

Hymans Robertson LLP has carried out an actuarial valuation of the Lincolnshire Pension Fund (“the Fund”) as at 31 March 2013, details of which are set out in the report dated 21 March 2014 (“the Report”), addressed to Lincolnshire County Council (“the Client”). The Report was prepared for the sole use and benefit of our Client and not for any other party; and Hymans Robertson LLP makes no representation or warranties to any third party as to the accuracy or completeness of the Report.

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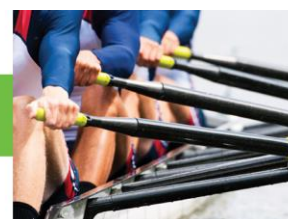


# Lincolnshire Pension Fund 2013 Actuarial Valuation Valuation Report

HYMANS  ROBERTSON

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# 1 Executive summary

We have carried out an actuarial valuation of the Lincolnshire Pension Fund ('the Fund') as at 31 March 2013. The results are presented in this report and are briefly summarised below.

## Funding position

The table below summarises the financial position of the Fund at 31 March 2013 in respect of benefits earned by members up to this date.

	31 March 2010	31 March 2013
Past Service Liabilities	1,585	2,092
Market Value of Assets	1,204	1,495
Surplus / (Deficit)	(382)	(597)
<b>Funding Level</b>	<b>75.9%</b>	<b>71.5%</b>

The increase in deficit reflects the adverse conditions which the Fund has had to contend with since the previous valuation. In particular, the decrease in the real gilt yield has increased the value placed on the Fund's liabilities.

## Contribution rates

The table below summarises the average employer contribution rate that would be required, based on this triennial valuation.

Contribution Rates	31 March 2010 (% of pay)	31 March 2013 (% of pay)
Employer future service rate (incl. expenses)	16.5%	19.8%
Past Service Adjustment (20 year spread)	7.5%	12.0%
Total employer contribution rate (incl. expenses)	24.0%	31.8%
Employee contribution rate	6.4%	6.1%
Expenses	0.4%	0.4%

The increase in the total employer contribution rate is primarily due to the decrease in the real gilt yields which has increased both the employer future service rate and the past service adjustment.

The total employer (common) contribution rate is a theoretical figure – an average across the whole Fund. In practice, each employer that participates in the Fund has its own underlying funding position and circumstances, giving rise to its own contribution rate requirement. The minimum contributions to be paid by each employer from 1 April 2014 to 31 March 2017 are shown in the Rates and Adjustment Certificate in **Appendix G**.



## 2 Introduction

### Purpose

The main purposes of this valuation are:

- to assess the extent to which the Administering Authority's funding objectives were met at 31 March 2013;
- to identify the future contributions payable by the employers that participate in the Fund in order to meet the Administering Authority's funding objectives;
- to enable completion of all relevant certificates and statements in connection with all relevant regulations;
- to comment on the main risks to the Fund that may result in future volatility in the funding position or to employers' contributions.

### Component reports

This document is an "aggregate" report, i.e. it is the culmination of various "component" reports and discussions, in particular:

- The data report (dated 10 January 2014);
- The Discussion Document (dated 1 November 2013) which outlined the preliminary assumption proposals and whole Fund results;
- The formal agreement by the Administering Authority of the actuarial assumptions used in this document, at a meeting dated 10 October 2013 and in their email of 18 December 2013;
- The stabilisation modelling carried out for the whole Fund, as detailed in our report and presentation to the Administering Authority of 10 October 2013;
- The Funding Strategy Statement, confirming the different contribution rate setting approaches for different types of employer or in different circumstances.

Note that not all of these documents may be in the public domain.





## 3 Assumptions

### Actuarial assumptions

Assumptions must be made about the factors affecting the Fund's finances in the future. Broadly speaking, our assumptions fall into two categories – financial and demographic.

Demographic assumptions typically try to forecast **when** benefits will come into payment and what form these will take. For example, when members will retire (e.g. at their normal retirement age or earlier), how long they will then survive and whether a dependant's pension will be paid.

Financial assumptions typically try to anticipate the **size** of these benefits. For example, how large members' final salaries will be at retirement and how their pensions will increase over time. In addition, the financial assumptions also help us to estimate how much all these benefits will cost the Fund in today's money.

### Financial assumptions

A summary of the main financial assumptions adopted for the valuation of members' benefits are shown below.

Financial assumptions	31 March 2010		31 March 2013	
	Nominal	Real	Nominal	Real
Discount Rate	6.1%	2.8%	4.6%	2.1%
Salary Increases*	5.3%**	2.0%	3.8%	1.3%
Pension Increases	3.3%	-	2.5%	-

\* Excluding promotional increases.

\*\*1% p.a. for 2010/11 and 2011/12, reverting to long term assumption shown thereafter.

### Discount rate

The funding valuation is effectively a planning exercise, to assess the funds needed to meet the benefits as they fall due. In order to place a current value on the future benefit payments from the Fund, an assumption about future investment returns is required in order to "discount" future benefit payments back to the valuation date at a suitable rate.

For a funding valuation such as this, the discount rate is set by taking into account the Fund's current and expected future investment strategy and, in particular, how this strategy is expected to outperform the returns from Government bonds over the long term. The additional margin for returns in excess of that available on Government bonds is called the Asset Outperformance Assumption (AOA).

The selection of an appropriate AOA is a matter of judgement and the degree of risk inherent in the Fund's investment strategy should always be considered as fully as possible.

Although there has been a downward shift in the expected returns on risky assets since the 2010 valuation, we believe the expected returns in excess of the returns on government bonds to be broadly unchanged since 2010. Therefore, we are satisfied that an AOA of 1.6% p.a. is a prudent assumption for the purposes of this valuation. This results in a discount rate of 4.6% p.a.

### Price inflation / pension increases

Due to further analysis of the CPI index since 2010, we expect the average long term difference between RPI and CPI to be 0.8% p.a. compared with 0.5% p.a. at the 2010 valuation.

At the previous valuation, the assumption for RPI was derived from market data as the difference between the yield on long-dated fixed interest and index-linked government bonds. At this valuation, we have adopted a similar approach.



### Salary increases

The long term assumption for salary increases is RPI plus 0.5% p.a. This translates to CPI plus 1.3% p.a. This is a change in approach from 2010 where we assumed 1% p.a. for 2 years and RPI plus 1.5% p.a. thereafter.

We have set a lower long term rate of salary growth to reflect both short term pay constraints and the belief that general economic growth and hence pay growth may be at a lower level than historically experienced for a prolonged period of time.

Note that this assumption is made in respect of the general level of salary increases (e.g. as a result of inflation and other macroeconomic factors). We also make a separate allowance for expected pay rises granted in the future as a result of promotion. This assumption takes the form of a set of tables which model the expected promotional pay awards based on each member's age and class. Please see **Appendix E**.

### Longevity

The main demographic assumption to which the valuation results are most sensitive is that relating to the longevity of the Fund's members. For this valuation, we have adopted assumptions which give the following sample average future life expectancies for members:

Assumed life expectancy at age 65	Actives & Deferreds		Current Pensioners	
	Male	Female	Male	Female
2010 valuation - baseline	19.5	21.6	19.1	21.2
2010 valuation - improvements	23.7	25.7	21.2	23.4
2013 valuation - baseline	20.2	22.8	20.0	22.4
2013 valuation - improvements	24.5	26.8	22.2	24.4

Further details of the mortality assumptions adopted for this valuation can be found in **Appendix E**. Note that the figures for actives and deferreds assume that they are aged 45 at the valuation date.

### Assets

We have taken the assets of the Fund into account at their market value as indicated in the audited accounts for the period ended 31 March 2013. We have also included an allowance for the expected future payments in respect of early retirement strain and augmentation costs granted prior to the valuation date in the value of assets, for consistency with the liabilities and with the previous valuation. We have calculated the total value of these expected future payments to be £15,000 at 31 March 2013. We have made no further allowance for future payments to be received relating to the Magistrates bulk transfer as these have already been included in the audited asset value.

In our opinion, the basis for placing a value on members' benefits is consistent with that for valuing the assets - both are related to market conditions at the valuation date.

### Demographic assumptions

We are in the unique position of having a very large local authority data set from which to derive our other demographic assumptions. We have analysed the trends and patterns that are present in the membership of local authority funds and tailor our demographic assumptions to reflect LGPS experience.

Details of these assumptions are set out in **Appendix E**. Further commentary on these was included in the Discussion Document.



### Further comments on the assumptions

As required for Local Government Pension Scheme valuations, our proposed approach to this valuation must include a degree of prudence. This has been achieved by explicitly allowing for a margin of prudence in the AOA.

For the avoidance of doubt, we believe that all other proposed assumptions represent the “best estimate” of future experience. This effectively means that there is a 20% chance that future experience will be better or worse than the chosen assumption.

Taken as a whole, we believe that our proposed assumptions are more prudent than the best estimate. The assessed liability value on a “neutral” best estimate (not prudent) basis would perhaps be 10%, lower than the figures shown here.





## 4 Results

The Administering Authority has prepared a Funding Strategy Statement which sets out its funding objectives for the Fund. In broad terms, the main ‘past service’ objective is to hold sufficient assets in the Fund to meet the assessed cost of members’ past service benefits and the main ‘future service’ objective is to maintain a relatively stable employer contribution rate. These objectives are potentially conflicting.

### Past service

In assessing the extent to which the past service funding objective was met at the valuation date, we have used the actuarial assumptions described in the previous section of this report and funding method described in **Appendix C**. The table below compares the value of the assets and liabilities at 31 March 2013. The 31 March 2010 results are also shown for reference.

The results are presented in the form of a “funding level”, this is the ratio of the market value of assets to the assessed cost of members’ past service benefits (“liabilities”).

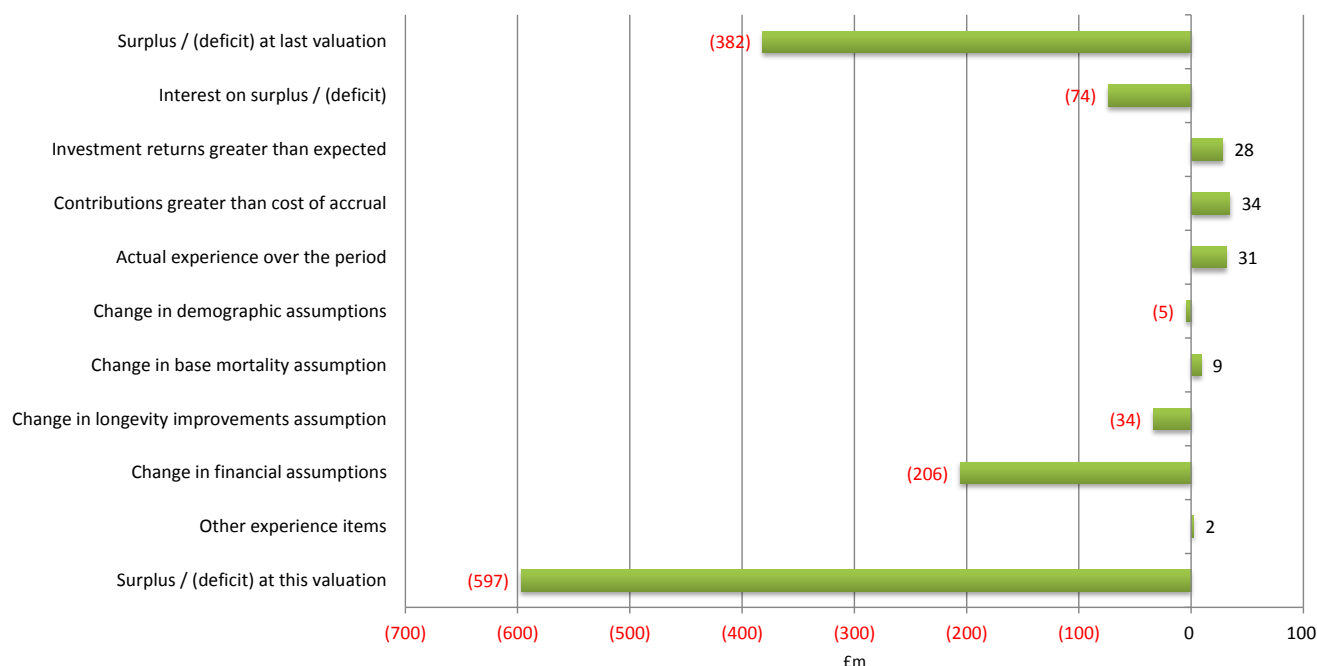
A funding level of 100% would correspond to the funding objective being met at the valuation date.

Valuation Date	31 March 2010	31 March 2013
Past Service Position	(£m)	(£m)
Employees	681	784
Deferred Pensioners	253	381
Pensioners	652	927
Total Liabilities	1,585	2,092
Market Value of Assets	1,204	1,495
<b>Surplus / (Deficit)</b>	<b>(382)</b>	<b>(597)</b>
<b>Funding Level</b>	<b>75.9%</b>	<b>71.5%</b>

The main funding objective was not met: there was a shortfall of assets to the assessed cost of members’ benefits of £597m.

### Summary of changes to the funding position

The chart overleaf illustrates the factors that caused the funding position to deteriorate between 31 March 2010 and 31 March 2013:



Further comments on some of these items in this chart are set out below:

- There is an interest cost of £74m. This is broadly three years of compound interest at 6.1% p.a. applied to the previous valuation deficit of £382m.
- Investment returns being higher than expected since 2010 lead to a gain of £28m. This is roughly the difference between the actual three-year return (21.7%) and expected three-year return (19.4%) applied to the whole Fund assets from the previous valuation of £1,204m, with a further allowance made for cashflows during the period.
- The impact of the change in demographic assumptions has been a loss arising of around £5m.
- The change in mortality assumptions (baseline and improvements) has given rise to a loss of £25m. This is mainly due to the change in assumed longevity improvements.
- The change in financial conditions between the previous valuation has led to a loss of £206m. This is due to a decrease in the real discount rate between 2010 and 2013. This has been partially been offset by the 0.3% p.a. increase in our assumption of the gap between RPI and CPI and the lower future salary increase assumption.
- Other experience items, such as changes in the membership data, have served to decrease the deficit at this valuation by around £2m.
- Note that the benefit changes that come into effect as at 1 April 2014 do not change the funding position as all past service benefits to 31 March 2014 are protected.



### Future service

We have calculated the average long-term contribution rate that the Fund employers would need to pay to meet the estimated cost of members' benefits that will be earned after 31 March 2013 (the 'future service contribution rate'). Again, we have used the assumptions set out in the previous section of this report and the method set out in **Appendix C**. The resulting contribution rate is that which should (if the actuarial assumptions about the future are borne out in practice) ensure that the Administering Authority's main future service funding objective is met. The table below details this future service contribution rate for 31 March 2013 and shows the 31 March 2010 for comparison.

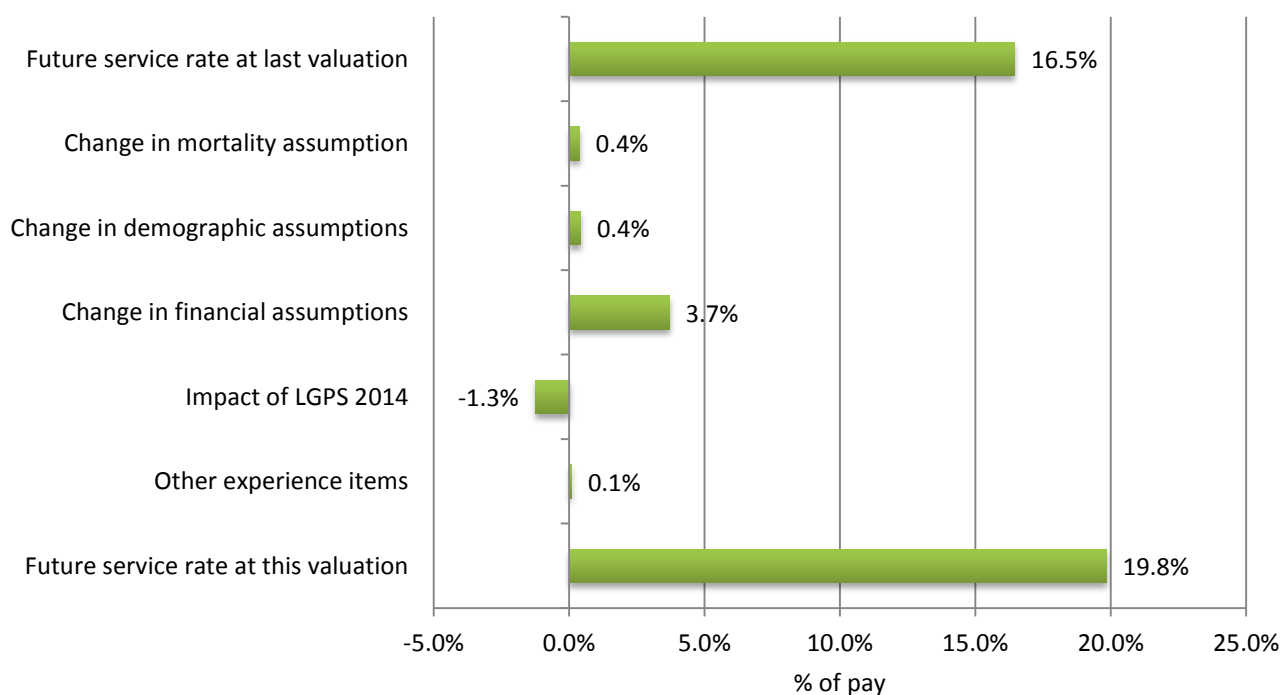
Valuation Date	31 March 2010	31 March 2013
Future service rate	% of pay	% of pay
Employer future service rate (excl. expenses)	16.1%	19.5%
Expenses	0.4%	0.4%
<b>Total employer future service rate (incl. expenses)</b>	<b>16.5%</b>	<b>19.8%</b>
Employee contribution rate	6.4%	6.1%

Note that the employee contribution rate includes any additional contributions being paid by employees into the Fund as at 31 March 2013. This future service contribution rate makes no allowance for the past service deficit in the Fund described above.

The average future service rate for Fund employers is 19.8% of pay. This rate is calculated as at 31 March 2013 and therefore forms part of the total contribution rate payable by employers from 1 April 2014. Note this rate makes an allowance for changes to the benefit structure that take effect from 1 April 2014. In practice, a future service rate for each employer has been calculated which is based on their particular circumstances and membership profile. The rate above is an average future service rate for the Fund as a whole.

### Summary of changes to the future service rate

The chart below illustrates the factors that caused the future service rate to increase between 31 March 2010 and 31 March 2013:





As can be seen from this chart, the factors that have had the biggest impact on the future service rate between 2010 and 2013 are broadly similar to those discussed for the past service position, other than the asset returns.

In addition to this, the impact of the LGPS 2014 scheme has resulted in a reduction in contribution rate of 1.3% of payroll.

### Total common contribution rate payable

The total (or “common”) contribution rate payable is the average future service rate for Fund employers plus an additional amount to recover the deficit and bring the funding level back to 100% over a period of 20 years, as set out in the Funding Strategy Statement. This additional amount is referred to as the past service adjustment.

The common contribution rate based on the funding position as at 31 March 2013 is detailed below along with the results for 31 March 2010:

Valuation Date	31 March 2010	31 March 2013
<b>Total contribution rate</b>	<b>% of pay</b>	<b>% of pay</b>
Future service rate (incl. expenses)	16.5%	19.8%
Past service adjustment (20 year spread)	7.5%	12.0%
<b>Total employer contribution rate</b>	<b>24.0%</b>	<b>31.8%</b>

This does not represent the rate which any one employer is actually required to pay, nor is it the average of the actual employer rates. The actual employer contributions payable from 1 April 2014 are given in **Appendix G**, and these have been devised in line with the Funding Strategy Statement: see **section 6**.



## 5 Risk Assessment

The valuation results depend critically on the actuarial assumptions that are made about the future of the Fund. If all of the assumptions made at this valuation were exactly borne out in practice then the results presented in this document would represent the true cost of the Fund as it currently stands at 31 March 2013.

However, no one can predict the future with certainty and it is unlikely that future experience will exactly match all of our assumptions. The future therefore presents a variety of risks to the Fund and these should be considered as part of the valuation process. In particular:

- The main risks to the financial health of the Fund should be **identified**.
- Where possible, the financial significance of these risks should be **quantified**.
- Consideration should be given as to how these risks can then be **controlled** or **mitigated**.
- These risks should then be **monitored** to assess whether any mitigation is actually working.

This section investigates the potential implications of the actuarial assumptions not being borne out in practice.

Set out below is a brief assessment of the main risks and their effect on the valuation results, beginning with a look at the effect of changing the main assumptions and then focusing on the two most significant risks – namely investment risk and longevity risk.

### Sensitivity of valuation results to changes in assumptions

The table below gives an indication of the sensitivity of the valuation results to small changes in some of the main assumptions used.

Assumption	Change	Impact	
		Deficit (£m)	Future service rate (% of pay)
Discount rate	Increases by 0.5%	Falls by £186m	Falls by 3%
Salary increases	Increases by 0.5%	Rises by £59m	-
Price inflation / pension increases	Increases by 0.5%	Rises by £144m	Rises by 2%
Life expectancy	Increases by 1 year	Rises by £63m	Rises by 1%

This is not an exhaustive list of the assumptions used in the valuation. For example, changes to the assumed level of withdrawals and ill health retirements will also have an effect on the valuation results. However, the table contains those assumptions that typically are of most interest and have the biggest impact.

Note that the table shows the effect of changes to each assumption in isolation. In reality, it is perfectly possible for the experience of the Fund to deviate from more than one of our assumptions simultaneously and so the precise effect on the funding position is therefore more complex.

### Investment risk

#### Sensitivity of valuation results to market conditions and investment performance

As the assets of the Fund are taken at their market value, volatility in investment performance can have an immediate and tangible effect on the funding level and deficit. This is particularly relevant because the Fund is invested predominantly in riskier assets such as equities and equity-type investments (e.g. property). A rise or fall in the level of equity markets has a direct impact on the financial position of the Fund, which may seem obvious.

Less obvious is the effect of anticipated investment performance on the Fund's liabilities (and future service cost). Here it is the returns available on government bonds that are of crucial importance, as the discount rate that we use to place a value on the Fund's liabilities is based on gilt yields at the valuation date plus a margin of 1.6% p.a.



The table below shows how the funding level (top), deficit (middle, in £m) and total contribution rate (bottom, as % of pay) would vary if investment conditions at 31 March 2013 had been different. The level of the FTSE 100 Price index is taken as a suitable proxy for asset performance whilst the index-linked gilt yield is taken as a yardstick for the valuation of liabilities.

Index Linked Gilt Yield	-0.10%	69% (620) 31.2%	74% (520) 29.1%	79% (420) 27.1%
	-0.30%	67% (697) 33.8%	71% (597) 31.8%	76% (497) 29.8%
	-0.50%	64% (777) 36.5%	69% (677) 34.5%	73% (577) 32.6%
		5912	6412	6912
FTSE 100 Price Index				

The shaded box contains the results for this valuation. Note that this does not take account of the performance of all asset classes held by the Fund (e.g. overseas equities, property, bonds, cash etc.) but it does serve to highlight, in broad terms, the sensitivity of the valuation results to investment conditions at the valuation date.

Note that the scenarios illustrated above are by no means exhaustive. They should not be taken as the limit of how extreme future investment experience could be. The discount rate assumption adopted at this valuation is expected to be appropriate over the long term. Short term volatility of equity markets does not invalidate this assumption.

### Longevity risk

The valuation results are also very sensitive to unexpected changes in future longevity. All else being equal, if longevity improves in the future at a faster pace than allowed for in the valuation assumptions, the funding level will decline and the required employer contribution rates will increase.

Recent medical advances, changes in lifestyle and a greater awareness of health-related matters have resulted in life expectancy amongst pension fund members improving in recent years at a faster pace than was originally foreseen. It is unknown whether and to what extent such improvements will continue in the future.

For the purposes of this valuation, we have selected assumptions that we believe make an appropriate allowance for future improvements in longevity, based on the actual experience of the Fund since the previous valuation.

The table below shows how the valuation results at 31 March 2013 are affected by adopting different longevity assumptions.

Longevity assumption	Impact	
	Deficit (£m)	Future service rate
2013 valuation (with improvements)	(597)	19.8%
2013 valuation (further improvements)	(685)	20.9%
1 year extra	(750)	21.7%

The shaded box contains the results for this valuation.

Full details of the longevity improvements adopted at this valuation are set out in **Appendix E**.





The “further improvements” are a more cautious set of improvements that, in the short term, assume the ‘cohort effect’ of strong improvements in life expectancy currently being observed amongst a generation born around the early and mid-1930s will continue to strengthen for a few more years before tailing off. This is known as “non-peaked”.

The “1 year extra” figures relative to a further year of life expectancies beyond those assumed in “further improvements”.

Again, the range of assumptions shown here is by no means exhaustive and should not be considered as the limits of how extreme future longevity experience could be.

### Other risks to consider

The table below summarises the effect that changes in some of the other valuation assumptions and risk factors would have on the funding position. Note that these are probably unlikely to have a large financial impact on the Fund and therefore the analysis is qualitative rather than quantitative.

Factor	Impact	
	Funding level	Future service rate
Greater level of ill health retirement	Decreases	Marginal
Reduced level of withdrawals	Decreases	Marginal
Rise in average age of employee members	Marginal effect	Increases
Lower take up of 50:50 option	No impact	Increases

One further risk to consider is the possibility of future changes to Regulations that could materially affect the benefits that members become entitled to. It is difficult to predict the nature of any such changes but it is not inconceivable that they could affect, not just the cost of benefits earned after the change but could also have a retrospective effect on the past service position (as the move from RPI to CPI-based pension increases already has).

### Managing the risks

Whilst there are certain things, such as the performance of investment markets or the life expectancy of members, that are not directly within the control of the pension fund, that does not mean that nothing can be done to understand them further and to mitigate their effect. Although these risks are difficult (or impossible) to eliminate, steps can be taken to manage them.

Ways in which some of these risks can be managed could be:

- Set aside a specific reserve to act as a cushion against adverse future experience (possibly by selecting a set of actuarial assumptions that are deliberately more prudent).
- Take steps internally to monitor the decisions taken by members and employers (e.g. relating to early / ill health retirements or salary increases) in a bid to curtail any adverse impact on the Fund.
- Pooling certain employers together at the valuation and then setting a single (pooled) contribution rate that they will all pay. This can help to stabilise contribution rates (at the expense of cross-subsidy between the employers in the pool during the period between valuations).
- Carrying out a review of the future security of the Fund’s employers (i.e. assessing the strength of employer covenants).
- Carry out a bespoke analysis of the longevity of Fund members and monitor how this changes over time, so that the longevity assumptions at the valuation provide as close a fit as possible to the particular experience of the Fund.



- Undertake an asset-liability modelling exercise that investigates the effect on the Fund of possible investment scenarios that may arise in the future. An assessment can then be made as to whether long term, secure employers in the Fund can stabilise their future contribution rates (thus introducing more certainty into their future budgets) without jeopardising the long-term health of the Fund.
- Purchasing ill health liability insurance to mitigate the risk of an ill health retirement impacting on solvency and funding level of an individual employer where appropriate.
- Monitoring different employer characteristics in order to build up a picture of the risks posed. Examples include membership movements, cash flow positions and employer events such as cessations.

We would be delighted to set out in more detail the risks that affect the Fund and discuss with you possible strategies for managing them.



## 6 Related issues

The Fund's valuation operates within a broader framework, and this document should therefore be considered alongside the following:

- the Funding Strategy Statement, which in particular highlights how different types of employer in different circumstances have their contributions calculated;
- the Statement of Investment Principles (e.g. the discount rate must be consistent with the Fund's asset strategy);
- the general governance of the Fund, such as meetings of the Pensions Committee, decisions delegated to officers, the Fund's business plan, etc;
- the Fund's risk register;
- the register of Fund employers.

### Further recommendations

#### Valuation frequency

Under the provisions of the LGPS regulations, the next formal valuation of the Fund is due to be carried out as at 31 March 2016. In light of the uncertainty of future financial conditions, we recommend that the financial position of the Fund (and for individual employers in some cases) is monitored by means of interim funding reviews in the period up to this next formal valuation. This will give early warning of changes to funding positions and possible contribution rate changes.

#### Investment strategy and risk management

We recommend that the Administering Authority continues to regularly review its investment strategy and ongoing risk management programme.

#### New employers joining the Fund

Any new employers or admission bodies joining the Fund should be referred to the Fund actuary for individual calculation as to the required level of contribution.

#### Additional payments

Employers may make voluntary additional contributions to recover any shortfall over a shorter period, subject to agreement with the Administering Authority and after receiving the relevant actuarial advice.

Further sums should be paid to the Fund by employers to meet the capital costs of any unreduced early retirements, reduced early retirements before age 60 and/or augmentation (i.e. additional membership or additional pension) using the methods and factors issued by me from time to time or as otherwise agreed.

In addition, payments may be required to be made to the Fund by employers to meet the capital costs of any ill-health retirements that exceed those allowed for within our assumptions.

#### Cessations and bulk transfers

Any Admission Body who ceases to participate in the Fund should be referred to us in accordance with Regulation 38 of the Administration Regulations.



Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund, or
- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement should be referred to us to consider the impact on the Fund.



## 7 Reliances and limitations

### Scope

This document has been requested by and is provided to Lincolnshire County Council in its capacity as Administering Authority to the Lincolnshire Pension Fund. It has been prepared by Hymans Robertson LLP to fulfil the statutory obligations in accordance with regulation 36 of the Administration Regulations. None of the figures should be used for accounting purposes (e.g. under FRS17 or IAS19) or for any other purpose (e.g. a termination valuation under Regulation 38(1)).

This document should not be released or otherwise disclosed to any third party without our prior written consent, in which case it should be released in its entirety. Hymans Robertson LLP accepts no liability to any other party unless we have expressly accepted such liability.

The results of the valuation are dependent on the quality of the data provided to us by the Administering Authority for the specific purpose of this valuation. We have previously issued a separate report confirming that the data provided is fit for the purposes of this valuation and have commented on the quality of the data provided. The data used in our calculations is as per our report of 10 January 2014.

### Actuarial Standards

The following Technical Actuarial Standards<sup>1</sup> are applicable in relation to this report and have been complied with where material:

- TAS R – Reporting;
- TAS D – Data;
- TAS M – Modelling; and
- Pensions TAS.

Peter Summers FFA

Fellow of the Institute and Faculty of Actuaries

21 March 2014

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<sup>1</sup> Technical Actuarial Standards (TASs) are issued by the Financial Reporting Council (FRC) and set standards for certain items of actuarial work, including the information and advice contained in this report.



## Appendix A: About the pension fund

For more details please refer to the Fund's Funding Strategy Statement.

The purpose of the Fund is to provide retirement and death benefits to its members. It is part of the Local Government Pension Scheme (LGPS) and is a multi-employer defined benefit pension scheme.

### Defined benefit pension scheme

In a defined benefit scheme such as this, the nature of retirement benefits that members are entitled to is known in advance. For example, it is known that members will receive a pension on retirement that is linked to their salary and pensionable service according to a pre-determined formula.

However, the precise cost to the Fund of providing these benefits is **not** known in advance. The estimated cost of these benefits represents a liability to the Fund and assets must be set aside to meet this. The relationship between the value of the liabilities and the value of the assets must be regularly assessed and monitored to ensure that the Fund can fulfil its core objective of providing its members with the retirement benefits that they have been promised.

### Liabilities

The Fund's liabilities are the benefits that will be paid in the future to its members (and their dependants).

The precise timing and amount of these benefit payments will depend on future experience, such as when members will retire, how long they will live for in retirement and what economic conditions will be like both before and after retirement. Because these factors are not known in advance, assumptions must be made about future experience. The valuation of these liabilities must be regularly updated to reflect the degree to which actual experience has been in line with these assumptions.

### Assets

The Fund's assets arise from the contributions paid by its members and their employers and the investment returns that they generate. The way these assets are invested is of fundamental importance to the Fund. The selection, monitoring and evolution of the Fund's investment strategy are key responsibilities of the Administering Authority.

As the estimated cost of the Fund's liabilities is regularly re-assessed, this effectively means that the amount of assets required to meet them is a moving target. As a result, at any given time the Fund may be technically in surplus or in deficit.

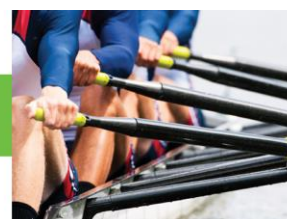
A contribution strategy must be put in place which ensures that each of the Fund's employers pays money into the Fund at a rate which will target the cost of its share of the liabilities in respect of benefits already earned by members and those that will be earned in the future.

### The long-term nature of the Fund

The pension fund is a long-term commitment. Even if it were to stop admitting new members today, it would still be paying out benefits to existing members and dependants for many decades to come. It is therefore essential that the various funding and investment decisions that are taken now recognise this and come together to form a coherent long-term strategy.

In order to assist with these decisions, the Regulations require the Administering Authority to obtain a formal valuation of the Fund every three years. Along with the Funding Strategy Statement, this valuation will help determine the funding objectives that will apply from 1 April 2014.

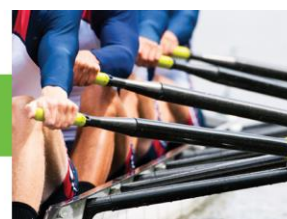




## Appendix B: Summary of the Fund's benefits

Provided below is a brief summary of the non-discretionary benefits that we have taken into account for active members at this valuation. This shouldn't be taken as a comprehensive statement of the exact benefits to be paid. For further details please see the Regulations.

Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Normal retirement age (NRA)	Age 65.	Age 65.	Equal to the individual member's State Pension Age (minimum 65).
Earliest retirement age (ERA) on which immediate unreduced benefits can be paid on voluntary retirement	As per NRA (age 65).  Protections apply to active members in the scheme immediately prior to 1 October 2006 who would have been entitled to immediate payment of unreduced benefits prior to 65, due to:  The benefits relating to various segments of scheme membership are protected as set out in Schedule 2 to the Local Government Pension Scheme (Transitional Provisions) Regulations 2008 and associated GAD guidance.		As per NRA (minimum age 65).  Protections apply to active members in the scheme for pensions earned up to 1 April 2014, due to:  a) Accrued benefits relating to pre April 2014 service at age 65.  b) Continued 'Rule of 85' protection for qualifying members.  c) Members within 10 yrs of existing NRA at 1 April 2012 – no change to when they can retire and no decrease in pension they receive at existing NRA.
Member contributions	Officers - 6% of pensionable pay  Manual Workers – 5% of pensionable pay if has protected lower rates rights or 6% for post 31 March 1998 entrants or former entrants with no protected rights.	Banded rates (5.5%-7.5%) depending upon level of full-time equivalent pay. A mechanism for sharing any increased scheme costs between employers and scheme members is included in the LGPS regulations.	Banded rates (5.5%-12.5%) depending upon level of actual pay. A mechanism for sharing any increased scheme costs between employers and scheme members will be in due course included in the LGPS regulations.
Pensionable pay	All salary, wages, fees and other payments in respect of the employment, excluding non-contractual overtime and some other specified amounts.  Some scheme members may be covered by special agreements.		Pay including non-contractual overtime and additional hours.
Final pay	The pensionable pay in the year up to the date of leaving the scheme. Alternative methods used in some cases, e.g. where there has been a break in service or a drop in pensionable pay.  Will be required for the statutory underpin and in respect of the final salary link that may apply in respect of certain members of the CARE scheme who have pre April 2014 accrual.		n/a



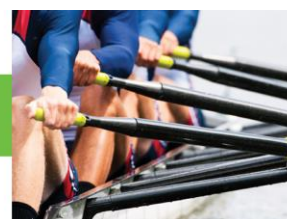
Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Period of scheme membership	Total years and days of service during which a member contributes to the Fund. (e.g. transfers from other pension arrangements, augmentation, or from April 2008 the award of additional pension). For part time members, the membership is proportionate with regard to their contractual hours and a full time equivalent). Additional periods may be granted dependent on member circumstances.		n/a
Normal retirement benefits at NRA	<p>Annual Retirement Pension - 1/80th of final pay for each year of scheme membership.</p> <p>Lump Sum Retirement Grant - 3/80th of final pay for each year of scheme membership. Additional lump sum can be provided by commutation of pension (within overriding limits) on a basis of £12 additional lump sum for each £1 of pension surrendered.</p>	<p>Annual Retirement Pension - 1/60th of final pay for each year of scheme membership.</p> <p>Lump Sum Retirement Grant – none except by commutation of pension.</p>	<p>Annual Retirement Pension - 1/49th of pensionable pay (or assumed pensionable pay) for each year of scheme membership.</p> <p>Lump Sum Retirement Grant</p> <p>- None except by commutation of pension</p>
Option to increase retirement lump sum benefit	In addition to the standard retirement grant any lump sum is to be provided by commutation of pension. The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.	No automatic lump sum. Any lump sum is to be provided by commutation of pension. The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.	No automatic lump sum. Any lump sum is to be provided by commutation of pension. The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.
Voluntary early retirement benefits (non ill-health)	On retirement after age 60, subject to reduction on account of early payment in some circumstances (in accordance with ERA protections).	On retirement after age 55, subject to reduction on account of early payment in some circumstances (in accordance with ERA protections).	



Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Employer's consent early retirement benefits (non ill-health)	<p>On retirement after age 55 with employer's consent.</p> <p>Benefits paid on redundancy or efficiency grounds are paid with no actuarial reduction.</p> <p>Otherwise, benefits are subject to reduction on account of early payment, unless this is waived by the employer.</p>		<p>n/a</p> <p>Benefits paid on redundancy or efficiency grounds are paid with no actuarial reduction.</p> <p>Otherwise, benefits are subject to reduction on account of early payment, unless this is waived by the employer.</p>
Ill-health benefits	<p>As a result of permanent ill-health or incapacity.</p> <p>Immediate payment of unreduced benefits.</p> <p>Enhancement to scheme membership, dependent on actual membership.</p> <p>Enhancement seldom more than 6 years 243 days.</p>	<p>As a result of permanent ill-health or incapacity and a reduced likelihood of obtaining gainful employment (local government or otherwise) before age 65.</p> <p>Immediate payment of unreduced benefits.</p> <p>Enhanced to scheme membership, dependent on severity of ill health.</p> <p>100% of prospective membership to age 65 where no likelihood of undertaking any gainful employment prior to age 65;</p> <p>25% of prospective membership to age 65 where likelihood of obtaining gainful employment after 3 years of leaving, but before age 65; or</p> <p>0% of prospective membership where there is a likelihood of undertaking gainful employment within 3 years of leaving employment</p>	<p>As a result of permanent ill-health or incapacity and a reduced likelihood of obtaining gainful employment (local government or otherwise) before NRA.</p> <p>Immediate payment of unreduced benefits.</p> <p>Enhanced to scheme membership, dependent on severity of ill health.</p> <p>100% of prospective membership to age 65 where no likelihood of undertaking any gainful employment prior to age 65;</p> <p>25% of prospective membership to age 65 where likelihood of obtaining gainful employment after 3 years of leaving, but before age 65; or</p> <p>0% of prospective membership where there is a likelihood of undertaking gainful employment within 3 years of leaving employment</p>



Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Flexible retirement	<p>After 5th April 2006, a member who has attained the age of 50, with his employer's consent, reduces the hours he works, or the grade in which he is employed, may elect in writing to the appropriate administering authority that such benefits may, with his employer's consent, be paid to him notwithstanding that he has not retired from that employment.</p> <p>Benefits are paid immediately and subject to actuarial reduction unless the reduction is waived by the employer.</p>	<p>A member who has attained the age of 55 and who, with his employer's consent, reduces the hours he works, or the grade in which he is employed, may make a request in writing to the appropriate administering authority to receive <b>all or part</b> of his benefits,</p> <p>Benefits are paid immediately and subject to actuarial reduction unless the reduction is waived by the employer.</p>	
Pension increases	<p>All pensions in payment, deferred pensions and dependant's pensions other than benefits arising from the payment of additional voluntary contributions are increased annually. Pensions are increased partially under the Pensions (Increases) Act and partially in accordance with statutory requirements (depending on the proportions relating to pre 88 GMP, post 88 GMP and excess over GMP).</p>		
Death after retirement	<p>A spouse's or civil partner's pension of one half of the member's pension (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners) is payable; plus</p> <p>If the member dies within five years of retiring and before age 75 the balance of five years' pension payments will be paid in the form of a lump sum; plus</p> <p>Children's pensions may also be payable.</p>	<p>A spouse's, civil partner's or nominated cohabiting partner's pension payable at a rate of 1/160th of the member's total membership multiplied by final pay (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners) is payable; plus</p> <p>If the member dies within ten years of retiring and before age 75 the balance of ten years' pension payments will be paid in the form of a lump sum; plus</p> <p>Children's pensions may also be payable.</p>	



Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Death in service	<p>A lump sum of two times final pay; plus</p> <p>A spouse's or civil partner's pension of one half of the ill-health retirement pension that would have been paid to the scheme member if he had retired on the day of death (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners); plus</p> <p>Children's pensions may also be payable.</p>	<p>A lump sum of three times final pay; plus</p> <p>A spouse's, civil partner's or cohabiting partner's pension payable at a rate of 1/160th of the member's total (augmented to age 65) membership (generally post 1 April 1972 service for widowers' pension and post 6 April 1988 for civil partners and nominated cohabiting partners), multiplied by final pay; plus</p> <p>Children's pensions may also be payable.</p>	
Leaving service options	<p>If the member has completed three months' or more scheme membership, deferred benefits with calculation and payment conditions similar to general retirement provisions ; or</p> <p>A transfer payment to either a new employer's scheme or a suitable insurance policy, equivalent in value to the deferred pension; or</p> <p>If the member has completed less than three months' scheme membership, a return of the member's contributions with interest, less a State Scheme premium deduction and less tax at the rate of 20%.</p>	<p>If the member has completed two years or more scheme membership, deferred benefits with calculation and payment conditions similar to general retirement provisions ; or</p> <p>A transfer payment to either a new employer's scheme or a suitable insurance policy, equivalent in value to the deferred pension; or</p> <p>If the member has completed less than two years scheme membership, a return of the member's contributions with interest, less a State Scheme premium deduction and less tax at the rate of 20%.</p>	
State pension scheme	The Fund is contracted-out of the State Second Pension and the benefits payable to each member are guaranteed to be not less than those required to enable the Fund to be contracted-out.		
Assumed pensionable pay	n/a		This applies in cases of reduced contractual pay (CPP) resulting from sickness, child related and reserve forces absence, whereby the amount added to the CPP is the assumed pensionable pay rather than the reduced rate of pay actually received.
50/50 option	n/a		Optional arrangement allowing 50% of main benefits to be accrued on a 50% contribution rate.



Note: Certain categories of members of the Fund are entitled to benefits that differ from those summarised above.

#### **Discretionary benefits**

The LGPS Regulations give employers a number of discretionary powers. The effect on benefits or contributions as a result of the use of these provisions as currently contained within the Local Government Pension Scheme Regulations has been allowed for in this valuation to the extent that this is reflected in the membership data provided. No allowance has been made for the future use of discretionary powers that will be contained within the scheme from 1 April 2014.





## Appendix C: About the valuation

For more details please refer the Fund's Funding Strategy Statement.

It is important to realise that the actual cost of the pension fund (i.e. how much money it will ultimately have to pay out to its members in the form of benefits) is currently unknown. This cost will not be known with certainty until the last benefit is paid to the last pensioner. The core purpose of this valuation is to estimate what this cost will be, so that the Fund can then develop a strategy to meet it.

Such a valuation can only ever be an estimate – as the future cannot be predicted with certainty. However, as actuaries, we can use our understanding of the Fund and the factors that affect it to determine an anticipated cost which is as sensible and realistic as possible. A decision can then be made as to how much is set aside now to meet this anticipated cost. The pace of this funding can vary according to the level of prudence that is built into the valuation method and assumptions.

For this valuation, as for the previous valuation, our calculations identify separately the expected cost of members' benefits in respect of scheme membership completed before the valuation date ("past service") and that which is expected to be completed after the valuation date ("future service").

### Past service

The principal measurement here is the comparison at the valuation date of the assets (taken at market value) and the value placed on the Fund's liabilities (calculated using a market-based approach). By maintaining a link to the market in both cases, this helps ensure that the assets and liabilities are valued in a consistent manner. Our calculation of the Fund's liabilities also explicitly allows for expected future pay and pension increases.

The funding level is the ratio of assets to liabilities at the valuation date. A funding level of less/more than 100% implies that there is a deficit/surplus in the Fund at the valuation date.

The funding target is to eliminate any deficit (or surplus) over a specified period and therefore get back to a funding level of 100%. To do so, additional contributions may be required to be paid into the Fund, either via lump sums or by increasing the employer's contribution rate. These additional contributions are known as the past service adjustment.

### Future service

In addition to benefits that have already been earned by members prior to the valuation date, employee members will continue to earn new benefits in the future. The cost of these new benefits must be met by both employers and employees. The employers' share of this cost is known as the future service contribution rate.

For these valuation results for the Fund as a whole, we have calculated the future service rate as the cost of benefits being earned by members over the year following the valuation, taking account of expected future salary increases until retirement. If new entrants are admitted to the Fund to the extent that the overall membership profile remains broadly unchanged (and if the actuarial assumptions are unchanged) then the future service rate should be reasonably stable.

This funding method we have used is known as the Projected Unit Method. As well as the whole fund, it is appropriate for individual employers that continue to admit new entrants to the Fund.



However, some participating employers may have a policy of not admitting new entrants. In this case, the membership profile will inevitably begin to age. Under these circumstances, the Projected Unit Method is arguably no longer appropriate and will not promote sufficient stability in the future service rate. For these employers, we will adopt a funding method known as the Attained Age Method, which effectively looks at the cost of benefits that members will earn over the entirety of their remaining working lifetime (rather than just the year following the valuation).

Combining this future service rate with any past service adjustment required to repay a deficit (or reduce a surplus) gives us the total contribution rate. The total rate for the Fund as a whole is known as the common contribution rate. This is really just a notional figure. In practice, each individual employer will have a contribution rate which reflects their own particular circumstances.

### **The sensitivity of valuation results**

The aim of this valuation is not only to determine these important figures but also to demonstrate their sensitivity to a number of key influences. This will promote an understanding of how the expected cost of the Fund may change in response to uncertain future events (e.g. changes in life expectancy or investment returns). Please refer to **section 5** for details of the sensitivity analysis.



## Appendix D: Data

This section contains a summary of the membership, investment and accounting data provided by the Administering Authority for the purposes of this valuation (the corresponding membership and investment data from the previous valuation is also shown for reference). For further details of the data, and the checks and amendments performed in the course of this valuation, please refer to our separate report.

### Membership data – whole Fund

#### Employee members

	31 March 2010		31 March 2013	
	Number	Pensionable Pay* (£000)	Number	Pensionable Pay* (£000)
<b>Total employee membership</b>	19,641	294,873	18,955	269,457

\*actual pay (not full-time equivalent)

#### Deferred pensioners

	31 March 2010		31 March 2013	
	Number	Deferred pension (£000)	Number	Deferred pension (£000)
<b>Total deferred membership</b>	23,234	15,350	27,592	21,276

The figures above also include any “status 2” (undecided leaver) and “status 9” (frozen refund) members at the valuation date.

#### Current pensioners, spouses and children

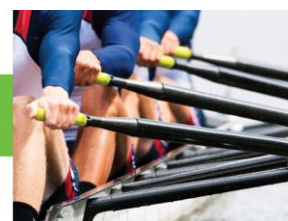
	31 March 2010		31 March 2013	
	Number	Pension (£000)	Number	Pension (£000)
Members	10,968	42,520	13,715	54,530
Dependants	2,013	4,735	2,053	5,103
Children	90	79	103	90
<b>Total pensioner members</b>	<b>13,071</b>	<b>47,334</b>	<b>15,871</b>	<b>59,723</b>

Note that the membership numbers in the table above refer to the number of records provided to us and so will include an element of double-counting in respect of any members who are in receipt (or potentially in receipt of) more than one benefit.

Membership Profile	Average Age (years)		FWL (years)	
	2010	2013	2010	2013
Employees	50.8	50.5	7.9	9.6
Deferred Pensioners	50.0	50.1	-	-
Pensioners	67.2	67.2	-	-

The average ages are weighted by liability.

The expected future working lifetime (FWL) indicates the anticipated length of time that the average employee member will remain as a contributor to the Fund. Note that it allows for the possibility of members leaving, retiring early or dying before retirement.



### Membership data – individual employers

Employer code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay (£000)	Number	Pension (£000)	Number	Pension (£000)
111	AWA East Lincs Water	0	0	0	0	11	104
121	Glanford Borough Council	0	0	0	0	2	*
123	Humberside Dist no 8 Cleethorpes	0	0	0	0	1	*
133	Lincolnshire Area Health Authority	0	0	0	0	9	40
137	Department of Transport - Motor Tax	0	0	0	0	2	*
500	Welton St Marys C of E Primary Academy	27	146	1	*	0	0
501	Boston High School	27	324	1	*	0	0
502	Spalding Sir John Glead School	96	1,233	3	*	1	*
503	Bracebridge Heath Infant and Nursery School	19	123	0	0	0	0
504	Louth Cordeaux Academy	51	600	0	0	0	0
505	Boston Grammar School	25	310	0	0	0	0
506	Phoenix Family of Schools	71	519	2	*	0	0
507	Colsterworth Primary	13	100	1	*	0	0
508	Manor Leas Primary Academy	33	182	0	0	0	0
509	Gipsey Bridge Academy	12	68	0	0	0	0
510	Spalding Grammar School	33	525	0	0	0	0
511	ACPOA Parking (UK) Ltd	1	*	0	0	0	0
512	Rentokil Initial	4	*	0	0	0	0
700	G4S	447	10,270	57	194	11	24
701	Witham St Hughs Primary School (Academy)	23	171	1	*	0	0
702	Gainsborough Benjamin Adlard Academy	52	203	5	0	2	*
703	Washingborough Primary Academy	15	110	2	*	0	0
704	Ruskington Chestnut Street (Academy)	34	256	2	*	0	0
705	Long Bennington	17	143	3	*	0	0
706	Boston West Primary School (Academy)	24	150	0	0	0	0
707	Manor Leas Infant School (Academy)	17	116	3	*	0	0
708	Hillcrest Early Years Academy	23	142	4	*	0	0
709	Rauceby CE Primary School (Academy)	45	138	1	*	0	0
710	Grantham National CE Junior School (Academy)	33	255	1	*	1	*
711	Harrowby CE Infant School (Academy)	13	107	0	0	0	0
712	Branstons Junior Academy	22	137	1	*	0	0
713	Woodhall Spa St Andrews Academy	36	208	3	*	0	0
714	Stamford St Gilberts Primary School	38	236	1	*	0	0
715	Boston Witham Federation	131	1,728	9	5	1	*
716	North Hykeham Ling Moor Primary School	30	158	0	0	0	0
717	Kesteven and Grantham Academy	60	581	2	*	0	0
718	Donington Thomas Cowley Academy	40	501	0	0	0	0
719	Gainsborough Parish Church Academy	58	213	2	*	0	0
720	Louth Kidgate Primary Academy	25	288	1	*	1	*
721	Scottham Ellison Boulton's C of E Primary Academy	31	167	2	*	0	0
722	Stickney William Lovell C of E Academy	55	426	5	1	0	0
723	Horncastle Queen Elizabeth Grammar School Academy	42	491	1	*	0	0
724	Skegness Junior Academy	35	275	1	*	1	*
725	Ingoldmells Academy	18	146	0	0	0	0
726	Nettleham Infants School Academy	21	130	1	*	0	0
727	Hogsthorpe Community Primary Academy	9	65	0	0	0	0
728	Spilsby King Edward IV Academy	43	473	0	0	0	0
729	Skegness Grammar Academy	36	463	4	*	1	*
730	Mablethorpe Primary Academy	56	379	5	0	0	0
731	Skegness Infant Academy	55	259	5	0	0	0
732	Monks Dyke Tennyson College	58	817	0	0	0	0
733	Sir William Robertson Academy	40	483	1	*	0	0
734	Little Gonerby (Academy)	22	173	0	0	0	0
735	Huttoft Primary Academy	27	200	0	0	0	0
736	Gainsborough Mercer's Wood Academy	11	108	1	*	0	0
737	Gainsborough White's Wood Academy	20	152	0	0	0	0
738	Grantham The Phoenix School	23	411	0	0	0	0
801	Ruskington Primary School	0	0	32	10	11	15
802	Mount Street Primary School	0	0	29	11	13	7
803	Grantham Central School	1	*	29	20	15	29
804	Market Deeping Wm Hildyard School	20	68	22	6	5	6
805	Crowland Parish Council	4	*	1	*	1	*
806	Sudbrooke Parish Council	1	*	0	0	0	0
807	Langworth Parish Council	1	*	0	0	0	0
808	Cherry Willingham Parish Council	0	0	1	*	0	0
809	Grantham The Earl of Dysart School	0	0	26	8	8	8
810	Horncastle Town Council	2	*	1	*	0	0
811	Branston and Mere Parish Council	0	0	1	*	0	0
812	Heighington Parish Council	1	*	0	0	1	*
813	Skegness Town Council	3	*	0	0	3	*
814	Lincolnshire Tourism	0	0	27	52	4	*
815	New Linx Homes	78	2,213	51	234	79	530
816	Washingborough Parish Council	1	*	0	0	1	*
817	ACIS Group Limited	19	410	23	50	40	304



Employer code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay (£000)	Number	Pension (£000)	Number	Pension (£000)
818	Boston Mayflower	37	1,119	27	142	26	109
819	Deeping St James Parish Council	3	*	2	*	0	0
820	Lindsey Marsh Drainage Board	31	842	9	13	38	233
821	Mablethorpe Tennyson High School	0	0	45	11	19	18
822	Kesteven and Grantham Girls School	0	0	23	18	9	27
823	Bourne Robert Manning	0	0	33	13	10	5
824	Centre for British Teaching	27	1,381	31	173	50	842
826	Active Nation	4	*	5	15	1	*
828	Lincolnshire Enterprise	0	0	3	*	1	*
829	Market Deeping Town Council	3	*	2	*	0	0
830	Auborn and Haddington Parish Council	0	0	1	*	0	0
831	National Childminding Association	0	0	1	*	1	*
832	Lincolnshire Sports Partnership	16	355	10	24	0	0
833	Adults Supporting Adults	13	226	7	6	2	*
834	Lincolnshire Home Improvement Agency	9	216	14	30	1	*
835	Aaron Services Limited	0	0	1	*	0	0
837	Market Rasen de Aston School	0	0	25	15	6	6
838	Linchfield Community School	33	263	22	10	4	*
839	Metheringham Parish Council	1	*	0	0	0	0
840	Lincolnshire Partnership Trust (NHS)	0	0	5	40	2	*
841	Skellingthorpe Parish Council	3	*	0	0	1	*
842	Saxilby & Ingleby Parish Council	0	0	2	*	0	0
843	Greetwell Parish Council	1	*	0	0	0	0
848	Mouchel Business Services	1	*	3	*	0	0
849	John Spendluffe School, Alford	0	0	12	2	0	0
850	Priory Federation of Academies	236	2,960	156	108	14	33
851	Gainsborough Trent Academy	64	1,035	106	64	11	29
852	Woodhall Spa Parish Council	1	*	0	0	0	0
853	Gainsborough Town Council	2	*	1	*	2	*
854	Long Sutton Peele Community College	42	694	30	13	2	*
856	Sleaford St Georges Academy	96	1,248	35	28	21	45
857	Sports and Leisure Management	0	0	4	*	0	0
858	May Gurney	47	994	6	8	8	7
859	Lincoln Business Improvement Group	2	*	0	0	0	0
860	Skegness Academy	64	957	22	9	2	*
861	Compass Point Business Services	188	3,723	60	245	25	101
862	Lincoln Arts Trust	5	110	0	0	0	0
863	West Grantham Academy	95	1,159	31	13	11	19
864	Giles Academy	33	348	30	23	5	13
865	Alford QE Selective Academy	30	347	5	3	1	*
866	Caistor Grammar School (Academy)	36	337	10	2	10	11
867	Bransdon Academy	61	635	20	8	2	*
868	Bourne Abbey C of E Academy	25	272	6	2	10	6
869	Welton William Farr CE Schl (Academy)	103	1,174	24	18	6	16
870	Walton Girls School	45	579	6	3	1	*
871	Lincoln Castle Academy	26	358	5	6	1	*
872	Market Rasen de Aston Academy	46	647	13	7	1	*
873	Tower Road Academy (Boston) (Primary)	32	263	4	*	2	*
874	Fosse Way Academy (Primary)	54	334	3	*	1	*
875	North Kesteven School N Hyk (Academy)	69	878	25	18	3	*
876	Sir Robert Pattinson Academy	50	696	17	9	1	*
877	Alford John Spendluffe (Academy)	63	652	7	6	2	*
878	Sleaford Carres Grammar (Academy)	45	652	5	5	3	*
879	Grantham Kings School (Academy)	37	495	7	4	1	*
880	Heighington Millfield (Academy)	14	111	2	*	1	*
881	Ermine Primary School (Academy)	55	582	14	2	2	*
882	Caistor Yarborough Academy	41	449	11	4	1	*
883	Bourne Academy	50	694	12	14	4	*
884	Lincoln Westgate Academy	30	260	2	*	3	*
885	Lincoln Christs Hospital School (Academy)	84	1,091	3	*	3	*
886	University Academy Holbeach	69	1,006	9	5	4	*
887	Mount Street Academy	48	357	4	*	0	0
888	Sleaford William Alvey	44	260	5	1	0	0
889	Edwards & Blake	3	*	2	*	0	0
890	Hartsholme Academy	24	199	5	1	0	0
891	Kesteven & Sleaford High School Selective Academy	43	543	10	6	1	*
892	Bourne Westfield Primary Academy	53	382	1	*	1	*
893	Stamford Queen Eleanor	59	525	5	2	0	0
894	Stamford Malcolm Sargent (Academy)	43	319	3	*	0	0
895	Bourne Grammar School (Academy)	44	541	7	8	0	0
896	St Johns Primary Academy	33	273	6	2	0	0
897	Deepings School (Academy)	96	1,035	11	10	0	0
901	Lincolnshire County Council	9,841	122,695	19,373	11,189	9,770	30,989
902	West Lindsey District Council	222	4,933	278	510	323	1,978
903	East Lindsey District Council	350	6,917	696	888	589	2,855
904	Lincoln District Council	545	12,046	556	1,140	779	4,825



Employer code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay (£000)	Number	Pension (£000)	Number	Pension (£000)
905	Boston District Council	202	4,013	323	544	472	2,166
906	North Kesteven District Council	314	6,657	348	549	339	1,704
907	South Kesteven District Council	462	9,841	388	795	570	2,831
908	South Holland District Council	197	4,041	286	593	438	2,152
909	Boston Tower Road Primary School	0	0	27	5	15	21
910	Bishop Grosseteste College	135	2,681	113	125	65	232
911	Witham Third Internal Drainage Board	13	321	2	*	13	87
912	Trust for Lincolnshire Archaeology	0	0	3	*	5	14
913	Alford Drainage Board	0	0	1	*	0	0
914	Lincolnshire Probation and After Care Committee	185	4,847	126	171	183	1,062
917	Lincoln Lancaster Infants School	9	91	27	6	3	*
918	Lincolnshire and South Humberside Arts	0	0	4	*	3	*
919	Old Leake Primary School	26	182	47	8	10	9
920	Lincolnshire Trust for Nature Conservancy	0	0	0	0	1	*
921	Black Sluice Internal Drainage Board	25	590	17	44	34	225
922	Witham Fourth Internal Drainage Board	29	807	9	17	29	247
923	Welland and Deeping Internal Drainage Board	24	543	23	44	32	274
924	South Holland Internal Drainage Board	9	203	8	34	41	309
925	Lincolnshire Valuation and Community Charge	0	0	1	*	5	41
926	Witham First Internal Drainage Board	6	145	1	*	6	44
927	Upper Witham Internal Drainage Board	14	306	6	10	14	109
928	Stamford Town Council	4	*	5	11	16	43
929	East Midlands Tourist Board Ltd	0	0	4	*	10	57
930	Lincolnshire Magistrates Courts Committee	0	0	43	91	79	607
931	Grantham St Hugh's GM School	0	0	26	12	17	15
932	NE Lindsey Internal Drainage Board	2	*	0	0	3	*
933	Old Leake The Giles School	1	*	37	14	4	*
934	Butterwick Pinchbeck CE GM School	8	35	9	5	5	8
935	Nettleham Parish Council	1	*	0	0	1	*
936	Ingoldmells Parish Council	1	*	3	*	6	12
937	Louth Town Council	4	*	1	*	3	*
938	Mablethorpe and Sutton Town Council	2	*	1	*	2	*
939	Wrangle Primary School	12	74	13	5	6	3
940	Wyberton GM School	14	97	19	5	2	*
941	N Hykeham Town Council	9	135	1	*	9	12
942	Sleaford Town Council	11	213	3	*	4	*
944	Lincoln City Transport Ltd	0	0	10	25	45	152
945	City of Lincoln Archaeological Trust	0	0	8	18	7	35
946	Grantham The King's School	2	*	27	17	26	35
947	Skegness Grammar School (Queen Elizabeth Scl)	0	0	42	13	25	45
948	Alford Queen Elizabeth Grammar School	0	0	14	6	14	10
949	Bourne Town Council	3	*	1	*	2	*
950	Sleaford Carres Grammar School	0	0	34	28	18	35
951	Sleaford St Georges Technology College	0	0	57	24	26	22
952	Heritage Trust of Lincolnshire Ltd	1	*	1	*	1	*
953	Louth King Edward VI Grammar School	26	381	32	20	20	45
954	Caistor Grammar School	0	0	30	5	11	15
955	Bourne Abbey (GM) Primary School	0	0	16	10	5	14
956	Lincoln Yarborough School	0	0	70	28	29	52
957	Wainfleet Magdalen School	39	220	53	11	5	7
958	Tattershall The Gartree School	12	175	33	22	15	37
959	Lincoln Christs Hospital School	0	0	45	18	26	31
960	North Rauceby CE Primary School	0	0	17	3	8	2
961	Sleaford William Alvey's GM School	0	0	65	7	24	20
962	Gainsborough The Castle Hills School	0	0	51	26	12	11
963	Horncastle Queen Elizabeth Grammar School	0	0	28	18	13	36
964	North Hykeham The North Kesteven School	0	0	23	12	19	31
965	North Hykeham The Robert Pattinson School	1	*	47	12	20	41
966	Lincoln Joseph Ruston Technology College	0	0	37	14	6	10
967	Welton Wm Farr CE Comprehensive School	0	0	80	31	24	42
968	Gleed Girls Grant Maintained School	0	0	20	12	9	21
969	Lincoln Ermine County Junior School	0	0	37	10	5	18
970	Louth Monks Dyke High School	1	*	48	45	20	51
971	Louth Lacey Gardens County Junior School	18	143	82	14	11	9
972	Stamford The Malcolm Sargent GM School	0	0	24	2	10	11
973	Lincs College of Art and Design	0	0	1	*	0	0
974	New Stamford College	108	1,713	378	207	72	93
975	Grantham College	70	1,251	83	86	49	125
976	LCAH Further Education Corpn	0	0	4	*	5	19
977	Boston College	193	2,609	243	178	88	185
978	Lincoln College	298	5,466	359	395	152	543
979	Chapel St Leonards GM School	27	153	37	11	7	10
980	Cranwell County Primary School	28	190	37	8	7	12
981	Huttoft County Primary School	0	0	38	7	4	*
982	Spalding County Primary School	21	199	33	9	12	14
983	Washingborough School	0	0	42	7	16	8





Employer code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay (£000)	Number	Pension (£000)	Number	Pension (£000)
984	Woodhall Spa St Andrews CE Primary School	0	0	17	7	7	2
985	Grantham The Isaac Newton GM Primary School	10	113	29	13	8	11
986	Branston School & Community College	0	0	129	23	25	29
987	Grantham St Wulframs CE High School	0	0	27	14	6	11
988	Welbourn William Robertson School	0	0	45	26	15	31
989	Lincoln St Peter & St Paul RC School	34	508	26	17	19	31
990	Lincolnshire Police Authority	380	9,341	532	1,027	392	1,813
991	Grimoldby Primary School	21	189	28	8	2	*
992	Lincoln Hartsholme Primary School	0	0	66	13	9	12
993	Nettleham Infants School	0	0	22	2	7	7
994	Barkston & Syston CE Primary School	34	101	29	3	8	11
995	Lincoln Westgate Junior School	0	0	29	3	11	18
996	North Somercotes CE Primary School	11	74	33	12	5	4
997	Boston Grammar School	0	0	18	5	14	30
998	Lincoln School Science/Technology	0	0	39	21	7	6
<b>Fund Level Result</b>		18,955	269,457	27,592	21,276	15,871	59,723

Please note that for compliance with data protection legislation the figures in the table above have been blanked out where the number of members for an employer is less than five for any status of membership.

### Assets at 31 March 2013

A summary of the Fund's assets (excluding members' money-purchase Additional Voluntary Contributions) as at 31 March 2010 and 31 March 2013 is as follows:

Asset class	Market Value at 31 March 2010	Allocation	Market Value at 31 March 2013	Allocation
	(£000)	%	(£000)	%
UK equities	442,919	37%	528,322	35%
UK fixed interest gilts	48,109	4%	0	0%
UK corporate bonds	82,157	7%	87,962	6%
UK index-linked gilts	61,252	5%	29,525	2%
Overseas equities	374,356	31%	597,728	40%
Overseas bonds	20,399	2%	67,578	5%
Property	135,929	11%	155,116	10%
Cash and net current assets	38,246	3%	28,814	2%
<b>Total</b>	<b>1,203,367</b>	<b>100%</b>	<b>1,495,045</b>	<b>100%</b>

Note that, for the purposes of determining the funding position at 31 March 2013, the asset value we have used also includes the present value of expected future early retirement strain payments (amounting to £15,000).



### Accounting data – revenue account for the three years to 31 March 2013

Consolidated accounts (£000)	Year to			Total
	31 March 2011	31 March 2012	31 March 2013	
<b>Income</b>				
Employer - normal contributions	61,922	54,668	54,748	171,338
Employer - additional contributions	478	480	655	1,613
Employer - early retirement and augmentation strain contributions	3,502	5,292	1,588	10,382
Employee - normal contributions	19,477	17,918	17,387	54,782
Employee - additional contributions	293	206	181	680
Transfers In Received (including group and individual)	8,587	8,231	5,674	22,492
Other Income	0	0	0	0
<b>Total Income</b>	<b>94,259</b>	<b>86,795</b>	<b>80,233</b>	<b>261,287</b>
<b>Expenditure</b>				
Gross Retirement Pensions	48,108	52,619	57,730	158,457
Lump Sum Retirement Benefits	12,137	23,877	13,455	49,469
Death in Service Lump sum	1,526	1,248	2,050	4,824
Death in Deferment Lump Sum	0	0	0	0
Death in Retirement Lump Sum	0	0	0	0
Gross Refund of Contributions	9	4	6	19
Transfers out (including bulk and individual)	6,820	5,662	6,894	19,376
Fees and Expenses	1,123	997	1,167	3,287
<b>Total Expenditure</b>	<b>69,723</b>	<b>84,407</b>	<b>81,302</b>	<b>235,432</b>
<b>Net Cashflow</b>	<b>24,536</b>	<b>2,388</b>	<b>-1,069</b>	<b>25,855</b>
<b>Assets at start of year</b>	<b>1,203,367</b>	<b>1,318,302</b>	<b>1,336,040</b>	<b>1,203,367</b>
Net cashflow	24,536	2,388	-1,069	25,855
Change in value	90,399	15,350	160,074	265,823
<b>Assets at end of year</b>	<b>1,318,302</b>	<b>1,336,040</b>	<b>1,495,045</b>	<b>1,495,045</b>
<b>Approximate rate of return on assets</b>	<b>7.4%</b>	<b>1.2%</b>	<b>12.0%</b>	<b>21.7%</b>

Note that the figures above are based on the Fund accounts provided to us for the purposes of this valuation, which were fully audited at the time of our valuation calculations.



## Appendix E: Assumptions

### Financial assumptions

Financial assumptions	31 March 2010 (% p.a.)	31 March 2013 (% p.a.)
Discount rate	6.1%	4.6%
Price inflation	3.8%	3.3%
Pay increases*	5.3%	3.8%
Pension increases:	3.3%	2.5%
pension in excess of GMP	3.3%	2.5%
post-88 GMP	2.8%	2.5%
pre-88 GMP	0.0%	0.0%
Revaluation of deferred pension	3.3%	2.5%
Expenses	0.4%	0.4%

\* Excluding promotional increases (see table below). Note that the assumption at 31 March 2010 is actually 1% p.a. for 2010/11 and 2011/12, reverting to the long term assumption shown thereafter.

### Mortality assumptions

Longevity assumptions	31 March 2013
Longevity - baseline	Vita curves
Longevity - improvements	
CMI Model version used	CMI_2010
Starting rates	CMI calibration based on data from Club Vita using the latest available data as at December 2011.
Long term rate of improvement	Period effects: 1.25% p.a. for men and women. Cohort effects: 0% p.a. for men and for women.
Period of convergence	Period effects:  CMI model core values i.e. 10 years for ages 50 and below and 5 years for those aged 95 and above, with linear transition to 20 years for those aged between 60 and 80.  Cohort effects:  CMI core i.e. 40 years for those born in 1947 or later declining linearly to 5 years for those born in 1912 or earlier.
Proportion of convergence remaining at mid point	50%

We have suggested a longevity improvement assumption based on the latest industry standard and combined information from our longevity experts in Club Vita. The start point for the improvements has been based on observed death rates in the Club Vita data bank over the period.

In the short term we have assumed that the 'cohort effect' of strong improvements in life expectancy currently being observed amongst a generation born around the early and mid 1930s will start to tail off, resulting in life expectancy increasing less rapidly than has been seen over the last decade or two. This is known as 'peaked'.

In the long term (post age 70) we have assumed that increases in life expectancy will stabilise at a rate of increase of 1 year per decade for men and women. This is equivalent to assuming that longer term mortality rates will fall at a rate of 1.25% p.a. for men and women.



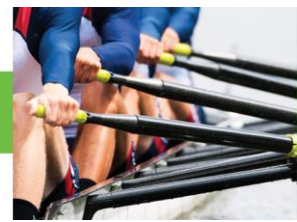
Various scaling factors have been applied to the mortality tables to reflect the predicted longevity for each class of member and their dependants. Full details of these are available on request.

As a member of Club Vita, the longevity assumptions that have been adopted at this valuation are a bespoke set of VitaCurves that are specifically tailored to fit the membership profile of the Fund. These curves are based on the data you have provided us with for the purposes of this valuation. Full details of these are available on request.

### Other demographic valuation assumptions

Retirements in ill health	Allowance has been made for ill-health retirements before Normal Pension Age (see table below).
Withdrawals	Allowance has been made for withdrawals from service (see table below).
Family details	A varying proportion of members are assumed to be married (or have an adult dependant) at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. Husbands are assumed to be 3 years older than wives.
Commutation	25% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits for service to 1 April 2008 (equivalent to 63% for service from 1 April 2008)
50:50 option	10% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option.

The tables below show details of the assumptions actually used for specimen ages. The promotional pay scale is an annual average for all employees at each age. It is in addition to the allowance for general pay inflation described above. For membership movements, the percentages represent the probability that an individual at each age leaves service within the following twelve months.

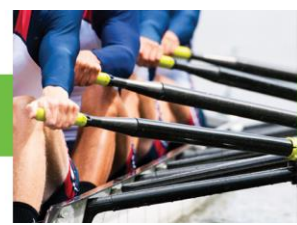


### Death in Service table

Age	Incidence per 1000 active members per annum			
	Male officers and Post 98	Male Manuals	Female officers and Post 98	Female Manuals
	Death	Death	Death	Death
20	0.21	0.27	0.12	0.15
25	0.21	0.27	0.12	0.15
30	0.26	0.32	0.18	0.22
35	0.30	0.37	0.30	0.37
40	0.51	0.64	0.48	0.60
45	0.85	1.07	0.77	0.97
50	1.36	1.71	1.13	1.42
55	2.13	2.68	1.49	1.87
60	3.83	4.82	1.90	2.39
65	6.38	8.03	2.44	3.07

### Promotional salary scale

Age	Promotional Salary Scales							
	Male Officers & Post 98 Males		Male Manuals		Female Officers & Post 98 Females		Female Manuals	
	FT	PT	FT	PT	FT	PT	FT	PT
20	100	100	100	100	100	100	100	100
25	135	116	100	100	118	105	100	100
30	169	134	100	100	137	111	100	100
35	192	146	100	100	151	116	100	100
40	208	153	100	100	163	121	100	100
45	222	154	100	100	166	122	100	100
50	236	154	100	100	166	122	100	100
55	239	154	100	100	166	122	100	100
60	239	154	100	100	166	122	100	100
65	239	154	100	100	166	122	100	100



### III Health Early Retirements tables

#### Tier 1

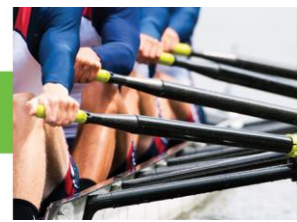
Age	Incidence for 1000 active members per annum							
	Male Officers & Post 98 Males		Male Manuals		Female Officers & Post 98 Females		Female Manuals	
	III Health		III Health		III Health		III Health	
	FT	PT	FT	PT	FT	PT	FT	PT
20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25	0.00	0.00	0.60	0.60	0.15	0.11	0.79	0.79
30	0.00	0.00	1.11	1.11	0.20	0.15	1.15	1.15
35	0.15	0.11	1.66	1.66	0.40	0.30	1.58	1.58
40	0.25	0.19	2.42	2.42	0.60	0.45	2.30	2.30
45	0.55	0.42	3.33	3.33	0.81	0.60	3.02	3.02
50	1.41	1.06	4.94	4.94	1.51	1.13	4.03	4.03
55	5.53	4.15	11.69	11.69	5.61	4.20	10.83	10.83
60	9.73	7.30	18.74	18.74	11.89	8.92	19.05	19.05
65	18.48	13.86	36.12	36.12	21.37	16.03	36.12	36.12

#### Tier 2

Age	Incidence for 1000 active members per annum							
	Male Officers & Post 98 Males		Male Manuals		Female Officers & Post 98 Females		Female Manuals	
	III Health		III Health		III Health		III Health	
	FT	PT	FT	PT	FT	PT	FT	PT
20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25	0.00	0.00	0.64	0.64	0.16	0.12	0.84	0.84
30	0.00	0.00	1.18	1.18	0.21	0.16	1.22	1.22
35	0.16	0.12	1.77	1.77	0.43	0.32	1.68	1.68
40	0.27	0.20	2.57	2.57	0.64	0.48	2.45	2.45
45	0.59	0.44	3.53	3.53	0.86	0.64	3.21	3.21
50	1.90	1.42	6.65	6.65	2.03	1.53	5.43	5.43
55	4.27	3.20	9.03	9.03	4.33	3.25	8.37	8.37
60	3.66	2.75	7.05	7.05	4.48	3.36	7.17	7.17
65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

#### Tier 3

Age	Incidence for 1000 active members per annum							
	Male Officers & Post 98 Males		Male Manuals		Female Officers & Post 98 Females		Female Manuals	
	III Health		III Health		III Health		III Health	
	FT	PT	FT	PT	FT	PT	FT	PT
20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
25	0.00	0.00	0.48	0.38	0.09	0.07	0.55	0.44
30	0.09	0.07	0.77	0.62	0.15	0.12	0.77	0.61
35	0.12	0.10	1.16	0.93	0.30	0.24	1.11	0.88
40	0.21	0.17	1.61	1.29	0.39	0.31	1.53	1.22
45	0.48	0.38	2.32	1.86	0.62	0.50	1.96	1.56
50	0.26	0.21	0.68	0.54	0.24	0.20	0.58	0.46
55	0.37	0.30	0.77	0.61	0.45	0.36	0.76	0.61
60	0.21	0.17	0.42	0.33	0.25	0.20	0.42	0.33
65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00



## Withdrawal

### Less than 2 years' service

Age	Incidence for 1000 active members per annum											
	Male Officers		Male Manuals		Female Officers		Female Manuals		Post 98 Males		Post 98 Females	
	Withdrawals		Withdrawals		Withdrawals		Withdrawals		Withdrawals		Withdrawals	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
20	304.04	506.74	304.04	506.74	288.39	400.55	288.39	400.55	557.41	1000.00	384.52	640.87
25	200.83	334.72	201.20	335.01	194.07	269.50	194.43	269.79	368.19	736.38	258.74	431.17
30	142.53	237.46	143.05	237.91	162.69	225.89	163.17	226.27	261.24	522.40	216.89	361.38
35	111.38	185.51	112.17	186.19	140.45	194.94	141.07	195.43	204.11	408.11	187.19	311.79
40	89.71	149.31	90.77	150.23	116.92	162.22	117.80	162.92	164.33	328.47	155.80	259.40
45	73.64	122.28	75.03	123.55	96.49	133.73	97.50	134.54	134.71	268.98	128.49	213.73
50	56.96	94.68	57.28	95.02	73.34	101.75	73.60	101.96	104.26	208.28	97.73	162.71
55	49.47	82.09	49.77	82.44	56.73	78.59	56.97	78.78	90.46	180.57	75.53	125.58
60	29.97	49.75	30.13	49.94	26.40	36.55	26.52	36.65	54.81	109.43	35.13	58.39

### More than 2 years' service

Age	Incidence for 1000 active members per annum											
	Male Officers		Male Manuals		Female Officers		Female Manuals		Post 98 Males		Post 98 Females	
	Withdrawals		Withdrawals		Withdrawals		Withdrawals		Withdrawals		Withdrawals	
	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT	FT	PT
20	119.85	199.76	119.85	199.76	113.69	157.90	113.69	157.90	219.73	439.46	151.58	252.63
25	79.17	131.95	79.31	132.06	76.50	106.24	76.64	106.35	145.14	290.28	101.99	169.97
30	56.18	93.60	56.39	93.78	64.13	89.05	64.32	89.20	102.98	205.93	85.50	142.46
35	43.90	73.12	44.22	73.40	55.37	76.84	55.61	77.04	80.46	160.88	73.79	122.91
40	35.36	58.85	35.79	59.22	46.09	63.95	46.44	64.22	64.78	129.48	61.42	102.26
45	29.03	48.18	29.59	48.71	38.04	52.72	38.44	53.04	53.10	106.03	50.65	84.25
50	22.45	37.31	22.58	37.46	28.91	40.11	29.01	40.19	41.10	82.10	38.52	64.14
55	19.50	32.35	19.62	32.50	22.36	30.98	22.46	31.06	35.66	71.18	29.77	49.50
60	11.82	19.60	11.88	19.69	10.41	14.41	10.46	14.45	21.61	43.14	13.85	23.02





## Appendix F: Events since valuation date

### Post-valuation events

These valuation results are in effect a snapshot of the Fund as at 31 March 2013. Since that date, various events have had an effect on the financial position of the Fund. Whilst we have not explicitly altered the valuation results to allow for these events, a short discussion of these “post-valuation events” can still be beneficial in understanding the variability of pension funding.

### Investment conditions since 31 March 2013

In the period from the valuation date to end of February 2014, investment markets moved in the following manner:

- asset returns have been positive at around 7%
- long term Government bond yields have risen by more than long term expected price inflation, which is likely to have reduced past service liabilities by around 7%

It should be noted that the above is for information only: the figures in this report have all been prepared using membership data, audited asset information and market-based assumptions all as at 31 March 2013. In particular, we do not propose amending any of the contribution rates listed in the Rates & Adjustments Certificate on the basis of these market changes, and all employer contribution rates are based on valuation date market conditions. In addition, these rates are finalised within a risk-measured framework as laid out in the Fund's Funding Strategy Statement (FSS).

We do not propose altering the FSS to include allowance for post-valuation date market changes, since this principle would then need to be adopted for future valuations even if markets had worsened since the valuation date (thus increasing contribution rates). Such a change in principle would then obstruct advance planning by employers. Only allowing for market changes where these reduced contribution rates, and not where they increased the rates, would not be consistent with prudent financial management of the Fund.

### Other events

Other than investment conditions changes above, I am not aware of any material changes or events occurring since the valuation date.



## Appendix G: Rates and Adjustments Certificate

In accordance with regulation 36(1) of the Administration Regulations we have made an assessment of the contributions that should be paid into the Fund by participating employers for the period 1 April 2014 to 31 March 2017 in order to maintain the solvency of the Fund.

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated 21 March 2014 and our report on the actuarial valuation dated 21 March 2014.

The required minimum contribution rates are set out in the table below,

Signature:

Date:

21 March 2014

Name:

Peter Summers

Qualification:

Fellow of the Institute and Faculty of Actuaries

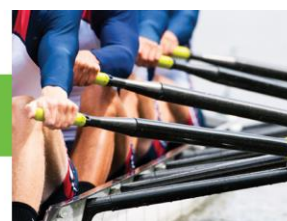
Firm:

Hymans Robertson LLP

20 Waterloo Street

Glasgow

G2 6DB



## Statement to the Rates and Adjustments Certificate

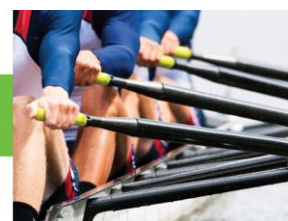
The Common Rate of Contribution payable by each employing authority under regulation 36(4)(a) of the Administration Regulations for the period 1 April 2014 to 31 March 2017 is 31.8% of pensionable pay (as defined in Appendix B).

Individual Adjustments are required under regulation 36(4)(b) of the Administration Regulations for the period 1 April 2014 to 31 March 2017 resulting in Minimum Total Contribution Rates expressed as a percentage of pensionable pay are as set out below.

The contributions shown include expenses and the expected cost of lump sum death benefits but exclude early retirement strain and augmentation costs which are payable by Fund employers in addition.

Employer code	Employer name	Minimum Contributions for the Year Ending			Additional Lump Sum Deficit Repayments (£000's)		
		31 March 2015	31 March 2016	31 March 2017	31 March 2015	31 March 2016	31 March 2017
	<b>Major Employers</b>						
Pool	Lincolnshire County Council Pool (non Schools)	19.7%	19.7%	19.7%	180	1,118	1,161
Pool	Lincolnshire County Council Pool (Schools)	19.9%	20.9%	20.9%	0	0	0
Pool	Police and Crime Commissioner for Lincolnshire & G4S	19.9%	19.9%	19.9%	196	407	634
902	West Lindsey District Council	15.1%	16.1%	17.1%	552	573	595
903	East Lindsey District Council	16.0%	16.0%	16.0%	628	697	766
904	City of Lincoln Council	16.9%	16.9%	16.9%	895	1,015	1,136
905	Boston Borough Council	16.9%	16.9%	16.9%	294	334	374
906	North Kesteven District Council	16.4%	16.4%	16.4%	375	442	509
907	South Kesteven District Council	17.0%	17.0%	17.0%	506	604	703
908	South Holland District Council	17.5%	17.5%	17.5%	335	375	416
914	Lincolnshire Probation Trust	20.3%	20.3%	20.3%	0	0	0
	<b>Admitted Bodies</b>						
815	New Linx Housing Trust	21.9%	21.9%	21.9%	397	412	427
818	Boston Mayflow er	22.1%	22.1%	22.1%	125	130	135
952	Heritage Trust of Lincolnshire	25.8%	25.8%	25.8%	0	0	0
826	Active Nation	23.9%	23.9%	23.9%	2	2	2
859	Lincoln Business Improvement Group	21.0%	21.0%	21.0%	0	0	0
817	ACIS Group Ltd	23.6%	23.6%	23.6%	100	100	100
832	Lincolnshire Sports Partnership	16.3%	18.3%	20.3%	8	8	9
833	Adults Supporting Adults	19.6%	19.6%	19.6%	0	0	0
834	Lincs Home Improvement Agency	16.5%	18.9%	21.3%	7	8	8
848	Mouchel	23.1%	23.1%	23.1%	0	0	0
858	May Gurney (Keir)	25.3%	25.3%	0%*	23	24	0*
861	Compass Point	18.8%	18.8%	18.8%	0	37	80
862	Lincoln Arts Trust	21.1%	21.1%	21.1%	0	0	0
889	Edwards and Blake Ltd	21.4%	21.4%	21.4%	0	0	0
512	Rentokil Initial	26.6%	26.6%	26.6%	0	0	0
	<b>Colleges &amp; University</b>						
974	New College Stamford	20.7%	20.7%	20.7%	25	25	25
975	Grantham College	19.4%	19.4%	19.4%	15	15	128
977	Boston College	20.1%	20.1%	20.1%	53	53	51
978	Lincoln College	21.1%	21.1%	21.1%	0	562	583
910	Bishop Grosseteste University	18.0%	18.0%	18.0%	146	151	157
	<b>Drainage Boards</b>						
Pool	Lindsey Marsh Drainage Board	22.4%	22.4%	22.4%	82	91	100
911	Witham Third Internal Drainage Board	22.3%	22.3%	22.3%	37	41	45
921	Black Sluice Internal Drainage Board	22.5%	22.5%	22.5%	54	60	66
922	Witham Fourth Internal Drainage Board	23.7%	23.7%	23.7%	63	72	80
923	Welland and Deeping Internal Drainage Board	21.4%	21.4%	21.4%	60	66	72
924	South Holland Internal Drainage Board	28.7%	28.7%	28.7%	8	12	16
926	Witham First Internal Drainage Board	24.3%	24.3%	24.3%	7	8	8
927	Upper Witham Internal Drainage Board	24.7%	24.7%	24.7%	20	23	26
932	North East Lindsey Internal Drainage Board	24.1%	24.1%	24.1%	7	8	9

\* This employer's contract ends 31 March 2016.



Employer code	Employer name	Minimum Contributions for the Year Ending			Additional Lump Sum Deficit Repayments (£000's)		
		31 March 2015	31 March 2016	31 March 2017	31 March 2015	31 March 2016	31 March 2017
	<b>Academies</b>						
865	Alford Queen Elizabeth Selective Academy	21.1%	21.1%	21.1%	0	0	0
505	Boston Grammar School	19.9%	20.9%	20.9%	0	0	0
501	Boston High School	19.9%	20.9%	20.9%	0	0	0
715	Boston Witham Academies Federation	19.9%	20.9%	20.9%	0	0	0
868	Bourne Abbey C of E Academy	20.3%	20.3%	20.3%	7	7	7
883	Bourne Academy	22.8%	22.8%	22.8%	0	0	0
895	Bourne Grammar	21.1%	21.1%	21.1%	40	42	43
892	Bourne Westfield Primary Academy	19.9%	20.9%	20.9%	0	0	0
503	Bracebridge Infant and Nursery School	19.9%	20.9%	20.9%	0	0	0
867	Branston Community Academy	19.9%	20.9%	20.9%	0	0	0
712	Branston Junior Academy	19.9%	20.9%	20.9%	0	0	0
954	Caistor Grammar	19.9%	20.9%	20.9%	0	0	0
882	Caistor Yarborough Academy	19.9%	20.9%	20.9%	0	0	0
718	Donington Thomas Cowley High School	20.5%	20.5%	20.5%	31	32	33
881	Ermine Primary Academy	19.9%	20.9%	20.9%	0	0	0
874	Fosse Way Academy	19.9%	20.9%	20.9%	0	0	0
708	Gainsborough Hillcrest Early Years Academy	19.9%	20.9%	20.9%	0	0	0
719	Gainsborough Parish Church Academy	19.9%	20.9%	20.9%	0	0	0
851	Gainsborough Trent Academy	19.1%	19.1%	19.1%	13	14	14
864	Giles Academy	19.9%	20.9%	20.9%	0	0	0
509	Gipsey Bridge Academy	19.9%	20.9%	20.9%	0	0	0
879	Grantham Kings School	21.3%	21.3%	21.3%	0	0	0
710	Grantham National Church of England Junior School	21.6%	21.6%	21.6%	0	0	0
738	Grantham the Phoenix School	19.9%	20.9%	20.9%	0	0	0
870	Grantham Walton Girls	19.9%	20.9%	20.9%	0	0	0
711	Harrowby Church of England Infant School	21.6%	21.6%	21.6%	0	0	0
890	Hartsholme Academy	19.9%	20.9%	20.9%	0	0	0
880	Heighington Millfield Primary Academy	19.9%	20.9%	20.9%	0	0	0
723	Horncastle Queen Elizabeth Grammar School	19.9%	20.9%	20.9%	0	0	0
735	Huttoft Primary School	19.9%	20.9%	20.9%	0	0	0
877	John Spendlufte Technology College	23.1%	23.1%	23.1%	0	0	0
891	Kesteven & Sleaford High School Selective Academy	26.2%	26.2%	26.2%	0	0	0
717	Kesteven and Grantham Academy	19.9%	20.9%	20.9%	0	0	0
871	Lincoln Castle Academy	19.9%	20.9%	20.9%	0	0	0
885	Lincoln Christs Hospital School (Academy)	19.9%	20.9%	20.9%	0	0	0
707	Lincoln Manor Leas Infants School	20.4%	20.4%	20.4%	5	5	5
884	Lincoln Westgate Academy	27.0%	27.0%	27.0%	0	0	0
734	Little Gonerby Church of England Infants School	24.6%	24.6%	24.6%	0	0	0
705	Long Bennington Church of England Academy	19.9%	20.9%	20.9%	0	0	0
504	Louth Cordeaux Academy	19.9%	20.9%	20.9%	0	0	0
720	Louth Kidgate Academy	19.9%	20.9%	20.9%	0	0	0
872	Market Rasen De Aston School (Academy)	20.7%	20.7%	20.7%	22	23	24
726	Nettleham Infants School	20.3%	20.3%	20.3%	9	10	10
716	North Hykeham Ling Moor Academy	19.9%	20.9%	20.9%	0	0	0
875	North Kesteven School	19.9%	20.9%	20.9%	0	0	0
506	Phoenix Family of Schools	19.9%	20.9%	20.9%	0	0	0
850	Priory Federation of Academies	19.0%	19.0%	19.0%	6	6	7
709	Rauceby Church of England Primary School	19.9%	20.9%	20.9%	0	0	0
704	Ruskington Chestnut Street C of E Primary School	19.9%	20.9%	20.9%	0	0	0
721	Scottern Ellison Boulton Church of England Academy	21.1%	21.1%	21.1%	9	9	10
876	Sir Robert Pattinson Academy	22.0%	22.0%	22.0%	0	0	0
878	Sleaford Carres Grammar School (Academy)	19.9%	20.9%	20.9%	0	0	0
856	Sleaford St Georges Academy	22.5%	22.5%	22.5%	0	0	0
888	Sleaford William Alvey	22.4%	22.4%	22.4%	0	0	0
510	Spalding Grammar School	20.6%	20.6%	20.6%	35	36	38
896	St John's Bracebridge	19.9%	20.9%	20.9%	0	0	0
894	Stanford Malcolm Sargent Primary	19.9%	20.9%	20.9%	0	0	0
714	Stanford St Gilberts Church of England Primary School	19.9%	20.9%	20.9%	0	0	0
873	Tower Road Academy (Primary)	27.2%	27.2%	27.2%	0	0	0
886	University Academy Holbeach	21.0%	21.0%	21.0%	56	58	60
703	Washingborough Academy	19.9%	20.9%	20.9%	0	0	0
733	Welbourn Sir William Robertson Academy	21.0%	21.0%	21.0%	32	33	34
500	Welton St Marys Church of England Primary Academy	21.9%	21.9%	21.9%	0	0	0
869	Welton William Farr CE Comprehensive School	22.7%	22.7%	22.7%	0	0	0
863	West Grantham Federation	21.6%	21.6%	21.6%	0	0	0
722	William Lovell Church of England Academy	19.9%	20.9%	20.9%	0	0	0
701	Witham St Hughs Academy	19.9%	20.9%	20.9%	0	0	0
713	Woodhall Spa St Andrews Church of England Academy	24.2%	24.2%	24.2%	0	0	0



Employer code	Employer name	Minimum Contributions for the Year Ending			Additional Lump Sum Deficit Repayments (£000's)		
		31 March 2015	31 March 2016	31 March 2017	31 March 2015	31 March 2016	31 March 2017
	<b>Multi Academy Trusts</b>						
Pool	David Ross Education Academy Trust	19.9%	20.9%	20.9%	0	0	0
727	Hogsthorpe Community Primary Academy	19.9%	20.9%	20.9%	0	0	0
728	Spilsby King Edward IV Academy	19.9%	20.9%	20.9%	0	0	0
729	Skegness Grammar Academy	19.9%	20.9%	20.9%	0	0	0
Pool	Tall Oaks Academy Trust	19.9%	20.9%	20.9%	0	0	0
736	Mercer's Wood Academy	19.9%	20.9%	20.9%	0	0	0
737	Whites Wood Academy	19.9%	20.9%	20.9%	0	0	0
	Centre for British Teaching Academy Trust						
706	Boston West Academy	19.9%	20.9%	20.9%	0	0	0
702	Gainsborough Benjamin Adlard Community School	19.9%	20.9%	20.9%	0	0	0
887	Mount Street Academy	19.9%	20.9%	20.9%	0	0	0
502	Spalding Sir John Glead School	19.9%	20.9%	20.9%	0	0	0
893	Stamford Queen Eleanor School	19.9%	20.9%	20.9%	0	0	0
897	The Deepings Academy	19.9%	20.9%	20.9%	0	0	0
	Greenwood Academy Trust						
730	Mablethorpe Primary Academy	19.9%	20.9%	20.9%	0	0	0
860	Skegness Academy	19.9%	20.9%	20.9%	0	0	0
725	The Ingoldmells Academy	19.9%	20.9%	20.9%	0	0	0
731	The Skegness Infant Academy	19.9%	20.9%	20.9%	0	0	0
724	The Skegness Junior Academy	19.9%	20.9%	20.9%	0	0	0
	<b>Small Scheduled Bodies</b>						
805	Crowland Parish Council	22.3%	24.3%	26.3%	0	0	0
806	Sudbrooke Parish Council	22.3%	24.3%	26.3%	0	0	0
807	Langworth Parish Council	22.3%	24.3%	26.3%	0	0	0
808	Cherry Willingham Parish Council	22.3%	24.3%	26.3%	0	0	0
810	Horncastle Town Council	22.3%	24.3%	26.3%	0	0	0
811	Branston & Mere Parish Council	22.3%	24.3%	26.3%	0	0	0
812	Heighington Parish Council	22.3%	24.3%	26.3%	0	0	0
813	Skegness Town Council	22.3%	24.3%	26.3%	0	0	0
816	Washingborough Parish Council	22.3%	24.3%	26.3%	0	0	0
819	Deeping St James Parish Council	22.3%	24.3%	26.3%	0	0	0
829	Market Deeping Town Council	22.3%	24.3%	26.3%	0	0	0
830	Aubourn and Haddington Parish Council	22.3%	24.3%	26.3%	0	0	0
839	Metheringham Parish Council	22.3%	24.3%	26.3%	0	0	0
841	Skellingthorpe Parish Council	22.3%	24.3%	26.3%	0	0	0
842	Saxilby & Ingleby Parish Council	22.3%	24.3%	26.3%	0	0	0
843	Greetwell Parish Council	22.3%	24.3%	26.3%	0	0	0
852	Woodhall Spa Parish Council	22.3%	24.3%	26.3%	0	0	0
853	Gainsborough Town Council	22.3%	24.3%	26.3%	0	0	0
928	Stamford Town Council	22.3%	24.3%	26.3%	0	0	0
935	Nettleham Parish Council	22.3%	24.3%	26.3%	0	0	0
936	Ingoldmells Parish Council	22.3%	24.3%	26.3%	0	0	0
937	Louth Town Council	22.3%	24.3%	26.3%	0	0	0
938	Mablethorpe and Sutton Town Council	22.3%	24.3%	26.3%	0	0	0
941	N Hykeham Town Council	22.3%	24.3%	26.3%	0	0	0
942	Sleaford Town Council	22.3%	24.3%	26.3%	0	0	0
949	Bourne Town Council	22.3%	24.3%	26.3%	0	0	0

## Further comments

### Ill health liability insurance

Note that, if an employer has ill health liability insurance in place with a suitable insurer and provides satisfactory evidence to the Administering Authority, then their Minimum Total Contribution Rate may be reduced by their insurance premium, for the period the insurance is in place.