

**Barnett Waddingham**



# **Somerset County Council Pension Fund**

Actuarial Valuation as at 31 March 2013

**Valuation Report**

**Barnett Waddingham LLP**

31 March 2014

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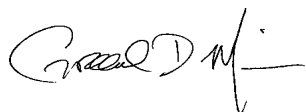
## 1. Introduction and Summary

### Purpose of the Valuation

- 1.1. We have carried out an actuarial valuation of Somerset County Council Pension Fund ("the Fund") as at 31 March 2013, as requested by Somerset County Council. The Fund is part of the Local Government Pension Scheme ("LGPS").
- 1.2. The valuation was carried out in accordance with Regulation 36 of The Local Government Pension Scheme (Administration) Regulations 2008 ("the Regulations") as amended. The main purpose of the valuation is to review the financial position of the Fund and to set the level of future contributions for the employers in the Fund.
- 1.3. This report summarises the results of the valuation and is addressed to Somerset County Council as the Administering Authority to the Fund. It is not intended to assist any user other than the Administering Authority in making decisions. Neither we nor Barnett Waddingham LLP accepts any liability to third parties in respect of this report.
- 1.4. This advice is subject to and complies with Technical Actuarial Standards issued by the Financial Reporting Council (in particular, the Pensions TAS and the generic TASs relating to reporting, data and modelling).

### Results of the Valuation

- 1.5. The results of the valuation are that the past service funding level of the Fund as a whole has decreased from 76.9% to 75.3% between 31 March 2010 and 31 March 2013, mainly due to the change in assumptions underlying the present value of the liabilities, reflecting changes in market conditions.
- 1.6. At the same time, the contribution rate for the average employer, including payments to target full funding, has increased from 17.9% to 20.4% of pensionable salaries, although the cost of providing benefits has only increased slightly, falling payrolls mean that it takes a higher percentage of payroll to fund the, now larger, deficit.
- 1.7. We would be pleased to discuss any aspect of this report in more detail.



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## 2. Valuation Data

### Data Sources

2.1. We have used the following items of data as provided by Somerset County Council.

- Membership extract as at 31 March 2013.
- Fund accounts and accounting information split by employer for the three years to 31 March 2013.
- The results of the previous actuarial valuation as at 31 March 2010.

2.2. The data has been checked for reasonableness and any missing or inconsistent data has been estimated where necessary. While this should not be seen as a full audit of the data, we are happy that the data is sufficiently accurate for the purposes of the valuation.

2.3. A summary of the data is set out in Appendix 1.

### Assets

2.4. The asset allocation of the Fund as at 31 March 2013 was as follows:

Asset Allocation of the Fund	31 March 2013	
	£000's	%
UK Equities	363,009	27%
Overseas Equities	601,934	44%
UK Gilts	100,570	7%
Corporate Bonds	115,081	8%
Overseas Bonds	37,414	3%
Cash	28,187	2%
Property	112,770	8%
Alternative assets	9,620	1%
<b>Total</b>	<b>1,368,585</b>	<b>100%</b>

2.5. We estimate that the return on the assets in market value terms for the three years to 31 March 2013 was approximately 7.7% per annum.

2.6. The current investment strategy is set out in a Statement of Investment Principles dated September 2011.

## Benefits

2.7. The valuation has been carried out in accordance with Regulation 36 of The Local Government Pension Scheme (Administration) Regulations 2008 ("the Regulations") as amended.

2.8. However from 1 April 2014, The Local Government Pension Scheme Regulations 2013 and the Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2014 will come into effect and replace the current regulations.

2.9. The benefits for service from 1 April 2014 will be based on the Local Government Pension Scheme Regulations 2013. The main changes are to move from a final salary pension scheme based on 60ths accrual and a retirement age of 65 to a career average revalued earnings pension scheme based on 49ths accrual and a retirement age equal to State Pension Age.

2.10. The Local Government Pension Scheme (Transitional Provisions and Savings) Regulations 2014 serve the dual purpose of retaining the previous benefit structure for service up to 31 March 2014 and introducing new protections for members close to retirement to ensure that they are not disadvantaged by the benefit changes.

2.11. The benefits underlying the valuation are summarised in Appendix 6.

2.12. We have made no allowance for discretionary benefits awarded throughout the LGPS. Where employers grant discretionary benefits we would expect them to fund the capital value of those benefits at that point.

## **3. Actuarial Methods and Assumptions**

### **General Valuation Approach**

- 3.1. We first estimate the future cashflows which will be paid from the Fund for the benefits relating to service up to 31 March 2013 and we do this for all current members and their possible dependants.
- 3.2. We then discount these projected cashflows using the discount rate to get a single figure for the value of the past service liabilities. This figure is the amount of money which, if invested now, would be sufficient to make these payments in future provided that the future investment return was equal to at least the discount rate used.
- 3.3. Various assumptions are needed for the above calculations and these are summarised in Section 4. The financial assumptions such as future inflation and the discount rate are based on smoothed market indicators from around the valuation date, specifically over the six month period from 1 January 2013 to 30 June 2013.
- 3.4. The market value of the assets at 31 March 2013 is then adjusted to also be smoothed over the same six month period so that a consistent comparison can be made with the liabilities. If the smoothed assets are greater than the past service liabilities, there is a surplus; if not, there is a deficit.
- 3.5. Using the same assumptions and a similar methodology we can also calculate the value of the liabilities expected to build up in the future after 31 March 2013 and we do this for each active member. This is then divided by the projected payroll to get a cost of future benefits expressed as a percentage of payroll. After deducting expected employee contributions, this is known as the future service cost and represents the employers' share of the cost of future benefits.

### **Multiple Calculations**

- 3.6. As part of the valuation, we are required to calculate results on an overall Fund level but also for the individual employers.
- 3.7. For the Fund's future service cost, we consider the benefits accruing in the single year following the valuation date.
- 3.8. This is known as the Projected Unit Method and results in a stable, long-term contribution rate over time if the assumptions adopted are borne out in practice and there is a steady flow of new entrants to the Fund. If the admission of new entrants is such that the average age of the membership profile increases then the contribution rate calculated at future valuations would be expected to increase.

3.9. At individual employer level we use the Projected Unit Method for employers who still admit new employees into the Fund. For employers who do not, or do not appear to, allow new employees to join the Fund, we use a method known as the Attained Age Method which assesses the cost of future benefit accrual over all future years rather than just over the next year. This method generally produces a higher level of employer contribution than the Projected Unit Method but, for these closed employers, it should result in less revision in the future.

3.10. For closed limited-term employers such as some Transferee Admission Bodies, a modified version of the Projected Unit Method with a control period equal to the remaining term of the contract may be used and this usually gives results between the Projected Unit Method and the Attained Age Method.

3.11. The amounts that the employer then pays are a combination of the future service cost described above and any adjustments for the past service surplus or deficit. If there is a deficit, this adjustment will be specified as an additional contribution expressed as either a percentage of pay or as a cash amount to be paid in future.

## **Funding Strategy**

3.12. Regulation 36 of the Local Government Pension Scheme Administration (Regulations) 2008 states that the actuary must have regard to:

- The existing and prospective liabilities of the Fund arising from circumstances common to all those bodies;
- The desirability of maintaining as nearly a common a rate of contribution as possible; and
- The current version of the Administering Authority's Funding Strategy Statement

3.13. We can confirm that, in our view, the methods and assumptions adopted meet this requirement.

## 4. Valuation Assumptions

4.1. As mentioned in the previous section, various assumptions are needed for this valuation.

4.2. The principal assumptions are:

- The discount rate - this is based on the expected investment return from the Fund's assets.
- Pension increases and deferred revaluation - these are set by the Pension Increase Order which is laid by the Government each year and expected to be linked to the Consumer Prices Index. Benefits earned by active members after 1 April 2014 will also be linked to the Pension Increase Order.
- Salary increases - active members' benefits for service before 31 March 2014 will continue to be linked to their final salary.
- Current and future rates of mortality - over the last decade life expectancies have increased more quickly than most predictions so it is important that any assumptions made are as accurate as possible.

4.3. The assumptions used for this valuation are based on the expected long-term cost of providing the benefits and we believe that these are suitable for setting the contribution amounts from employers. If an employer leaves the Fund, a different set of assumptions may apply to allow for the crystallisation of their funding obligations. Note that the funding assumptions are also not the same as those that would be used for statutory accounting purposes in employers' accounts.

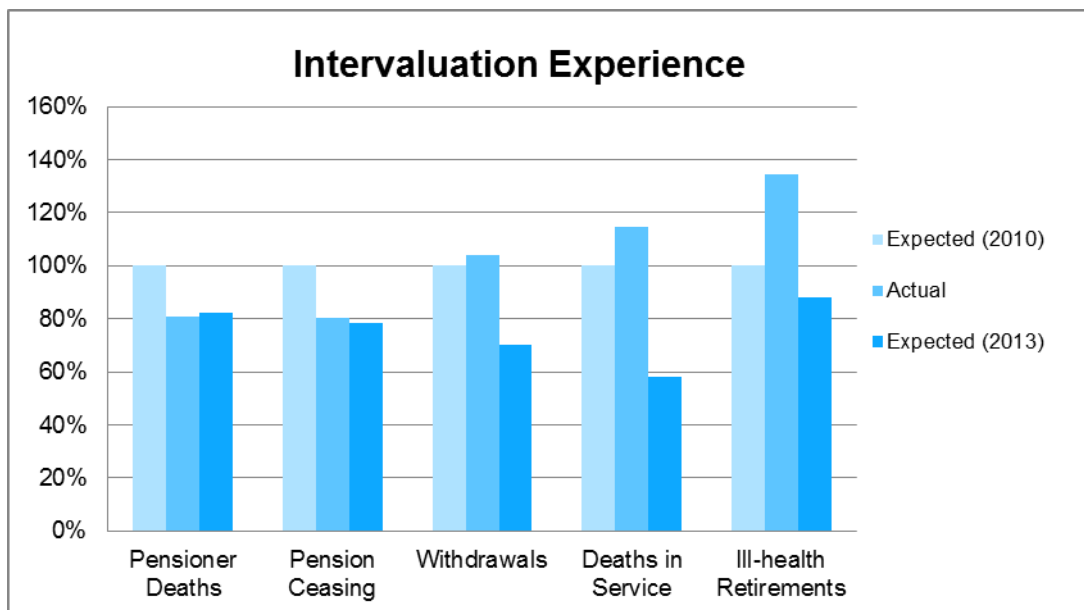
4.4. The assumptions and the rationale for them were discussed in our paper to the Administering Authority of 13 September 2013. Following discussions with the Administering Authority, the final assumptions adopted along with a summary of the statistical assumptions are set out in Appendix 2. We confirm that we believe that these are appropriate for the purposes of this valuation.



4.5. A comparison of the actual experience with the assumptions adopted at the previous valuation is summarised below:

Intervaluation Experience		
	Actual	Expected
<b>Investment Return</b>	7.7% pa	7.0% pa
<b>Pay Increases *</b>	1.5% pa	2.5% pa
<b>Pension Increases</b>	3.5% pa	3.0% pa
* includes short term overlay		

4.6. A comparison of the actual demographic experience of members of the Fund over the intervaluation period, with that assumed by the assumptions adopted at the last valuation in 2010 is shown in the graph below. The graph also shows how the assumptions adopted for this valuation would have compared with those adopted at 2010.



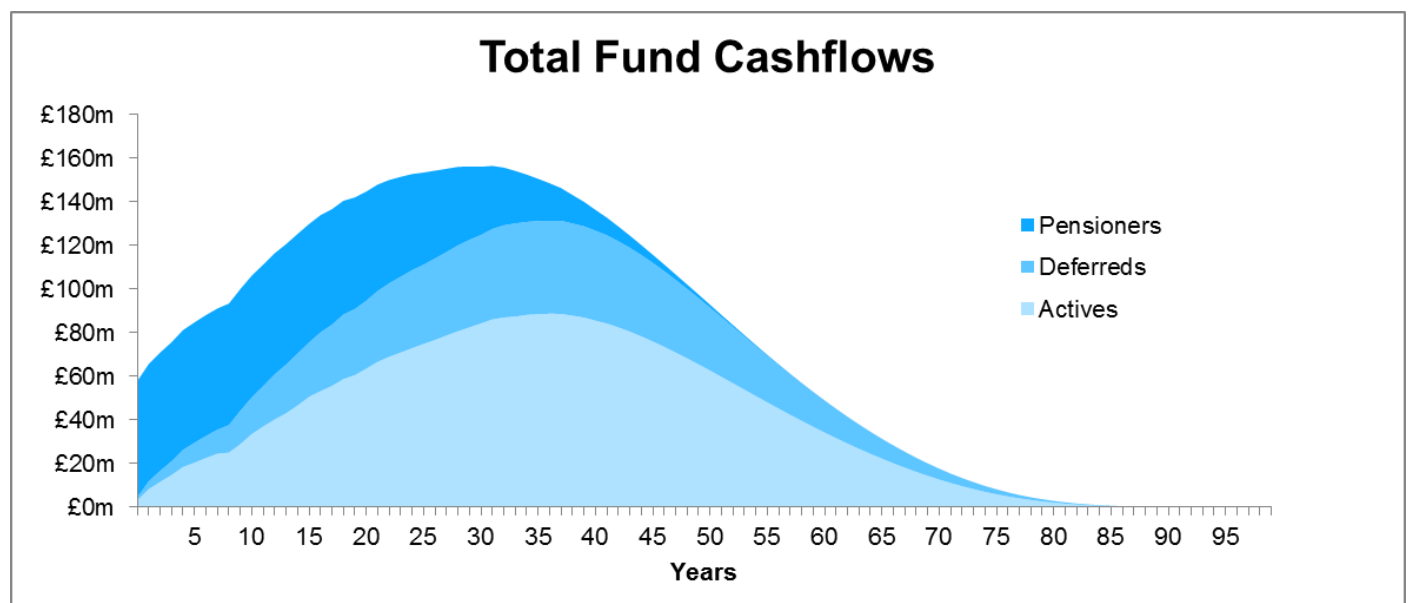
## 5. Valuation Results

### Previous Valuation

- 5.1. The last formal actuarial valuation of the Fund was carried out as at 31 March 2010 by Barnett Waddingham LLP and the results of that valuation were set out in the formal valuation report dated March 2011.
- 5.2. The results of the previous valuation indicated that the assets of the Fund represented 77% of the accrued liabilities of the Fund. The average employer contribution was calculated to be 17.9% of payroll which assumed that the past service funding level would be restored over a period of 25 years.

### Projected Cashflows

- 5.3. As mentioned above, the first stage is to project the expected cashflows in relation to past service, which can be charted as follows:



## Past Service Funding Position and Contribution Rates

5.4. The following table sets out the valuation results for the Fund as a whole. We show:

- The past service funding position
- The required average ongoing employer contribution rate for future service benefits
- The total employer contribution rate required to restore the funding position to 100% over the agreed 25 year period following the valuation date.

Past Service Funding Position		31 March 2013
		£000's
<b>Asset Value</b>		<b>1,354,899</b>
<b>Value of Accrued Liabilities</b>		
	Active Members	685,718
	Deferred Members	330,984
	Pensioner Members	783,161
<b>Total Liabilities</b>		<b>1,799,863</b>
<b>Surplus/(Deficit)</b>		<b>(444,964)</b>
<b>Funding Level</b>		<b>75%</b>
<b>Employer Contribution Rates</b>		<b>% of pay</b>
Future Service Cost		13.4%
Deficit Recovery over 25 years		7.0%
<b>Total</b>		<b>20.4%</b>

5.5. As we see, the funding level was 75% and the average required employer contribution to restore the funding position to 100% over the next 25 years is 20.4% of pensionable pay.

5.6. The contributions payable by each employer are set out in Appendices 4 and 5. These are either based on the employer's own membership and experience or they are the employer's share of the contributions payable within a pool of employers.

## Sensitivity Analysis

- 5.7. It is important to understand that these results indicate the expected cost of providing the benefits using the chosen method and assumptions. The actual cost of providing the benefits will depend on the future experience.
- 5.8. In order to illustrate this, a number of calculations have been carried out to highlight the sensitivity of the funding position to the assumptions adopted focusing on the assumptions to which the funding position is most sensitive, as shown below:

Assumption change	Effect on Deficit
Decreasing the discount rate by 0.5% per annum	Increased by £154m
Increasing the CPI assumption by 0.5% per annum	Increased by £129m
Increasing the long-term rate of salary increase by 0.5% per annum	Increased by £12m
Increasing the long-term rate of improvement used in the mortality projection from 1.5% to 1.75% per annum	Increased by £8m

## Projected Future Results

- 5.9. The progression of the funding level over time is influenced by a large number of factors including any changes in membership, the investment return achieved and the contributions paid.
- 5.10. We estimate that 3 years after the valuation date (i.e. at the next valuation) the funding position on the same basis will be 80%. This allows for contributions to be paid as certified and assumes that investment returns and other experience over the next 3 years are in line with the assumptions described above.

## Neutral Estimate

- 5.11. We are also required to consider whether the assumptions used are neutral, that is “not deliberately either optimistic or pessimistic and does not incorporate adjustments to reflect the desired outcome”.
- 5.12. Other than the discount rate, we consider all the assumptions used to be neutral.

5.13. We would consider a neutral discount rate to be 6.4% per annum rather than 6.1% per annum. The higher discount rate results from removing some prudence from the equity return assumption. As a consequence we expect that the future returns from the Fund's investment strategy will be higher than the valuation discount rate and so we believe that the contributions set for this valuation are more likely to be sufficient to meet the cost of providing the benefits than not.

## Valuation Reconciliation

5.14. The following table sets out the principal reasons for the change in the funding position since the last valuation:

Change in Past Service Position		
	£(000)	£(000)
<b>Surplus(Deficit) at 31 March 2010</b>		<b>(321,439)</b>
Benefits Accrued	(165,546)	
Early Retirements	(8,607)	
Contributions Paid	225,450	
<b>Deficit Funded (Use of Surplus)</b>	<b>51,297</b>	
Interest Cost	(66,696)	
Asset Gain/Loss	23,309	
Change in Market Conditions	(107,336)	
<b>Financial Gain(Loss)</b>	<b>(150,723)</b>	
Salary Increases	19,522	
Pension Increases	(12,303)	
Membership Movements	58,249	
<b>Experience</b>	<b>65,468</b>	
<b>Change in Assumptions</b>	<b>(89,567)</b>	
<b>Surplus(Deficit) at 31 March 2013</b>		<b>(444,964)</b>

5.15. As we can see, a key factor for the increase in deficit is due to the change in assumptions and market conditions.

## 6. Risk and Uncertainty

- 6.1. There are many factors that affect the financial position of the Fund, in particular:
- 6.2. Employer covenant risk – there is a risk to the Fund that any of the employing bodies may be unable to pay contributions or meet any cessation deficits as they fall due.
- 6.3. The Fund should monitor the strength of each employer in the Fund over time, so that any sudden changes in an employer's position can be mitigated.
- 6.4. Investment risk - allowance is made in the assumptions for the expected long-term performance of asset classes such as equities. There is a risk that these returns will not be achieved in practice which may result in further contributions being required. Further, the value of the Fund's assets may not move in line with the Fund's liabilities – mainly because the Fund invests in volatile assets whose value might fall or rise less than expected.
- 6.5. The sensitivity of the valuation results to changes in the investment return assumption is shown in 5.8 above. The Fund should regularly review the investment strategy to ensure the risks being taken are understood and that those risks are being appropriately managed.
- 6.6. Inflation - in projecting the expected future benefit payments, we make assumptions regarding future price inflation. There is a risk that the actual rate of inflation will be higher than assumed which will increase the cost of providing the benefits. This would result in additional contributions being required and a deterioration in the funding position unless investment returns are similarly higher than expected.
- 6.7. The sensitivity of the results to the choice of inflation assumptions is also shown above.
- 6.8. Mortality - it is not possible to predict with any certainty how long members of the Fund will live, and if members live longer than expected, additional contributions will be required and the Fund's funding position will deteriorate.
- 6.9. The sensitivity of the results to the choice of mortality assumptions is also shown above. The Fund should review their mortality assumptions at each valuation, taking into account all available evidence, to ensure they remain appropriate for the Fund.
- 6.10. Member options - certain benefit options may be exercised by members without the consent of the Fund or the Employer. For example, exchanging pension for cash at retirement or taking a transfer value. The value of the cash benefit is generally expected to be less than the value of the pension exchanged so the funding position would only deteriorate if fewer members than expected took this option. Individual transfer values can be higher or lower than the value of the valuation liabilities, depending on the particular member and market conditions.

6.11.Legislative changes – there are a number of legislative risks to the Fund and the LGPS in general, including:

- All benefits relating to membership after 31 March 2014 will be linked to the individual's State Pension Age and the Chancellor of the Exchequer's Autumn 2013 Statement outlined plans to increase this for some individuals. This valuation is based on the current legislation so if these plans are enacted, some members will find the value of their future benefits reduced and this would be expected to the cost of benefits.
- Contracting-out of the State Second Pension is due to end in 2016 and it is not yet clear what the effect on the LGPS will be.
- The potential effects of GMP equalisation between males and females, if implemented, are not yet known.
- As part of the changes to the LGPS from 1 April 2014, a cost control mechanism has been implemented so that if the future cost turns out to be higher or lower than expected when the reforms were made, a review of the benefits may be triggered.
- If the LGPS was to be discontinued in its current form it is not known what would happen to members' benefits.
- More generally, as a statutory scheme the benefits provided by the LGPS or the structure of the scheme could be changed by the Government.

## Appendix 1 Valuation Data

A1.1. A summary of the membership records submitted for the valuation is as follows.

Active Members			Actual Pensionable Pay		Average		This Valuation	
	Number		£ (000)		£		Average Age	Average Retirement Age
Full Time	2013	2010	2013	2010	2013	2010		
Males	3,421	3,987	91,798	107,757	26,834	27,027	45	64
Females	4,437	5,183	108,074	125,252	24,357	24,166	44	64
<b>Part Time</b>								
Males	1,167	1,111	12,016	12,049	10,296	10,845	47	65
Females	10,467	9,766	90,635	88,121	8,659	9,023	46	64
<b>Total</b>	<b>19,492</b>	<b>20,047</b>	<b>302,523</b>	<b>333,179</b>	<b>15,520</b>	<b>16,620</b>	<b>45</b>	<b>64</b>
Pensioners			Annual Pensions		Average		This Valuation	
	Number		£ (000)		£		Average Age	Average Retirement Age
	2013	2010	2013	2010	2013	2010		
Males	4,389	4,190	30,644	28,257	6,982	6,744	70	n/a
Females	5,946	5,327	18,651	14,813	3,137	2,781	70	n/a
Dependants	1,428	1,488	3,931	2,532	2,753	1,701	74	n/a
<b>Total</b>	<b>11,763</b>	<b>11,005</b>	<b>53,226</b>	<b>45,602</b>	<b>4,525</b>	<b>4,144</b>	<b>70</b>	<b>n/a</b>
Deferred Pensioners			Annual Pensions		Average		This Valuation	
(including "undecideds")	Number		£ (000)		£		Average Age	Average Retirement Age
	2,013	2,010	2,013	2,010	2,013	2,010		
Males	5,103	4,181	9,197	6,909	1,802	1,652	44	63
Females	15,275	11,438	14,927	10,344	977	904	45	63
<b>Total</b>	<b>20,378</b>	<b>15,619</b>	<b>24,124</b>	<b>17,253</b>	<b>1,184</b>	<b>1,105</b>	<b>45</b>	<b>63</b>

### Notes

A1.2. The numbers relate to the number of records and so will include members in receipt of, or potentially in receipt of, more than one benefit.

A1.3. Annual pensions are funded items only and include pension increases up to and including the 2013 Pension Increase Order.

A1.4. Pensionable pay is actual earnings.



A1.5. A summary of the assets held by the Fund at the valuation date and the revenue account for the three years preceding the valuation date is as shown below.

Revenue Accounts		Year to	March 2013	March 2012	March 2011	TOTAL
			£ (000)	£ (000)	£ (000)	£ (000)
Expenditure	Retirement Pensions		56,489	52,217	46,672	155,378
	Retirement Lump Sums		14,223	17,528	20,296	52,047
	Death Benefits		1,265	1,126	1,250	3,641
	Leavers Benefits		4,585	2,960	8,890	16,435
	Expenses		1,157	1,081	994	3,232
	Other Expenditure		-	-	-	-
Total Outgo			77,719	74,912	78,102	230,733
Income	Employees Ctbns		19,264	20,475	22,210	61,949
	Employers Ctbns		53,771	55,389	54,341	163,501
	Transfer Values		4,721	4,681	12,715	22,117
	Other Income		1,478	1,825	1,535	4,838
Investment Income			35,076	34,888	28,686	98,650
Total Income			114,310	117,258	119,487	351,055
New Money for Investment			1,515	7,458	12,699	21,672
Fund Value						
Assets at Start of Year			1,199,049	1,169,477	1,075,524	1,075,524
Cashflow			36,591	42,346	41,385	120,322
Change in Value			132,945	(12,774)	52,568	172,739
Assets at End of Year			1,368,585	1,199,049	1,169,477	1,368,585
Annual Returns						
Approx Rate of Return (per annum)			14.0%	1.9%	7.5%	7.7%

## Appendix 2 Actuarial Assumptions

A2.1. A summary of the assumptions adopted in the valuation is as set out below:

Future Assumed Returns at 2013		Risk Adjusted Discount Rate Weighting
Equities	6.9% per annum	71%
Gilts	3.3% per annum	7%
Cash	3.1% per annum	2%
Bonds	3.9% per annum	11%
Property	6.0% per annum	8%
Expense allowance	0.1% per annum	

Financial Assumptions	2013	2010
Discount Rate	6.1% per annum (as above)	7.0% per annum
Retail Price Inflation (RPI)	3.5% per annum (20 year point on the BoE Inflation Curve)	3.5% per annum
Consumer Price Inflation (CPI)	2.7% per annum (RPI less 0.8%)	3.0% per annum
Pension and Deferred Pension Increases	2.7% per annum (RPI less 0.8%)	3.0% per annum
Short Term Pay Increases	In line with the CPI assumption for the 2 years to 31 March 2015	Pay freeze for those earning over £21k for the 2 years to 31 March 2012
Long Term Pay Increases	4.5% per annum (RPI plus 1% per annum)	5.% per annum

Statistical Assumptions	2013	2010
Post Retirement Mortality		
Current Mortality	90% of S1PA tables	90% of the S1PA Heavy tables
Mortality Projection	2012 CMI Model with a long term rate of improvement of 1.5% per annum	CMI Medium Cohort with a 1% per annum underpin
Retirement Ages	Each member retires at their weighted average "tranche retirement age", i.e. for each tranche of benefit, the earliest age they could retire with unreduced benefits	For each tranche of benefit, active members retire 1 year later than entitled to retire and receive unreduced benefits. Deferred members retire at the earliest age they can receive unreduced benefits

Statistical Assumptions	2013	2010
	If the member is over this retirement age, then it is assumed they will retire at their oldest tranche retirement age. If over the oldest tranche retirement age, the member is assumed to have a 1/3 chance of retiring in each of the next 3 years, and it is assumed all members will be retired by age 75.	Active and deferred members over these respective ages are assumed to retire immediately
Proportion Married	There is an 80%/70% chance that male/female members will, at retirement or earlier death, have a dependant who is eligible for death benefits	90% of members are assumed to be married or have an eligible dependant at retirement or earlier death
Partner Age Difference	Males are 3 years older than their spouse and Females are 3 years younger than their spouse	Males are 3 years older than their spouse and Females are 3 years younger than their spouse
Ill-health Tiers	50% of ill-health retirements will be eligible for benefits based on full prospective service and 50% will qualify for a service enhancement of 25% of prospective service	50% of ill-health retirements will be eligible for benefits based on full prospective service and 50% will qualify for a service enhancement of 25% of prospective service
Commutation	It is assumed that members at retirement will commute pension to provide a lump sum of 50% of the maximum allowed under HMRC rules and this will be at a rate of £12 lump sum of £1 of pension	It is assumed that members at retirement will commute pension to provide a lump sum of 50% of the maximum allowed under HMRC rules and this will be at a rate of £12 lump sum of £1 of pension
50/50 Scheme Allowance	It is assumed that 10% of active members will opt to pay 50% of contributions for 50% of benefits under the new scheme	n/a
Other Statistical Assumptions	Same as used by Government Actuary's Department when LGPS reforms were designed and based on analysis of incidence of death, retirement and withdrawal for Local Authority Funds	Based on our analysis of the incidence of pre-retirement death, retirement and withdrawal of our Local Authority client funds.
Sample rates shown below		

Incidence per 1000 active members per annum								
Age	Death		Ill Health Retirement		Withdrawal		Salary Scales	
	Males	Females	Males	Females	Males	Females	Males	Females
25	0.1	0.1	0.1	0.1	122.0	144.5	100	100
30	0.2	0.1	0.2	0.1	104.4	122.4	102	101
35	0.3	0.2	0.3	0.3	89.4	103.6	111	105
40	0.5	0.3	0.6	0.5	76.5	87.7	117	108
45	0.8	0.5	1.1	0.8	65.5	74.3	121	110
50	1.3	0.8	2.2	1.6	56.0	62.9	124	110
55	2.1	1.3	4.1	2.9	48.0	53.3	127	110
60	3.4	2.0	7.8	5.3	41.0	45.1	127	110
65	5.4	3.0	14.8	9.8	35.1	38.2	127	110

## Appendix 3 Employer Data as at 31 March 2013

Employer Membership Data										
Code	Employer	Active Members			Deferred Members			Pensioner Members		
		Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
1	Somerset County Council	10,638	136,799	46	12,952	10,664	45	6,306	26,422	70
3	Avon & Somerset Police Authority	-	-	-	1,625	2,988	43	1,341	5,065	71
5	Somerset Care Ltd	54	1,011	54	111	203	53	480	1,114	72
6	Bruton Sexeys School	-	-	-	29	28	48	35	81	69
7	Bruton Primary School	-	-	-	9	2	45	2	see note (1)	see note (1)
11	Bridgwater College	568	9,021	45	617	654	43	113	294	65
12	Richard Huish Sixth Form College	89	1,504	44	87	79	44	22	80	67
13	Somerset College Art&Tech	148	2,754	46	329	336	44	112	349	67
14	Strode College	134	1,841	49	284	289	45	70	183	67
15	Yeovil College	217	2,955	45	272	369	44	85	225	67
16	Brymore School	1	see note (1)	see note (1)	15	17	50	21	52	69
27	Burnham Burial Board	5	see note (1)	see note (1)	-	-	-	5	see note (1)	see note (1)
28	Burnham&Highbridge TC&BB	2	see note (1)	see note (1)	-	-	-	3	see note (1)	see note (1)
31	Chard Burial Board/ Parish Council	-	-	-	-	-	-	-	-	-
33	Crewkerne TC&BB	7	116	44	2	see note (1)	see note (1)	-	-	-
35	Glastonbury Town Council	4	see note (1)	see note (1)	-	-	-	3	see note (1)	see note (1)
36	Shepton Mallet Town Council	1	see note (1)	see note (1)	1	see note (1)	see note (1)	-	-	-
43	Long Ashton Parish Council	-	-	-	-	-	-	-	-	-
44	Street Parish Council	2	see note (1)	see note (1)	-	-	-	-	-	-
45	Minehead Town Council	6	92	52	5	see note (1)	see note (1)	2	see note (1)	see note (1)
46	Yeovil Town Council	5	see note (1)	see note (1)	5	see note (1)	see note (1)	9	18	70
47	Axe Brue Drainage Board	14	395	46	2	see note (1)	see note (1)	2	see note (1)	see note (1)
48	Ilminster Town Council	6	91	47	3	see note (1)	see note (1)	4	see note (1)	see note (1)
50	SHAL Housing Ltd	12	321	49	3	see note (1)	see note (1)	4	see note (1)	see note (1)
51	Aster Communities	35	891	50	58	162	48	90	463	66

Employer Membership Data										
Code	Employer	Number	Active Members		Deferred Members			Pensioner Members		
			Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
52	Magna West Somerset HA	64	1,451	48	62	79	46	37	139	66
54	Yarlington Housing Group	242	6,397	45	184	441	46	124	693	67
56	Homes in Sedgemoor	49	1,393	47	28	53	44	3	see note (1)	see note (1)
64	Wells City Parish Council	7	135	54	-	-	-	2	see note (1)	see note (1)
89	National Autistic Society	11	201	52	19	34	51	21	100	68
90	Learning & Skills Network	-	-	-	313	1,135	45	87	779	66
94	Chard Town Council	10	176	47	11	13	51	10	33	69
95	Wincanton Town Council	2	see note (1)	see note (1)	3	see note (1)	see note (1)	2	see note (1)	see note (1)
99	Frome Town Council	12	262	44	10	23	50	7	37	69
100	Langport Town Council	1	see note (1)	see note (1)	-	-	-	-	-	-
101	Somerset Rural Youth Project	2	see note (1)	see note (1)	4	see note (1)	see note (1)	1	see note (1)	see note (1)
102	South West Councils	11	448	50	90	358	42	35	453	65
103	Learning South West	11	299	49	12	29	46	5	see note (1)	see note (1)
105	Connect South West (Careers)	-	-	-	173	374	45	65	460	64
106	Exmoor National Park	74	1,663	45	74	136	45	41	264	67
108	Avon&Somerset Probation Board	500	12,674	44	264	507	43	208	1,424	66
110	Axbridge Town Council	1	see note (1)	see note (1)	-	-	-	2	see note (1)	see note (1)
111	Somerton Town Council	3	see note (1)	see note (1)	1	see note (1)	see note (1)	1	see note (1)	see note (1)
112	Society of Local Council Clerks	11	248	45	4	see note (1)	see note (1)	3	see note (1)	see note (1)
113	Tone Leisure Ltd	110	1,384	37	84	93	37	6	8	68
115	Wellington Town Council	1	see note (1)	see note (1)	1	see note (1)	see note (1)	-	-	-
117	Williton Parish Council	1	see note (1)	see note (1)	-	-	-	-	-	-
118	May Gurney	23	460	49	2	see note (1)	see note (1)	4	see note (1)	see note (1)
119	1610 Ltd	46	885	41	35	38	36	4	see note (1)	see note (1)
120	Care Focus Somerset Ltd	2	see note (1)	see note (1)	-	-	-	-	-	-
121	Connaught Homes	-	-	-	1	see note (1)	see note (1)	2	see note (1)	see note (1)
401	Mendip District Council	159	3,954	45	254	599	47	259	1,647	74

Employer Membership Data										
Code	Employer	Active Members			Deferred Members			Pensioner Members		
		Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
402	Sedgemoor District Council	307	7,613	46	353	892	47	577	3,331	72
403	Taunton Deane Borough Council	479	10,754	46	490	1,034	46	606	3,764	71
404	West Somerset DC	81	2,192	45	110	255	47	166	1,007	73
405	South Somerset DC	432	9,778	46	552	1,084	46	554	3,440	73
8	Wellington St John's Primary School	-	-	-	8	3	47	2	see note (1)	see note (1)
10	Cannington College	-	-	-	64	88	49	39	139	67
17	Charton Horethorne School	-	-	-	2	see note (1)	see note (1)	-	-	-
18	Enmore Primary School	-	-	-	1	see note (1)	see note (1)	-	-	-
20	Somerset Redstone Trust	-	-	-	2	see note (1)	see note (1)	3	see note (1)	see note (1)
25	Bristol Waterworks Co	-	-	-	-	-	-	1	see note (1)	see note (1)
55	Taunton Joint Burial	-	-	-	-	-	-	-	-	-
58	Signpost Housing Association	-	-	-	2	see note (1)	see note (1)	3	see note (1)	see note (1)
63	Wells BB & Parish Council	-	-	-	-	-	-	1	see note (1)	see note (1)
68	Yeovil Joint Burial Committee	-	-	-	-	-	-	-	-	-
88	Bridgwater Educ Action Zone	-	-	-	-	-	-	1	see note (1)	see note (1)
91	North Somerset Drainage Board	-	-	-	-	-	-	-	-	-
92	Martock Parish Council	-	-	-	-	-	-	1	see note (1)	see note (1)
93	Ammerdown College	-	-	-	-	-	-	1	see note (1)	see note (1)
96	Vaughan Lee House	-	-	-	-	-	-	-	-	-
97	Bridgewater Burial Board	-	-	-	-	-	-	1	see note (1)	see note (1)
98	Wessex Group Valuation Tribunal	-	-	-	7	26	47	3	see note (1)	see note (1)
104	South West Regional Development Agency	-	-	-	5	see note (1)	see note (1)	4	see note (1)	see note (1)
107	Avon and Somerset Magistrates Courts Committee	-	-	-	101	402	47	85	549	69
116	North Petherton Town Council	-	-	-	-	-	-	2	see note (1)	see note (1)
501	Huish Episcopi Academy	88	917	46	17	21	43	3	see note (1)	see note (1)
500	Holyrood Academy	85	973	46	21	5	35	6	11	63

Employer Membership Data										
Code	Employer	Active Members			Deferred Members			Pensioner Members		
		Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
502	Kingsmead Academy	48	661	48	5	see note (1)	see note (1)	1	see note (1)	see note (1)
503	Taunton Academy	51	669	49	18	36	43	2	see note (1)	see note (1)
530	Selwood Middle School	62	541	46	9	4	39	-	-	-
529	Enmore C of E school	18	97	50	1	see note (1)	see note (1)	-	-	-
528	Sexey's Academy	43	535	49	9	12	45	-	-	-
522	St Dunstan's Academy	39	397	49	17	18	44	2	see note (1)	see note (1)
525	Westfield Academy	53	690	45	12	15	45	1	see note (1)	see note (1)
524	Tatworth Academy	18	132	47	5	see note (1)	see note (1)	-	-	-
521	Oakfield Academy	53	435	47	21	10	44	1	see note (1)	see note (1)
523	Stanchester Academy	53	584	44	27	17	38	3	see note (1)	see note (1)
517	Avishayes Academy	40	267	41	12	3	43	-	-	-
518	Buckler's Mead Academy	58	667	44	14	5	43	3	see note (1)	see note (1)
527	Blue Academy, Wells	94	1,088	44	51	35	40	2	see note (1)	see note (1)
520	North Town Academy	28	277	47	14	5	41	2	see note (1)	see note (1)
526	Whitstone Academy	46	525	51	10	5	42	-	-	-
519	Maiden Beech Academy	44	422	45	11	9	39	-	-	-
507	West Somerset Community College	97	1,222	46	17	13	39	3	see note (1)	see note (1)
506	Minehead Middle School	48	549	49	8	5	35	-	-	-
505	Kings of Wessex	48	628	48	27	19	37	2	see note (1)	see note (1)
512	Crispin Academy	60	772	48	17	22	44	2	see note (1)	see note (1)
515	Redstart Academy	55	369	46	16	2	39	-	-	-
516	Wedmore Academy	33	172	45	9	2	42	-	-	-
511	Castle Academy	47	568	45	28	17	39	1	see note (1)	see note (1)
508	Ansford Academy	45	488	40	22	9	37	1	see note (1)	see note (1)
509	Bishop Foxes Academy	41	460	45	10	25	43	3	see note (1)	see note (1)
510	Brookside Academy	98	1,035	41	36	31	38	-	-	-
514	Preston Academy	57	617	45	16	11	40	1	see note (1)	see note (1)

Employer Membership Data										
Code	Employer	Active Members			Deferred Members			Pensioner Members		
		Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
513	Haygrove Academy	61	722	46	19	15	39	1	see note (1)	see note (1)
504	Weare Academy	18	124	44	13	2	35	1	see note (1)	see note (1)
531	Monteclefe Academy	19	104	48	1	see note (1)	see note (1)	-	-	-
533	Bridgwater College Academy	134	1,206	44	17	12	43	-	-	-
532	Axbridge Church of England School	21	151	45	3	see note (1)	see note (1)	-	-	-
537	St Cuthbert's School	20	133	49	2	see note (1)	see note (1)	-	-	-
536	Grass Royal School (aka St Michael's)	24	194	45	2	see note (1)	see note (1)	-	-	-
535	Pen Mill School	19	147	43	2	see note (1)	see note (1)	-	-	-
65	Berrow Parish Council	1	see note (1)	see note (1)	-	-	-	-	-	-
125	Lovells	-	-	-	-	-	-	1	see note (1)	see note (1)
200	Alabare	2	see note (1)	see note (1)	1	see note (1)	see note (1)	-	-	-
122	Leisure East Devon	15	217	34	7	5	28	-	-	-
123	Edwards & Ward	63	498	49	27	12	43	3	see note (1)	see note (1)
124	ICM	115	514	52	9	4	44	4	see note (1)	see note (1)
126	Cheddar Parish Council	1	see note (1)	see note (1)	-	-	-	-	-	-
128	Nether Stowey Parish Council	2	see note (1)	see note (1)	-	-	-	-	-	-
130	Buckler's Mead Leisure	2	see note (1)	see note (1)	1	see note (1)	see note (1)	-	-	-
127	SASP	9	254	43	6	14	36	-	-	-
131	Chapter One	1	see note (1)	see note (1)	1	see note (1)	see note (1)	-	-	-
129	NSL Ltd	19	423	50	3	see note (1)	see note (1)	1	see note (1)	see note (1)
132	Mama Bears	1	see note (1)	see note (1)	2	see note (1)	see note (1)	-	-	-
136	Wyvern Nursery Group	44	554	31	9	5	35	-	-	-
133	MD Building	22	473	47	1	see note (1)	see note (1)	-	-	-
134	BAM FM	17	158	49	1	see note (1)	see note (1)	-	-	-
135	RM	2	see note (1)	see note (1)	-	-	-	-	-	-
137	SWAP	52	1,500	43	4	see note (1)	see note (1)	-	-	-
9	Avon & Somerset Police & Crime Commissioner	2,520	59,240	42	27	59	37	22	85	61



Employer Membership Data										
Code	Employer	Active Members			Deferred Members			Pensioner Members		
		Number	Actual Pay £000's	Average Age	Number	Deferred Pensions £000's	Average Age	Number	Pensions in Payment £000's	Average Age
534	Steiner Academy	12	107	46	-	-	-	-	-	-
201	DHI (same as Alabare)	-	-	-	2	see note (1)	see note (1)	-	-	-
301	LSN LTD	29	792	51	-	-	-	-	-	-
302	Reading College	95	2,099	47	3	see note (1)	see note (1)	-	-	-
545	Bath & Wells Diocese Academy Trust	2	see note (1)	see note (1)	-	-	-	-	-	-
4	Pre 74	-	-	-	-	-	-	3	see note (1)	see note (1)
<b>Total</b>		<b>19,492</b>	<b>302,523</b>	<b>45</b>	<b>20,378</b>	<b>24,124</b>	<b>45</b>	<b>11,763</b>	<b>53,226</b>	<b>70</b>

## Notes

- (1) Where employers have fewer than 5 members in any category the membership details have been omitted for privacy reasons.

## Appendix 4 Rates and Adjustment Certificate

- A4.1. The Common Rate of Contribution as defined by Regulation 36 for the period 1 April 2014 to 31 March 2017 is 20.4% of pensionable payroll.
- A4.2. However, each employer pays contributions based on their particular circumstances and so individual adjustments are made. These give the following minimum total contributions as set out below.

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
1	Somerset County Council	13.5%	13.5%	13.5%	£7,173k	£8,517k	£9,860k
5	Somerset Care Ltd	19.0%	19.0%	19.0%	£150k	£180k	£220k
11	Bridgwater College	13.0%	13.0%	13.0%	£145k	£175k	£206k
12	Richard Huish Sixth Form College	13.0%	13.0%	13.0%	£29k	£35k	£41k
13	Somerset College Art&Tech	13.0%	13.0%	13.0%	£59k	£73k	£87k
14	Strode College	13.0%	13.0%	13.0%	£66k	£71k	£76k
15	Yeovil College	13.0%	13.0%	13.0%	£55k	£70k	£85k
27	Burnham Burial Board	14.9%	14.9%	14.9%	£3.3k	£3.7k	£4.0k
28	Burnham&Highbridge TC&BB	14.9%	14.9%	14.9%	£2.0k	£2.1k	£2.2k
33	Crewkerne TC&BB	14.9%	14.9%	14.9%	£3.5k	£4.3k	£5.1k
35	Glastonbury Town Council	14.9%	14.9%	14.9%	£3.3k	£3.7k	£4.0k
36	Shepton Mallet Town Council	14.9%	14.9%	14.9%	£1.0k	£1.1k	£1.1k
44	Street Parish Council	14.9%	14.9%	14.9%	£1.0k	£1.3k	£1.6k
45	Minehead Town Council	14.9%	14.9%	14.9%	£3.3k	£3.9k	£4.5k
46	Yeovil Town Council	14.9%	14.9%	14.9%	£6.1k	£6.6k	£7.2k
47	Axe Brue Drainage Board	14.9%	14.9%	14.9%	£14.4k	£16.2k	£18.1k
48	Ilminster Town Council	14.9%	14.9%	14.9%	£2.1k	£2.9k	£3.8k
50	SHAL Housing Ltd	18.5%	18.5%	18.5%	£13k	£17k	£20k
51	Aster Communities	14.6%	14.6%	14.6%	£90k	£120k	£150k
52	Magna West Somerset HA	14.6%	14.6%	14.6%	£30k	£40k	£40k
54	Yarlington Housing Group	13.6%	13.6%	13.6%	£440k	£460k	£480k
56	Homes in Sedgemoor	13.2%	13.2%	13.2%	£30k	£30k	£30k
64	Wells City Parish Council	14.9%	14.9%	14.9%	£5.0k	£5.8k	£6.5k
112	Society of Local Council Clerks	14.9%	14.9%	14.9%	£9.6k	£10.7k	£11.7k
113	Tone Leisure Ltd	12.9%	12.9%	12.9%	-	-	-
115	Wellington Town Council	14.9%	14.9%	14.9%	£0.5k	£0.7k	£0.8k
117	Williton Parish Council	14.9%	14.9%	14.9%	£0.5k	£0.7k	£0.8k
118	May Gurney	15.7%	15.7%	15.7%	£5k	£5k	£5k
119	1610 Ltd	12.0%	12.0%	12.0%	-	-	-
120	Care Focus Somerset Ltd	11.0%	11.0%	11.0%	-	-	-
401	Mendip District Council	12.8%	12.8%	12.8%	£410k	£500k	£590k
402	Sedgemoor District Council	13.0%	13.0%	13.0%	£690k	£860k	£1,030k
403	Taunton Deane Borough Council	13.5%	13.5%	13.5%	£760k	£990k	£1,220k
404	West Somerset DC	12.9%	12.9%	12.9%	£210k	£260k	£310k
405	South Somerset DC	13.9%	13.9%	13.9%	£640k	£840k	£1,040k

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
501	Huish Episcopi Academy	18.1%	18.1%	18.1%	-	-	-
500	Holyrood Academy	18.1%	18.1%	18.1%	-	-	-
502	Kingsmead Academy	18.1%	18.1%	18.1%	-	-	-
503	Taunton Academy	18.1%	18.1%	18.1%	-	-	-
530	Selwood Middle School	18.1%	18.1%	18.1%	-	-	-
529	Enmore C of E school	18.1%	18.1%	18.1%	-	-	-
528	Sexey's Academy	18.1%	18.1%	18.1%	-	-	-
522	St Dunstan's Academy	18.1%	18.1%	18.1%	-	-	-
525	Westfield Academy	18.1%	18.1%	18.1%	-	-	-
524	Tatworth Academy	18.1%	18.1%	18.1%	-	-	-
521	Oakfield Academy	18.1%	18.1%	18.1%	-	-	-
523	Stanchester Academy	18.1%	18.1%	18.1%	-	-	-
517	Avishayes Academy	18.1%	18.1%	18.1%	-	-	-
518	Buckler's Mead Academy	18.1%	18.1%	18.1%	-	-	-
527	Blue Academy, Wells	18.1%	18.1%	18.1%	-	-	-
520	North Town Academy	18.1%	18.1%	18.1%	-	-	-
526	Whitstone Academy	18.1%	18.1%	18.1%	-	-	-
519	Maiden Beech Academy	18.1%	18.1%	18.1%	-	-	-
507	West Somerset Community College	18.1%	18.1%	18.1%	-	-	-
506	Minehead Middle School	18.1%	18.1%	18.1%	-	-	-
505	Kings of Wessex	18.1%	18.1%	18.1%	-	-	-
512	Crispin Academy	18.1%	18.1%	18.1%	-	-	-
515	Redstart Academy	18.1%	18.1%	18.1%	-	-	-
516	Wedmore Academy	18.1%	18.1%	18.1%	-	-	-
511	Castle Academy	18.1%	18.1%	18.1%	-	-	-
508	Ansford Academy	18.1%	18.1%	18.1%	-	-	-
509	Bishop Foxes Academy	18.1%	18.1%	18.1%	-	-	-
510	Brookside Academy	18.1%	18.1%	18.1%	-	-	-
514	Preston Academy	18.1%	18.1%	18.1%	-	-	-
513	Haygrove Academy	18.1%	18.1%	18.1%	-	-	-
504	Weare Academy	18.1%	18.1%	18.1%	-	-	-
531	Monteclefe Academy	18.1%	18.1%	18.1%	-	-	-
533	Bridgwater College Academy	18.1%	18.1%	18.1%	-	-	-
532	Axbridge Church of England School	18.1%	18.1%	18.1%	-	-	-
537	St Cuthbert's School	18.1%	18.1%	18.1%	-	-	-
536	Grass Royal School (aka St Michael's)	18.1%	18.1%	18.1%	-	-	-
535	Pen Mill School	18.1%	18.1%	18.1%	-	-	-
65	Berrow Parish Council	14.9%	14.9%	14.9%	£0.5k	£0.7k	£0.8k
200	Alabare	17.4%	17.4%	17.4%	-	-	-
122	Leisure East Devon	11.0%	11.0%	11.0%	-	-	-
123	Edwards & Ward	17.1%	17.1%	17.1%	-	-	-
124	ICM	17.8%	17.8%	17.8%	-	-	-
126	Cheddar Parish Council	14.9%	14.9%	14.9%	£0.8k	£0.9k	£1.0k

Code	Employer	Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
		1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
128	Nether Stowey Parish Council	14.9%	14.9%	14.9%	£0.1k	£0.3k	£0.6k
130	Buckler's Mead Leisure	23.0%	23.0%	23.0%	-	-	-
127	SASP	13.4%	13.4%	13.4%	-	-	-
129	NSL Ltd	17.8%	17.8%	17.8%	-	-	-
132	Mama Bears	25.1%	25.1%	25.1%	-	-	-
136	Wyvern Nursery Group	11.0%	11.0%	11.0%	-	-	-
133	MD Building	15.5%	15.5%	15.5%	£1.5k	£1.6k	£1.7k
134	BAM FM	16.0%	16.0%	16.0%	-	-	-
135	RM	11.0%	11.0%	11.0%	-	-	-
137	SWAP	11.6%	11.6%	11.6%	£140k	£150k	£150k
9	Avon & Somerset Police & Crime Commissioner	11.0%	11.0%	11.0%	£2,640k	£2,760k	£2,880k
534	Steiner Academy	18.1%	18.1%	18.1%	-	-	-
545	Bath & Wells Diocese Academy Trust	18.1%	18.1%	18.1%	-	-	-
89	National Autistic Society	18.7%	18.7%	18.7%	£17k	£20k	£23k
94	Chard Town Council	14.9%	14.9%	14.9%	£8.8k	£9.3k	£9.8k
95	Wincanton Town Council	14.9%	14.9%	14.9%	£1.2k	£1.5k	£1.7k
99	Frome Town Council	14.9%	14.9%	14.9%	£9.6k	£10.9k	£12.3k
100	Langport Town Council	14.9%	14.9%	14.9%	£0.7k	£0.8k	£0.9k
101	Somerset Rural Youth Project	13.6%	13.6%	13.6%	£1.6k	£1.7k	£1.7k
102	South West Councils	12.9%	12.9%	12.9%	£130k	£140k	£150k
103	Learning South West	17.0%	17.0%	17.0%	£16k	£17k	£17k
106	Exmoor National Park	11.9%	11.9%	11.9%	£80k	£90k	£100k
108	Avon&Somerset Probation Board	13.2%	13.2%	13.2%	£220k	£220k	£220k
110	Axbridge Town Council	14.9%	14.9%	14.9%	£0.6k	£0.7k	£0.8k
111	Somerton Town Council	14.9%	14.9%	14.9%	£1.6k	£2.0k	£2.5k

## Notes

- A4.3. Further sums should be paid to the Fund to meet the costs of any early retirements using methods and assumptions discussed with us.
- A4.4. The certified contribution rates represent the minimum level of contributions to be paid. Employers may pay further amounts at any time and future periodic contributions, or the timing of contributions, may be adjusted on a basis approved by us.
- A4.5. Contributions should be paid monthly in arrears on or before the 19th of the following calendar month, after which the Fund is entitled to charge interest on any contributions outstanding. Lump sum prepayments are permitted prior to this and an actuarial adjustment will be made to reflect the payment profile chosen.

## Projected New Benefits

A4.6. The following table shows the amount of new pension and lump sum benefits projected to come into payment during the period 1 April 2014 to 31 March 2017:

Retirement Benefits	
Year to	£000's
31 March 2015	10,745
31 March 2016	13,753
31 March 2017	16,931

## Appendix 5 New Employers

A5.1. The below employers have joined the Fund since 31 March 2013 and their rates were certified at their date of joining and will continue as set out until 1 April 2017 when they will be assessed as part of the next formal valuation.

		Employer contributions due as a % of salary for the year beginning			Additional employer contributions due as monetary amounts in the year beginning		
Code	Employer	1 Apr 2014	1 Apr 2015	1 Apr 2016	1 Apr 2014	1 Apr 2015	1 Apr 2016
Post Valuation Employers					-	-	-
544	Kings of Wessex Leisure	14.3%	14.3%	14.3%	-	-	-
538	St James Church School (Bath & Wells Academy Trust)	18.1%	18.1%	18.1%	-	-	-
543	Wellesley Park Academy	18.1%	18.1%	18.1%			
	The Collaborative Academies Trust	18.1%	18.1%	18.1%			
	Horrington Primary School	18.1%	18.1%	18.1%	-	-	-
	Brymore School	18.1%	18.1%	18.1%	-	-	-
	Cheddon Fitzpaine School	18.1%	18.1%	18.1%	-	-	-
	Hayesdowne First School	18.1%	18.1%	18.1%	-	-	-
	St Andrews School	18.1%	18.1%	18.1%	-	-	-
	Hamp Junior Academy	18.1%	18.1%	18.1%	-	-	-
	Horsington Church of England Primary School	18.1%	18.1%	18.1%	-	-	-
	Huish Primary School	18.1%	18.1%	18.1%	-	-	-
	Preston CofE VC Primary School	18.1%	18.1%	18.1%	-	-	-
	Court Fields Community School	18.1%	18.1%	18.1%	-	-	-
	Woolavington Village Primary School	18.1%	18.1%	18.1%	-	-	-

### Notes

- A5.2. Further sums should be paid to the Fund to meet the costs of any early retirements using methods and assumptions discussed with us.
- A5.3. The certified contribution rates represent the minimum level of contributions to be paid. Employers may pay further amounts at any time and future periodic contributions, or the timing of contributions, may be adjusted on a basis approved by us.
- A5.4. Contributions should be paid monthly in arrears on or before the 19th of the following calendar month, after which the Fund is entitled to charge interest on any contributions outstanding. Lump sum prepayments are permitted prior to this and an actuarial adjustment will be made to reflect the payment profile chosen.

## Appendix 6 LGPS Benefits

A6.1. The benefit changes from 1 April 2014 involve the formation of a new scheme, referred to below as LGPS 2014. Transitional regulations are applied so that the benefits in the previous LGPS 2008 scheme are maintained.

LGPS Benefits		LGPS 2014		LGPS 2008	
Type of Scheme		Career Average Revalued Earnings (CARE)		Final Salary	
Pension Benefit Accrual		1/49 <sup>th</sup>		1/60 <sup>th</sup> for service after 1 April 2008. Benefits for service before 31 March 2008 were based on 1/80 <sup>th</sup> accrual and an automatic lump sum of 3/80 <sup>ths</sup> .	
Revaluation		Consumer Prices Index (CPI)		Based on Final Salary	
Lump Sum		By commutation 12:1 up to a maximum of 25% of lifetime allowance			
Pensionable Pay		Pay <b>including</b> non-contractual overtime and additional hours for part time staff		Pay <b>excluding</b> non-contractual overtime and non-pensionable additional hours	
Member Contributions		Banded Contributions based on <b>actual</b> pensionable pay		Banded Contributions based on <b>full time equivalent</b> pensionable pay	
		Range		Gross Rate	
		Up to £13,500		5.5%	
		£13,501 to £21,000		5.8%	
		£21,001 to £34,000		6.5%	
		£34,001 to £43,000		6.8%	
		£43,001 to £60,000		8.5%	
		£60,001 to £85,000		9.9%	
		£85,001 to £100,000		10.5%	
		£100,001 to £150,000		11.4%	
More than £150,000		12.5%			
More than £150,000		12.5%			
Contribution Flexibility		Member can pay 50% contributions for 50% of the pension benefit		Not Available	
Normal Pension Age		Linked to individual member's State Pension Age (minimum age 65)		Age 65	

LGPS Benefits	LGPS 2014	LGPS 2008
Death in Service Lump Sum	3 x Pensionable Pay	
Death in Service Survivor Benefits	1/160 <sup>th</sup> accrual based on potential service to <b>Normal Pension Age</b>	
Ill Health Provision	Tier 1 - Immediate payment with service enhanced to <b>Normal Pension Age</b>	
	Tier 2 - Immediate payment with 25% service enhancement to <b>Normal Pension Age</b>	
	Tier 3 - Temporary payment of pension for up to 3 years	
Post Retirement Revaluation	Pension Increase Orders	
Vesting Period	2 years	3 months
Early Payment - Reduction to Benefits (Rule of 85)	<p>For members of the LGPS on 30 September 2006, some or all of their benefits paid early could be protected from reduction under what is called the Rule of 85.</p> <p>The Rule of 85 is satisfied if their age at the date they draw their benefits plus their scheme membership (each in whole years) add up to 85 or more.</p> <p>If they <b>could not satisfy the Rule of 85 by the time they are 65</b>, then all of their benefits are reduced, if they choose to retire before age 65.</p> <p>If they <b>will be age 60 or over by 31 March 2016</b> and choose to retire before age 65, then <b>provided they satisfy the Rule of 85 when they start to draw their pension</b>, the benefits they build up to 31 March 2016 will not be reduced.</p> <p>If they <b>will be under age 60 by 31 March 2016</b> and choose to retire before age 65, then <b>provided they satisfy the Rule of 85 when they start to draw their pension</b>, the benefits they have built up to 31 March 2008 will not be reduced. Also, if they will be aged 60 between 1 April 2016 and 31 March 2020 and meet the Rule of 85 by 31 March 2020, some or all of the benefits that they have built up between 1 April 2008 and 31 March 2020 will not have a full reduction.</p>	