

Hymans Robertson LLP has carried out an actuarial valuation of the West Sussex County Council Pension Fund ("the Fund") as at 31 March 2013, details of which are set out in the report dated 28 March 2014 ("the Report"), addressed to West Sussex County Council ("the Client"). The Report was prepared for the sole use and benefit of our Client and not for any other party; and Hymans Robertson LLP makes no representation or warranties to any third party as to the accuracy or completeness of the Report.

The Report was not prepared for any third party and it will not address the particular interests or concerns of any such third party. The Report is intended to advise our Client on the past service funding position of the Fund at 31 March 2013 and employer contribution rates from April 2014, and should not be considered a substitute for specific advice in relation to other individual circumstances.

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West Sussex County Council Pension Fund 2013 Actuarial Valuation Valuation Report

HYMANS ■ ROBERTSON

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1 Executive summary

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

Funding position

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

Past Service Position	31 March 2010		31 March 2013	
	(£m)	(£m)	(£m)	(£m)
Past Service Liabilities	2,047		2,741	
Market Value of Assets	1,759		2,370	
Surplus / (Deficit)	(288)		(371)	
Funding Level	85.9%		86.4%	

Although fund performance (in terms of return on assets) has been strong since 31 March 2010, the increase in deficit (in monetary terms) reflects the adverse conditions which the Fund has had to contend with since the previous valuation. In particular, the decrease in the real gilt yield has increased the value placed on the Fund's liabilities.

Contribution rates

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

Contribution Rates	31 March 2010		31 March 2013	
	(% of pay)	(% of pay)	(% of pay)	(% of pay)
Employer future service rate (incl. expenses)	16.4%		20.5%	
Past Service Adjustment (20 year spread)	4.5%		5.4%	
Total employer contribution rate (incl. expenses)	20.9%		25.9%	

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



2 Introduction

Purpose

The main purposes of this valuation are:

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

Component reports

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

- The data report (mentioned in **section 7**) dated 12 November 2013;
- The Discussion Document (dated 21 October 2013) which outlined the preliminary assumption proposals and whole fund results;
- An email to Richard Hornby on 1 November 2013 detailing revised Whole Fund results on alternative assumptions;
- The formal agreement by the Administering Authority of the actuarial assumptions used in this document, at a meeting dated 8 November 2013;
- The stabilisation modelling carried out for certain employers, as detailed in our report to the Administering Authority of 8 January 2014; and
- The Funding Strategy Statement, confirming the contribution rate setting approaches for employers in different circumstances.

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



3 Assumptions

Actuarial assumptions

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

- Demographic assumptions typically try to forecast **when** benefits will come into payment and what form these will take. For example, when members will retire (e.g. at their normal retirement age or earlier), how long they will then survive and whether a dependant's pension will be paid.
- Financial assumptions typically try to anticipate the **size** of these benefits. For example, how large members' final salaries will be at retirement and how their pensions will increase over time. In addition, the financial assumptions also help us to estimate how much all these benefits will cost the Fund in today's money.

Financial assumptions

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

Financial assumptions	31 March 2010		31 March 2013	
	Nominal	Real	Nominal	Real
Gilt yield	4.5%	1.2%	3.0%	0.5%
Discount Rate	6.1%	2.8%	4.6%	2.1%
Salary Increases*	5.3%**	2.0%	3.8%	1.3%
Price Inflation / Benefit Increases	3.3%	-	2.5%	-

* Plus an allowance for promotional pay increases.

**1% p.a. for 2010/11 and 2011/12, reverting to 5.3% p.a. thereafter.

Discount rate

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

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

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

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

Price inflation / benefit increases

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



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

Salary increases

The long term assumption for salary increases is RPI plus 0.5% p.a. This translates to CPI plus 1.3% p.a. This is a change in approach from 2010 where we assumed 1% p.a. nominal for 2 years and RPI plus 1.5% p.a. thereafter. We have set a lower long term rate of salary growth to reflect the belief that general economic growth and hence pay growth may be at a lower level than historically experienced for a prolonged period of time.

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

Assets

We have taken the assets of the Fund into account at their market value as indicated in the audited accounts for the period ended 31 March 2013. We have included an allowance for the expected future payments in respect of early retirement strain and augmentation costs granted prior to the valuation date in the value of assets for consistency with the liabilities and with the previous valuation. The value of these payments at the valuation date was about £2m.

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

Demographic assumptions

Longevity

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

Assumed life expectancy at age 65	Actives & Deferreds		Current Pensioners	
	Male	Female	Male	Female
2010 valuation	24.3	26.4	22.7	24.2
2013 valuation	26.9	28.5	24.4	25.8

We have increased our allowance for future improvements in longevity based on our belief that current trends in longevity will continue in future. This was discussed at the Panel meeting in November 2013.

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

General demographic assumptions

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

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



Further comments on the assumptions

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

For the avoidance of doubt, we believe that all other proposed assumptions represent the “best estimate” of future experience. This effectively means that there is a 50% chance that future experience will be better or worse than the chosen assumption.

Taken as a whole, we believe that our proposed assumptions are more prudent than the best estimate. The assessed liability value on a “neutral” best estimate (not prudent) basis would perhaps be 20% lower than the figures shown here.



4 Results

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

Past service

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

The results are presented in the form of a “funding level”. The funding level is the ratio of the market value of assets to the assessed cost of members’ past service benefits (“liabilities”). In practice a funding level for each employer has been calculated which is based on their particular circumstances and membership profile. The level above is an average position for the Fund as a whole.

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

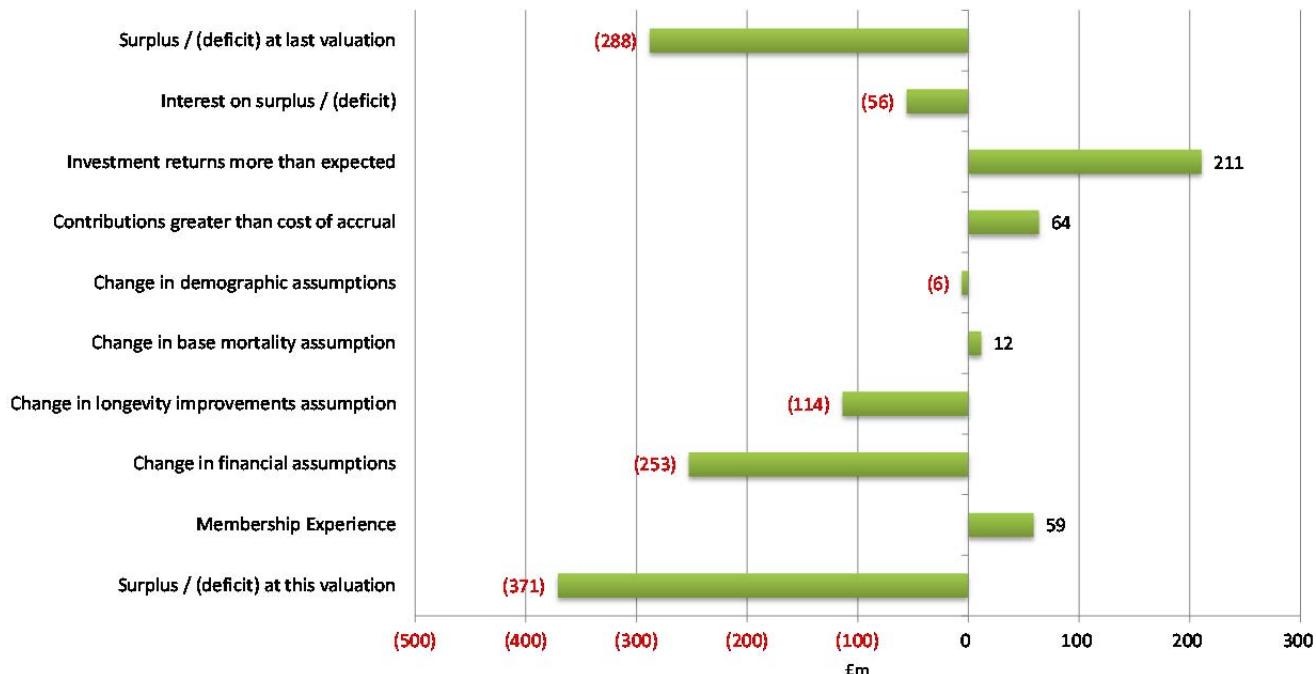
Valuation Date	31 March 2010	31 March 2013
Past Service Position	(£m)	(£m)
Past Service Liabilities		
Employees	835	1,043
Deferred Pensioners	316	476
Pensioners	896	1,222
Total Liabilities	2,047	2,741
Market Value of Assets	1,759	2,370
Surplus / (Deficit)	(288)	(371)
Funding Level	85.9%	86.4%

The main funding objective was not met: there was a shortfall of assets to the assessed cost of members’ benefits of £371m.



Summary of changes to the funding position

Whilst the funding level has improved since 2010, the deficit has increased marginally. The chart below illustrates the factors that caused the deficit to increase between 31 March 2010 and 31 March 2013:



Further comments on some of the items in this chart:

- There is an interest cost of £56m. This is broadly three years of compound interest at 6.1% p.a. applied to the previous valuation deficit of £288m.
- Investment returns being greater than expected since 2010 lead to a gain of £211m. This is roughly the difference between the actual and expected three-year return applied to the whole fund assets from the previous valuation of £1,759m, with a further allowance made for cashflows during the period.
- Contributions paid have been greater than the cost of accrual since 2010 resulting in a gain of £64m. This is mainly a result of employers paying lump sum monetary amounts towards their past service deficit.
- The impact of the change in demographic assumptions has been a loss of around £6m.
- The change in mortality assumptions (baseline and improvements) has given rise to a loss of £102m. This is mainly due to the change in assumed longevity improvements.
- The change in financial conditions between the previous valuation has led to a loss of £253m. This is due to a decrease in the real discount rate between 2010 and 2013. This has been partially been offset by the 0.8% p.a. increase in our assumption of the gap between RPI and CPI and changes to long term salary increases.
- Membership experience, such as actual pay awards versus expected pay awards have served to decrease the deficit at this valuation by around £59m.
- Note that the benefit changes that come into effect as at 1 April 2014 do not change the funding position as all past service benefits to 31 March 2014 are protected.



Future service

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

Valuation Date	31 March 2010	31 March 2013
Future service rate	% of pay	% of pay
Employer future service rate (excl. expenses)	16.1%	20.2%
Expenses	0.3%	0.3%
Total employer future service rate (incl. expenses)	16.4%	20.5%
Employee contribution rate	6.6%	6.3%

Note: the employee contribution rate includes any additional contributions (such as contracts to purchase of additional service) being paid by employees as at 31 March 2013 into the Fund.

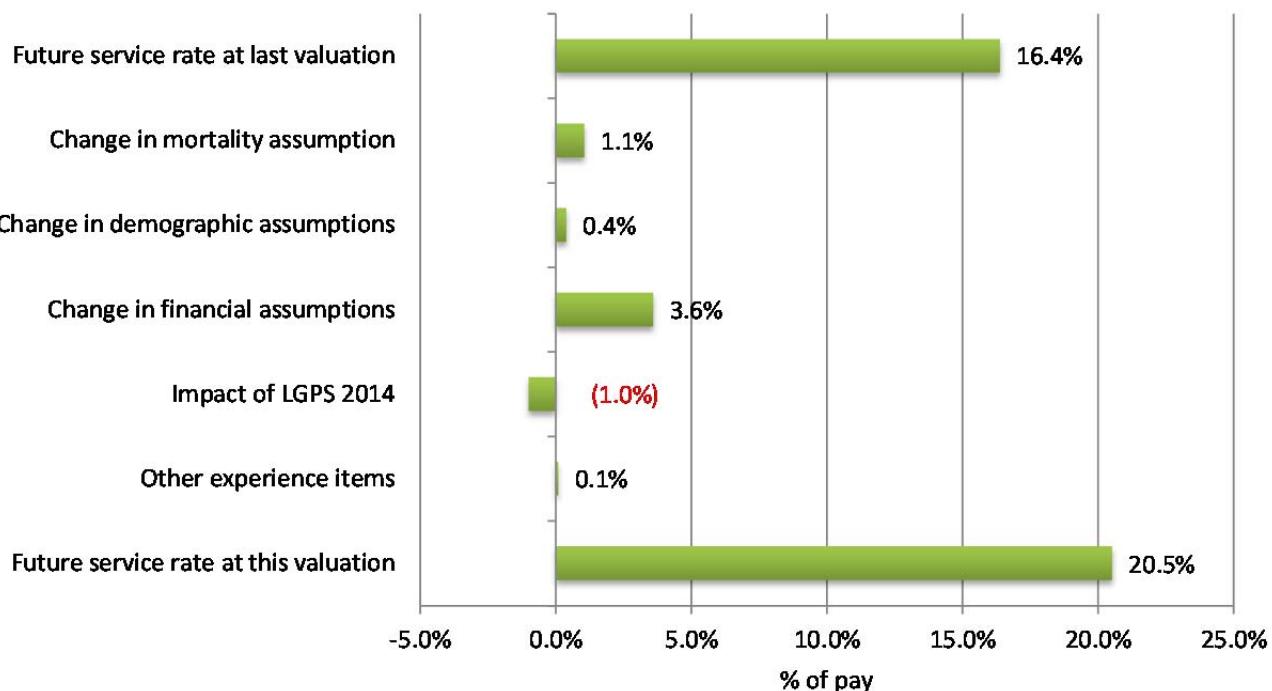
The average future service rate for Fund employers is 20.5% of pay. This rate is calculated as at 31 March 2013 and therefore forms part of the total contribution rate payable by employers from 1 April 2014. Note this rate makes an allowance for changes to the benefit structure that take effect from 1 April 2014. In practice, a future service rate for each employer has been calculated which is based on their particular circumstances and membership profile. The rate above is an average future service rate for the Fund as a whole.

This future service contribution rate makes no allowance for the past service deficit in the Fund described above.



Summary of changes to the future service rate

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



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

The impact of the LGPS 2014 scheme has resulted in a reduction in contribution rate of 1.0% of payroll.

Total common contribution rate payable

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

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

Valuation Date	31 March 2010	31 March 2013
Total contribution rate	% of pay	% of pay
Future service rate (incl. expenses)	16.4%	20.5%
Past service adjustment (20 year spread)	4.5%	5.4%
Total employer contribution rate	20.9%	25.9%

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



5 Risk Assessment

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

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

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

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

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

Sensitivity of valuation results to changes in assumptions

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

Assumption	Change	Impact	
		Deficit (£m)	Future service rate (% of pay)
Discount rate	Increases by 0.5%	Falls by £239m	Falls by 3.3%
Salary increases	Increases by 0.5%	Rises by £77m	-
Price inflation / pension increases	Increases by 0.5%	Rises by £185m	Rises by 3.3%
Life expectancy	Increases by 1 year	Rises by £83m	Rises by 0.8%

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

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



Sensitivity of valuation results to market conditions and investment performance

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

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

The table below shows how the funding level (top), deficit (middle, in £m) and total contribution rate (bottom, as % of pay) would vary if investment conditions at 31 March 2013 had been different. The level of the FTSE 100 Price index is taken as a suitable proxy for asset performance whilst the index-linked gilt yield is taken as a yardstick for the valuation of liabilities. Note that this does not take account of the performance of all asset classes held by the Fund (e.g. overseas equities, property, bonds, cash etc.) but it does serve to highlight, in broad terms, the sensitivity of the valuation results to investment conditions at the valuation date.

The shaded box contains the results for this valuation.

Index Linked Gilt Yield	-0.10%	84%	90%	95%
		(426)	(273)	(119)
		25.5%	23.2%	21.0%
		81%	86%	92%
-0.30%	-0.30%	(525)	(371)	(218)
		28.2%	25.9%	23.7%
		78%	83%	89%
		(628)	(475)	(321)
-0.50%	-0.50%	31.0%	28.8%	26.6%
		5912	6412	6912
		FTSE 100 Price Index		

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

Longevity risk

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

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

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

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



Longevity assumption	Impact	
	Deficit (£m)	Future service rate
2013 valuation	(371)	20.5%
2013 valuation (further improvements)	(384)	20.7%

The shaded box contains the results for this valuation.

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

The “further improvements” are a more cautious set of improvements that, in the long term, assumes rates of improvement in long term mortality are 0.25% higher than those allowed for in our final results.

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

Other risks to consider

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

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

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

Managing the risks

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

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

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



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

While the Fund already carries out some of the above, we would be delighted to set out in more detail the risks that affect the Fund and discuss with you any possible additional strategies for managing them.



6 Related issues

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

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

Further recommendations

Valuation frequency

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

Investment strategy and risk management

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

New employers joining the Fund

Any new employers or admission bodies joining the Fund should be referred to the Fund actuary where required under the Fund's admissions policy.

Additional payments

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

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

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

Cessations and bulk transfers

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



Any bulk movement of scheme members:

- involving 10 or more scheme members being transferred from or to another LGPS fund, or
- involving 2 or more scheme members being transferred from or to a non-LGPS pension arrangement

should be referred to us to consider the impact on the Fund.



7 Reliances and limitations

Scope

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

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

The results of the valuation are dependent on the quality of the data provided to us by the Administering Authority for the specific purpose of this valuation. We have previously issued a separate report confirming that the data provided is fit for the purposes of this valuation and have commented on the quality of the data provided. The data used in our calculations is as per our report of 12 November 2013.

Actuarial Standards

The following Technical Actuarial Standards¹ are applicable in relation to this report and have been complied with where material:

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

Steven Law

Fellow of the Institute and Faculty of Actuaries

28 March 2014

Bryan T Chalmers

Fellow of the Institute and Faculty of Actuaries

28 March 2014

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



Appendix A: About the pension fund

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

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

Defined benefit pension scheme

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

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

Liabilities

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

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

Assets

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

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

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

The long-term nature of the Fund

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

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



Appendix B: Summary of the Fund's benefits

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

Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Normal retirement age (NRA)	Age 65.	Age 65.	Equal to the individual member's State Pension Age (minimum 65).
Earliest retirement age (ERA) on which immediate unreduced benefits can be paid on voluntary retirement	As per NRA (age 65). Protections apply to active members in the scheme immediately prior to 1 October 2006 who would have been entitled to immediate payment of unreduced benefits prior to 65, due to: The benefits relating to various segments of scheme membership are protected as set out in Schedule 2 to the Local Government Pension Scheme (Transitional Provisions) Regulations 2008 and associated GAD guidance.		As per NRA (minimum age 65). Protections apply to active members in the scheme for pensions earned up to 1 April 2014, due to: a) Accrued benefits relating to pre April 2014 service at age 65. b) Continued 'Rule of 85' protection for qualifying members. c) Members within 10 yrs. of existing NRA at 1/4/12 – no change to when they can retire and no decrease in pension they receive at existing NRA.
Member contributions	Officers - 6% of pensionable pay Manual Workers – 5% of pensionable pay if has protected lower rates rights or 6% for post 31 March 1998 entrants or former entrants with no protected rights.	Banded rates (5.5%-7.5%) depending upon level of full-time equivalent pay. A mechanism for sharing any increased scheme costs between employers and scheme members is included in the LGPS regulations.	Banded rates (5.5%-12.5%) depending upon level of actual pay. A mechanism for sharing any increased scheme costs between employers and scheme members will be included in the LGPS regulations in due course.
Pensionable pay	All salary, wages, fees and other payments in respect of the employment, excluding non-contractual overtime and some other specified amounts. Some scheme members may be covered by special agreements.		Pay including non-contractual overtime and additional hours.



Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Final pay	<p>The pensionable pay in the year up to the date of leaving the scheme. Alternative methods used in some cases, e.g. where there has been a break in service or a drop in pensionable pay.</p> <p>Will be required for the statutory underpin and in respect of the final salary link that may apply in respect of certain members of the CARE scheme who have pre April 2014 accrual.</p>		N/A
Period of scheme membership	Total years and days of service during which a member contributes to the Fund. (e.g. transfers from other pension arrangements, augmentation, or from April 2008 the award of additional pension). For part time members, the membership is proportionate with regard to their contractual hours and a full time equivalent). Additional periods may be granted dependent on member circumstances.		N/A
Normal retirement benefits at NRA	<p>Annual Retirement Pension - 1/80th of final pay for each year of scheme membership.</p> <p>Lump Sum Retirement Grant - 3/80th of final pay for each year of scheme membership.</p>	<p>Scheme membership from 1 April 2008:</p> <p>Annual Retirement Pension - 1/60th of final pay for each year of scheme membership.</p> <p>Lump Sum Retirement Grant – None except by commutation of pension.</p>	<p>Scheme membership from 1 April 2014:</p> <p>Annual Retirement Pension - 1/49th of pensionable pay (or assumed pensionable pay) for each year of scheme membership.</p> <p>Lump Sum Retirement Grant - None except by commutation of pension</p>
Option to increase retirement lump sum benefit	In addition to the standard retirement grant any lump sum is to be provided by commutation of pension (within overriding HMRC limits). The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.	No automatic lump sum. Any lump sum is to be provided by commutation of pension (within overriding HMRC limits). The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.	No automatic lump sum. Any lump sum is to be provided by commutation of pension (within overriding HMRC limits). The terms for the conversion of pension in to lump sum is £12 of lump sum for every £1 of annual pension surrendered.
Voluntary early retirement benefits (non ill-health)	On retirement after age 60, subject to reduction on account of early payment in some circumstances (in accordance with ERA protections).		On retirement after age 55, subject to reduction on account of early payment in some circumstances (in accordance with ERA protections).



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



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



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



Provision	Benefit Structure To 31 March 2008	Benefit Structure From 1 April 2008	Benefit Structure From 1 April 2014
Assumed pensionable pay		N/A	This applies in cases of reduced contractual pay (CPP) resulting from sickness, child related and reserve forces absence, whereby the amount added to the CPP is the assumed pensionable pay rather than the reduced rate of pay actually received.
50/50 option		N/A	Optional arrangement allowing 50% of main benefits to be accrued on a 50% contribution rate.

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

Discretionary benefits

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



Appendix C: About the valuation

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

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

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

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

Past service

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

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

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

Future service

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

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

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



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

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

The sensitivity of valuation results

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



Appendix D: Data

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

Membership data – whole fund

Employee members

	31 March 2010		31 March 2013	
	Number	Pensionable Pay* (£000)	Number	Pensionable Pay* (£000)
Total employee membership	21,898	369,514	21,761	368,306

* actual pay (not full-time equivalent)

Deferred pensioners

	31 March 2010		31 March 2013	
	Number	Deferred pension (£000)	Number	Deferred pension (£000)
Total deferred membership	18,570	19,304	22,573	25,657

The deferred pension shown includes revaluation up to and including the 2013 Pension Increase Order. The figures above also include any “status 2” and “status 9” members at the valuation date.

Current pensioners, spouses and children

	31 March 2010		31 March 2013	
	Number	Pension (£000)	Number	Pension (£000)
Members	12,125	56,167	14,043	68,332
Dependants	1,993	5,306	2,205	6,307
Children	114	143	123	140
Total pensioner members	14,232	61,615	16,371	74,779

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

Membership Profile	Average Age (years)		FWL (years)	
	2010	2013	2010	2013
Employees	51.3	51.1	7.6	9.1
Deferred Pensioners	49.9	50.2	-	-
Pensioners	67.0	67.6	-	-

The average ages are weighted by liability.

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



Membership data – individual employers

Emp code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay (£000)	Number	Pension (£000)	Number	Pension (£000)
1	West Sussex County Council	11,851	166,138	13,689	12,090	8,712	34,798
11	National Water Council	0	0	0	0	22	60
60	Magistrates	0	0	63	109	68	414
70	Probation	0	0	37	80	68	318
101	Chichester College	518	8,924	768	585	201	507
102	Crawley College	0	0	264	240	96	218
103	Northbrook	358	4,176	373	255	185	425
104	Brinsbury College	0	0	64	53	20	37
105	Collyers College	79	995	62	39	19	69
107	Worthing 6th Form College	93	1,454	99	76	29	61
108	Greenway School	23	146	9	4	3	*
109	Central Sussex College	357	6,976	250	171	81	293
110	Worthing High School Trust	42	583	11	13	7	15
200	Mid Sussex DC Census	88	1,826	22	47	17	89
201	Littlehampton Academy	86	1,142	29	34	6	12
202	Shoreham Academy	47	796	20	14	3	*
203	Woodard Academy Trust	55	854	32	34	2	*
204	Bourne Community College	32	409	14	13	5	*
205	Hazelwick Trust School	0	0	28	20	8	23
206	Discovery New School	5	*	2	*	0	0
207	Southwater Infant	26	231	6	1	0	0
208	Southwater Junior	29	253	6	3	0	0
209	Hazelwick Academy	80	999	6	4	1	*
210	Warden Park Academy	98	996	12	5	3	*
211	Medmerry School	28	211	2	*	0	0
212	Academy Selsey	32	420	13	10	1	*
213	Regis School	116	1,342	7	4	1	*
214	Warden Park Primary	23	158	3	*	1	*
215	Bewbush Academy	44	418	3	*	0	0
216	Seal Academy	45	243	2	*	1	*
217	Tangmere Academy	28	155	4	*	0	0
218	Edward Bryant School	53	304	2	*	0	0
219	Thomas Bennett College	89	1,028	3	*	0	0
220	Broadfield East Infants	22	249	0	0	0	0
221	Broadfield East Junior	32	294	1	*	0	0
222	Oaks Academy	43	258	1	*	0	0
223	Portfield Academy	21	164	5	*	0	0
224	Hilltop Academy	37	250	0	0	2	*
225	Seymour Academy	23	206	2	*	1	*
226	South Way Academy	64	509	1	*	1	*
240	Addaction	3	*	0	0	0	0
253	Age Concern (ex Arun)	2	*	2	*	1	*
254	Age Concern West Sx	0	0	0	0	10	27
255	Ardingly Parish Council	0	0	2	*	1	*
256	Ashurstwood Parish Council	1	*	1	*	0	0
257	Balcombe Parish Council	1	*	0	0	0	0
259	Local Government Assoc.	4	*	29	245	43	948
261	Angmering Parish Council	1	*	0	0	0	0
265	Ashington Parish Council	1	*	0	0	0	0
267	Aspire Sussex	71	1,181	7	11	1	*
269	Balfour Beatty	27	577	3	*	9	27
273	Camelia Botnar Foundation	0	0	0	0	1	*
275	Care Quality Commission	2	*	0	0	1	*
276	Capita (IT)	99	3,713	10	48	3	*
277	Capita (SSO)	450	7,864	17	32	1	*
280	Brookwood Partnership	2	*	0	*	0	0
285	Billingshurst Parish Council	3	*	1	*	1	*
299	Bersted Parish Council	2	*	0	0	1	*
310	Chichester Diocesan Assoc. of FSW	1	*	1	*	7	35



Emp code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay	Number	Pension	Number	Pension
320	Chichester Harbour Conservancy	23	578	10	18	17	88
328	Commission for Social Care and Inspection	0	0	3	*	8	116
329	Compass Travel	0	0	1	*	0	0
330	Chichester District Community Housing	0	0	19	63	17	103
331	Crawley Borough Council	584	14,215	814	1,527	868	4,892
335	Cuckfield Parish Council	3	*	2	*	3	*
336	Ansty and Staplefield Parish Council	1	*	0	0	0	0
337	Donnington Parish Council	1	*	0	0	1	*
339	Earnley Parish Council	1	*	0	0	0	0
341	Eastergate Parish Council	1	*	0	0	0	0
342	East Preston Parish Council	2	*	1	*	1	*
349	Essex Cares	71	978	2	*	1	*
350	Firefighters Charity	2	*	3	*	15	68
351	Findon Parish Council	1	*	0	0	0	0
360	Freedom Leisure (ex Mid Sx)	87	1,424	22	46	2	*
361	Freedom Leisure (ex Six Villages)	3	*	0	0	0	0
375	Grace Eyre Foundation	19	268	0	0	0	0
385	Haywards Heath Town Council	9	180	2	*	5	*
386	Health Management Ltd	2	*	0	0	0	0
387	BAM UK (was HBG)	3	*	0	0	0	0
392	Homes and Communities Agency	20	815	7	66	9	167
394	Horsham District Council	383	9,643	439	700	534	3,263
395	Lindfield Parish Council	1	*	0	0	1	*
398	Impact Initiatives	2	*	0	0	0	0
410	Horsham District Age Concern	1	*	0	0	5	*
416	Inspire Leisure	61	777	53	75	19	70
417	Impulse Leisure	17	217	26	21	4	*
425	Lancing Parish Council	4	*	3	*	3	*
428	The Listening Company	8	112	1	*	0	0
430	Littlehampton Harbour Board	2	*	5	*	7	24
436	Mears	5	*	0	0	0	0
437	Mitie	7	190	0	0	0	0
440	Martlet Homes	118	3,569	156	306	57	349
445	Midhurst Rother College	43	650	24	33	13	26
450	Muntham House	44	869	50	50	11	35
455	National Car Parks	2	*	2	*	4	*
460	New Shoreham Port Health Authority	0	0	0	0	3	*
461	New Concept	2	*	2	*	0	0
462	NSL Ltd	4	*	0	0	1	*
463	North Horsham Parish Council	6	134	4	*	5	*
464	North Mundham Parish Council	1	*	0	0	0	0
465	Pallant House Gallery Trust	1	*	0	0	2	*
466	Places for People	8	153	0	0	3	*
467	Plaistow and Ifold Parish Council	0	0	1	*	0	0
473	Pulborough Parish Council	1	*	0	0	2	*
475	Reliance Secure Task Management	5	*	20	50	8	23
479	Royal Society for Protection of Birds	4	*	0	0	1	*
480	Royal Town Planning Institute	13	349	43	151	35	256
485	Rustington Parish Council	13	217	4	*	3	*
490	St Thomas More School	0	0	1	*	10	32
491	Saxon Weald	115	3,554	82	185	54	277
493	Selsey Town Council	5	*	2	*	1	*
494	Shaw Healthcare	92	1,318	140	107	140	224
500	Shoreham Port Authority	47	1,667	27	73	71	410
501	Slaugham Parish Council	1	*	0	0	0	0
502	Spurgeons	1	*	3	*	0	0
503	Slinfold Parish Council	1	*	0	0	0	0
504	Steyning Parish Council	2	*	0	0	1	*
506	Southwater Parish Council	8	165	5	*	0	0
507	South Downs National Park	101	3,097	10	2	0	0



Emp code	Employer Name	Employees		Deferreds		Pensioners	
		Number	Actual Pay	Number	Pension	Number	Pension
508	Storrington Parish Council	0	0	0	0	1	*
509	Superclean Services Wothorpe	0	0	3	*	0	0
511	Superclean Services	0	0	1	*	0	0
520	Sussex Police Authority	2,105	50,799	1,740	3,229	1,354	4,592
525	Turners Hill Parish Council	0	0	1	*	0	0
530	University College Chichester	0	0	66	69	41	199
531	University of Chichester	356	7,525	125	220	43	166
534	Upper Beeding Parish Council	1	*	0	0	1	*
536	Village Coaches	0	0	0	0	2	*
538	Viridor Waste Management	1	*	1	*	1	*
540	Westbourne and Southbourne JBC	0	0	0	0	1	*
545	West Grinstead Parish Council	1	*	0	0	0	0
570	West Sussex Economic Partnership	0	0	2	*	2	*
580	West Sussex Institute of Higher Education	0	0	34	39	71	140
590	Valuation and Community Charge Tribunal	0	0	0	0	3	*
620	Worthing Society for the Blind	0	0	0	0	3	*
846	Churchill Contract Services	5	*	1	*	0	0
901	NHS Pensioners	0	0	0	0	16	60
1251	Adur DC	90	1,991	369	626	452	2,871
1258	Arun DC	381	9,668	429	773	640	3,702
1318	Chichester DC	637	11,880	645	812	598	3,538
1394	Horsham DC (CenSus)	28	872	2	*	1	*
1433	Mid Sussex DC	201	5,508	455	757	429	2,683
1664	Arundel Town Council	1	*	0	0	0	0
1774	Bognor Town Council	5	*	2	*	5	*
1834	Burgess Hill TC	20	457	12	12	9	14
1904	Chichester City Council	8	169	5	*	10	22
2038	East Grinstead TC	17	368	7	5	11	71
2314	Littlehampton TC	12	237	11	20	5	*
2413	Midhurst TC	3	*	1	*	1	*
2975	Worthing BC	202	2,487	531	670	666	3,656
4019	Assoc District Councils	0	0	2	*	6	156
4027	Commission for New Towns	0	0	131	460	288	2,378
4271	May Gurney	0	0	11	60	9	15
6196	Assoc of County Councils	0	0	5	*	35	668
6218	LAMSAC	0	0	2	*	66	546
7162	Portsmouth Water	0	0	0	0	10	101
11111	Adur Worthing Joint Committee	488	12,493	0	0	0	0
33333	SERCO	0	0	2	*	2	*

*where the number of members is 5 or less we have removed the monetary figure for data protection purposes



Assets at 31 March 2013

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

Asset class	Market Value at 31 March 2010 (£000)	Allocation %	Market Value at 31 March 2013 (£000)	Allocation %
UK equities	696,989	39%	451,548	19%
UK fixed interest gilts	171,534	10%	97,152	4%
UK corporate bonds	88,263	5%	72,179	3%
UK index-linked gilts	0	0%	0	0%
Overseas equities	647,357	37%	1,329,558	56%
Overseas bonds	0	0%	175,244	8%
Property	102,054	6%	184,296	8%
Cash and net current assets	51,559	3%	57,849	2%
Total	1,757,756	100%	2,367,826	100%

Note that, for the purposes of determining the funding position at 31 March 2013, the asset value we have used also includes the present value of expected future early retirement strain payments of about £2m.

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

Consolidated accounts (£000)	Year to		
	31 March 2011	31 March 2012	31 March 2013
Income			
Employer - normal contributions	85,294	73,457	78,097
Employer - additional contributions	0	0	0
Employer - early retirement and augmentation strain contributions	0	0	0
Employee - normal contributions	24,249	23,148	22,821
Employee - additional contributions	927	640	556
Transfers In Received (including group and individual)	6,303	4,884	4,835
Other Income	7	8	5
Total Income	116,780	102,137	106,314
Expenditure			
Gross Retirement Pensions	59,961	65,124	72,995
Lump Sum Retirement Benefits	14,797	19,330	10,350
Death in Service Lump sum	1,510	2,564	2,048
Death in Deferment Lump Sum	0	0	0
Death in Retirement Lump Sum	0	0	0
Gross Refund of Contributions	23	29	24
Transfers out (including bulk and individual)	7,929	6,610	5,150
Fees and Expenses	1,023	1,166	1,176
Total Expenditure	85,243	94,823	91,743
Net Cashflow	31,537	7,314	14,571
Assets at start of year	1,757,756	1,953,546	2,040,468
Net cashflow	31,537	7,314	14,571
Change in value	164,253	79,608	312,787
Assets at end of year	1,953,546	2,040,468	2,367,826
Approximate rate of return on assets	9.3%	4.1%	15.3%

Note that the figures above are based on the Fund accounts provided to us for the purposes of this valuation, which were not fully audited at the time of our valuation calculations.



Appendix E: Assumptions

Financial assumptions

Financial assumptions	31 March 2010 (% p.a.)	31 March 2013 (% p.a.)
Discount rate	6.1%	4.6%
Retail Price inflation	3.8%	3.3%
Pay increases*	5.3%	3.8%
Pension increases:		
pension in excess of GMP	3.3%	2.5%
post-88 GMP	2.8%	2.5%
pre-88 GMP	0.0%	0.0%
Revaluation of deferred pension	3.3%	2.5%
Revaluation of Career Average Earnings	N/A	2.5%
Expenses (% of pay)	0.3%	0.3%

*An allowance is also made for promotional pay increases (see table below). Note that the assumption at 31 March 2010 is actually 1% p.a. for 2010/11 and 2011/12, reverting to 5.3% p.a. thereafter.

Mortality assumptions

Longevity assumptions	31 March 2013
Longevity - baseline	Vita curves
Longevity - improvements	
CMI Model version used	CMI_2010
Starting rates	CMI calibration based on data from Club Vita using the latest available data as at December 2011.
Long term rate of improvement	Period effects: 1.25% p.a. for men and women. Cohort effects: 0% p.a. for men and for women.
Period of convergence	Period effects: 10 years for ages 45 and below with linear transition to 40 years for those ages 75 and over Cohort effects: CMI core i.e. 40 years for those born in 1947 or later declining linearly to 5 years for those born in 1912 or earlier.
Proportion of convergence remaining at mid point	75%

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

In the short term we have assumed that the 'cohort effect' of strong improvements in life expectancy currently being observed amongst a generation born around the early and mid-1930s will not start to tail off for some years, resulting in life expectancy eventually increasing less rapidly than has been seen over the last decade or two. This is known as 'non-peaked'.



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

However, we have assumed that post age 90 improvements in mortality are hard to achieve, declining between ages 90 and 120 so that no improvements are seen at ages 120 and over. The initial rate of mortality is assumed to decline steadily above age 98.

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

Other demographic valuation assumptions

Retirements in ill health Allowance has been made for ill-health retirements before Normal Pension Age (see table below).

Withdrawals Allowance has been made for withdrawals from service (see table below).

Family details A varying proportion of members are assumed to be married (or have an adult dependant) at retirement or on earlier death. For example, at age 60 this is assumed to be 90% for males and 85% for females. Husbands are assumed to be 3 years older than wives.

Commutation 50% of future retirements elect to exchange pension for additional tax free cash up to HMRC limits for service to 1 April 2008 (equivalent 75% for service from 1 April 2008).

50:50 option 10% of members (uniformly distributed across the age, service and salary range) will choose the 50:50 option.

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

**Death in Service table:**

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

III Health Early Retirements tables:**Tier 1**

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

Tier 2

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

**Tier 3**

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

Withdrawal**Less than 2 years' service**

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

More than 2 years' service

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

**Promotional salary scale**

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



Appendix F: Events since valuation date

Post-valuation events

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

Investment conditions since 31 March 2013

In the period since the valuation date, investment markets moved in the following manner:

- equity markets have risen
- bond yields have risen
- price inflation has risen

The table below compares the initial valuation results presented in this report with those that would have applied if our assumptions had been based on current market conditions (i.e. assumptions as at 31 December 2013).

Assumptions as at:	31 March 2013	31 January 2014
Past Service Position	(£m)	(£m)
Total Liabilities	2741	2716
Market Value of Assets	2370	2555
Surplus / (Deficit)	(371)	(161)
<hr/>		
Funding Level	86.4%	94.1%
<hr/>		
Contribution rates	% of pay	% of pay
Future service rate	20.5%	18.6%
Past Service Adjustment (20 year spread)	5.4%	2.3%
Total contribution rate	25.9%	20.9%

Other events

Other than investment conditions changes above we are not aware of any material changes or events occurring since the valuation date.



Appendix G: Rates and adjustments certificate

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

The method and assumptions used to calculate the contributions set out in the Rates and Adjustments certificate are detailed in the Funding Strategy Statement dated 28 March 2014 and our report on the actuarial valuation dated 28 March 2014.

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

Signature:

Date:	28 March 2014	28 March 2014
Name:	Steven Law	Bryan T Chalmers
Qualification:	Fellow of the Institute and Faculty of Actuaries	Fellow of the Institute and Faculty of Actuaries
Firm:	Hymans Robertson LLP 20 Waterloo Street Glasgow G2 6DB	Hymans Robertson LLP 20 Waterloo Street Glasgow G2 6DB



Statement to the rates and adjustments certificate

The Common Rate of Contribution payable by each employing authority under regulation 36(4)(a) of the Administration Regulations for the period 1 April 2014 to 31 March 2017 is 25.9% of pensionable pay (as defined in Appendix B).

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

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

Employer code	Employer name	Contributions currently being paid in 2013/14		Minimum Contributions for the Year Ending		
		31 March 2015	31 March 2016	31 March 2017		
Scheduled Bodies - Major Authorities						
1	West Sussex County Council *	16.4% plus £11,245,000	17.4% plus £11,245,000	18.4% plus £11,245,000	19.4% plus £11,245,000	
1251	Adur District Council	17.7% plus £990,000	18.7% plus £990,000	19.7% plus £990,000	20.7% plus £990,000	
1258	Arun District Council	17.9% plus £1,119,000	18.9% plus £1,119,000	19.9% plus £1,119,000	20.9% plus £1,119,000	
1318	Chichester District Council	16.3%	17.3%	18.3%	19.3%	
331	Crawley Borough Council	16.6% plus £138,000	17.6% plus £138,000	18.6% plus £138,000	19.6% plus £138,000	
394	Horsham District Council	17.5%	18.5%	19.5%	20.5%	
1433	Mid Sussex District Council	15.6% plus £881,000	16.6% plus £1,021,000	17.6% plus £1,077,000	18.6% plus £1,133,000	
520	Sussex Police & Crime Commissioner	15.4% plus £1,233,000	16.4% plus £1,233,000	17.4% plus £1,233,000	18.4% plus £1,233,000	
2975	Worthing Borough Council	17.6% plus £1,939,000	18.6% plus £1,939,000	19.1% plus £1,939,000	19.1% plus £1,939,000	
Colleges						
101	Chichester College **	15.4%	16.5%	16.5%	16.5%	
109	Central Sussex College **	16.7%	18.0% plus £7,000	19.3% plus £15,000	20.7% plus £16,000	
105	Collyers 6th Form College	17.8%	18.2% plus £5,000	18.2% plus £11,000	18.2% plus £18,000	
103	Northbrook College	16.0%	17.0%	17.9%	17.9%	
107	Worthing 6th Form College	16.6% plus £67,000	17.9% plus £68,000	19.2% plus £69,000	20.4% plus £73,000	
Schools & Academies						
215	Bewbush Academy	21.7%	21.7%	21.7%	21.7%	
220	Broadfield East Infants Academy	21.7%	21.7%	21.7%	21.7%	
221	Broadfield East Junior Academy	21.7%	20.1% plus £7,000	20.1% plus £9,000	20.1% plus £11,000	
231	Chichester High School for Boys #	21.7%	18.4% plus £9,000	18.4% plus £9,000	18.4% plus £9,000	
232	Chichester High School for Girls #	21.7%	19.1% plus £15,000	19.1% plus £16,000	19.1% plus £17,000	
206	Discovery New School	35.0% plus £72,000	35.0% *	35.0% *	35.0% *	
108	Greenway School	12.6%	14.0%	15.4%	16.8%	
209	Hazelwick Academy	17.5% plus £35,000	17.5% plus £35,000	17.5% plus £35,000	17.5% plus £35,000	
224	Hilltop Academy	21.7%	21.7%	21.7%	21.7%	
211	Medmerry Academy	19.0% plus £6,000	19.8% plus £6,000	20.6% plus £7,000	21.5% plus £7,000	
222	Oaks Academy	21.7%	21.7% plus £5,000	21.7% plus £9,000	21.7% plus £15,000	
223	Portfield Academy	21.7%	22% plus £3,000	22% plus £5,000	22% plus £8,000	
216	Seal Academy	21.7%	21.7%	21.7%	21.7%	
212	Selsey Academy	17.9% plus £23,000	17.9% plus £23,000	17.9% plus £23,000	17.9% plus £23,000	
225	Seymour Academy	21.7%	17.1% plus £12,000	17.1% plus £14,000	17.1% plus £16,000	
207	Southwater Infant School	17.9% plus £6,000	18.5% plus £6,000	18.5% plus £6,000	18.5% plus £6,000	
208	Southwater Junior School	18.1% plus £6,000	18.1% plus £6,000	18.1% plus £6,000	18.1% plus £6,000	
217	Tangmere Academy	21.7%	21.7%	21.7%	21.7%	
234	The Mill Primary #	21.7%	18.1% plus £6,000	18.1% plus £6,000	18.1% plus £7,000	
219	Thomas Bennett College	21.7%	21.7%	21.7%	21.7%	
110	Worthing High School Academy	21.7%	21.7%	21.7%	21.7%	
MRSST Pool						
445	Midhurst Academy	16.1% plus £6,000	21.6%	21.6%	21.6%	
213	Regis Academy	20.5% plus £66,000	21.6%	21.6%	21.6%	
202	Shoreham Academy	15.2% plus £9,000	21.6%	21.6%	21.6%	
226	South Way Academy	21.7%	21.6%	21.6%	21.6%	
ERR Pool						
218	Edward Bryant Academy	21.7%	22.6%	22.6%	22.6%	
233	River Beach Primary #	21.7%	22.6%	22.6%	22.6%	
228	Rustington Academy #	21.7%	22.6%	22.6%	22.6%	
LW Pool						
201	Littlehampton Academy	15.7% plus £19,000	18.1%	19.0%	19.5%	
203	Woodard Academy Trust	15.1% plus £12,000	18.1%	19.0%	19.5%	
Warden Park Pool						
210	Warden Park Academy	19.3% plus £31,000	22.8%	22.8%	22.8%	
214	Warden Park Primary Academy	21.9% plus £8,000	22.8%	22.8%	22.8%	
General Academies Pool						
235	Downview Primary #	21.7%	19.0%	19.0%	19.0%	
230	Eastbrook Academy #	21.7%	19.0%	19.0%	19.0%	



Employer code	Employer name	Contributions currently being paid in 2013/14	Minimum Contributions for the Year Ending		
			31 March 2015	31 March 2016	31 March 2017
Scheduled Bodies Pool					
261	Angmering Parish Council	18.1%	19.3%	20.5%	21.7%
1664	Arundel Town Council	18.1%	19.3%	20.5%	21.7%
265	Ashington Parish Council	18.1%	19.3%	20.5%	21.7%
256	Ashurstwood Parish Council	18.1%	19.3%	20.5%	21.7%
257	Balcombe Parish Council	18.1%	19.3%	20.5%	21.7%
299	Bersted Parish Council	18.1%	19.3%	20.5%	21.7%
285	Billingshurst Parish Council	18.1%	19.3%	20.5%	21.7%
1774	Bognor Regis Town Council	18.1%	19.3%	20.5%	21.7%
1834	Burgess Hill Town Council	18.1%	19.3%	20.5%	21.7%
1904	Chichester City Council	18.1%	19.3%	20.5%	21.7%
320	Chichester Harbour Conservancy	18.1%	19.3%	20.5%	21.7%
335	Cuckfield Parish Council	18.1%	19.3%	20.5%	21.7%
336	Cuckfield Rural Parish Council	18.1%	19.3%	20.5%	21.7%
337	Donnington Parish Council	18.1%	19.3%	20.5%	21.7%
339	Earley Parish Council	18.1%	19.3%	20.5%	21.7%
2038	East Grinstead Parish Council	18.1%	19.3%	20.5%	21.7%
342	East Preston Parish Council	18.1%	19.3%	20.5%	21.7%
341	Eastergate Parish Council	18.1%	19.3%	20.5%	21.7%
351	Findon Parish Council	18.1%	19.3%	20.5%	21.7%
385	Haywards Heath Town Council	18.1%	19.3%	20.5%	21.7%
425	Lancing Parish Council	18.1%	19.3%	20.5%	21.7%
395	Lindfield Parish Council	18.1%	19.3%	20.5%	21.7%
2314	Littlehampton Town Council	18.1%	19.3%	20.5%	21.7%
2413	Midhurst Town Council	18.1%	19.3%	20.5%	21.7%
463	North Horsham Parish Council	18.1%	19.3%	20.5%	21.7%
464	North Mundham Parish Council	18.1%	19.3%	20.5%	21.7%
473	Pulborough Parish Council	18.1%	19.3%	20.5%	21.7%
485	Rustington Parish Council	18.1%	19.3%	20.5%	21.7%
493	Selsey Town Council	18.1%	19.3%	20.5%	21.7%
501	Slaugham Parish Council	18.1%	19.3%	20.5%	21.7%
503	Slinfold Parish Council	18.1%	19.3%	20.5%	21.7%
506	Southwater Parish Council	18.1%	19.3%	20.5%	21.7%
504	Steyning Parish Council	18.1%	19.3%	20.5%	21.7%
534	Upper Beeding Parish Council	18.1%	19.3%	20.5%	21.7%
545	West Grinstead Parish Council	18.1%	19.3%	20.5%	21.7%
Small Admitted Bodies Pool					
410	Age UK (Horsham)	16.5%	17.4%	18.3%	19.3%
310	Chichester Diocesan Association of Family Social Workers	16.5%	17.4%	18.3%	19.3%
430	Littlehampton Harbour Board	16.5%	17.4%	18.3%	19.3%
450	Munitham House School	16.5%	17.4%	18.3%	19.3%
465	Pallant House Gallery Trust	16.5%	17.4%	18.3%	19.3%
Other Scheduled Bodies					
1394	Census (Horsham)	16.1%	17.1%	18.1%	19.1%
200	Census (Mid Sussex)	16.1%	17.1%	18.1%	19.1%
507	South Downs National Parks Authority	19.9%	19.9%	19.9%	19.9%
Admitted Bodies					
253	Age UK (Ex Arun)	23.0%	8.8% £	8.8% £	8.8% £
387	BAM	18.6%	20.3% plus £19,001	22.0% plus £40,001	23.7% plus £63,001
280	Brookwood Partnership	15.3%	21.4%	22.9%	24.4%
275	Care Quality Commission **	32.3% plus £77,000	34.6% plus £79,000	36.8% plus £82,000	39.1% plus £86,000
350	Firefighters Charity	17.8% plus £12,000	19.5% plus £13,000	21.2% plus £14,000	22.9% plus £15,000
386	Health Management (Sussex Police)	15.4%	19.5%	20.5%	21.5%
392	Homes & Communities Agency **	18.6%	20.3% plus £19,000	22.0% plus £40,000	23.7% plus £63,000
417	Impulse Leisure	16.7%	18.0%	18.0%	18.0%
416	Inspire Leisure	15.3%	16.8% £	16.8% £	16.8% £
259	Local Government Association **	32.1% plus £2,152,000	32.1% plus £2,152,000 £	32.1% plus £2,152,000 £	32.1% plus £2,152,000 £
440	Martlet Homes **	19.2%	20.2% plus £30,000	21.2% plus £62,000	22.3% plus £92,000
462	NSL Services Group	26.1%	26.1%	26.1%	26.1%
475	Reliance Secure Task Management	20.6%	22.8%	24.9%	27.1% plus £1,000
480	Royal Town Planning Institute	17.3% plus £324,000	18.7% plus £235,000	20.1% plus £235,000	21.6% plus £235,000
491	Saxon Weald Homes	16.5%	16.0% plus £41,000	16.0% plus £65,000	16.0% plus £87,000
494	Shaw Healthcare	18.4%	20.8%	23.2%	25.7%
500	Shoreham Port Authority	18.3% plus £317,000	18.3% plus £338,000	18.3% plus £360,000	18.3% plus £384,000
531	University of Chichester **	16.1% plus £147,000	17.2% plus £147,000	17.2% plus £147,000	17.2% plus £147,000
538	Viridor Waste Management	18.7% plus £2,000	18.7%	18.7%	18.7%



Employer code	Employer name	Contributions currently being paid in 2013/14	Minimum Contributions for the Year Ending		
			31 March 2015	31 March 2016	31 March 2017
West Sussex Pass Through Employers					
240	Addaction	19.9%	19.9%	19.9%	19.9%
267	Aspire Sussex Ltd.	24.8%	25.6%	25.6%	25.6%
269	Balfour Beatty	22.5%	26.6%	26.6%	26.6%
276	Capita IT	19.9%	23.6%	23.6%	23.6%
277	Capita SSO	20.7%	24.0%	24.0%	24.0%
846	Churchill	19.9%	19.9%	19.9%	19.9%
329	Compass Travel	19.9%	19.9%	19.9%	19.9%
349	Essex Carers Ltd.	23.8%	25.1%	25.1%	25.1%
361	Freedom Leisure (Ex Six Villages)	19.9%	19.9%	19.9%	19.9%
375	Grace Eye Foundation	16.4%	20.8%	20.8%	20.8%
398	Impact Initiatives	19.9%	19.9%	19.9%	19.9%
461	New Concept	21.7%	20.8%	20.8%	20.8%
479	Royal Society for the Protection of Birds	22.3%	26.3%	26.3%	26.3%
502	Spurgeons	19.9%	19.9%	19.9%	19.9%
Crawley Borough Council Pass Through Employers					
436	Mears	15.2%	22.7%	22.7%	22.7%
437	Mitie	15.2%	25.0%	25.0%	25.0%
Mid Sussex Pass Through Employers					
360	Freedom Leisure (Ex Mid-Sussex)	15.0%	15.0%	15.0%	15.0%
Employees with no contributing members ***					
254	Age UK (West Sussex)		Pooled with Small Admitted Bodies		
255	Ardingly Parish Council		Pooled with Small Scheduled Bodies		
273	Camilia Botnar Foundation		Pooled with West Sussex County Council		
205	Hazelwick Trust School		Pooled with West Sussex County Council		
60	Magistrates Court Committee	-	-	-	-
4271	May Gurney		Pooled with West Sussex County Council		
455	National Car Parks	21.2%	-	-	-
901	National Health	-	-	-	-
11	National Water Company	-	-	-	-
460	New Shoreham Porth Health		Pooled with West Sussex County Council		
466	Places for People		Pooled with West Sussex County Council		
467	Plaistow & Ifold Parish Council		Pooled with Small Scheduled Bodies		
7162	Portsmouth Water Company	-	-	-	-
70	Probation Committee	-	-	-	-
490	Saint Thomas More School	-	-	-	-
33333	SERCO		Pooled with West Sussex County Council		
508	Storrington And Sulington Parish Council	-	-	-	-
511	Superclean Services		Pooled with West Sussex County Council		
509	Superclean Services Wothorpe Ltd		Pooled with West Sussex County Council		
428	The Listening Company		Pooled with West Sussex County Council		
525	Turners Hill Parish Council		Pooled with Small Scheduled Bodies		
590	Valuation & Community Charge Tribunal		Pooled with West Sussex County Council		
536	Village Coaches		Pooled with West Sussex County Council		
540	West & Southbourne Joint BC	-	-	-	-
570	West Sussex Economic Partnership		Pooled with Small Admitted Bodies		
620	Worthing Society for the Blind	-	-	-	-
Other New Employers in the Fund since 1st April 2013					
252	Adur Worthing Joint Committee	-	18.7%	19.7%	20.7%
238	Bishop Luffa Academy	21.7%	18.3% plus £16,000	18.3% plus £17,000	18.3% plus £17,000
305	Carers Support	16.4%	20.8%	20.8%	20.8%
236	Chichester Free School	-	22.7% ±	23.7% ±	24.7% ±
418	In Touch (Family Mosaic)	16.4%	20.8%	20.8%	20.8%
447	Monitor Cleaning Services	-	23.0%	23.0%	23.0%
237	Ormiston Six Villages Academy	21.7%	16.2% plus £7,000	16.2% plus £7,000	16.2% plus £7,000
229	St Lawrence Academy	21.7%	19.7% plus £6,000	19.7% plus £6,000	19.7% plus £6,000
585	West Sussex Music Trust	16.4%	20.8%	20.8%	20.8%

¥ The rates shown will be reviewed annually (or more often where appropriate) as the employer is approaching the end of their participation in the Fund.

± The rate shown will be reviewed when the final membership of the employer is agreed.

These employers were admitted after 1 April 2013.



* Bodies pooled for contribution rate purposes are shown in the table below:

West Sussex County Council Pool	
Code	Name
204	Bourne Community College Trust School
273	Camilia Botnar Foundation
205	Hazelwick Trust School
426	Learning Skills Council
4271	May Gurney
460	New Shoreham Porth Health
466	Places for People
33333	SERCO
511	Superclean Services
509	Superclean Services Wotheope Ltd
428	The Listening Company
590	Valuation & Community Charge Tribunal
536	Village Coaches
1	West Sussex County Council

** Certain bodies have been combined with their predecessor bodies. A key to the Employer Codes of the successor and predecessor(s) are contained in the following table:

Successor Body Named in Contributions Certificate		Predecessor Bodies Combined with Successor	
Code	Name	Code	Name
259	Local Government Association of England and Wales	6196	Association of County Councils
		4019	Association of District Councils
		6218	LAMSAC
275	Care Quality Commission	438	National Care Standards Commission
		328	Commission for Social Care Inspection
440	Martlet Homes	330	Chichester District Community Housing
392	Homes and Communities Agency	4027	CNT
531	University of Chichester	581	Chichester Institute of Higher Education
		580	WSIHE
		530	University College Chichester
109	Central Sussex College	102	Crawley College
		106	Hayward Health 6th Form
101	Chichester College	104	Brinsbury College
1258	Arun District Council	462	NSL Services Group

*** Deficits of employers with no contributing members on the ongoing funding basis are shown below:

Employers with no contributing members		
Code	Name	(£000's)
60	Magistrates Court Committee	1,421
455	National Car Parks	54
901	National Health	(69)
11	National Water Company	1,412
7162	Portsmouth Water Company	(405)
70	Probation Committee	(4,069)
490	Saint Thomas More School	(151)
508	Storrington And Sulington Parish Council	20
540	West & Southbourne Joint BC	(10)
620	Worthing Society for the Blind	7



Further comments

III health liability insurance

Please note, at the time of writing the Fund is currently considering insuring against funding strains on ill health early retirements at whole Fund level. Until this decision is taken, employers can still take out insurance on an individual basis. If appropriate evidence of insurance is provided, the Administering Authority may allow the insurance premium to be offset against the contribution rates set out above such that the employer's LGPS costs are unchanged. This arrangement is allowed for the period the insurance is in place and where the Fund has not taken out cover for all employers. If the Fund chooses to insure against funding strains on ill health retirement at whole Fund level, employers will be required to pay the above rates as the Fund would pay the insurance premium on behalf of employers from contribution income.

Stabilisation

The following employers have had their contribution rates stabilised following a separate modelling exercise that we carried out on their behalf:

- West Sussex County Council Pool
- Adur District Council
- Arun District Council
- Chichester District Council
- Crawley Borough Council
- Horsham District Council
- Mid Sussex District Council
- Sussex Police Authority Pool
- Worthing Borough Council
- Adur Worthing Joint Committee