Powys County Council Pension Fund

Actuarial Valuation at 31 March 2010

30 March 2011

Prepared for

Powys County Council
The Administering Authority of the Powys County Council Pension Fund

Prepared by

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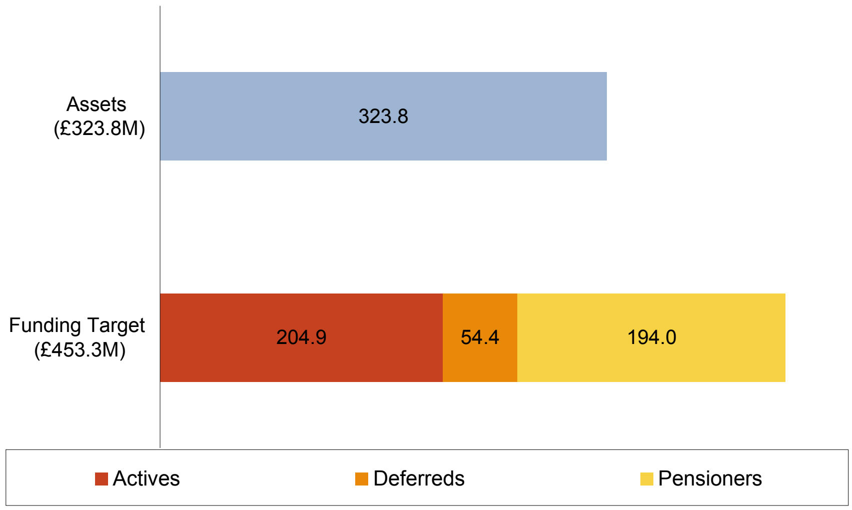
Executive Summary

Valuation results

The financial position of the Fund was assessed against the **funding target** at 31 March 2010.

There is a **shortfall** of £129.5M relative to the **funding target** (i.e. the level of assets agreed by the Authority and the Actuary as being consistent with the **Funding Strategy Statement** appropriate to meet member benefits, assuming the Fund continues as a going concern).



Contribution rates

The aggregate Employer **future service contribution rate** is calculated to be 14.8% of Pensionable Pay.

The aggregate Employer contribution rate required to restore the **funding ratio** to 100%, using a recovery period of 25 years from 1 April 2011 is calculated to be 21.8% of Pensionable Pay based on membership numbers being broadly stable and Pensionable Pay increases in line with our salary assumption. This figure makes allowance for benefits awarded under the Discretionary Benefits Regulations as referred to in Section 2. The comparable figure at the previous valuation was 21.0% of Pensionable Pay.

Rates of contributions payable by each Employer may differ, because they take into account their particular membership profiles and **funding ratios** and the assumptions and **recovery periods** are specific to their circumstances.

Contents

Executive Summary i

1. Introduction 1

2. What's Happened Since the Previous Valuation 3

3. Information Used 7

4. Funding Target — The Principles 9

5. Funding Target — Method and Assumptions 11

6. Funding Target — Results 15

7. Other Funding Measures 17

8. Risks and Sensitivity Analysis 19

9. Summary and Conclusions 21

Appendix A — Legal and Actuarial Framework 24

Appendix B — Assets 25

Appendix C — Benefits 26

Appendix D — Membership Data 28

Appendix E — Membership Data by Employer 30

Appendix F — Assumptions for Funding Target 31

Appendix G — Assumptions for Low Risk Funding Measure 34

Appendix H — Details of Employers' Funding Strategies 35

Appendix I — Consolidated Revenue Account 37

Appendix J — Membership Experience 38

Appendix K — Current Contribution Rates 39

Appendix L — Rates and Adjustments Certificate 40

Glossary 44

1. Introduction

Formal valuation

We have carried out an actuarial valuation of the Powys County Council Pension Fund at 31 March 2010, as required by Regulation 36 of the Local Government Pension Scheme (Administration) Regulations 2008.

The main purpose of the valuation exercise is to review the financial position of the Fund and to recommend the contribution rates payable to the Fund in the future (which is essentially a **planning exercise**).

The valuation process includes setting assumptions. Such matters were considered before this report was produced and are only discussed briefly in this report.

Defined contribution benefits

Throughout the body of this report we have excluded the assets for defined contribution ('DC') AVC accounts from both the assets and from the liability measures, because in our view this provides a clearer picture. If they were to be included it would make no difference to the absolute level of **shortfall**, but it would increase the percentage **funding ratios** from those shown in the main body of this report. Similarly we have excluded AVCs from the contribution rates given in this report.

A snapshot view

The report concentrates on the Fund's financial position at the Valuation Date. As time moves on, the Fund's finances will fluctuate. If you are reading this report some time after it was produced, the Fund's financial position could have changed significantly.

Words used

Our report includes some technical pension terms. The words shown in bold print are explained further in the glossary and in section 4.

For brevity, we have also used the following shorthand:

Shorthand	What it means
Authority	Powys County Council, in its role as the Administering Authority
Pensionable Pay	As defined in the Benefits Regulations
Pensionable Service	Periods of Membership, as defined in the Benefits Regulations
Benefits Regulations	The Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (as subsequently amended)
1997 Regulations	The Local Government Pension Scheme Regulations 1997 (as subsequently amended)
Administration Regulations	The Local Government Pension Scheme (Administration) Regulations 2008 (as subsequently amended)
Transitional Regulations	The Local Government Pension Scheme (Transitional Provisions) Regulations 2008 (as subsequently amended)
Regulations	The 1997 Regulations, Benefits Regulations or Administration Regulations as appropriate
Fund	Powys County Council Pension Fund
Employers	All bodies with employers participating in the Fund
Valuation Date	31 March 2010

Legal and actuarial framework	The report was commissioned by and is prepared solely for the Authority. It meets professional guidance requirements. Please see Appendix A "Legal and Actuarial Framework" for further details.

2. What's Happened Since the Previous Valuation

Purpose of section

This section summarises what has happened since the previous valuation.

Headlines from previous valuation

The previous valuation at 31 March 2007 revealed that:

- There was a **shortfall** of £105.3M relative to the **Funding Target** for that valuation. This corresponded to a **funding ratio** of 73%.
- The aggregate Employer **future service contribution rate** was 15.5% of Pensionable Pay.

After allowing for short term assumed additional investment returns for some Employers and additional contributions to restore the **funding ratio** to 100% over a period of 25 years, the aggregate Employer contribution rate was calculated to be 21.0% of Pensionable Pay. (Additional amounts were also payable by Employers where **strains** occurred on early retirement).

Following discussion of these results, the Authority agreed that Employers could phase in the new contribution rates by use of up to three annual steps.

Powys County Council has paid the following rates of contribution to the Fund (expressed as a percentage of Pensionable Pay) since the previous valuation:

Year commencing 1 April 2007	24.1%
Year commencing 1 April 2008	22.0%
Year commencing 1 April 2009	22.0%
Year commencing 1 April 2010	22.0%

The formal report dated 31 March 2008 signed by Chris Archer FIA and David Marsh FIA of Hewitt Bacon & Woodrow Limited includes further information.

Key developments

The financial health of the Fund depends fundamentally on how much cash is paid in, how well the assets perform and are expected to perform, and on what benefits are paid out and are expected to be paid out. The key developments since the previous valuation therefore include:

- The amount of contributions paid to the Fund.
- The actual returns on the Fund's investments.
- Any changes to future expectations of benefit payments or investment returns.

Contributions

Contributions were paid to the Fund as described above. These exceeded the cost of benefit accrual and so have acted to improve the position. Further details are provided in section 6.

Investment returns

Investment returns have been lower than anticipated which have acted to worsen the position since the last valuation.

Future expectations of benefit payments and investment return

Investigations have generally shown faster than anticipated improvements in longevity, which have increased the future expected durations of benefit payments.

Some significant benefit changes were made with effect from 1 April 2008. These were taken into account in the previous valuation.

In the Emergency Budget in June 2010, the Chancellor announced a change to the inflation indexation of pensions and deferred pensions for all Public Sector pension schemes, including the Local Government Pension Scheme. In future, pensions will be linked to increases in the Consumer Prices Index (CPI) rather than the Retail Prices Index (RPI) as previously. We have allowed for this change in this valuation.

A key aspect over the last three years was the deterioration in the economic environment and the impact of this is shown below, and discussed later in this report. As well as these high level points, please note the following developments:

Benefits Payable under Discretionary Compensation Regulations

Regulation 12B of the Benefits Regulations gives power to the employing authorities to make a resolution to increase the "total membership" in the Scheme to reflect the compensation awarded under earlier "Discretionary Compensation Regulations" (as defined in the Regulations) which have previously been paid on a "pay as you go" approach. Powys County Council made such a resolution and the contributions set out in this report reflects the increased contributions payable by Powys County Council towards those benefits.

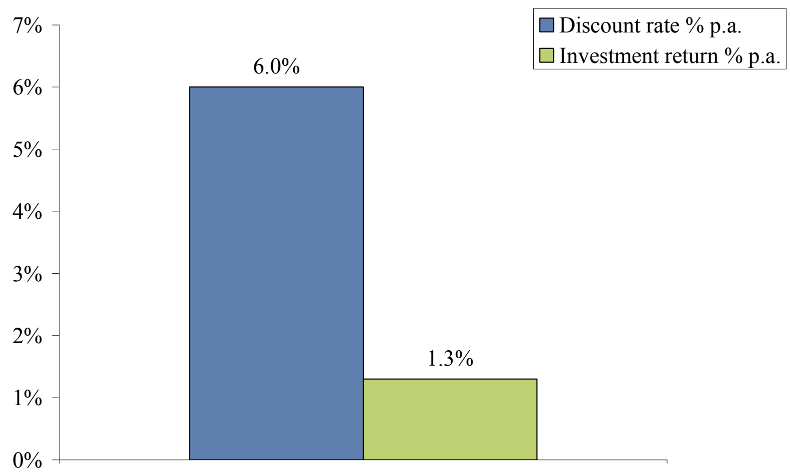
For the purpose of this valuation report we have assumed that the resolution took place at the Valuation Date and the liabilities relating to these benefits have been included in the **funding target**.

Financial development

A variety of factors affect the financial position of the Fund, including investment returns, changes in the anticipated investment returns as indicated by yields on long dated gilts, pension increases and pay increases. To illustrate the Fund's financial development since the previous valuation, we have compared in the charts below:

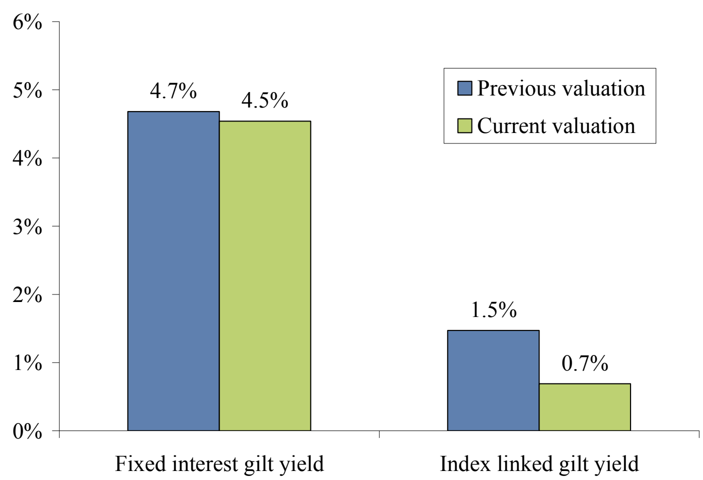
- The investment return achieved on the Fund's assets with the average **discount rate** used at the previous valuation to calculate the **funding targets** for Scheduled Bodies (which make up the bulk of the Fund's liabilities) and for Admission Bodies.
- The yield on long dated index linked government stocks (gilts) and fixed interest gilts at the previous valuation with the yields at this valuation.
- The assumptions made at the previous valuation for pension and pay increases with what actually happened.

Key experience items – investment returns



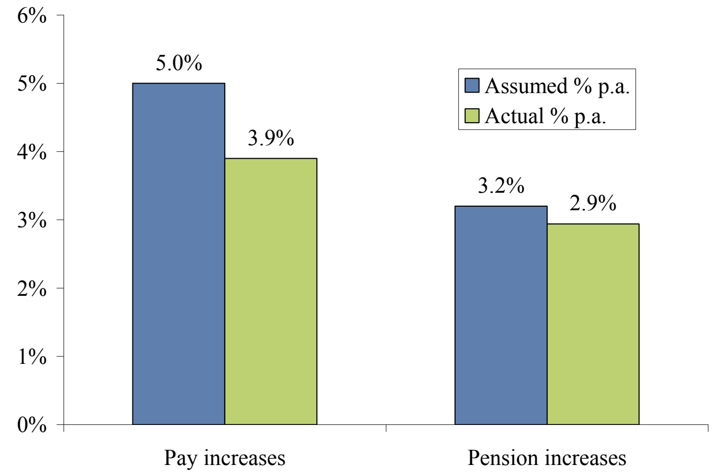
The investment return has been significantly lower than the average **discount rate** assumed due to the poor performance of the investment markets.

Key experience items – gilt yields



The yield on long dated fixed interest gilts at the Valuation Date is broadly the same as at the previous Valuation Date. However the yield on index linked gilts has fallen in absolute terms and relative to fixed interest gilt yields leading to an increase in implied price inflation.

Key experience items – pay and pension increases



Increases to pay and pensions in payment were slightly lower than assumed. Note that the pay analysis above includes the impact of promotional pay increases.

Impact on results

Where material, the estimated financial impact of the developments described in this section is shown in section 6.

3. Information Used

Key information

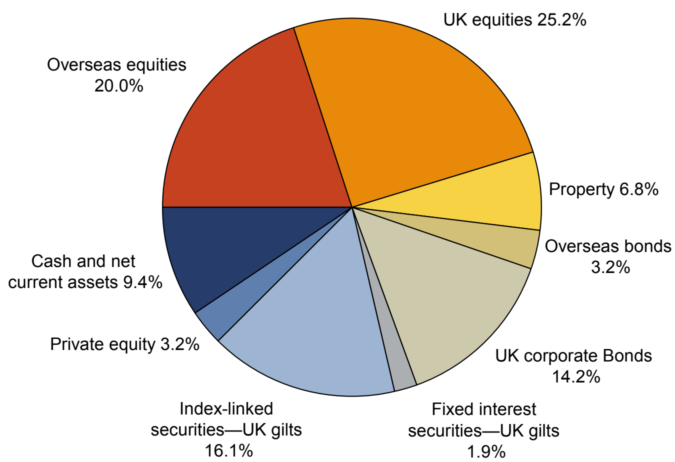
To carry out the valuation, we have obtained information on:

- The assets held by the Fund.
- How benefit entitlements are calculated.
- Member data.

This section sets out a high level summary of the information used. Further details are included in Appendices B, C, D, and E.

Assets

The Fund's assets had an audited market value of £323.8M (excluding AVC accounts) at the Valuation Date, split as follows:



For further details, please see Appendix B.

Benefits valued

Members are entitled to benefits defined in the Regulations. A summary of the benefits taken into account in this valuation is set out in Appendix C.

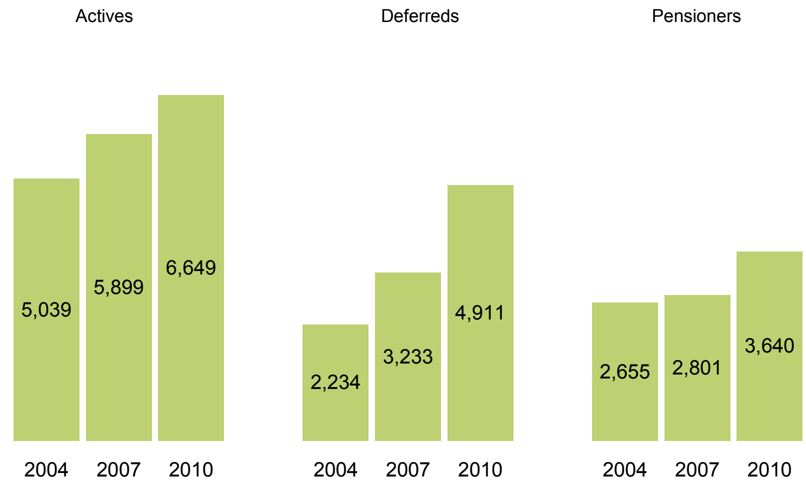
Employers within the Fund have discretion over payment of certain benefits. It is not practical to make allowance for the policies of each Employer in this regard. However, because most of the benefits which are discretionary are financed as they occur, the financial impact on this valuation is minimal. We have therefore made no specific allowance for these discretions.

For the purposes of this valuation, we have assumed that members will remain in the contribution band to which they are currently allocated. Members' current contribution band was supplied to us in the membership data.

Membership data

The valuation calculations use membership data supplied by Powys County Council at 31 March 2010.

The following chart illustrates how the membership profile is evolving. Please see Appendices D and E for more comprehensive summaries.



The 2010 figures for pensioners and dependants exclude the 40 children receiving a pension at that date (25 at 2007) but include 439 pensioners who were previously receiving pensions under the Discretionary Compensation Regulations on a "pay as you go basis" (see section 2 for more detail).

Reliability of information

We have carried out some general checks to satisfy ourselves that:

- The information used for this valuation is broadly consistent with the information used for the previous valuation and also with that shown in the Fund's Annual Report and Accounts.
- The results of this valuation can be reconciled with the results of the previous valuation.

However, the results in our report rely entirely on the accuracy of the information supplied. If you believe the data we have used may be incomplete or inaccurate, please let us know.

4. Funding Target — The Principles

Terms used in this report Here is a summary of the main terms used in this report. Further details are set out in the Glossary:

Summary of Terms

Funding principle	To hold sufficient and appropriate assets to meet the benefits as they fall due.
Funding target	The target level of assets that the Actuary and Authority have agreed is appropriate to meet promised benefits.
Funding objective	To hold sufficient and appropriate assets to meet the **funding target.**
Funding Strategy Statement	A written statement of the Authority's policy for meeting the **funding principle**. The Actuary must have regard to the **Funding Strategy Statement** in carrying out this valuation.
Recovery plan	A plan of action for correcting a **surplus or shortfall** over an agreed period.
Rates and Adjustments Certificate	A certificate setting out what contributions are payable by each Employer over the three years from 1 April 2011.

Four principles The Actuary and the Authority have agreed the following four principles:

Principle 1—What funding target to use

To calculate the **funding target**:

- For each year into the future, the benefits paid out by the Fund are estimated.
- A target level of assets is agreed on, that is appropriate to meet the expected benefit payments. The conventional approach here is to 'discount back' the expected benefit payments to the Valuation Date, using an agreed rate of interest known as the **discount rate**.

These two steps require a method to be chosen and assumptions to be made (e.g. how long members live) in order to arrive at a value for the **funding target.** The method and assumptions used for the **funding target** are shown in section 5.

Principle 2—What contributions to pay for future benefits

There are several funding methods recognised by the actuarial profession. These result in different calculations of the **future service contribution rate.** The funding methods used are set out in section 5 and explained in the Glossary.

Principle 3—How to address any shortfall

As the third principle requiring agreement, a decision must be taken on how any **shortfall** is addressed. Details of the agreed approach are given in section 5.

Principle 4 – How to allow for unanticipated strains on the Fund

As the fourth principle requiring agreement, a decision must be taken on how any **strains** arising as a result of events such as early retirement will be dealt with. Details of the agreed approach are given in section 9 and in Appendix L.

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5. Funding Target — Method and Assumptions

Purpose of section

Building on the previous section which set out the principles to be agreed, this section fills in some of the key details of the method and assumptions used for the **funding target,** the **future service contribution rate** and the **recovery plan**. These have been agreed by the Authority. The assumptions are expanded further in Appendix F.

We also describe where the approach taken for this valuation differs from that used for the previous valuation. For the purpose of this report, Scheduled Bodies include Resolution Bodies, whilst Admission Bodies include all other Employers participating in the Fund.

Key financial assumptions

Here is a summary of the key financial assumptions. In our opinion these are compatible with taking the assets at market value.

Key Financial Assumptions

Assumption	This valuation (% p.a.)	Previous valuation (% p.a.)	Comments on assumptions for this valuation
Long dated gilt yields			
▪ Fixed interest gilts	4.5	4.7	For this valuation, derived from Bank of England yield curves at duration appropriate for the Fund's liabilities. For the previous valuation the yields were derived from the gross redemption yield on published indices.
▪ Index linked gilts	0.7	1.5	
Price inflation			
▪ Retail Prices Index (RPI)	3.8	3.2	This has been set using the level of inflation implied by the gilt markets at the Valuation Date (as measured by the above gilt yields).
▪ Consumer Prices Index (CPI)	3.3	n/a	This has been set as 0.5% p.a. lower than the RPI. This deduction has been set having regard to the estimated difference between RPI and CPI (over 20 years as at 31 March 2010) arising from the difference in the calculation approach between the two indices. Note that this estimate will vary from time to time.

Pension increases			
▪ Pensions in excess of **GMPs**	3.3	3.2	For this valuation this is equal to the CPI price inflation assumption above.
▪ **GMPs** accrued after 5 April 1988	2.7	2.7	This is based on the CPI price inflation assumption above, an assumption about how much price inflation varies each year, and the interaction of price inflation with the maximum annual increase of 3% p.a.
▪ **GMPs** accrued before 6 April 1988	0	0	
General pay increases	5.3	4.7	Assumed to average future assumed RPI prices inflation plus 1.5% p.a.
Discount rate – in service	6.5	6.5	For this valuation this is equal to the yield on long dated gilts, plus 2.0% p.a.
Discount rate – left service	6.5	5.5	For this valuation this is equal to the yield on long dated gilts, plus 2.0% p.a.

Rationale for discount rate

The **discount rate** for Scheduled Bodies has been set having regard to the expected return on the Fund assets and the long term financial standing of these bodies. The Fund assets are considered to have a better than evens chance of delivering investment returns in excess of the Scheduled Body **discount rate.**

The discount rate for all Admission Bodies at the valuation date has been set to be equal to the discount rate for Scheduled Bodies as all Admission Bodies either had a guarantor agreeing to **subsume** the liabilities following cessation or the liabilities were deemed to be small compared to the liabilities of the whole Fund. Details of the Admission Bodies to which **subsumption** applies are given in Appendix H.

Key demographic assumptions

The key demographic assumption is member mortality, to which the **funding target** can be particularly sensitive.

Since the previous valuation, research has generally shown that life expectancy is improving much faster than previous research envisaged.

The mortality assumption has been revised in light of this taking into account the results of a review into the Fund's pensioner mortality experience. A 65 year old male pensioner in normal health is now assumed on average to live to 86.3 (rather than 84.9 at the previous valuation). And a 65 year old female pensioner in normal health is assumed on average to live to 88.5 (rather than 87.1).

In view of the importance of the mortality assumption, this assumption will need to be carefully monitored in future.

What's changed since previous valuation

The assumptions differ from those used for the previous valuation:

- The financial assumptions have been updated to reflect movements in gilt yields.
- An assumption for CPI price inflation has been made (this was not relevant for the previous valuation).
- The **discount rate** has increased relative to gilt yields. This is to meet the principle set out in the **Funding Strategy Statement** of maintaining as nearly constant an overall contribution rate as possible.
- The mortality assumption has been changed to allow for research that suggests people are living longer and reflects a review of the Fund's pensioner mortality experience over the period since the previous valuation.
- The allowance for future retirements in ill-health has been reduced following a review of the experience since the previous valuation. We have also increased the proportion of retirements assumed to fall under Tier 1, in the light of the level experienced since this was introduced in 2008.

Overall, these changes result in a lower overall **funding target**, i.e. they decrease the value placed on the Fund's liabilities compared with the previous valuation.

Where likely to be material, the overall financial impact of these changes is shown in section 6.

Funding method

As for the previous valuation, the **Projected Unit Method** with a one year control period has been used for most Employers to calculate the **funding target** and the **future service contribution rate**. The **Attained Age Method** has been used for some Employers who do not permit new employees to join the Fund.

In each case no explicit allowance for new entrants has been made.

The resulting **future service contribution rate** can be expected to be broadly stable if

- experience matches the assumptions underlying the **funding target.**
- the Fund remains closed for those Employers for whom the **Attained Age Method** has been used.
- the membership profile remains stable for those Employers for whom the **Projected Unit Method** has been used.
- everything else remains the same.

However the following additional influences on the **future service contribution rate** are anticipated:

- Assumed chronological improvements within the life expectancy assumptions incorporated in this valuation can be expected to result in a gradual drift upwards.
- The gradual removal of the right to retire early on unreduced pension (if age 60 or over, and age plus service is greater than or equal to 85 years) can be expected to gradually reduce the **future service**

contribution rate, as the proportion of members with these enhanced retirement rights reduces.

- The impact of an ageing workforce for those Employers closed to new members is expected to gradually increase the **future service contribution rate** for these Employers.

Additionally if the **funding target** changes the contribution rates are likely to change.

Addressing the shortfall

The Actuary and the Authority have agreed that the **shortfall** relative to the **funding target** at this valuation will be removed through payment of additional contributions by Employers over a range of different recovery periods of up to 25 years. The recovery period used for each Employer is set out in Appendix H.

The assumptions used to calculate the additional contributions are the same as those used for calculating the **funding target**.

Changes to funding objectives

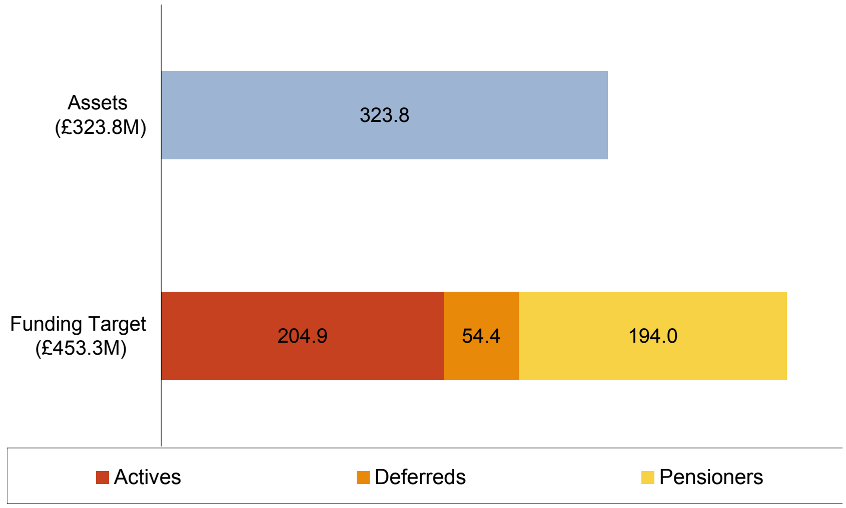
The **funding principle** for this valuation is to hold sufficient and appropriate assets to meet the benefits as they fall due. The **funding objective** is to hold sufficient and appropriate assets to meet the **funding target**. The Actuary and the Authority have agreed that the **funding target** is an appropriate level of assets to hold in order to meet this **funding principle**.

- This is a similar approach to the **funding principle** and the **funding objective** in the previous valuation. However, we would draw your attention to the change to the assumptions used, as summarised in this section.

6. Funding Target — Results

Funding target

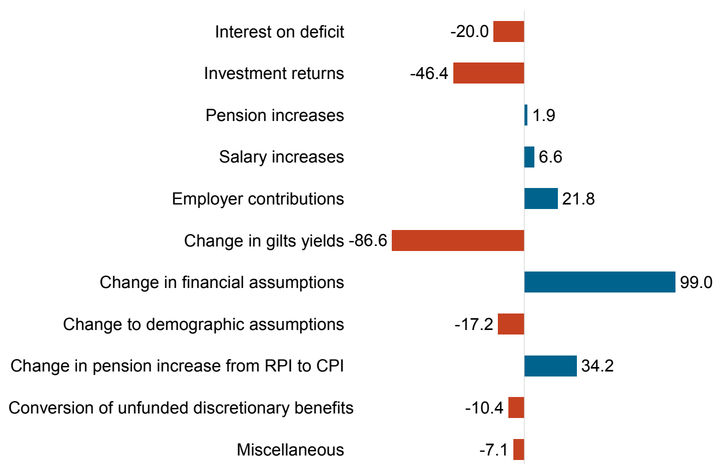
The chart below compares the market value of the assets to our calculation of the **funding target**, using the assumptions agreed with the Authority.



The **shortfall** of the assets relative to the **funding target** is £129.5M. This corresponds to a **funding ratio** of 71%.

Explanation of change

The funding position has worsened by £24.2M since the previous valuation, explained approximately as follows:



The figures in this chart are in £M. The analysis shows that the main factors affecting the funding position since the previous valuation are:

- The change in the **discount rate** relative to gilt yields, additional Employer contributions paid, the change in pension indexation from RPI to CPI and the change in pay increases which have acted to improve the position, and which has been more than offset by;.
- The actual returns on the Fund assets, the reduction in gilt yields and the changes to the mortality assumption which have acted to worsen the position.

Future service contribution rate

We have also calculated the aggregate Employer **future service contribution rate.** This is the rate of Employer contribution that would normally be appropriate if the Fund had no **surplus** or **shortfall** and the assets were exactly equal to the **funding target**.

	% of Pensionable Pay
New final salary benefits	19.9
Death in service lump sum	0.4
Administration expenses	0.7
Less employee contributions	(6.2)
Net Employer cost	**14.8**

Explanation of change

The future service rate has reduced by 0.7% of Pensionable Pay since the previous valuation.

The main factors affecting the **future service contribution rate** since the previous valuation are:

- The change in financial conditions, as reflected in the gilt yields, and changes to the mortality assumptions, which have increased the **future service contribution rate.** These have been more than offset by
- The change in pension indexation from RPI to CPI and the change in the **discount rate** relative to gilt yields, which have reduced the **future service contribution rate**.

7. Other Funding Measures

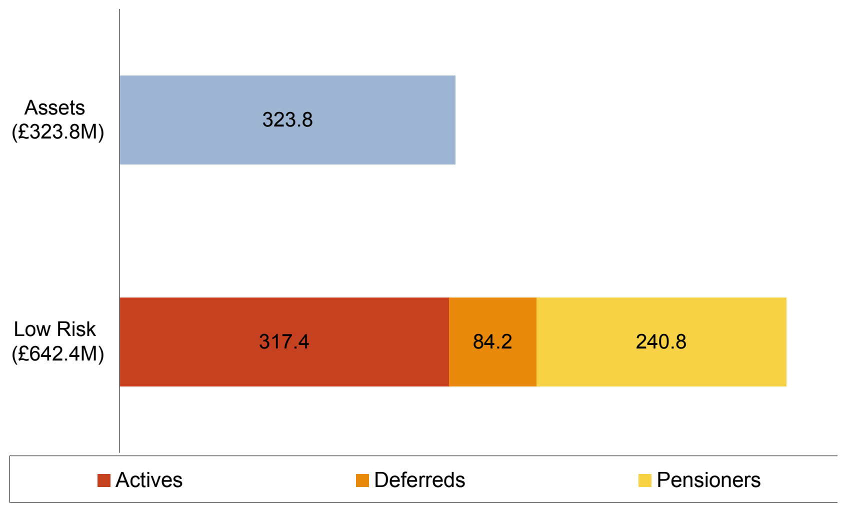
Low risk measure

We have also reviewed the low risk position of the Fund, which considers the position if no allowance is made in the **discount rate** for returns on the Fund's assets to exceed gilt yields.

We show this measure for information purposes to give an indication of the level of risk inherent in the funding and investment strategy adopted by the Authority. This is therefore a **planning exercise**.

Results

Here is our calculation of the low risk measure in respect of past service.



The **shortfall** of the assets relative to the low risk funding measure is £318.6M. This corresponds to a low risk funding ratio of 50%.

Previous low risk funding ratio

At the previous valuation, the corresponding low risk funding ratio was 62%. The low risk funding ratio has therefore worsened from the previous valuation.

This is largely due to the deterioration in financial conditions since the previous valuation (which resulted in poor returns on the Fund assets and the change in gilt yields) and the change in the mortality assumptions. The impact of these factors has been partially offset by the move to CPI pension indexation and the additional Employer contributions paid since the previous valuation.

Position on discontinuance

It is a requirement of Actuarial Guidance Note GN9 that formal valuation reports consider the funding position should the Fund have been discontinued as at the Valuation Date. However, there are no provisions covering discontinuance in the Regulations.

We believe that it is the view of all actuaries who have to report on schemes governed by the Regulations that this requirement does therefore not apply in the case of such valuations. We therefore do not cover this specific eventuality in this report.

Cover for transfer values	Actuarial Guidance Note GN9 requires us to consider whether there is likely to be sufficient assets, if the statutory funding objective were met, for the Fund to pay unreduced **transfer values**. However the statutory funding objective does not apply to the Fund. Furthermore there is no provision under the Regulations for **transfer values** or other benefits to be restricted by the amount of the Fund assets. We do not therefore believe this measure is relevant for the Fund.

8. Risks and Sensitivity Analysis

Purpose of section

This section comments on some of the key risks faced by the Fund.

Key risks

Here is a recap of some of the key factors that could lead to **shortfalls**:

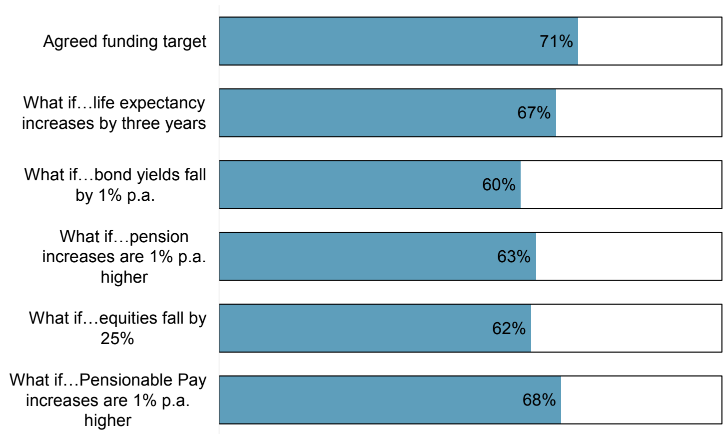
- Investment performance — the return achieved on the Fund's assets may be lower than allowed for in the valuation.
- Investment volatility — the assets may move differently to the **funding target**. The Fund may invest in assets (e.g. equities) that are expected to achieve a greater return than the assets (i.e. gilts and investment grade derivatives) that most closely match the expected benefit payments, in the hope of reducing the contributions required. The more mismatched the investment strategy is, the greater the potential risks.
- Mortality — members could live longer than foreseen, for example, as a result of a medical breakthrough. This would mean that benefits are paid for longer, resulting in a higher cost to the Fund.
- Options for members (or others) — members may exercise options resulting in unanticipated extra costs. For example, members could swap less of their pension for cash at retirement than is assumed.
- Retrospective changes in the benefits payable by the Local Government Pension Scheme.

Quantifying the risks

To help the Authority understand the susceptibility of the financial position measured against on the **funding target**, we have considered the approximate impact of the following one-off step changes.

- Life expectancy at age 65 is three years greater than anticipated.
- Yields on gilts decrease by 1% per annum (with no change in investment markets). In practice, if yields fell such that the **discount rate** were reduced, it is possible that there would be some compensating change in asset values, particularly the Fund's bond holdings. This effect is not shown in the chart below.
- Pension increases are 1% higher than assumed.
- The market values of equities and property fall by 25% (with no change in bond markets).
- Pensionable Pay increases are 1% per annum higher than assumed.

Please see the chart below for the results. The scenarios considered are not 'worst case' scenarios, and could occur in combination (rather than in isolation). The low risk funding measure is also highly sensitive to these factors.



Implications

The above analysis highlights that the Fund is highly susceptible to:

- Equity markets falling, or bond yields falling with no change in investment markets. This risk arises because the Fund is not invested in the assets that most closely match the expected future cashflows (i.e. gilts and investment grade derivatives).
- Members living longer than expected. This risk arises because pension benefits must be paid as long as the beneficiaries are alive.

9. Summary and Conclusions

Headline results

Here are the headlines at the Valuation Date:

- There is a **shortfall** of £129.5M relative to the Fund's **funding target**. This corresponds to a **funding ratio** of 71%.
- The aggregate cost to the Employers of new benefits for members (including lump sums payable on death in service and administration expenses) is 14.8% of Pensionable Pay.
- The low risk funding ratio is 50%.

Developments since the Valuation Date

- As mentioned earlier in this report, in the Emergency Budget in June 2010, the Chancellor announced that Public Sector pensions will be linked to increases in the Consumer Prices Index (CPI). We have allowed for this change in this valuation.
- Since the Valuation Date, equity markets have risen slightly, but gilt and index-linked gilt yields are broadly unchanged. These developments will have had little impact overall on the financial position of the Fund under both the **funding target** and low risk funding measures (calculated with financial assumptions updated in line with market movements).
- In the 2010 Spending Review HM Treasury set out the Government's intention to increase employee contributions into public sector schemes. The stated aim was to phase in the increase from April 2012 with the objective of collecting an extra £1.8bn by 2014/15. This would, on average, lead to employee contributions increasing by 3% of Pensionable Pay. It is not clear how this will be implemented. Any changes will be reflected in future valuations once they have been incorporated in the Regulations.
- The Independent Public Service Pensions Commission, chaired by Lord Hutton, has been established to review all aspects of pension provision in the Public Sector. The Commission's final report was issued on 10 March 2011 and proposes a number of changes for all public service pensions, including an increase in normal retirement age and a move from final salary to a career average revalued earnings framework. However, no specific changes to the Local Government Pension Scheme have as yet been announced or incorporated in the Regulations. We have not therefore made explicit allowance for any changes in this valuation. Any changes will be reflected in future valuations once these have been incorporated in the Regulations.

Addressing the shortfall

Based on the agreed approach set out in section 5, the aggregate additional **shortfall** contributions required to eliminate the shortfall over 25 years from 1 April 2011 are 7.0% of Pensionable Pay, based on membership being broadly stable and hence Pensionable Pay increasing each year at 5.3% p.a. This figure includes funding for the additional deficit in respect of the conversion of unfunded discretionary benefits described in Section 2.

Contributions paid by individual Employers will reflect their own circumstances (see below).

Individual Employer rates set by the Actuary

The Employer contribution rates are set by the Actuary taking into account a number of factors including:

- Administration Regulation 36 – which requires the Actuary to have regard to
  - The existing and prospective liabilities
  - The desirability of maintaining as nearly constant a rate as possible and
  - The Authority's **Funding Strategy Statement.**
- The results of the valuation.
- Developments since the Valuation Date.
- Discussions between the Actuary, the Authority and Employers.

Contribution rates for Employers who contribute to the Fund are set out in the **Rates and Adjustments Certificate** in Appendix L.

Rates of contribution payable by individual Employers, or groups of Employers, differ because they take into account their particular membership profiles and funding ratios and, in some cases, the assumptions and recovery periods are specific to their circumstances.

More details are given in section 5 and Appendix H.

Aggregate Employer contribution rate

The aggregate Employer contribution applicable from 1 April 2011 can be summarised as follows:

Aggregate Employer contribution from 1 April 2011

Year	Future service contribution rate (% Pensionable Pay)	Annual shortfall contribution (£M)
2011/12	14.8	6.6
2012/13	14.8	6.9
2013/14	14.8	7.1

Notes:

- The annual **shortfall** contributions above are the aggregate of the **shortfall** contributions for individual Employers in each year. Some Employers have a contribution rate expressed as a percentage of pay in line with anticipated payroll figures they provided. Details of the contributions payable by individual Employers are set out in Appendix L. **Strain** payments as a result of early retirements are payable in addition.
- At the end of the period shown above, annual shortfall contributions payable by employers are anticipated to increase by approximately 5.3% p.a., and be payable until 1 April 2036. It is however, anticipated that there will be a large reduction in annual shortfall contributions in 1 October 2034, when Powys County Council are "anticipated" to have

met their deficit. Thereafter contributions are anticipated to be in line with the future service contribution rate. These contributions will be subject to review at future actuarial valuations.

- Powys County Council's contribution for 2011/12 has been calculated so that it is broadly equivalent to the contribution rate they would have paid based on the certified contribution rate for 2010/11plus the increased contributions due to meet the benefits provided under the Discretionary Compensation Regulations (see Section 2 for details). The contribution rate is anticipated to increase to 23.5% of Pensionable Pay with effect from 1 April 2014. Assuming future salary increases are in line with the amounts provided by Powys County Council over 2012/13 and 2013/14, and then with our salary increase assumption for the remainder of the period, these contributions will restore the funding target to 100% over a period of 23.5 years.
- Member contributions are payable in addition to the Employer rates set out above and in Appendix L, at the rates set out in the Benefits Regulations. **AVCs** are payable in addition.
- Contributions by active members and Employers should be paid to the Fund at such time and at such frequency as required by the Administration Regulations. Any monetary **shortfall** contributions are deemed to be payable uniformly over the relevant year.

Monitoring the Fund

In the light of the volatility inherent where investments do not match liabilities, we suggest the Authority monitors the financial position in an appropriate manner on a quarterly basis.

The next formal actuarial valuation under Administration Regulation 36 is due to take place as at 31 March 2013.

Signed on behalf of Aon Hewitt Limited

Chris Archer FIA

Joel Duckham

Appendix A — Legal and Actuarial Framework

Scope of advice

It is a legal requirement to carry out a full valuation at least once every three years, and this report is produced in compliance with

- Administration Regulation 36.
- The terms of the agreement between us and the Authority on the understanding that it is solely for the use and benefit of the Authority.

Unless prior written consent has been given by Aon Hewitt Limited, this report should not be disclosed to or discussed with anyone else unless they have a statutory right to see it. In particular we permit the Authority to release copies of this report to the following parties only:

- Any Employer which contributes to the Fund.
- The Department for Communities and Local Government.

We also permit Communities and Local Government to pass our report to the Government Actuary's Department in connection with their statutory duties. None of the above bodies have our permission to pass our report on to any other parties.

Notwithstanding such consent, neither we nor Aon Hewitt Limited accepts or assumes any responsibility to anyone other than the addressees of this report.

Professional Guidance Note GN9

We confirm that this report has been prepared in accordance with version 9.0 of Guidance Note 'GN9: Funding Defined Benefits - Presentation of Actuarial Advice' published by the Board for Actuarial Standards. However the following aspects of GN9 are not relevant to the Local Government Pension Scheme (LGPS) and its funds in the current circumstances and we have not reported on them:

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

For the purposes of compliance with Section 4 of GN9 we have treated the Rates and Adjustments Certificate and shortfall contributions as analogous to the schedule of contributions and recovery plan referred to in section 4.

Appendix B — Assets

Assets

The audited Fund accounts for the year ended 31 March 2010 show its assets as £323.8M, invested as follows:

Asset type	Market value (£M)	% of Total
UK equities	81.5	25.2
Overseas equities	64.9	20.0
Property	22.0	6.8
Overseas bonds	10.5	3.2
Fixed interest securities—UK gilts	6.3	1.9
Index-linked securities – UK gilts	52.1	16.1
UK corporate bonds	45.9	14.2
Private equity	10.4	3.2
Derivatives	(0.1)	0.0
Cash and net current assets	30.3	9.4
Total	**323.8**	**100.0**

The above excludes assets for defined contribution AVC accounts.

Appendix C — Benefits

Introduction	The benefits of the Local Government Pension Scheme (LGPS) are set out in Regulations, the principal Regulations currently being the Benefits Regulations. A broad summary of the benefits currently payable by the LGPS to full time contributory members as at the date of signing this report is given below. Readers should refer to the Regulations for further details.

	Benefits provided as at Valuation Date
Normal Retirement Age	65
Member contributions	Rate between 5.5% of pay and 7.5% of pay dependent on contribution band in which member is situated. Special provisions apply for certain categories of former manual workers.
Final pay	Generally Pensionable Pay over the 12 months prior to retirement or earlier exit or, if higher, in one of the preceding two years, or the best three year average level of Pensionable Pay over the ten years prior to retirement or earlier exit.
Normal retirement pension	1/60 of Final Pay for each year of Pensionable Service on or after 1 April 2008. For each year of Pensionable Service before 1 April 2008: ▪ a pension of 1/80 of Final Pay, plus ▪ a lump sum of 3/80 of Final Pay
Lump sum	Pension can be surrendered for lump sum to a maximum lump sum of one quarter of the total value of benefits. Conversion rate is £12 for each £1 p.a. of pension given up.
Early retirement pension	Reduced pension payable on retirement after age 60, or after age 55 with Employer consent. Pension calculated as for normal retirement but based on Pensionable Service to early retirement date. Certain categories of member eligible for protection can retire on unreduced pension if their age plus Pensionable Service is greater than or equal to 85 years.
Incapacity and ill-health pensions	**Tier 1** ▪ Payable to members with more than 3 months' Pensionable Service based on Final Pay at exit and potential Pensionable Service that would have been completed to age 65. ▪ To qualify for this benefit there must be no reasonable prospect of the member being capable of undertaking any gainful employment before Normal Retirement Age.

Incapacity and ill-health pensions	**Tier 2** ▪ Payable to members with more than 3 months' Pensionable Service based on Final Pay at exit and service completed to date of exit plus 25% of the period from date of exit to Normal Retirement Age. ▪ To qualify for this benefit the member must be expected to be capable of undertaking gainful employment at some point after three years and before Normal Retirement Age. **Tier 3** ▪ Payable to members with more than 3 months' Pensionable Service based on Final Pay at exit and Pensionable Service completed to date of exit ▪ To qualify for this benefit the member must be expected to be capable of undertaking gainful employment at some point in the next 3 years ▪ Payable for 3 years, or until gainful employment obtained, if earlier In each case members must be permanently incapable of efficiently discharging their duties to qualify.
Leaving Pensionable Service	Pension payable on retirement at age 65 based on Final Pay at exit and Pensionable Service to date of exit. Certain categories of member can retire early on unreduced pension if over age 60 and their age plus service is greater than or equal to 85 years. Service in this case includes the period between the date of exit and Normal Retirement Age.
Pension increases	▪ Pensions in payment in excess of **Guaranteed Minimum Pensions** are increased each year in line with price inflation. With effect from the increase in April 2011 this will measured by the annual increase in the Consumer Prices Index (previous increases had reflected the Retail Prices Index). ▪ Deferred pensions are similarly increased in deferment. ▪ Guaranteed Minimum Pensions (**GMPs**) increase in deferment in line with State revaluation factors. ▪ **GMPs** accrued after 6 April 1988 increase in payment each year at the lower of 3% and price inflation, as measured above.
Death benefits in service	▪ A lump sum of 3 x Final Pay at exit. ▪ A cohabitee's pension of 1/160 of Final Pay at exit for each year of service, including a service enhancement that would have applied had retirement due to ill-health under Tier 1 occurred at the date of death.
State pension scheme	The Scheme is contracted out of the State Second Pension Scheme.

Appendix D — Membership Data

Active members at 31 March 2010 *(31 March 2007)*

		Number	Average age	Total Pensionable Pay (£000 p.a.)	Average Pensionable Pay (£ p.a.)	Average service (years)
Men	**2010**	**1,692**	**44.1**	**30,432**	**17,986**	**9.5**
	2007	*1,527*	*44.8*	*28,341*	*18,560*	*10.5*
Women	**2010**	**4,957**	**43.8**	**51,005**	**10,289**	**4.6**
	2007	*4,372*	*43.8*	*43,687*	*9,992*	*4.8*
Total	**2010**	**6,649**	**43.9**	**81,437**	**12,248**	**5.9**
	2007	*5,899*	*44.0*	*72,028*	*12,210*	*6.3*

Note: Pensionable Pay is that over the year to the Valuation Date. Annualised pay is included for entrants in the last year. Part time pay is included for part-timers.

Deferred pensioners at 31 March 2010 *(31 March 2007)*

		Number	Average age	Total pension (£000 p.a.)	Average pension (£ p.a.)
Men	**2010**	**1,205**	**42.4**	**1,660**	**1,377**
	2007	*884*	*43.9*	*1,317*	*1,490*
Women	**2010**	**3,706**	**43.6**	**2,052**	**554**
	2007	*2,349*	*44.6*	*1,440*	*613*
Total	**2010**	**4,911**	**43.3**	**3,712**	**756**
	2007	*3,233*	*44.4*	*2,758*	*853*

Note: The deferred pensions have been increased to the Valuation Date and include increases granted in April 2010 (2007: April 2007).

In addition to the numbers above there were 228 members who had yet to decide whether to take a transfer payment. Suitable allowance has been made for these in our calculations.

Pensioners at 31 March 2010 *(31 March 2007)*

		Number	Average age	Total pensions (£000 p.a.)	Average pension (£ p.a.)
Men	**2010**	**1,570**	**71.0**	**9,074**	**5,780**
	2007	*1,197*	*70.5*	*7,322*	*6,117*
Women	**2010**	**1,473**	**68.7**	**4,013**	**2,724**
	2007	*1,076*	*68.2*	*2,929*	*2,722*
Dependants	**2010**	**597**	**76.2**	**1,388**	**2,325**
	2007	*528*	*76.5*	*1,279*	*2,422*
Total	**2010**	**3,640**	**70.9**	**14,475**	**3,977**
	2007	*2,801*	*70.7*	*11,530*	*4,116*

Note: The pensions have been increased to the Valuation Date and include increases granted in April 2010 (2007: April 2007).

The 2010 figures exclude 40 children (2007: 25) who are in receipt of pensions. Suitable allowance has been made for these in our calculations.

The 2010 figures include those pensioners in receipt of Discretionary Benefits as referred to in Section 2.

Appendix E — Membership Data by Employer

Employer name	Number of active members	Total Pensionable Pay of active members (£000s)	Number of deferred pensioners	Number of pensioner and dependant members
Powys County Council (Unitary Authority)	6,223	74,216	4,562	3,390
Powys Association of Voluntary Organisations	10	183	9	10
Coleg Powys	144	1,922	89	35
Careers Wales Powys	48	1,064	46	26
Brecon Beacons National Park	119	2,668	78	34
Presteigne Shire Hall Museum Trust	1	(see note)	0	0
Care First Partnership (BUPA)	78	945	79	101
MENCAP	1	(see note)	1	0
Menter Maldwyn	2	(see note)	2	0
Theatr Brycheiniog	6	131	0	0
Welshpool Town Council	3	(see note)	3	5
Llanidloes Burial Joint Committee	1	(see note)	0	1
Town Council of Newtown & Llanwchaiarn	3	(see note)	1	2
Ystradgynlais Town Council	3	(see note)	0	1
Ystradfelte Community Council	1	(see note)	0	0
Knighton Town Council	0	-	1	0
Llandrindod Wells Town Council	1	(see note)	0	1
Brecon Town Council	5	49	1	0
Valuation Tribunal	0	-	2	3
Development Board for Rural Wales	0	-	22	47
Powys Magistrates' Courts Committee	0	-	7	5
Powys Probation Service	0	-	2	18
WEC Ltd	0	-	6	1
Total	**6,649**	**81,437**	**4,911**	**3,241**

Note: *Pensionable Pay is that over the year to 31 March 2010. Part time pay is included for part-timers. Annualised pay is included for entrants in the last year.*

For Employers with three or fewer members, Pensionable Pay is not shown for confidentiality reasons.

Appendix F — Assumptions for Funding Target

The assumptions used for assessing the **funding target** are summarised below. Different assumptions are used for the low risk funding measure, as explained in Appendix G.

Financial Assumptions

Yields on long dated gilts:	**% p.a.**
▪ Fixed interest	4.5
▪ Index linked	0.7
In service discount rate	6.5
Left service discount rate	6.5
Rate of pay increases (in addition to promotional increases)	5.3
Rate of price inflation	
▪ Retail Prices Index	3.8
▪ Consumer Prices Index	3.3
Rate of pension increases (on benefits in excess of GMPs)	3.3
Rate of pension increases on post-5 April 1988 GMPs	2.7
Rate of deferred pension increases	3.3
Rate of GMP increases in deferment	5.3

Demographic Assumptions

Post-retirement mortality

<u>Normal health base rates</u>

Year of Birth base rates

Standard SAPS Normal Health tables

Scaling factors

Rates adjusted by scaling factors derived having regard to the Fund's experience:

Men	110%
Women	110%

<u>Ill-health base rates</u>

Year of Birth base rates

Standard SAPS Ill-Health base tables.

Scaling factors

Rates adjusted by scaling factors derived having regard to the Fund's experience:

Men	110%
Women	110%

	Improvements to base tables
	An allowance for improvements in line with the CMI 2009 improvements (for men or women as appropriate), with a long term rate of improvement of 1.25% p.a.
	What does this mean?
	A 65 year old male pensioner in normal health is now assumed on average to live to 86.3 (rather than 84.9 at the previous valuation). And a 65 year old female pensioner in normal health is assumed on average to live to 88.5 (rather than 87.1).
Pre-retirement mortality	Base tables Standard SAPS Normal Health year of birth tables adjusted by a scaling factor of 75% (derived having regard to the Fund's experience). Improvements to base tables An allowance for improvements in line with the CMI 2009 improvements (for men or women as appropriate), with a long term rate of improvement of 1.25% p.a.
Early retirements	All members are assumed to retire at the earliest age at which they can retire as of right, with no reduction to benefits accrued prior to 1 April 2008. Members joining on or after 1 October 2006 are assumed to retire at age 65.
Withdrawals	Allowance made for withdrawals from service (see sample rates below). On withdrawal, members are assumed to leave a deferred pension in the Fund, and are not assumed to exercise their option to take a **transfer value**.
Retirement due to ill-health	Allowance made for retirements due to ill-health. Proportions assumed to fall into the different benefit tiers applicable after 1 April 2008 are: Tier 1 80% Tier 2 10% Tier 3 10%
Family details	A man is assumed to be three years older than his spouse, civil partner or cohabitee. A woman is assumed to be three years younger than her spouse, civil partner or cohabitee. 90% of actives are assumed to be married or co-habiting (with a person eligible for death benefits) at retirement or earlier death. 90% of non-actives are assumed to be / have been married or co-habiting (with a person eligible for death benefits) at the date of the valuation or age 65 if earlier.
Commutation	Each member assumed to exchange 35% of the maximum amount permitted of their past service pension rights on retirement for additional lump sum. Each member assumed to exchange 70% of the maximum amount permitted of their future service pension rights on retirement for additional lump sum.
Promotional salary increases	Allowance made for age-related promotional increases (see sample rates below).

Expenses 0.7% of Pensionable Pay added to the value of future benefit accrual.

Sample rates The table below illustrates the allowances made for withdrawals from service and ill-health retirement at various ages. Also shown is the allowance included for promotional pay increases, which is shown as the percentage increase over the next year.

Current age	Percentage leaving the Fund in the next year as a result of ill-health	Percentage leaving the Fund in the next year as a result of withdrawal from service		Percentage promotional pay increase over the following year	
	Men and women	Men	Women	Men	Women
20	0.00	20.0	20.0	6.2	3.5
25	0.02	16.6	16.6	4.6	2.9
30	0.04	13.2	13.2	1.7	0.0
35	0.07	9.3	9.3	1.6	0.0
40	0.09	5.4	7.4	0.0	0.0
45	0.17	4.1	5.6	0.0	0.0
50	0.26	2.7	3.7	0.0	0.0
55	0.59	1.4	1.9	0.0	0.0
60	0.92	0.0	0.0	0.0	0.0

Appendix G — Assumptions for Low Risk Funding Measure

Derivation of assumptions

We have set the **discount rate** for the low risk measure equal to the yield on fixed-interest gilts of appropriate term at the Valuation Date.

All other assumptions are as used for the **funding target** as set out in Appendix F.

Summary of assumptions

Here is a summary of the main assumptions underlying our low risk funding measure, where these are different to the **funding target** basis:

Assumption	What is used for low risk measure % p.a.
In service discount rate	4.5
Left service discount rate	4.5

Appendix H — Details of Employers' Funding Strategies

Recovery periods

We show below the recovery periods used for Employers in the Fund, commencing on 1 April 2011.

Employer	Recovery period (years)
Powys County Council	23.5
Powys Association of Voluntary Organisations	25
Coleg Powys	25
Careers Wales Powys	25
Brecon Beacons National Park	25
Presteigne Shire Hall Museum Trust	25
MENCAP	-
Menter Maldwyn	25
Theatr Brycheiniog	25
Welshpool Town Council	25
Llanidloes Burial Joint Committee	25
Town Council of Newtown & Llanwchaiarn	25
Ystradgynlais Town Council	25
Ystradfelte Community Council	25
Llandrindod Wells Town Council	-
Brecon Town Council	25
Care First Partnership (BUPA)	5.08

Stepping

Stepping periods were not used to phase in contribution increases for Employers in the Fund at this valuation.

Subsumption

We show below details of which Admission Bodies will be subsumed by a Scheduled Body at cessation, and the relevant Scheduled Body.

Admission Body	Scheduled Body
Powys Association of Voluntary Organisations	Powys County Council
Presteigne Shire Hall Museum Trust	Powys County Council
MENCAP	Powys County Council
Menter Maldwyn	Powys County Council
Theatr Brycheiniog	Powys County Council
Care First Partnership (BUPA)	Powys County Council

Appendix I — Consolidated Revenue Account

		Total £000
Fund at 31 March 2007		**290,759**
Income		
Contributions	Employer normal	52,427
	Employer additional	3,912
	Employer special	-
	Employee	14,133
Transfers-in		8,133
Investment income		14,755
Total income		***93,360***
Outgo		
Pensions paid		41,738
Lump sums		10,244
Transfers-out		3,352
Refunds of contributions on leaving		14
Expenses of investment		3,118
Expenses of administration		1,701
Other outgo		(216)
Total outgo		***59,951***
Change in market value		**(390)**
Fund at 31 March 2010		**323,778**

Appendix J — Membership Experience

The table below compares the actual numbers of movements from the Fund over the period 2007 to 2010 with the numbers expected on the basis of the assumptions adopted for the current valuation.

	Males	Females
Death in service:		
Actual	4	12
Expected	8	17
Withdrawals excluding refunds:		
Actual	478	1,840
Expected	307	970
Normal and voluntary retirements:		
Actual	74	178
Expected	143	195
Ill-health retirements:		
Actual	21	28
Expected	14	33
Severance and redundancy retirements:		
Actual	42	37
Expected	0	0

Appendix K — Current Contribution Rates

We show below the contributions payable by each Employer in the year ending 31 March 2011.

Employer	% Pensionable Pay	Additional monetary amount
Powys County Council	22.0	-
Powys Association of Voluntary Organisations	18.6	-
Coleg Powys	18.3	-
Careers Wales Powys	19.8	-
Brecon Beacons National Park	18.7	-
Presteigne Shire Hall Museum Trust	23.7	-
MENCAP	23.9	-
Menter Maldwyn	15.5	-
Theatr Brycheiniog	15.0	-
Welshpool Town Council	34.1	-
Llanidloes Burial Joint Committee	24.3	-
Town Council of Newtown & Llanwchaiarn	20.5	-
Ystradgynlais Town Council	22.3	-
Ystradfelte Community Council	19.8	-
Llandrindod Wells Town Council	20.0	-
Brecon Town Council	24.8	-
Care First Partnership (BUPA)	29.1	-

Appendix L — Rates and Adjustments Certificate

In accordance with Regulation 36 of the Local Government Pension Scheme (Administration) Regulations 2008 (the 'Administration Regulations'), we certify that contributions should be paid by Employers at the following rates for the period 1 April 2011 to 31 March 2014.

- A common rate under Administration Regulation 36(3)(a) of 14.8% of Pensionable Pay.
- Individual adjustments under Administration Regulation 36(5)(b) which, when added to or subtracted from the common rate, produce the following Employer contribution rates

Employer	**Contribution rate from 1 April 2011 to 31 March 2012 % pay**	**Contribution rate from 1 April 2012 to 31 March 2013 % pay**	**Contribution rate from 1 April 2013 to 31 March 2014 % pay**
Powys County Council	23.2	23.2	23.2

Employer	**Contribution rate 1 April 2011 to 31 March 2014 % pay**	**Additional Monetary Amount Year commencing 1 April**		
		2011	**2012**	**2013**
Powys Association of Voluntary Organisations	15.0	9,500	10,100	10,600
Coleg Powys	14.4	72,000	75,000	79,000
Careers Wales Powys	16.4	59,000	62,000	66,000
Brecon Beacons National Park	13.9	133,000	140,000	148,000
Presteigne Shire Hall Museum Trust	21.4	390	410	430
MENCAP	21.4	-	-	-
Menter Maldwyn	13.5	2,100	2,200	2,300
Theatr Brycheiniog	14.4	420	440	470
Welshpool Town Council	17.9	10,400	11,000	11,600
Llanidloes Burial Joint Committee	17.9	1,100	1,200	1,300
Town Council of Newtown & Llanwchaiarn	17.9	1,800	1,900	2,000
Ystradgynlais Town Council	17.9	2,600	2,700	2,900
Ystradfelte Community Council	17.9	90	100	100
Llandrindod Wells Town Council	17.9	-	-	-
Brecon Town Council	17.9	3,100	3,300	3,400
Care First Partnership (BUPA)	18.3	120,000	126,000	133,000

In addition, any extra liabilities falling on the Fund in respect of retirements under Regulations 18, 19 or 30 of the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2008 (the 'Benefits Regulations') should be financed by additional Employer contributions, calculated in a manner advised by the Actuary, and payable over a period of three years.

In addition, any additional benefits granted under Benefits Regulations 12 or 13 should be financed by additional Employer contributions, under Administration Regulation 40, or as calculated in a manner advised by the Actuary.

Contribution rates for Employers commencing participation in the Fund after 31 March 2010 will be advised separately.

This certificate should be read in conjunction with the notes overleaf.

For Aon Hewitt Limited
40 Queen Square
Bristol
BS1 4QP

Chris Archer FIA	**Joel Duckham FIA**
30 March 2011	**30 March 2011**

Notes to Actuary's Certificate

The contribution rates certified overleaf have been assessed using the actuarial methods and assumptions detailed in our report dated 30 March 2011.

These assumptions imply the following levels of new retirement liabilities from active membership status:

Type of Retirement	**Anticipated retirements over 4 year period from 1 April 2010 to 31 March 2014**	
	Number	**New Pension £'000**
Normal and voluntary under Regulations 16 or 30 of the Benefits Regulations	652	3,361
Comments on Funding	Such retirements are generally 'cost neutral'. Additional funding would not normally be required if actual retirements exceed the number anticipated, unless retirements occur before age 60 and no reduction for early payment apples. The Authority requires separate funding of liabilities arising from such retirements and, as such, the financial impact of these retirements is neutral	
Ill-health under Regulation 20 of the Benefits Regulations	69	298
Comments on Funding	Such retirements increase costs due to the early payment of enhanced benefits. If actual retirements exceed the number anticipated, and no action is taken before the next valuation, this would be identified as a source of loss at the next valuation. In accordance with Regulation 38(5)(b) of the Administration Regulations the Authority should monitor the number of ill-health retirements arising over each Fund year and refer the position to the Actuary if numbers exceed the levels implied above.	
Severance and redundancy under Regulation 19 of the Benefits Regulations	Nil	Nil
Comments on Funding	Such retirements increase costs due to the early payment of benefits. Any enhancement of benefits through the Fund would increase costs further. If actual retirements exceed the number anticipated, and no action is taken before the next valuation, this would be identified as a source of loss at the next valuation. The Authority requires separate funding of liabilities arising from such retirements and, as such, the financial impact of these retirements is neutral.	

Flexible retirement under Regulation 18 of the Benefits Regulations	Nil	Nil
Comments on Funding	Such retirements may increase costs due to the early payment of benefits. If actual retirements exceed the number anticipated, and no action is taken before the next valuation, this would be identified as a source of loss at the next valuation. The Authority requires separate funding of liabilities arising from such retirements and, as such, the financial impact of these retirements is neutral.	

Glossary

Additional Voluntary Contributions (AVCs)	Voluntary contributions paid by members under Administration Regulation 25 to secure defined contribution (DC) benefits. AVCs and any associated Shared Cost AVCs paid by the employer are excluded from the valuation.
Attained Age Method (AAM)	One of the common methods used by actuaries to calculate a contribution rate to the scheme. This method calculates the **present value** of the benefits expected to accrue to members over their expected remaining membership of the scheme expressed as a percentage of their expected future Pensionable Pay. It allows for projected future increases to pay through to retirement or date of leaving service. The method is based on the current membership takes no account of the possibility of further members joining the scheme. If there are no new members, this method would be expected to result in a stable contribution rate, once surpluses or shortfalls are taken into account, and if all the other assumptions are borne out. However, if more members join the scheme to replace older leavers, the contribution rate can be expected to fall.
Best estimate	This is an estimate of a figure such that the eventual outcome is considered to be equally likely to be higher or lower than the **best estimate**.
Discount rate	This is used to place a **present value** on a future payment. A 'low risk' **discount rate** is usually derived from the investment return achievable by investing in government gilt-edged stock. A **discount rate** higher than the 'low risk' rate is often used to allow for some of the extra investment return that is expected by investing in assets other than gilts.
Funding objective	To hold sufficient and appropriate assets to meet the **funding target.**
Funding principle	To hold sufficient and appropriate assets to meet the benefits as they fall due.
Funding ratio	This is the ratio of the value of assets to the **funding target.**
Funding Strategy Statement	A document produced by the Authority in accordance with Regulation 76A of the Local Government Pension Scheme Regulations 1997, which sets out the funding strategy adopted for the Fund. The statement is produced and maintained in consultation with the Employers and the Actuary. The Actuary must have regard to this statement in preparing the valuation under Administration Regulation 36.

Funding target	An assessment of the **present value** of the benefits that will be paid from the scheme in the future, normally based on pensionable service prior to the Valuation Date, and agreed by the Actuary and the Authority to be appropriate to meet the promised benefits.
Future service contribution rate	The contribution rate (expressed as a percentage of Pensionable Pay) required to meet the cost of benefits which will accrue to members in future.
GMPs	Most schemes that were contracted out of the State Earnings Related Pension Scheme (SERPS) before April 1997 have to provide a pension for service before that date at least equal to the Guaranteed Minimum Pension (**GMP**). This is approximately equal to the SERPS pension that the member would have earned had the scheme not been contracted out. **GMPs** ceased to build up on 6 April 1997 when the legislation changed.
Planning exercise	A planning exercise involves the estimate of an amount for budgeting or target-setting purposes.
Present value	Actuarial valuations involve projections of pay, pensions and other benefits into the future. To express the value of the projected benefits in terms of a cash amount at the Valuation Date, the projected amounts are discounted back to the Valuation Date by a **discount rate**. This value is known as the **present value**. For example, if the **discount rate** was 6% a year and if we had to pay a lump sum of £1,060 in one year's time the **present value** would be £1,000.
Projected Unit Method (PUM)	One of the common methods used by actuaries to calculate a contribution rate to the scheme. This method calculates the **present value** of the benefits expected to accrue to members over a control period (often one year) following the Valuation Date. The **present value** is usually expressed as a percentage of the members' Pensionable Pay. It allows for projected future increases to pay through to retirement or date of leaving service. Provided that the distribution of members remains stable with new members joining to take the place of older leavers, the contribution rate calculated can be expected to remain stable, if all the other assumptions are borne out. If there are no new members however, the average age will increase and the contribution rate can be expected to rise.
Prudent	Prudent assumptions are assumptions that, if the Fund continues on an ongoing basis, are more likely to overstate than understate the amount of money actually required to meet the cost of the benefits.
Rates and Adjustments	A certificate required by the Administration Regulations setting out what contributions are payable by each Employer over the three years from 1

Certificate	April 2011.
Recovery period	The period over which any **shortfall** is to be eliminated.
Recovery plan	Where a valuation shows a funding **shortfall** against the **funding target,** the **recovery plan** sets out how the **funding objective** will be met.
Strains	This represents the value of additional benefits granted to members. This includes items such as provision of enhanced benefits on retirement or any discretionary benefits granted.
Subsumption	When an Employer ceases participation in the Fund, such that it will no longer have any contributing members, it is possible that another Employer in the Fund will agree to provide a source of future funding in respect of any emerging deficiencies in respect of the liabilities of the ceding Employer. In this document this is referred to as '**subsumption**'. In such circumstances the ceding Employer's liabilities are known as 'subsumed liabilities' (in that responsibility for them is subsumed by the accepting Employer).
Surplus or shortfall	This is the difference between assets and the **funding target**. If the **funding target** is greater than the value of assets, then the difference is called the **shortfall**. If the value of the assets is greater than the **funding target**, then the difference is called the **surplus**.
Transfer value	Members generally have a legal right to transfer their benefits to another pension arrangement before they retire. In taking a transfer, members give up their benefits in the scheme, and a sum of money (called the **transfer value**) is paid into another approved pension scheme; this is used to provide pension benefits on the terms offered in that scheme.