,700	13.4% plus £9,700	0.5% plus £11,000	14.4% plus £11,000	1.5% plus £12,800	15.4% plus £12,800
Filton Avenue Infants School	-2.4% plus £17,800	11.5% plus £17,800	-1.7% plus £18,500	12.2% plus £18,500	-0.9% plus £19,300	13.0% plus £19,300
Fishponds Church of England Academy - (Bristol Church Academies Trust proprietor/sponsors)	-1.0% plus £22,000	12.9% plus £22,000	-0.1% plus £22,600	13.8% plus £22,600	0.9% plus £23,100	14.8% plus £23,100

Employers	2014/15	2015/16	2016/17			
	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)
Fosseway School Academy	-2.9% plus £49,000	11.0% plus £49,000	-2.1% plus £56,100	11.8% plus £56,100	-1.3% plus £65,100	12.6% plus £65,100
Frome Vale Academy - CLF	-2.1% plus £10,700	11.8% plus £10,700	-1.3% plus £11,000	12.6% plus £11,000	-0.5% plus £11,400	13.4% plus £11,400
Gordano School Academy	-0.4% plus £94,100	13.5% plus £94,100	0.6% plus £106,100	14.5% plus £106,100	1.6% plus £121,400	15.5% plus £121,400
Greenfields Primary School (E-Act)	-0.6% plus £14,500	13.3% plus £14,500	0.5% plus £15,800	14.4% plus £15,800	1.6% plus £17,200	15.5% plus £17,200
Hans Price Academy	-1.3% plus £61,700	12.6% plus £61,700	-0.8% plus £72,300	13.1% plus £72,300	-0.6% plus £85,900	13.3% plus £85,900
Hareclive Academy	-1.7% plus £18,200	12.2% plus £18,200	-0.9% plus £19,700	13.0% plus £19,700	-0.2% plus £21,700	13.7% plus £21,700
Hayesfield Girls School Academy	-0.2% plus £33,400	13.7% plus £33,400	0.6% plus £36,200	14.5% plus £36,200	1.4% plus £39,700	15.3% plus £39,700
Henbury Court Primary School	-1.6% plus £18,700	12.3% plus £18,700	-0.7% plus £21,300	13.2% plus £21,300	0.1% plus £24,400	14.0% plus £24,400
Henbury School	-1.2% plus £32,000	12.7% plus £32,000	-0.4% plus £33,300	13.5% plus £33,300	0.3% plus £34,600	14.2% plus £34,600
Henleaze Junior School Academy	-0.7% plus £9,500	13.2% plus £9,500	0.3% plus £11,100	14.2% plus £11,100	1.3% plus £13,100	15.2% plus £13,100
Heron's Moor Academy Trust	-1.8% plus £21,500	12.1% plus £21,500	-1.2% plus £22,400	12.7% plus £22,400	-0.5% plus £23,300	13.4% plus £23,300
Ilminster Avenue Academy (E-Act)	0.5% plus £8,900	14.4% plus £8,900	0.5% plus £10,600	14.4% plus £10,600	0.5% plus £12,800	14.4% plus £12,800
Kings Oak Academy	0.3% plus £29,700	14.2% plus £29,700	1.2% plus £33,200	15.1% plus £33,200	2.2% plus £37,700	16.1% plus £37,700
Kingshill C of E Primary School	-1.0% plus £11,100	12.9% plus £11,100	-0.4% plus £11,700	13.5% plus £11,700	0.1% plus £12,700	14.0% plus £12,700
Little Mead Primary Academy (sponsor Little Mead Academy Trust)	-2.7% plus £17,500	11.2% plus £17,500	-2.2% plus £18,500	11.7% plus £18,500	-2.2% plus £19,700	11.7% plus £19,700

Employers	2014/15	2015/16	2016/17			
	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)
Merchants Academy	-1.7% plus £4,000	12.2% plus £4,000	-0.7% plus £8,100	13.2% plus £8,100	0.3% plus £13,800	14.2% plus £13,800
Midsomer Norton Schools Partnership	-0.8% plus £89,400	13.1% plus £89,400	0.2% plus £99,100	14.1% plus £99,100	1.2% plus £111,300	15.1% plus £111,300
Minerva Primary Academy(Cabot Learning Federation)	-0.4% plus £10,600	13.5% plus £10,600	0.4% plus £10,900	14.3% plus £10,900	1.3% plus £11,100	15.2% plus £11,100
Nailsea School	0.5% plus £53,100	14.4% plus £53,100	1.5% plus £54,400	15.4% plus £54,400	2.4% plus £55,500	16.3% plus £55,500
New Oak Primary School (Oasis Community Learning)	-3.0% plus £15,300	10.9% plus £15,300	-2.3% plus £16,100	11.6% plus £16,100	-1.5% plus £17,000	12.4% plus £17,000
Oasis Academy Brightstowe	-1.8% plus £3,300	12.1% plus £3,300	-1.3% plus £6,800	12.6% plus £6,800	-0.7% plus £11,500	13.2% plus £11,500
Oasis Academy John Williams (previously Bristol)	-1.3% plus £1,300	12.6% plus £1,300	-0.7% plus £2,600	13.2% plus £2,600	-0.2% plus £4,500	13.7% plus £4,500
Oldfield School Academy Trust	0.5% plus £13,300	14.4% plus £13,300	1.0% plus £15,200	14.9% plus £15,200	1.6% plus £17,600	15.5% plus £17,600
One World Learning Trust (formerly City Academy)	-2.6% plus £17,900	11.3% plus £17,900	-1.8% plus £21,200	12.1% plus £21,200	-0.9% plus £25,600	13.0% plus £25,600
Orchard School	-0.8% plus £44,900	13.1% plus £44,900	0.2% plus £46,000	14.1% plus £46,000	1.3% plus £46,900	15.2% plus £46,900
Parson Street Primary School	0.5% plus £20,100	14.4% plus £20,100	1.7% plus £20,100	15.6% plus £20,100	2.9% plus £20,100	16.8% plus £20,100
Patchway Community College	1.2% plus £42,600	15.1% plus £42,600	2.5% plus £50,600	16.4% plus £50,600	3.7% plus £59,200	17.6% plus £59,200
Priory Community School Academy	-1.3% plus £94,500	12.6% plus £94,500	-0.6% plus £105,900	13.3% plus £105,900	0.0% plus £120,200	13.9% plus £120,200
Ralph Allen School Ltd	0.5% plus £41,200	14.4% plus £41,200	1.5% plus £41,600	15.4% plus £41,600	2.5% plus £41,700	16.4% plus £41,700
Redland Green School Academy	-2.8% plus £71,600	11.1% plus £71,600	-2.2% plus £74,800	11.7% plus £74,800	-1.7% plus £78,200	12.2% plus £78,200

Employers	2014/15	Future Service Rate (% of pay) plus Lump Sum (£s)	2015/16	Future Service Rate (% of pay) plus Lump Sum (£s)	2016/17	Future Service Rate (% of pay) plus Lump Sum (£s)
	Individual adjustment	Individual adjustment	Individual adjustment	Individual adjustment	Individual adjustment	Individual adjustment
Ridings Fed Winterbourne	-1.1% less £17,200	12.8% less £17,200	-0.1% less £12,800	13.8% less £12,800	0.9% less £6,600	14.8% less £6,600
Ridings Federation Yate	-1.5%	12.4%	-0.5% plus £1,500	13.4% plus £1,500	0.5% plus £3,200	14.4% plus £3,200
St Bedes School Academy	-1.4% plus £30,600	12.5% plus £30,600	-0.8% plus £35,700	13.1% plus £35,700	-0.3% plus £42,300	13.6% plus £42,300
St Johns C of E Primary School	2.3% plus £19,400	16.2% plus £19,400	2.3% plus £20,200	16.2% plus £20,200	2.3% plus £21,000	16.2% plus £21,000
St Nicholas of Tolentine Primary	-0.4% plus £11,600	13.5% plus £11,600	0.5% plus £12,100	14.4% plus £12,100	1.3% plus £12,600	15.2% plus £12,600
St Patrick's Catholic School	0.6% plus £9,700	14.5% plus £9,700	1.7% plus £10,000	15.6% plus £10,000	2.8% plus £10,400	16.7% plus £10,400
St Teresa Primary School	-1.2% plus £11,700	12.7% plus £11,700	-0.4% plus £12,100	13.5% plus £12,100	0.4% plus £12,600	14.3% plus £12,600
St Ursula's Academy (E-ACT)	-0.7% less £100	13.2% less £100	0.7% less £200	14.6% less £200	2.1% less £300	16.0% less £300
Stoke Bishop Church of England Primary School	0.6% plus £17,300	14.5% plus £17,300	1.6% plus £20,000	15.5% plus £20,000	2.7% plus £22,900	16.6% plus £22,900
Stoke Lodge Primary School	-0.1% plus £16,900	13.8% plus £16,900	0.9% plus £20,200	14.8% plus £20,200	1.8% plus £23,600	15.7% plus £23,600
Summerhill Academy - CLF	0.2% plus £8,900	14.1% plus £8,900	1.2% plus £9,500	15.1% plus £9,500	2.3% plus £10,300	16.2% plus £10,300
The Castle School (Sponsor Castle School Education Trust)	0.1% plus £68,900	14.0% plus £68,900	1.1% plus £69,700	15.0% plus £69,700	2.1% plus £70,000	16.0% plus £70,000
Three Ways School	-3.8% plus £46,500	10.1% plus £46,500	-3.3% plus £49,100	10.6% plus £49,100	-2.9% plus £53,200	11.0% plus £53,200
Trust In Learning (Academies)	6.8% plus £3,500	20.7% plus £3,500	7.8% plus £4,000	21.7% plus £4,000	8.8% plus £4,500	22.7% plus £4,500
Waycroft Junior School Academy	0.0% plus £23,600	13.9% plus £23,600	1.0% plus £25,700	14.9% plus £25,700	1.9% plus £28,200	15.8% plus £28,200

Employers	2014/15	2015/16	2016/17			
	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)
Wellsway School Academy	-0.9% plus £41,700	13.0% plus £41,700	0.1% plus £44,700	14.0% plus £44,700	1.1% plus £48,200	15.0% plus £48,200
West Town Lane Primary	0.9% plus £17,300	14.8% plus £17,300	0.9% plus £21,000	14.8% plus £21,000	0.9% plus £25,800	14.8% plus £25,800
Westbury on Trym C of E Academy	-0.6% plus £16,700	13.3% plus £16,700	0.4% plus £17,700	14.3% plus £17,700	1.4% plus £18,800	15.3% plus £18,800
Westbury Park Primary School	1.2% plus £14,700	15.1% plus £14,700	2.5% plus £15,500	16.4% plus £15,500	3.8% plus £16,200	17.7% plus £16,200
Writhlington Academy Trust	-2.4% plus £59,400	11.5% plus £59,400	-1.9% plus £66,600	12.0% plus £66,600	-1.5% plus £75,700	12.4% plus £75,700
Colleges and Universities						
Bath Spa University	-1.9% plus £457,300	12.0% plus £457,300	-1.1% plus £515,700	12.8% plus £515,700	-0.2% plus £589,800	13.7% plus £589,800
City Of Bath College	-2.0% plus £81,600	11.9% plus £81,600	-1.3% plus £90,500	12.6% plus £90,500	-0.6% plus £101,700	13.3% plus £101,700
City of Bristol College	-1.5% plus £475,600	12.4% plus £475,600	-0.5% plus £497,600	13.4% plus £497,600	0.5% plus £521,300	14.4% plus £521,300
Norton Radstock College	-0.3% plus £37,500	13.6% plus £37,500	1.0% plus £40,100	14.9% plus £40,100	2.3% plus £43,100	16.2% plus £43,100
South Gloucestershire and Stroud College	-2.7% plus £383,300	11.2% plus £383,300	-2.0% plus £400,900	11.9% plus £400,900	-1.3% plus £419,900	12.6% plus £419,900
St. Brendan's Sixth Form College	-1.7% plus £30,400	12.2% plus £30,400	-0.9% plus £34,400	13.0% plus £34,400	-0.1% plus £39,500	13.8% plus £39,500
University Of Bath	-1.3% plus £1,835,600	12.6% plus £1,835,600	-0.3%	13.6%	0.7%	14.6%
University of the West of England*	-1.9% plus £1,748,175	12.0% plus £1,748,175	-0.9% plus £1,965,700	13.0% plus £1,965,700	-0.4% plus £2,178,600	13.5% plus £2,178,600
Weston-Super-Mare College	-2.8% plus £194,900	11.1% plus £194,900	-2.1% plus £229,800	11.8% plus £229,800	-1.3% plus £275,000	12.6% plus £275,000

Employers	2014/15	2015/16	2016/17	Future Service Rate (% of pay) plus Lump Sum (£s)	Future Service Rate (% of pay) plus Lump Sum (£s)	Future Service Rate (% of pay) plus Lump Sum (£s)
	Individual adjustment	Individual adjustment	Individual adjustment			
Designating Bodies						
Almondsbury Parish Council	0.6% plus £100	14.5% plus £100	0.6% plus £100	14.5% plus £100	0.6% plus £100	14.5% plus £100
Backwell Parish Council	1.4% plus £1,400	15.3% plus £1,400	2.7% plus £1,600	16.6% plus £1,600	4.2% plus £1,900	18.1% plus £1,900
Bath Tourism Plus	1.2% plus £2,500	15.1% plus £2,500	2.2% plus £5,000	16.1% plus £5,000	3.2% plus £8,500	17.1% plus £8,500
Bradley Stoke Town Council	0.8% plus £7,600	14.7% plus £7,600	2.1% plus £8,200	16.0% plus £8,200	3.4% plus £8,900	17.3% plus £8,900
Clevedon Town Council	0.8% plus £100	14.7% plus £100	2.2% plus £100	16.1% plus £100	3.7% plus £100	17.6% plus £100
Destination Bristol	-1.9% plus £12,500	12.0% plus £12,500	-1.9% plus £17,500	12.0% plus £17,500	-1.9% plus £24,200	12.0% plus £24,200
Dodington Parish Council	2.0% plus £1,200	15.9% plus £1,200	3.1% plus £1,400	17.0% plus £1,400	4.2% plus £1,500	18.1% plus £1,500
Downend and Bromley Heath PC	-1.4% plus £105	12.5% plus £105	-0.4% plus £105	13.5% plus £105	0.6% plus £105	14.5% plus £105
Filton Town Council	-2.7% plus £1,400	11.2% plus £1,400	-1.7% plus £1,600	12.2% plus £1,600	-0.5% plus £1,900	13.4% plus £1,900
Frampton Cotterell Parish Council	2.1% plus £1,300	16.0% plus £1,300	4.1% plus £1,500	18.0% plus £1,500	6.0% plus £1,600	19.9% plus £1,600
Hanham Abbots Parish Council	-3.1% plus £100	10.8% plus £100	-2.3% plus £100	11.6% plus £100	-1.5% plus £100	12.4% plus £100
Hanham Parish Council	0.1% plus £3,100	14.0% plus £3,100	1.1% plus £3,200	15.0% plus £3,200	2.2% plus £3,400	16.1% plus £3,400
Keynsham Town Council	1.5% plus £12,700	15.4% plus £12,700	2.4% plus £13,500	16.3% plus £13,500	3.4% plus £14,400	17.3% plus £14,400
Mangotsfield Rural Parish Coun	-1.5% plus £1,800	12.4% plus £1,800	0.1% plus £2,000	14.0% plus £2,000	1.8% plus £2,200	15.7% plus £2,200

Employers	2014/15	2015/16	2016/17			
	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)
Midsomer Norton Town Council	-2.1% plus £7,600	11.8% plus £7,600	-1.1% plus £8,100	12.8% plus £8,100	-0.1% plus £8,500	13.8% plus £8,500
Nailsea Town Council	1.9% plus £3,800	15.8% plus £3,800	3.7% plus £4,300	17.6% plus £4,300	5.5% plus £4,800	19.4% plus £4,800
Oldland Parish Council	-1.1% plus £400	12.8% plus £400	0.1% plus £400	14.0% plus £400	1.2% plus £500	15.1% plus £500
Patchway Parish Council	-0.9% plus £6,500	13.0% plus £6,500	0.1% plus £6,500	14.0% plus £6,500	1.1% plus £6,500	15.0% plus £6,500
Paulton Parish Council	0.5% plus £1,800	14.4% plus £1,800	1.5% plus £1,800	15.4% plus £1,800	2.5% plus £1,800	16.4% plus £1,800
Peasedown Saint John Parish Council	-2.6% plus £500	11.3% plus £500	-2.6% plus £500	11.3% plus £500	-2.6% plus £600	11.3% plus £600
Pill & Easton -Gordano Parish council	0.0% plus £100	13.9% plus £100	1.0% plus £100	14.9% plus £100	2.0% plus £100	15.9% plus £100
Portishead & North Weston Town Council	0.9% plus £3,200	14.8% plus £3,200	0.9% plus £3,700	14.8% plus £3,700	0.9% plus £4,400	14.8% plus £4,400
Radstock Town Council	-5.4% plus £3,600	8.5% plus £3,600	-4.4% plus £3,800	9.5% plus £3,800	-3.4% plus £4,100	10.5% plus £4,100
Salford Parish Council	1.9% plus £400	15.8% plus £400	3.9% plus £400	17.8% plus £400	5.8% plus £400	19.7% plus £400
Stoke Gifford Parish Council	1.5% plus £6,500	15.4% plus £6,500	1.5% plus £6,500	15.4% plus £6,500	1.5% plus £6,500	15.4% plus £6,500
Thornbury Town Council	4.2% plus £12,200	18.1% plus £12,200	5.2% plus £12,900	19.1% plus £12,900	6.2% plus £13,600	20.1% plus £13,600
Trustees of City of Bath	2.4% plus £3,700	16.3% plus £3,700	4.4% plus £3,800	18.3% plus £3,800	6.4% plus £4,000	20.3% plus £4,000
Vista SWP Ltd (Bristol Social Work Practice)	-2.1% plus £500	11.8% plus £500	-1.6% plus £1,000	12.3% plus £1,000	-1.2% plus £1,700	12.7% plus £1,700
Westerleigh Parish Council	-0.9% less £800	13.0% less £800	0.2% less £800	14.1% less £800	1.3% less £900	15.2% less £900
Westfield Parish Council	5.6% plus £4,200	19.5% plus £4,200	6.7% plus £4,700	20.6% plus £4,700	7.8% plus £5,500	21.7% plus £5,500

Employers	2014/15	Future Service Rate (% of pay) plus Lump Sum (£s)	2015/16	Future Service Rate (% of pay) plus Lump Sum (£s)	2016/17	Future Service Rate (% of pay) plus Lump Sum (£s)
	Individual adjustment	Individual adjustment	Individual adjustment	Individual adjustment	Individual adjustment	Individual adjustment
Weston Super Mare Town Council	-2.3% plus £5,700	11.6% plus £5,700	-1.3% plus £6,600	12.6% plus £6,600	-0.3% plus £7,700	13.6% plus £7,700
Whitchurch Parish Council	-0.4% plus £105	13.5% plus £105	0.8% plus £105	14.7% plus £105	2.1% plus £105	16.0% plus £105
Winterbourne Parish Council	5.7% plus £400	19.6% plus £400	8.0% plus £600	21.9% plus £600	10.3% plus £700	24.2% plus £700
Yate Town Council	-1.6% plus £10,500	12.3% plus £10,500	-0.6% plus £11,200	13.3% plus £11,200	0.4% plus £12,100	14.3% plus £12,100
Yatton Parish Council	2.3% plus £200	16.2% plus £200	4.5% plus £400	18.4% plus £400	6.7% plus £700	20.6% plus £700
Transferee Admission Bodies						
Action for Children	1.2%	15.1%	1.2%	15.1%	1.2%	15.1%
Active Community Engagement Limited	5.1% less £5,600	19.0% less £5,600	5.1% less £5,800	19.0% less £5,800	5.1% less £6,100	19.0% less £6,100
Agilisys Limited	4.1% less £900	18.0% less £900	4.1% less £900	18.0% less £900	4.1% less £1,000	18.0% less £1,000
Aquaterra Leisure	-3.3% plus £31,300	10.6% plus £31,300	-3.3% plus £32,600	10.6% plus £32,600	-3.3% plus £33,900	10.6% plus £33,900
Aramark	1.7%	15.6%	1.7%	15.6%	1.7%	15.6%
BAM Construction UK Limited	8.5% less £2,800	22.4% less £2,800	8.5% less £2,900	22.4% less £2,900	8.5% less £3,000	22.4% less £3,000
Barnardos (Bristol City Council)	3.1%	17.0%	3.1%	17.0%	3.1%	17.0%
Bristol Drugs Project Ltd	2.8% less £1,600	16.7% less £1,600	2.8% less £1,700	16.7% less £1,700	2.8%	16.7%
Churchill Contract Services	7.2% less £100	21.1% less £100	7.2% less £100	21.1% less £100	7.2% less £100	21.1% less £100
Churchill Contract Services (previously Team Clean)	5.2% plus £600	19.1% plus £600	5.2% plus £600	19.1% plus £600	5.2% plus £700	19.1% plus £700

Employers	2014/15	2015/16	2016/17			
	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)
Circadian Trust (No 1) (formerly South Glos Leisure)	-2.8% plus £44,900	11.1% plus £44,900	-1.2% plus £58,600	12.7% plus £58,600	0.4% plus £76,900	14.3% plus £76,900
Circadian Trust (No 2) (formerly South Glos Leisure No 2)	-3.5% plus £100	10.4% plus £100	-2.3% plus £200	11.6% plus £200	-1.1% plus £300	12.8% plus £300
Creative Youth Network (East) (Hillfields Youth Centre)	2.6% less £2,400	16.5% less £2,400	2.6% less £2,500	16.5% less £2,500	2.6%	16.5%
Direct Cleaning Services (SW)	0.7% less £2,000	14.6% less £2,000	0.7%	14.6%	0.7%	14.6%
Eden Food Services	4.8% plus £100,800	18.7% plus £100,800	4.8% plus £104,900	18.7% plus £104,900	4.8% plus £109,200	18.7% plus £109,200
English Landscapes Ltd	-13.9%	0.0%	-13.9%	0.0%	-13.9%	0.0%
Fit for Sport	1.8%	15.7%	1.8%	15.7%	1.8%	15.7%
Glen Cleaning Company Limited	3.0%	16.9%	3.0	16.9%	3.0%	16.9%
HCT Group (Formerly CT Plus (CIC))	9.6% less £20,100	23.5% less £20,100	9.6% less £20,900	23.5% less £20,900	9.6% less £21,800	23.5% less £21,800
ISS Mediclean (Bristol)	2.6% less £700	16.5% less £700	2.6% less £700	16.5% less £700	2.6% less £800	16.5% less £800
ISS Mediclean (Cabot Learning Federation)	9.9% less £300	23.8% less £300	9.9% less £300	23.8% less £300	9.9% less £300	23.8% less £300
Keeping Kids Company	2.4% less £1,300	16.3% less £1,300	2.4% less £1,400	16.3% less £1,400	2.4% less £1,400	16.3% less £1,400
Kier Facilities Services Ltd	5.4% less £1,900	19.3% less £1,900	5.4% less £1,100	19.3% less £1,100	5.4%	19.3%
Liberata UK Limited	5.6% plus £32,200	19.5% plus £32,200	5.6% plus £33,500	19.5% plus £33,500	5.6% plus £34,900	19.5% plus £34,900
LPW (LOT1) Learning Partnership West CIC (Brenty Lodge Youth Centre)	10.9% less £10,000	24.8% less £10,000	10.9% less £10,400	24.8% less £10,400	10.9%	24.8%

Employers	2014/15	2015/16	2016/17			
	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)
LPW (LOT2) Learning Partnership West CIC (Lockleaze Youth & Play Space)	-1.4% less £8,900	12.5% less £8,900	-1.4% less £9,300	12.5% less £9,300	-1.4%	12.5%
LPW (LOT3) Learning Partnership West CIC (The Mill)	3.6% less £11,600	17.5% less £11,600	3.6% less £12,100	17.5% less £12,100	3.6%	17.5%
LPW (LOT7) Learning Partnership West CIC (Hareclive Youth Centre)	-6.9% less £1,100	7.0% less £1,100	-6.9% less £1,100	7.0% less £1,100	-6.9%	7.0%
Mouchel Business Service - Nailsea IT	6.0% less £10,900	19.9% less £10,900	6.0% less £11,300	19.9% less £11,300	6.0% less £11,800	19.9% less £11,800
Quadron Services Limited	-13.9%	0.0%	6.4%	20.3%	6.4%	20.3%
Shaw Healthcare (North Somerset) Ltd (Petersfield)	9.0% plus £7,900	22.9% plus £7,900	9.0% plus £8,200	22.9% plus £8,200	9.0% plus £8,600	22.9% plus £8,600
Shaw Healthcare (North Somerset) Ltd (The Granary)	6.9% plus £24,300	20.8% plus £24,300	6.9% plus £25,300	20.8% plus £25,300	6.9% plus £26,300	20.8% plus £26,300
Sita Holdings UK LTD	16.3% plus £61,000	30.2% plus £61,000	16.3% plus £63,500	30.2% plus £63,500	16.3% plus £66,100	30.2% plus £66,100
Skanska (Cabot Learning Fed.)	12.8% less £5,600	26.7% less £5,600	12.8% less £5,800	26.7% less £5,800	12.8% less £6,100	26.7% less £6,100
Skanska Rashleigh Weatherfoil	2.0% plus £300	15.9% plus £300	2.0% plus £300	15.9% plus £300	2.0% plus £300	15.9% plus £300
SLM Community Leisure	3.6% plus £6,600	17.5% plus £6,600	3.6% plus £6,900	17.5% plus £6,900	3.6% plus £7,200	17.5% plus £7,200
SLM Fitness & Health	1.6% plus £5,700	15.5% plus £5,700	1.6% plus £5,900	15.5% plus £5,900	1.6% plus £6,200	15.5% plus £6,200
Sodexo Ltd	8.7% less £7,800	22.6% less £7,800	8.7% less £3,200	22.6% less £3,200	8.7%	22.6%
The Brandon Trust	2.6% plus £14,000	16.5% plus £14,000	3.9% plus £14,600	17.8% plus £14,600	5.2% plus £15,200	19.1% plus £15,200

Employers	2014/15	2015/16	2016/17			
	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)
Tone Leisure LTD	4.5% plus £9,200	18.4% plus £9,200	4.5% plus £9,600	18.4% plus £9,600	4.5% plus £10,000	18.4% plus £10,000
UPP Residential Services Limited	14.3% less £3,000	28.2% less £3,000	14.3%	28.2%	14.3%	28.2%
Community Admission Bodies						
Alliance Homes	0.8% plus £78,400	14.7% plus £78,400	1.9% plus £84,800	15.8% plus £84,800	3.0% plus £92,500	16.9% plus £92,500
Ashley House Hostel	3.2% plus £6,000	17.1% plus £6,000	5.7% plus £7,600	19.6% plus £7,600	8.2% plus £9,700	22.1% plus £9,700
Bristol Music Trust	1.8% plus £3,000	15.7% plus £3,000	2.8% plus £6,200	16.7% plus £6,200	3.8% plus £10,500	17.7% plus £10,500
Centre for the Deaf	-13.9% plus £713,000	0.0% plus £713,000	-13.9%	0.0%	-13.9%	0.0%
Clifton Suspension Bridge Trust	3.2% plus £3,300	17.1% plus £3,300	4.4% plus £3,900	18.3% plus £3,900	5.6% plus £4,800	19.5% plus £4,800
Curo Choice Limited	1.1%	15.0%	1.9%	15.8%	2.7%	16.6%
Curo Group (Albion) Limited	1.1% plus £31,500	15.0% plus £31,500	1.9% plus £36,400	15.8% plus £36,400	2.7% plus £42,800	16.6% plus £42,800
Curo Places Limited	1.1% plus £244,800	15.0% plus £244,800	1.9% plus £258,500	15.8% plus £258,500	2.7% plus £274,000	16.6% plus £274,000
Disability Equality Forum	5.5% less £100	19.4% less £100	7.4% less £100	21.3% less £100	9.3% less £100	23.2% less £100
Holburne Museum Of Art	-2.2% plus £16,700	11.7% plus £16,700	-0.5% plus £18,100	13.4% plus £18,100	1.2% plus £19,700	15.1% plus £19,700
Learning Partnership West Ltd	12.4% plus £375,000	26.3% plus £375,000	12.4%	26.3%	12.4%	26.3%
Merlin Housing Soc Ltd (MH)	4.2% plus £18,700	18.1% plus £18,700	6.4% plus £38,100	20.3% plus £38,100	8.6% plus £64,500	22.5% plus £64,500
Merlin Housing Soc. Ltd. (SG)	1.3% plus £9,900	15.2% plus £9,900	2.3% plus £10,300	16.2% plus £10,300	3.3% plus £10,700	17.2% plus £10,700

Employers	2014/15	2015/16	2016/17			
	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)
Off the Record - B&NES*	11.6% plus £12,770	25.5% plus £12,770	11.6% plus £14,600	25.5% plus £14,600	11.6% plus £16,600	25.5% plus £16,600
Sirona Care & Health CIC	2.1%	16.0%	3.3%	17.2%	4.5%	18.4%
Southern Brooks CP	13.2% plus £5,900	27.1% plus £5,900	13.2% plus £7,000	27.1% plus £7,000	13.2% plus £8,300	27.1% plus £8,300
Southwest Grid for Learning Trust	-2.7% plus £25,900	11.2% plus £25,900	-2.7% plus £26,800	11.2% plus £26,800	-2.7% plus £27,700	11.2% plus £27,700
The Care Quality Commission	3.9% plus £42,300	17.8% plus £42,300	5.0% plus £48,700	18.9% plus £48,700	6.1% plus £56,900	20.0% plus £56,900
The Park Community Trust Ltd	1.3% less £600	15.2% less £600	2.3% less £600	16.2% less £600	3.3% less £600	17.2% less £600
West of England Sport Trust	1.1% plus £20,200	15.0% plus £20,200	2.3% plus £27,000	16.2% plus £27,000	3.5% plus £36,200	17.4% plus £36,200
Woodspring Association for The Blind	2.3% plus £10,400	16.2% plus £10,400	3.0% plus £11,700	16.9% plus £11,700	3.7% plus £13,300	17.6% plus £13,300

Notes:

1. The percentages shown are percentages of pensionable pay and apply to all members, including those who are members under the 50:50 option under the LGPS from 1 April 2014.
2. The pension increase recharges in relation to former employers will continue at the current levels.
3. Unless already agreed and reflected in the contribution amounts above, employers can choose to pay in advance their annual deficit lump sum contributions by 30 April each year. Where an employer chooses to make such payments in advance, the certified lump sum should be multiplied by a factor of 0.975 to arrive at the required monetary figures. The employer also needs to notify the Fund of its intentions before making any advance payment.
4. The deficit contributions for employers marked with an asterisk are based on them being paid by 30 April where notified in one or more years. Interest, will be applied for late payment in line with the advice from the Fund Actuary.



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